Title Guidelines for Tenure Track & Tenured Academic Appointments

**Assistant Professor** is an appointment title for a tenure track faculty member with an earned doctorate degree in a relevant field of engineering or the mathematical, physical or biological sciences suitable for the hiring department. This is a tenure accruing position. All candidates for this appointment are expected to make significant contributions in the areas of scholarly research or creative work, teaching, and service.

**Associate Professor** is an appointment title for a tenured or tenure track faculty member with an earned doctorate degree in a relevant field of engineering or the mathematical, physical or biological sciences suitable for the hiring department, as well as an established record of scholarly achievements. This appointment can be tenured if it is granted through the tenure process for a new hire, or an assistant professor who has successfully completed the tenure and promotion process. In the case of a new hire at the associate professor level it can also be a tenure track, tenure accruing position. All candidates for this appointment are expected to make significant contributions in the areas of scholarly research or creative work, teaching, and service.

**Professor** is an appointment title for a tenured faculty member with an earned doctorate degree in a relevant field of engineering or the mathematical, physical or biological sciences suitable for the hiring department, as well as a well established record of scholarly achievements. This appointment can be tenured if it is granted through the tenure process for a new hire, or an associate professor who has successfully completed the tenure and promotion process. All candidates for this appointment should have a history of significant contributions in the areas of scholarly research or creative work, teaching, and service.

Title Guidelines for Non-tenure Track Academic Appointments

All titles listed below are non-tenure track, non-tenure accruing positions, and are renewable on a yearly basis. If a reappointment is requested and the candidate has been out of service longer than a full academic year, new approval to hire paperwork must be submitted by the requesting department. Graduate assistant lecturer and assistant lecturer positions are often semester-by-semester appointments only.

Individuals with extraordinary academic and/or industrial experience may be assigned other appropriate titles on a case-by-case basis.
**Graduate Assistant Lecturer (GAL)** is an appointment for senior level doctoral students teaching on a part-time or temporary basis. This title does not require approval by the Dean of Faculties.

**Assistant Lecturer** is an appointment used for persons not holding doctoral degrees who are hired on a full or part-time, but temporary basis.

**Lecturer** is an appointment applied to individuals who: a) posses a doctoral degree and have limited experience either in industry or teaching; or b) possess applicable teaching and/or industry experience and may not have a doctoral degree.

**Senior Lecturer** is an appointment reserved for more experienced individuals who, if they were hired into a tenure track position, might be appointed at the level of associate professor. The person may or may not possess a doctoral degree but does have extensive and pertinent teaching and/or industry experience. The College of Engineering administration intends that the senior lecturer title be used to recognize individuals with significant accomplishments and that the title be acknowledged as such by the college and university communities. Promotion to the rank of senior lecturer is considered along with other promotions (but without the need for external reviewers) during the annual tenure and promotion process, and will carry a 5% increase provided internally.

**Distinguished Lecturer** is not a level in the promotional chain, but is reserved for a select few with unusual talents and capabilities, probably without possessing typical academic credentials.

**Visiting** titles are, by definition, intended for short-term service, typically of not more than three years (per visit) and can be made at the levels of:

- Visiting Assistant Professor
- Visiting Associate Professor
- Visiting Professor

Appointments to these titles are made after careful consideration of the candidate’s level of academic experience. A doctoral degree is also required.

**Adjunct Professor** is an appointment applied to experienced individuals possessing extensive and pertinent teaching and/or industry experience, who are retained either for a short period or part-time, to teach their specialty.

**Senior Professor** is an appointment reserved for former tenured professors to return to teach on a part-time, temporary basis.