



## Eastern Kentucky University Policy and Regulation Library

### 4.6.3

Volume 4, Academic Affairs  
Chapter 6, Faculty Appointments and Evaluation  
Section 3, Determining Faculty Rank for Initial Appointments

**Approval Authority:** Board of Regents

**Responsible Executive:** Provost

**Responsible Office(s):** Provost, Deans, Departments

**Effective:** February 28, 2020

**Last Revised:** February 28, 2020

**Issued:** varied

**Next Review Date:** Fall 2025

## Determining Faculty Rank for Initial Appointments

### Policy Statement

Eastern Kentucky University seeks to recruit and select highly qualified faculty. New full-time faculty will be hired, based upon their qualifications, at the rank of Instructor, Assistant Professor, Associate Professor, or Professor. The appropriate rank for the initial appointment to the University will be determined by the criteria set forth in this policy. Other factors, including, but not limited to, professional activity, scholarship or creative activity, and teaching effectiveness may be considered by the hiring official and approved by the Dean and Provost when determining initial rank.

### Entities Affected

- Colleges
- Libraries
- Departments
- Faculty

### Criteria for Determining Rank for Initial Appointment to the University Faculty

The criteria listed below are intended for guidance in determining rank for initial appointment of university faculty and library faculty.. It is recognized that university programs in certain specialized fields require faculty whose education and/or experience will be different from the stated criteria.

The Library faculty comprise their own academic unit and have analogous ranks. Instructor Librarian, Assistant University Librarian, Associate University Librarian, and University Librarian are analogous to those of Instructor, Assistant Professor, Associate Professor, and Professor, respectively. The criteria in this section apply to the Library ranks.

***For Appointment to Instructor***

This rank may be used for other University faculty not meeting the criteria for appointment to Assistant Professor but must meet the criteria for promotion to Assistant Professor to qualify for tenure (see Policy 4.6.4, Tenure and Promotion).

**1.1 Educational qualifications: Master's degree in appropriate discipline**

**1.2 Experience: evidence of successful teaching and/or related work experience**

***For Appointment to Assistant Professor***

**1.1 Educational qualifications: terminal graduate degree in appropriate discipline** and as approved in compliance with Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit Bearing Courses. A person who is "ABD" may be appointed as Assistant Professor with the approval of the Dean and the Provost.

**1.2 Experience – evidence of successful teaching (may be part-time teaching or service as graduate assistant) and/or related work experience**

***For Appointment to Associate Professor***

**1.1 Educational qualifications: – terminal graduate degree in appropriate discipline** and as approved in compliance with Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit Bearing Courses.

**1.2 Experience: three years of successful college or university teaching at the assistant professor level (including administrative experience) and/or directly related work experience**

**1.3 Evidence of scholarly and/or creative achievements**

***For Appointment to Professor***

**1.1 Educational qualifications: terminal graduate degree in appropriate discipline** and as approved in compliance with Policy 4.6.1, Determining Qualifications for Faculty Teaching Credit Bearing Courses.

**1.2 Experience: five years of successful college or university teaching at the associate professor level (including administrative experience) and/or directly related work experience**

**1.3 Evidence of scholarly and/or creative achievements**

<b>Definitions</b>
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- **Terminal Degree:** The terminal degree is generally, for teaching purposes, the highest academic degree awarded in a field. In most cases, the terminal degree will be the

doctorate; however, sometimes an advanced professional degree or a master’s degree will be the terminal degree in a particular field (e.g. MFA in Creative Writing). On rare occasions, the terminal degree may be a bachelor’s degree in the field. A distinction is made here between a terminal degree appropriate for teaching in higher education and a degree appropriate for autonomous practice outside the academy.

**Interpreting Authority**

Executive Vice President for Academic Affairs and Provost

**Policy Adoption Review and Approval**

**Criteria for Initial Appointments**

**Revised Policy**

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
February 28, 2020	Board of Regents	Adopted
January 30, 2020	President	Approved
December 4, 2019	Provost Council	Approved
October 7, 2019	Faculty Senate	Approved

**Policy Issued**

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
June 5, 1976	Board of Regents	Adopted
May 3, 1976	Faculty Senate	Approved

**Establishment of Faculty Ranks**

**Policy Issued**

<u>DATE</u>	<u>ENTITY</u>	<u>ACTION</u>
January 20, 1934	Board of Regents	Adopted