

HUMBOLDT STATE UNIVERSITY
ACADEMIC SENATE

Resolution on Appendix J, Section X.A-C: Standards for Academic Rank

#12-07/08-FA – April 29, 2008

RESOLVED: That the Academic Senate of Humboldt State University recommends that Section X.A-C of Appendix J be revised as indicated in the attached document, and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommends that this proposed change to Appendix J be put to a vote of the General Faculty during the 2007-2008 academic year; and be it further

RESOLVED: That the Academic Senate of Humboldt State University recommends that if approved, this proposed change to Appendix J become effective in the 2008-2009 academic year.

RATIONALE: The proposed recommendations reflect recent changes to Appendix J related to the departmental criteria and standards for promotion and tenure. In addition, there is consideration given to those departments that may not have graduate courses, or for those faculty who are primarily assigned lower division courses, but who would otherwise meet the standards for professor.

PASSED – April 29, 2008

X. STANDARDS FOR ACADEMIC RANK

A. Teaching Faculty: Determination of whether a faculty member meets the following expectations for rank should be reflected in departmental criteria and standards.

1. The rank of professor is reserved for those associate professors who have earned the highest order of respect and recognition from their colleagues in the university. Professors must be capable of presenting undergraduate courses in their disciplines, and where applicable, graduate level courses. ~~at the advanced undergraduate and graduate levels~~, and of directing research or stimulating creative activity ~~at these levels~~, with the highest degree of competence. Professors must have a strong record of participation and achievement in the combined non-teaching activities (scholarly/creative activities and service), and show promise of continuing growth in these activities. Professors do superior work in their disciplines and possess the appropriate degree or have established equivalence to it or demonstrate rare and exceptional compensating strengths.
2. The rank of associate professor is reserved for those assistant professors who have clearly demonstrated that they are well along the way towards achieving those qualities essential for senior rank. Associate professors must be capable of presenting undergraduate courses in their disciplines with a high degree of competence, and where applicable, graduate level courses. They must have a reasonable record of participation and achievement in the combined non-teaching activities (scholarly/creative activities and service), and show promise of continuing growth in these activities. Associate professors perform at a high level in their disciplines and possess the appropriate terminal degree or have established equivalence to it or demonstrate rare and significant compensating strengths.
3. An assistant professor ~~or an instructor~~ possesses either (1) the terminal degree, other approved terminal preparation or the equivalent; or (2) the master's degree or the equivalent and has the expectation of attaining the appropriate terminal degree or other required preparation, experience, and competence within the time specified in the candidate's letter of appointment. An assistant professor ~~or instructor~~ demonstrates the potential to develop into an excellent teacher, and demonstrates the potential to make substantial achievements in the combined non-teaching activities (in the areas of teaching effectiveness, scholarly/ and creative activities and service) ~~to the university and the profession, and service to the community.~~
4. ~~An assistant possesses the baccalaureate or master's degree or equivalent and shows promise of achievement in teaching at the university level.~~
54. *Tenure.* In most instances only those persons will be recommended for tenure who have the potential to meet the standards required for eventual promotion to the rank of professor. It should be understood, however, that the granting of tenure does not assure promotion.
65. *Terminal degree.* In disciplines or programs of instruction in which the doctorate is not normally attainable or desirable, preparation which is to be regarded as terminal shall be defined by the initiating unit, with the concurrence of the UFPC and the President.

B. Librarians: Determination of whether librarian meets the following expectations for rank should be reflected in departmental criteria and standards.

1. Librarian is equivalent to the academic rank of professor. This rank is reserved for those associate librarians who have earned the highest order of respect and

recognition from their colleagues in the university. Librarians at this rank must be capable of integrating the theory and practice of library science into the broader educational objectives of the university with the highest degree of competence. Librarians must demonstrate superior performance, leadership and expertise and be recognized as authorities by their colleagues, both within and without the library. Librarians must have a strong record of participation and achievement in the combined non-librarianship activities, and show promise of continuing growth in these activities.

