FACULTY ADVANCEMENT-IN-RANK

I. Definitions

Faculty promotion is the movement from one faculty rank to the next level faculty rank.

The College encourages faculty to pursue advancement-in-rank and feels this system encourages the development of excellence in teaching, encourages professional development, encourages service to the College, profession, and community, and rewards faculty who have been outstanding in their teaching and service.

The following academic rank titles are authorized for full-time tenured track faculty:

Instructor
Assistant Professor
Associate Professor
Professor

The *Faculty Handbook for Advancement-In-Rank* contains the guidelines, procedures and schedules to be followed by faculty intending to apply for promotion. The *Faculty Handbook for Advancement-In-Rank* can be found in the Instructional and Student Affairs (ISA) employee portal or in the ISA office.

II. Salary of a promoted faculty

Faculty who advance-in-rank shall receive a 5% increase to their base salary, and will be placed on the appropriate salary scale for the advanced rank for compensation determination.

III. Effective date of promotion

The effective date of the promotion and increase to compensation shall be at the beginning of the next academic year.