

## Appendix F - Administrative Regulation 3.3.2 Faculty Rank / Position Titles

| Academic Degree    | New Hire, Adjunct/ Non-Tenure- track | New Hire, Benefitted, Tenure- track | Awarded Tenure per AR 3.3.1 | After 5 Years of Tenured Experience + PD activity/units equivalent to 1 salary move. (See explanation/details below) |
|--------------------|--------------------------------------|-------------------------------------|-----------------------------|----------------------------------------------------------------------------------------------------------------------|
| Associate's Degree | Instructor                           | Assistant Professor                 | Associate Professor         | Professor                                                                                                            |
| Bachelor's Degree  | Instructor                           | Assistant Professor                 | Associate Professor         | Professor                                                                                                            |
| Master's Degree    | Instructor                           | Assistant Professor                 | Associate Professor         | Professor                                                                                                            |
| Doctorate Degree   | Instructor                           | Associate Professor                 | Professor                   | Professor                                                                                                            |

**Professor:** In order for faculty ~~who possess an Academic Degree below a Doctorate~~ to earn the rank/title of Professor, **they must earn Tenure.**

- ~~1. Must remain in their teaching position for five total/cumulative academic years, not including summer terms, after earning tenure.~~
- ~~2. Per AR 3.8.2, must complete Professional Development (PD) activities and earn the required units equivalent for one salary move prior to or after obtaining tenure.~~
- ~~3. Complete and submit to HR the Professor Title Advancement Request Form to initiate the title change process. The Form is not/will not be used as a measurement for award and approval of the new rank/title.~~

### ~~Upon AR 3.3.2 approval and implementation.~~

- ~~1. Non-tenured faculty will possess the rank/title from the above table depending on their current status in the tenure process.~~
- ~~2. Tenured faculty who wishes to secure the title of Professor can only do so after five years of EWC tenured experience, completion of PD activities, award of PD units as noted above, and submission of a completed Professor Title Advancement Request Form.~~

Tenured status and post-Tenured time earned at other institutions are not counted/applied for EWC rank/title.

**Original Adoption Date:**

**Revision Date(s): 6/17/21**

**Date reviewed, no change:**