I. POLICY STATEMENT

This policy outlines faculty ranks at Idaho State University.

II. AUTHORITY AND RESPONSIBILITIES

The Office of Academic Affairs has the authority and responsibility to update and review this policy as necessary in consultation with the faculty.

III. PROCEDURES TO IMPLEMENT

A. Primary Faculty Ranks and Location. There are four (4) primary faculty ranks at Idaho State University:

1. Professor
2. Associate Professor
3. Assistant Professor
4. Instructor

Faculty rank, including initial appointment to faculty rank and any promotion to a higher rank, is located in a department or equivalent unit.

B. Criteria for Faculty Rank and Promotion

1. Qualifications

Each college has personnel policies with respect to appointment, promotion, tenure
and nonreappointment which may be more specific than those included herein. The qualifications which follow are minimum criteria.

a. Instructor
   i. The degree of Master of Arts or Master of Science.
   ii. Good scholarship as reflected in academic record.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.

b. Assistant Professor
   i. The degree of Master of Arts or Master of Science plus graduate work beyond the minimum required for a master’s degree.
   ii. Good scholarship as reflected in academic record.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.
   iv. Evidence of creative scholarly activities.
   v. Demonstrated interest in the welfare of institutions of higher learning.
   vi. Three years of teaching experience at the college level.

c. Associate Professor
   i. The degree of Doctor of philosophy or the terminal degree in the field.
   ii. Good scholarship as reflected in academic record.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.
   iv. Evidence of creative scholarly activities and of continuing productive scholarship.
   v. Demonstrated interest in the welfare of institutions of higher learning.
   vi. Five years of teaching experience at the college level or other appropriate experience in the field.

d. Professor
   i. The degree of Doctor of Philosophy or the terminal degree in the field.
   ii. Good scholarship as reflected in academic record.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.
   iv. Evidence of creative scholarly activities and of continuing productive scholarship.
   v. Demonstrated interest in the welfare of institutions of higher learning.
   vi. Seven years of teaching experience at the college level or other appropriate experience in the field.
   vii. Evidence of intellectual and academic leadership.

2. College of Technology Faculty
College of Technology faculty must be qualified according to the Idaho State Plan for Professional-Technical Education and certified as outlined in the Idaho Certification Standards for Professional-Technical Personnel.

3. Special Instructional Faculty

Each college has personnel policies with respect to appointment, promotion, and nonreappointment which may be more specific than those included herein. The qualifications which follow are minimum criteria.

a. Assistant Lecturer
   i. A Master's degree
   ii. Demonstrated competence in the field plus interest in and capacity for teaching.

b. Associate Lecturer
   i. A Master's degree
   ii. Five years at the Assistant Lecturer rank or equivalent teaching experience.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.
   iv. Demonstrated interest in the welfare of institutions of higher learning.

c. Senior Lecturer
   i. A Master's degree
   ii. Five years at the Associate Lecturer rank or equivalent teaching experience.
   iii. Demonstrated competence in the field plus interest in and capacity for teaching.
   iv. Demonstrated interest in the welfare of institutions of higher learning.
   v. Evidence of pedagogical and academic leadership.

4. Exceptions

Persons who have made substantial contributions to their fields of specialization or who have demonstrated exceptional scholarship and competence or appropriate creative accomplishment of recognized outstanding quality may be appointed to faculty rank without satisfying established University criteria for initial appointment or promotion, provided that the qualifications of such individuals have been reviewed in accordance with University procedures and the appointment is recommended by the President.

5. Rank for Administrative Nonclassified Employees
An administrative nonclassified employee may hold faculty rank in a department or equivalent unit in which rank has previously been established. An administrative nonclassified employee may be granted rank at the time of appointment or subsequent thereto, or may be promoted in rank, if recommended by the President.

PRESIDENTIAL CERTIFICATION

Approved: ___________________________  Date: _______________________

Arthur C. Vailas
President, Idaho State University