

RRPR 3-35 Academic Ranks and Titles

Category:	Personnel		
Title:	Academic Ranks and Titles		
Number:	RRPR 3-35	Approved:	April 1, 2008
Effective:	April 1, 2008	Revised:	February 18, 2014

Reference:	This policy permits a faculty member to use a title reflecting three levels of academic rank. It also defines the titles that may be used throughout the duration of each level.
Purpose:	Establishes a process for authorizing changes in ranks and titles
Scope:	Regular Full-Time Faculty

Application Form:
<https://forms.office.com/r/B1R3u2nGaf>

Faculty Ranks

A faculty member may use the following titles:

- Level I - Faculty, Assistant Professor
- Level II - Faculty, Associate Professor
- Level III - Faculty, Professor

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Advancement: Faculty may apply for advancement during their final year in any level. The Faculty Senate shall request applications for advancement each year during the month of February. It is the individual faculty member's responsibility to apply to Faculty Senate via the form below and provide all required documentation. The following outlines requirements for advancement from one level to another. Note: Below, "years" refers to full academic years.

- Level I - Faculty, Assistant Professor
 - All newly hired faculty, with the exception of limited faculty, are placed in Level I.
- Level II - Faculty, Associate Professor
 - After five years of employment in Level I, a faculty member shall be eligible for advancement to Level II.
 - A faculty member may only substitute up to two years of employment. The faculty member must hold a full-time position at RRCC for a minimum of three years and have been granted non-provisional status (per BP 3-20) before advancement to Level II will be considered.
 - In order to gain advancement, the faculty member must demonstrate faculty evaluations of at least "commendable" in each of the three previous years.
 - Regular faculty who have taught at any CCCS institution part time may substitute thirty credit hours taught at the college, while part time, for one year of employment in Level I, up to a maximum of 60 credits/2 years.
 - A faculty member may request that previous full-time college-level teaching experience count toward service in Level I, up to a maximum of two years.
- Level III - Faculty, Professor
 - After four years of employment at RRCC at Level II, a faculty member shall be eligible for advancement to Level III. No substitutions may be made for these four years of employment.
 - In order to gain advancement, the faculty member must demonstrate faculty evaluations of at least "commendable" in each of the three previous years.

A faculty member shall be entitled to continue using whatever rank they were entitled to use on the effective date of this policy. Incoming faculty from CCCS colleges without a similar rank and title system may apply directly to Level II or Level III without passing through lower levels if their CCCS employment meets the cumulative requirements for the level to which they are applying.

While it is the faculty member's responsibility to use the appropriate title, Faculty Senate shall authorize changes in rank for an individual faculty member after reviewing their eligibility for a higher rank. Records of each faculty members' title shall be held with RRCC Human Resources.

Applications made during the 2022-23 and 2023-24 academic years: Faculty members applying for advancement during the 2022-2023 or 2023-2024 may apply for direct advancement to Level III if they meet of the requirements to advance to Level II and have a minimum of 9 total years of service, 7 of which must have been served as a full time RRCC Faculty member.