

FACULTY APPOINTMENT AND ACADEMIC RANK POLICY

Faculty Tracks

Teaching-Research Faculty: Instructor, Assistant Professor, Associate Professor, Professor (tenure and/or non-tenure tracks, eligible for benefits)

Clinical-Educator Faculty: Instructor, Assistant Professor, Associate Professor, Professor (tenure and/or non-tenure tracks, eligible for benefits)

Resident Faculty: Resident Instructor, Resident Assistant Professor, Resident Associate Professor, Resident Professor (no tenure track option, eligible for benefits, temporary full-time, compensated, normally a one-year appointment which cannot extend total consecutive years of service to more than three years)

Adjunct Faculty: Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor (no tenure track option, eligible for benefits, continuing part-time equal to or more than 50% but less than 75% workload of full-time, compensated, normally one-year appointments which may be renewed)

Special Faculty: Lecturer, Assistant Instructor (no tenure track option, not eligible for benefits, compensated, part-time less than 50% workload of full-time)

Contributed-Service Faculty: Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor (no tenure track option, not eligible for benefits, part-time, without compensation)

Visiting Faculty: Visiting Faculty members shall have the title of Visiting preceding the rank and discipline held at their home institution.

Emeritus Faculty: Emeritus Faculty members shall retain the title they held at the time of retirement with the word "Emeritus" inserted between their previous rank indicator and their discipline indicator. (For example: Associate Professor Emeritus of Theology).

University Professors: University Professors shall retain the rank held at the time of their designation as University Professor, unless promoted in accordance with Rank and Tenure policies.

Guideline Criteria

Education:

Academic Degrees: M.S., M.S.D., Ph.D.

Professional Degree: D.D.S., D.M.D.

Professional Specialty: certificate, board eligible, board certified

Teaching Experience / Excellence:

Didactic

Laboratory / Clinical

Social

Research/ Creative Scholarly Activity: achievement

Service: the University, the Profession and the Community

Clinical Service: proficiency (where applicable)

Faculty Performance Guidelines, as written in the Faculty Development Handbook, should be used as the criteria for establishing the academic rank for Teaching-Research Faculty, Clinical-Educator Faculty, Resident Faculty and Adjunct Faculty. Rank is based on the following criteria: Education, Teaching Experience / Excellence, Research / Creative Scholarly Activity, Service, and Clinical Service (where applicable). Board eligible specialists shall be considered for appointment at the rank of Assistant Professor. Board certified specialists may be considered for appointment at the rank of Associate Professor, depending upon years of teaching experience.

The rank for Special Faculty should be determined on a case by case basis.

The rank for Contributed-Service Faculty should be determined by using the Teaching Experience / Excellence criteria, as well as practice experience.