

ACADEMIC RANK:

A. Ranks for tenure-line faculty

1. **Assistant Professor** - The assistant professor should possess a terminal degree or its equivalent in organized research or professional practice; must have demonstrated ability as a teacher or research worker; and must have shown definite evidence of growth in scholarly, artistic, or professional achievement.
2. **Associate Professor** - The associate professor should possess the same qualifications as the assistant professor, but must also provide evidence of an established reputation in scholarly, artistic, or professional achievement.
3. **Full Professor** - The professor should possess the same qualifications as the associate professor, but must also provide evidence of a substantial record of advanced research and/or creative work, and of leadership in his/her field of specialization. This rank should be reserved for persons of proven stature in teaching and/or research.

B. Ranks for non-tenure-line (fixed-term) teaching faculty

1. **Assistant Lecturer** - should possess at least a master's degree or its equivalent, or be an active candidate for a terminal degree, in an academic field related to his/her teaching specialization.
2. **Associate Lecturer** - should possess a terminal degree or its equivalent in an academic field related to his/her teaching specialization; alternatively, the assistant teaching professor without a terminal degree should possess at least a master's degree or its equivalent in an academic field related to his/her teaching specialization; must have demonstrated ability as a teacher and adviser; and must have shown evidence of professional growth, scholarship, and/or mastery of subject matter.
3. **Full Lecturer** - should possess a terminal degree in an academic field related to his/her teaching specialization; must have demonstrated exceptional ability as a teacher and adviser while in the rank of associate teaching professor; and must have shown evidence of professional growth, scholarship, and/or mastery of subject matter at a level of distinction beyond that of the associate teaching professor.

C. Ranks for non-tenure-line (fixed-term) research faculty

1. **Researcher** - should possess a master's degree or its equivalent, or be an active candidate for a terminal degree, in an academic field related to his/her research.
2. **Assistant Research Professor** - should possess a terminal degree or its equivalent in an academic field related to his/her research. Alternatively, the assistant research professor without a terminal degree should possess at least a master's degree or its equivalent in an academic field related to his/her teaching specialization; must have demonstrated ability as a researcher; and must have shown evidence of professional growth and scholarship in his/her discipline.
3. **Associate Research Professor** - should possess a terminal degree or its equivalent in an academic field related to his/her research; must have demonstrated ability as a researcher; and must have shown evidence of professional growth and scholarship in his/her discipline.

Alternatively, the associate research professor should possess at least a master's degree or its equivalent in an academic field related to his/her research; must have demonstrated exceptional ability as a researcher; and must have shown evidence of professional growth and scholarship in his/her discipline at a level of distinction beyond that of the assistant research professor.

4. **Full Research Professor** - A research professor should possess a terminal degree or its equivalent in an academic field related to his/her research; must have demonstrated exceptional ability as a researcher; and must have shown evidence of professional growth and scholarship in his/her discipline at a level of distinction beyond that of associate research professor.

D. Ranks for clinical faculty without terminal degrees

Clinical professor, also known as professor of practice, is an academic appointment made to a member of a profession who is associated with a university and engages in practical instruction of professional students. Units that designate faculty as "clinical" should establish, for faculty without terminal degrees, qualifications for each rank that track closely to the qualifications for research and teaching faculty without terminal degrees.

1. Assistant Clinical Professor
2. Associate Clinical Professor
3. Full Clinical Professor

Table 1: Promotion of Non-Tenure-Track Faculty

<p>Primary: teaching, pedagogy, admin. service in program</p> <p>Secondary: professional activities, publications</p>	<p>Asst. Lecturer</p> <p>Terminal degree recommended</p>	<p>Assoc. Lecturer</p> <p>After five years' experience as Lecturer or equivalent, or earlier if initiated by chair/dean</p>	<p>Full Lecturer</p> <p>After ten years' experience, or earlier if initiated by chair/dean</p>
<p>Traditional triad:</p> <p>Teaching/research/service weighted according to college Faculty Expectations</p>	<p>Asst. Professor</p> <p>Terminal Degree Required</p>	<p>Assoc. Professor</p> <p>After six years' experience as Asst. Prof. or equivalent, or earlier if initiated by chair/dean</p>	<p>Full Professor</p> <p>no minimal years of service expected; application when ready</p>
<p>Emphasis on teaching & program development/ service</p> <p>Research: not exempt but as defined in the college Faculty Expectations</p>	<p>Asst. Clinical Professor</p> <p>Terminal degree recommended</p>	<p>Assoc. Clinical Professor</p> <p>After five years' experience as Lecturer or equivalent, or earlier if initiated by chair/dean</p>	<p>Full Clinical Professor</p> <p>After ten years' experience, or earlier if initiated by chair/dean</p>
<p>Exclusively research; grant funded or funding through R&D Corporation</p>	<p>Research Asst. Professor</p> <p>Terminal Degree Required</p>	<p>Research Assoc. Professor</p> <p>After six years' experience as Research Asst. Prof. or equivalent, or earlier if initiated by chair/dean</p>	<p>Full Research Professor</p> <p>no minimal years of service expected; application when ready</p>

WHEREAS West Virginia State University Faculty, regardless of title, represent the university through publication of academic material, engagement in professional conferences, representation on professional boards, and other research and service activities outside the university; and

WHEREAS the University, due to growth in programming needs to consider creating new title and ranks to encompass the expansion of faculty ranks; and

WHEREAS replacing the "Lecturer" title series with the titles of "Assistant, Associate, or [Full]watermark Instructional Professor will:

- **Ensure that instruction-intensive faculty possess an equitable title.** In a survey conducted by Beth Morling (University of Delaware) and Jeong Min Lee (Georgia State University). Faculty members "holding Lecturer and Instructor titles" were estimated to be "lower in status" than those holding the title of Assistant Teaching Professor or its equivalent
- **Reward long-standing, non-tenure track, instructional faculty members with a proper title.** WVSU currently employs several faculty members who have maintained the title "Lecturer" for several years even though these same faculty members constantly score high in student evaluation and are rated "excellent" in teaching.
- **Enhance WVSU's ability to recruit and maintain the best candidates to these instruction-intensive faculty positions.** 'Lecturer' is an ambiguous title, occasionally applied at institutions to part-time and/or adjunct faculty positions that lack opportunities for promotion and/or career advancement. Potential applicants may decline to apply for what may be perceived as a lower-status, temporary position with limited opportunities for advancement, while the title of 'Instructional Professor' more clearly aligns with the prestige and career opportunities available to instruction-intensive faculty.
- **Align WVSU's title conventions for instruction-intensive faculty with those of other major public institutions;**

THEREFORE, BE IT RESOLVED THAT the Faculty Senate calls on the Provost / VPAA to recommend to the President and the Board of Governors to create new titles within University Policies and BOG Policy 64 to include recognition of an Instructional Professor line.

BE IT FURTHER RESOLVED THAT that the WVSU Academic Administration work with the Faculty Senate to create policies and procedures that would allow incoming instructional faculty the ability to progress through the instructional ranks via merit and recommendations.

FINALLY, BE OT FURTHER RESPOLVED a fair and equitable process in which title changes can be made to existing faculty with "Lecturer" titles in a "one time" process that grandfathers those with appropriate merit and time into the correct title. The University shall allow individual faculty members to postpone their official transition to this title series if immediately transitioning to a new title would have a deleterious impact on their ability to perform the functions associated with their position.