

Policy 202: Faculty Rank and Promotion

Related Policies

Adopted: February 20, 2020

Amended

I. Purpose

Central Penn College values personal and professional development and recognizes development through the advancement of its faculty members. The College provides opportunities to full-time faculty members to advance their faculty rank through a formal promotion process.

The College categorizes faculty appointments by rank and title. The faculty ranks impact the benefits and rights of faculty members included in that categorization. The standard ranks include Lecturer, Instructor, Assistant Professor, Associate Professor, and Professor.

Appointment to a rank shall depend on the appointee's education and professional experience. The College prorates years of teaching experience when a faculty member's experience does not represent full-time teaching. All persons receiving faculty appointments should have engaged in scholarly work or have notable professional expertise and have demonstrated academic achievements, professional accomplishments, and demonstrated effectiveness. All faculty must demonstrate support of the mission and vision of the College.

Academic Ranks

The academic ranks focus on the academic and educational experience and expertise of the faculty member. The primary duties of the faculty member include teaching and advising, service in the form of committee work, and professional development in the form of scholarly development.

Lecturer

A Lecturer holds a minimum of a baccalaureate degree as well as specialized experiential subject matter expertise. The Lecturer demonstrates the potential for teaching excellence, concern for student learning outcomes, and attention to, and proficiency in, academic advising.

Instructor

An Instructor holds a minimum of master's degree in the subject matter taught at the time of appointment, demonstrates the potential for teaching excellence, concern for student learning outcomes, and attention to, and proficiency in, academic advising.

Assistant Professor

An Assistant Professor holds a minimum of an earned master's degree in the discipline or related field at the time of appointment, has at least three years of teaching experience in a post-secondary environment, and demonstrates effectiveness in student service, service to the department or school, and a commitment to professional development.

Associate Professor

An Associate Professor holds a terminal degree in the discipline or related field and meets all requirements of the appointment as an Assistant Professor, and has at least three years of teaching experience as an Assistant Professor. An Associate Professor demonstrates exemplary student service, commitment to service to the department, school, and college, and extensive professional development with evidence of application in the classroom.

Professor

A Professor meets all of the requirements of the appointment as an Associate Professor, holds a doctoral degree in the discipline or related field, and has at least four years of teaching experience as an Associate Professor. A Professor demonstrates distinction in teaching, student service, a commitment to leadership roles at the department, school, and college, and in the area of professional development with evidence of application in the classroom.

II. Policy

Central Penn College has a formalized faculty rank and promotion procedure that evaluates faculty in three areas: teaching, service (to the college and community), and scholarship. The formalized procedure objectively and consistently evaluates each candidate's qualifications and contributions to the College and its mission. The rank and promotion committee weighs the criteria for promotion according to the rank under consideration.

Scholarship is defined to include research within one's discipline or a pedagogical approach, the integration of knowledge, the transformation of knowledge through the intellectual work involved in teaching and learning process, and/or the application of knowledge to solve a compelling problem in the community. The College expects faculty will stay informed of their profession/discipline and know the literature (current and historical) in one's field. By promoting scholarship, the College is investing in both our faculty and students and fulfilling our vision and mission.

Implementation

This policy is effective on February 20, 2020.