NorthWest Arkansas Community College Administrative

Policies and Procedures

Faculty Rank 3-8-6(1)

Policy:

Recognize and promote meritorious faculty service at NorthWest Arkansas Community College.

The purpose of faculty rank is to:

Initial Appointment at NorthWest Arkansas Community College: When a faculty member, full or part-time, is first employed at the College, that faculty member has junior faculty status. He or she is appointed as either an instructor (or adjunct instructor) or an assistant professor (or adjunct assistant professor), depending on previous teaching experience in higher education and on educational attainment. If the new faculty member has more than six years of College teaching experience and more than the minimum entry-level educational requirements for the position, then he or she will enter as an assistant professor.

Third-Year Review for Instructors and Adjunct Instructors: During the regular evaluation process of the third year of employment at the College, a faculty member's supervisor may recommend him or her for assistant professor status, if the faculty member's performance has been meritorious in the area of teaching, teaching-related service, and professional developments.

Change to Senior Faculty Status, Level 1: When a faculty member has been here five years, then that faculty member is eligible for consideration during the regular evaluation process of senior faculty status, Level 1. Senior faculty status results not only from longevity but also from meritorious annual evaluations in the areas of teaching (by far the most important), service to the College and professional growth and development. If the faculty member's supervisor and the Executive Vice President for Student Learning concur that the faculty member's performance has been meritorious,

then that faculty member will achieve senior faculty status Level 1, which carries with it a $500 annual longevity stipend ($250 for part-time faculty)* and the rank of associate professor or adjunct associate professor.

Change to Senior Faculty Status, Level 2: When a faculty member has been here ten years, then the faculty member is eligible for consideration for senior faculty status, Level 2. The same process and criteria described above apply to this level, which carries with it an additional $250 or $500 annual longevity stipend* and the rank of professor or adjunct professor.

Appeal: Any faculty member denied a change of status may appeal that decision to the Executive Vice President for Student Learning who will appoint within 7 days a review panel to reconsider the decision and to make a recommendation to the Vice President. The panel will be comprised of two academic division chairs and two representatives from the faculty senate, all outside the faculty member's department. The decision of the Executive Vice President for Student Learning will be final in such cases.

Adopted: September, 2000