

PROMOTION AND DEMOTION:
FACULTY RANK

DLC-R
(LOCAL)

ACADEMIC RANK	Brazosport College encourages faculty incentives through a number of methods including recognition through titles of academic rank recognized by most institutions in higher education. Academic rank at Brazosport College is not directly attached to salary, or to salary scale levels. Advancement in rank requires that the faculty member have appropriate annual appraisals, not be assigned a required improvement plan, have his/her supervisor's recommendation, and meet the following criteria.
INSTRUCTOR	The title of a non-tenured faculty member who is employed as a full-time credit instructor with less than 15 EGCs above the minimum qualifications for the position, or less than 5 years of equivalent teaching experience as defined in the Salary Administration booklet for faculty salary level qualifications.
ASSISTANT PROFESSOR	A faculty member who has gained tenure at Brazosport College. or A non-tenured faculty member who has earned at least 15 EGCs and who has at least 5 years of equivalent teaching experience.
ASSOCIATE PROFESSOR	A faculty member who has earned at least 36 EGCs and who has held the rank of Assistant Professor, or higher, at regionally accredited institutions of higher education for at least 6 years. If the faculty member's past experiences are at institutions not awarding faculty rank, 36 EGCs and 12 years of full time higher education teaching experience are required. or A faculty member who has been assigned as a division chair or a department head and earns a stipend for that assignment under "FACULTY section E" of the Salary Administration booklet.
PROFESSOR	A faculty member who has gained tenure at Brazosport College, who has earned at least 60 EGCs (a terminal degree in the teaching area is considered to be at least 60 EGCs), and who has held the rank of Associate Professor, or higher, at regionally accredited institutions of higher education for at least 8 years. If the faculty member's past experiences are at institutions not awarding faculty rank, tenure at Brazosport College, 60 EGCs, and 20 years of full time higher education teaching experience are required.

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EXCEPTIONAL
CASES

In exceptional cases, rank may be assigned by the president outside of these criteria when an individual's special achievements and experiences bring a value to the institution that is commensurate with the assigned rank.

Academic rank, once earned, would not be reduced due to changes in policy, or administrative assignment of faculty, with the exception of actions that might occur as a result of a faculty member's failure to address performance deficiencies.