2. Associate librarian is equivalent to the academic rank of associate professor. This rank is reserved for those senior assistant librarians who have clearly demonstrated that they are well along the way towards achieving those qualities essential for senior rank. Associate librarians must be capable for performing a range of library activities with a high degree of competence using initiative, judgment, and independence. Associate librarians possess a high degree of special expertise which is sought after by colleagues, exhibit highly developed working relationships within and without the library, and provide creative approaches and/or innovative solutions to the problems encountered in the functioning of the library. They must have a reasonable record of participation and achievement in the combined non-librarianship activities (scholarly/creative activities and service) and show promise of continuing growth in these activities.
3. Senior assistant librarian is equivalent to the academic rank of assistant professor. The senior assistant librarian is characterized by knowledge, ability, and experience for independent performance of the full range of library activities in an assigned area. The senior assistant librarian demonstrates a thorough knowledge of the application of basic fundamentals of librarianship to the particular needs of the library and has the potential to make substantial achievements in the areas of librarian effectiveness, scholarly and creative activities, and service to the university and profession, and service to the community.
- ~~4. Assistant librarian is equivalent to the academic rank of instructor. It is the entry level for librarians with a master's degrees in library science from American Library Association accredited graduate programs or their equivalent, and with little to no professional library experience. An assistant librarian demonstrates the potential to make substantial achievements in the areas of librarian effectiveness, scholarly and creative activities, service to the university and profession, and service to the community.~~
45. *Tenure*. In most instances only those persons will be recommended for tenure who have the potential to meet the standards required for eventual promotion to the rank of librarian. It should be understood, however, that the granting of tenure does not assure promotion.
56. The *Terminal degree* for librarians is a master's degree in library science from an ALA accredited library school or a library school accredited by a foreign library association whose standards can be demonstrated to be of equal quality. Equivalent quality shall be determined by the initiating unit with the concurrence of the UFPC and the president.

- C. Counselors: Determination of whether a counselor meets the following expectations for rank should be reflected in departmental criteria and standards. ~~(This section to be developed by Counseling Faculty for inclusion vote).~~

1. SSP-AR III is parallel to the rank of professor. This rank is reserved for those who have earned the highest order of respect and recognition from their colleagues in the university. Counseling faculty at this level have demonstrated effectiveness in their professional roles in breadth, depth, and length of service within the department, university, and profession. Counseling faculty at this rank must be capable of integrating the theory and implementation of psychological practice at the highest level of competence. SSP-AR III counselors must demonstrate superior performance, leadership, and expertise and be recognized as authorities by their colleagues, both within and outside of the Health and Counseling Services program. SSP-AR III counselors must have a strong record of participation and achievement in the combined non-counseling activities, and show promise of continuing growth in these activities.
2. SSP-AR II is parallel to the rank of Associate Professor. This rank is reserved for those who have clearly demonstrated that they are well along the way towards achieving those qualities essential for senior rank. Counselors at this rank must be capable of performing a range of counseling activities with a high degree of competence using initiative, judgment, and independence. They possess a higher degree of specialized expertise that is sought after by colleagues; they exhibit more broadly developed working relationships within and outside their work setting. They must have a reasonable record of participation and achievement in the combined non-counseling activities, and show promise of continuing growth in these activities.
3. SSP-AR I is equivalent to the academic rank of assistant professor. The SSP-AR I counselor is characterized by knowledge, ability, and experience for independent performance of the full range of counseling activities in an assigned area. The SSP-AR I counselor demonstrates a thorough knowledge of the university and has the potential to make substantial achievements in the areas of counseling effectiveness, scholarly/creative activities, and service.
4. Tenure. In most instances only those persons will be recommended for tenure that have the potential to meet the standards required for eventual promotion to the rank of SSP-AR III. It should be understood, however, that the granting of tenure does not assure promotion.
5. The terminal degree for counseling faculty is a degree which allows for the independent practice of psychotherapy in California according to state board regulated licensure requirements. Such degrees include a Doctorate in Psychology or a closely related discipline (leading to licensure as a psychologist), a Master's degree in Clinical Social Work (leading to the LCSW), or a Master's degree in Counseling (leading to the LMFT license). In cases where an alternative degree is desirable within the Counseling unit, such preparation which is to be regarded as terminal shall be defined by the initiating unit with the concurrence of the UFPC and the president.