

**Eastern West Virginia Community & Technical College
Board of Governors
Policy No. BP-5.13**

Title: Academic Rank for Full-time Faculty Policy

SECTION 1: GENERAL

- 1.1 Scope: The Academic Rank for Full-time Faculty Policy defines the guidelines to assign rank and determine promotion for full-time faculty at Eastern West Virginia Community and Technical College.
- 1.2 Authority: Title 133, Joint Procedural Rule of the West Virginia Higher Education Policy Commission and WV Council for Community and Technical Colleges, Series 9, Academic Freedom, Professional Responsibility, Promotion and Tenure
- 1.3 Effective Date: Fall 2009

SECTION 2: DEFINITIONS

2.1 Full-time Faculty: This term refers to employment as a faculty member for a full academic year (at least a nine month contract basis) for fifteen credit hours instructional load per semester or at least thirty credit hours instructional load per academic year or the equivalent of teaching and/or administrative responsibilities. Full-time faculty are employed for a full academic year on a twelve month, ten month or nine-month contract.

2.2 Term faculty: All regularly employed full-time faculty are employed as “term” faculty with appointments of one- to three year terms. Full-time term faculty are eligible for reappointment. Term faculty are appointed to faculty rank and are expected to carry out all responsibilities of full-time faculty, and are eligible for promotion and all other employment benefits except tenure or tenure status.

SECTION 3: RATIONALE

The Academic Rank for Full-time Faculty Policy assures that equitable rank and promotion practices are applied to full-time faculty regardless discipline and department.

SECTION 4: GUIDELINES

A professional rank system requires criteria by which to distinguish the ranks. The following provides a consistent set of guidelines for determining rank and promotion for full-time faculty.

- Faculty eligible for advancement or appointment shall be advanced or appointed to one of the following ranks: Instructor, Assistant Professor, Associate Professor, or Professor. Yearly contracts will indicate a faculty member's specific rank as one of the four listed above. Years in rank will also be recorded on the same contracts.
- Promotion in rank will not be granted routinely or automatically because of length of service. Neither will promotion be denied capriciously. Requests for granting of promotion will be evaluated on the basis of the following five areas of performance.
 - Degree or appropriate credentials
 - Teaching excellence as evidenced by the instructional evaluation process
 - Professional growth as evidenced by the Full-time Faculty Evaluation Regulation
 - Evidence of commitment to the profession and the College as evidenced by the Full-time Faculty Evaluation Regulation
 - Attainment of defined level of experience as established in this policy.

| RANK | DEGREE | YEARS OF SERVICE |
|---------------------|--|--------------------------------|
| Instructor | MA/MS, BS/BA, Trade Experience | --- |
| Assistant Professor | Instructor + 15 Approved Professional Development Hours | 3 Years |
| Associate Professor | Assistant Professor + 30 Approved Professional Development Hours | 6 Years including 3 at Eastern |
| Professor | Associate Professor + 45 Approved Professional Development Hours | 9 Years including 6 at Eastern |

Implementation of this policy is defined in the Rank and Promotion Regulation for Full-time Faculty.

Board of Governors, Chair

Date