

**PROMOTION
BU-PP 702**

CRITERIA FOR PROMOTION IN ACADEMIC RANK

On March 7, 1974, the University Senate adopted the following explicit guidelines for promotion in academic rank.

1. The faculty rank system has value to the University.
3. Promotion should never be considered automatic.
4. Most of the criteria to be used in determining merit for promotion are subjective and cannot be reduced to a formula.
5. There should be some minima set where criteria can be reduced to objective measurements.
6. The faculty should be distributed through the various ranks.
7. There should be a correlation between rank and salary.
8. Either Assistant Professor or Associate Professor should be considered a respectable title for persons who cannot attain the rank of Professor.
9. An administrative position (such as chairman of a department, dean, etc.) should not, in itself, be adequate basis for promotion to rank of Professor.

The following criteria will be used in determining merit for promotion in rank. These criteria will also be stated in each verbal or written communication pertaining to faculty promotion.

For the teaching faculty, the criterion of greatest importance is teaching effectiveness. The other criteria are important and are listed below in alphabetical order. The relative importance will vary with the situation.

Community and public service.

Professional competence.

Research or other creative work.

Seniority.

Service to the University.

The committee felt that the "personal equation" listed by the previous faculty committee as a criterion should be considered rather as a prerequisite to employment and as a requisite to continued service on the Baylor faculty.

The minima are adopted for promotion to the various academic ranks. In cases where truly outstanding proficiency is demonstrated the time and rank may be modified.

Assistant Professor - the terminal degree or three years teaching experience (or three years of other acceptable professional experience).

Associate Professor - the terminal degree (or the clear equivalent and six years experience. The granting of tenure does not automatically carry promotion to the rank of Associate Professor. The clear equivalent, mentioned above, of the terminal degree should be in the form of outstanding achievement in the area of specialization.

Professor - to be promoted to the rank of Professor a faculty member should have had 15 years of successful teaching experience. Exceptions may be made for truly outstanding faculty members with 12 years experience.

New faculty members may be brought in at whatever rank is justified by prior training, experience and accomplishment of the new member. In determining rank for new members the qualifications and minimum years of experience should be consistent with that for other Baylor faculty members.

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