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**FACULTY RANK**

It is the Administrative policy of Southwestern Oregon Community College that academic rank shall be awarded faculty on annual contracts who meet the following criteria:

**ASSISTANT PROFESSOR:**

1. Conferred upon hire for tenure-track position.

**ASSOCIATE PROFESSOR:**

1. Conferred upon achieving tenure.

**PROFESSOR:**

Earn tenure and the title of Associate Professor and:

1. Spend six years as an Associate Professor.
2. Tenure plus six years as an associate professor for a total of ten years is the least amount of time that a typical faculty member may spend in service to the college to earn the rank of full professor. The conditions for earning advancement are defined in the CBA and the Faculty Handbook.

Adopted by Board of Education:

Policy #4.020 July 17, 1989

Changed to Administrative Policy January 22, 1996

Revised: October 9, 2019