

1965
Oswald
files

draft

*Ellis - your committee
dismissed at
Fac.
Budget*

A SUGGESTED TITLE SYSTEM FOR COMMUNITY COLLEGES

Although the role of the Community Colleges requires a large core of academic staff members who must devote their full energies to teaching and University and public service, the regular professorial ranks, for which research and publication is a responsibility, should be available to those Community College faculty members who qualify. To insure uniformity of standards, the same criteria and procedures as are applied to faculty members in the University system, including review by the appropriate Area Personnel Committee, should be applied to Community College faculty members who are recommended for a professorial title.

The titles "Instructor" and "Senior Instructor" shall be employed for those faculty members in the Community College who fulfill the responsibilities assigned to them in a satisfactory manner but who do not qualify for regular professorial rank. Tenure in the Community College system shall be granted after an appropriate review conducted within the maximum review period as established in the Governing Regulations on Tenure. This maximum review period is seven years, including up to three years of full-time experience as an Instructor of higher at another institution of higher learning. Since the last year of the review period should normally be reserved for possible use as a period of notice of termination, review for tenure purposes should occur before the end of the sixth year.

An individual initially appointed as a full-time instructor may be recommended for promotion to Assistant Professor, in accordance with review procedures established for the University system. At the end of his maximum review period for tenure, *wanted tenure as an Assistant Professor* he must be promoted to Associate Professor with tenure, *promoted to* Senior Instructor with tenure, or have his appointment terminated. An individual who does not attempt to qualify

as an Assistant Professor or who does not qualify for that rank may be retained as an Instructor for the maximum ^{tenure} review period, following which he must be promoted to Senior Instructor with tenure or have his appointment terminated.

An individual initially appointed at the rank of Senior Instructor shall be treated for tenure purposes as an Associate Professor in the University system.

Within the rank of Senior Instructor there shall be three steps for purposes of structuring salary. These shall be defined administratively as Senior Instructor, Senior Instructor I, and Senior Instructor II. Merit increases may be granted within a step.

Criteria and review procedures for promotion from Instructor to Senior Instructor and beyond shall be established in writing.

Full-time Instructors and Senior Instructors are members of the Community Colleges Faculty, are included in the University Retirement System, and may earn credit toward sabbatical leave. Instructors are not eligible for sabbatical leave.

Persons holding professional rank in a Community College at the time of the adoption of the above regulation may retain their titles. They shall be subject to appropriate max. seven years or less by Gov. Re SJ