

ACADEMIC RANKING

- A. Academic rank or title is not related to the amount of an academic employee's salary; therefore, salary will not be considered in the proposed plan for designating academic rank.
- B. The Plan (Designation of Rank)
1. Full-time academic employees who do not wish academic rank may retain the title of instructor or lecturer.
 2. The title lecturer will designate those academic employees who wish the title or who are not otherwise designated. Normally these employees will be part-time employees or those employees not teaching on a regular ten-month (10) contract. Provisions for designating academic rank to part-time faculty are available (see paragraph 6 of this policy).
 3. Assistant Professor. Any academic employee hired as a probationary, regular, or full-time instructor shall be designated as assistant professor.
 4. Associate Professor. Any academic employee who is a regular, full-time faculty member who has been granted tenure by the district shall be designated as an associate professor.
 5. Professor. Any academic employee who is a regular, full-time faculty member who has served the district for six (6) years and has qualified for a sabbatical leave shall be designated as professor.
 6. Any academic employee who has taught at least six (6) units each semester for three (3) consecutive years in the district or six (6) hours each week each semester for three (3) consecutive years in the district shall be designated as assistant professor.
- C. General Criteria
1. A full-time faculty member is any full-time academic employee of the district, including, but not limited to counselors, coordinators, and librarians.
 2. Academic rank will be designated in one of the college's instructional units. (Example: Professor of History)
 3. A faculty member holding an academic rank shall have it listed in the catalog.
- D. Implementation
1. All full-time and part-time faculty members currently employed by the district shall be given the appropriate credit for their previous years of service with the district.

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Page 1 of 2

2. If a full-time faculty member with academic rank at another college or university is employed by the district, the rank previously held will be honored in accordance with district policy.
3. Upon retirement, faculty members shall be granted the highest rank they held, followed by the word emeritus; upon retirement, administrators shall also retain their official title following by the word emeritus.

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