

**FACULTY HIRED IN FORMER UK PERSONNEL SYSTEM
OR PRIOR TO 2004 IN A COMMUNITY COLLEGE
GRANDFATHERED UNDER
2003-2004 GENERAL CRITERIA FOR RANKS**

Although it would be impossible to specify the exact criteria for judging an appointment or promotion to any one particular rank, a few general statements are made as guides to review committees.

Instructor in the Community Colleges

The title Instructor in the Community Colleges designates a person whose services are contracted primarily for teaching, advising, and community service, including professional development, and institutional service (all areas on the planning agreement). The individual should have an understanding of and a belief in the purposes of a community college.

In the pre-baccalaureate program, faculty must meet the credential qualifications as stated in the Southern Association of Colleges and Schools Criteria for Accreditation Manual.

In technical programs where an academic degree is not available, two (2) years of occupational experience, professional preparation in the field, or registration or certification by a recognized agency may be presented in lieu of educational attainment. In technical programs where an academic degree is available, it is expected that the individual shall have at least a bachelor's and preferably a master's degree where appropriate.

Assistant Professor in the Community Colleges

Appointment or promotion to the rank of Assistant Professor in the Community Colleges will be made when it has been determined by colleagues, the Division Chairperson, and the President of the Community College that the individual has a current capability for good teaching, good student relations, and community service; and that the individual has demonstrated a genuine concern in fulfilling the purposes of a community college.

The evaluation of the individual's performance should be determined by the use of current objective evaluative instruments.

Associate Professor in the Community Colleges

The promotion to Associate Professor in the Community Colleges will be made only after an indication of continuous improvement and contribution as a faculty member. The individual shall have demonstrated definite leadership in assigned areas of activity and in

2.1 Administrative Policy Attachment A

the overall development of the program of the applicable community college. The individual also shall have earned recognition for educational leadership.

Professor in the Community Colleges

A promotion to the rank of Professor in the Community Colleges should be an indication that the individual is an outstanding, mature faculty member who has been recognized for leadership in the applicable community college and the Community College Branch; and who has demonstrated excellence in assigned areas of activity, in professional development, and in the total program of the applicable community college. It should always be stressed that this rank is a recognition of quality, and depth of performance and achievement rather than length of service.