

ACADEMIC RANK DESCRIPTORS FOR TENURED AND TENURE-TRACK FACULTY

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Academic rank descriptors for tenure-track faculty members are as follows:

1. ASSISTANT PROFESSOR

This rank is the entry level for a tenure-track position. In addition to fulfilling faculty responsibilities, faculty holding this rank must meet the following qualifications.

- (1) **Academic Preparation.** An assistant professor must hold the earned doctorate or equivalent terminal degree.
- (2) **Experience.** Some university/college teaching experience or related professional/work experience is preferred.
- (3) **Teaching.** Shows continuing progress in teaching proficiency by deepening knowledge in the teaching specialty and developing effective instructional strategies and techniques. Is developing the expertise needed to teach graduate as well as undergraduate courses by participating in professional development activities aimed at making one a better teacher or at enhancing one's expertise in a teaching subject area. Understands university and college degree requirements and other matters related to academic advisement as well as requirements for graduate study and professional entry into the field. Actively participates in academic advisement and career counseling.
- (4) **Scholarship/Creative Activity.** Establishes an agenda in scholarly or creative activity beyond instructional assignments. The agenda results in published scholarly works or peer-reviewed product/creative activity at the regional or national level. Areas of accomplishment are appropriate to the academic discipline.
- (5) **Service.** Participates in service to the college and university through committees, councils, and special projects. May also participate and lead in professional and community service insofar as the activities relate to the candidate's discipline or serve the university mission.

2. ASSOCIATE PROFESSOR

This rank represents maturity, experience and leadership in the academic profession. In addition to fulfilling faculty responsibilities, faculty holding this rank must meet the following qualifications.

- (1) **Academic Preparation.** An associate professor must hold the earned doctorate or the

equivalent terminal degree.

- (2) Experience. Usually, at least five years of full-time university faculty experience including at least four years in the rank of assistant professor. Related professional experience may in rare cases substitute.
- (3) Teaching. Having a broad knowledge of the discipline and an in-depth knowledge in one or more parts of the field, the associate professor is a teacher of proven quality. Has the ability, experience, and expertise to teach both undergraduate and graduate courses. May be involved in experimental, innovative teaching. Knows degree requirements for both undergraduates and graduates and is experienced in academic advisement and career counseling. Serves as a mentor for students desiring advanced degrees and career entry.
- (4) Scholarship/Creative Activity. Continues an agenda of inquiry that has resulted in published scholarly works or peer-reviewed product/creative activity at the regional or national level related to the candidate's discipline.
- (5) Service. Has begun to assume a position of leadership in the college and the university by serving on committees or special projects. May also participate and lead in professional and community service insofar as the activities relate to the candidate's discipline or serve the university mission.

3. PROFESSOR

This is the summit of academic rank, representing a position of leadership in the university. In addition to fulfilling faculty responsibilities, faculty holding this rank must meet the following qualifications.

- (1) Academic Preparation. A professor must hold the earned doctorate or equivalent terminal degree.
- (2) Experience. Usually, at least ten years of full-time university faculty experience including at least five years in the rank of associate professor. Related professional experience may in rare cases substitute.
- (3) Teaching. Has demonstrated maturity and skill in teaching, a proven record of teaching excellence, and continued demonstration of interest in improving pedagogical skills. Has assumed leadership in curricular development and issues related to teaching improvement in the discipline. Is thoroughly familiar with university and college degree requirements and other matters related to academic advisement, career development and opportunities, and placement. Is a teacher and adviser to colleagues in this area.
- (4) Scholarship/Creative Activity. Has an agenda of inquiry that has resulted in published scholarly works or peer-reviewed product/creative activity at the national

or international level and has a demonstrated record of mentoring colleagues in such activities.

- (5) Service. Has assumed a position of leadership and service to the university on committees, councils, and special projects. May also participate and lead in professional and community service insofar as the activities relate to the candidate's discipline or serve the university mission.

4. PROFESSIONAL ACCOMPLISHMENTS EQUIVALENT TO A TERMINAL DEGREE

The tenured faculty of a particular program and the dean of a college may determine that it is in the University's best interest to appoint and/or promote an individual who has recognized professional achievements and/or experience equivalent to a terminal degree. These professional achievements would be activities that have occurred outside of Texas A&M University-Corpus Christi. Such a circumstance must be accompanied by a written recommendation to the Provost from the dean in consultation with the appropriate faculty. The Provost and the President will consider the recommendation before granting the exception to the academic preparation criteria. Such exceptions should be rare.

Contact for Interpretation: Provost and Vice President for Academic Affairs