

Title:	Rank & Promotion Policy
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Rank & Promotion Policy

Policy

Levels of academic and technical rank recognize progressive levels of achievement and stature within the postsecondary teaching profession. More than the length of service, advanced ranks are recognition of quality, depth of performance, achievement, and contribution to the college by the faculty member. Special care must be taken in assigning faculty ranks to new appointees and in making promotions in rank from year-to-year. South Louisiana Community College shall, in conformity with policies of the LCTCS Board of Supervisors, establish and maintain procedures for faculty rank and promotion who are employed as permanent full-time faculty, to teach credit-bearing courses, by SLCC.

The Chancellor has the final authority for granting or denying promotion in rank and the rules of this policy are adhered to in all recommendations for promotion. Promotions approved during one academic year will become effective beginning the fall semester of the following academic year. All recommendations for promotions are the result of the selection process and specific guidelines established and maintained by SLCC in its Rank & Promotion Procedures handbook.

I. PURPOSE

The purpose of promotion in rank is to provide eligible faculty with academic rank as an acknowledgment for exceptional teaching and service to the College and community. The following policy and the procedures handbook are established to enable faculty who have met the established criteria to apply for promotion.

II. SCOPE AND APPLICABILITY

This policy and the procedures handbook applies to all full-time faculty, librarians, and department chairs. It does not apply to faculty who are employed on limited appointments or contracts, or adjunct faculty.

III. SPECIFIC GUIDELINES

A. The Chancellor will forward recommendations for initial faculty rank. Rules of the Louisiana Community and Technical College System are adhered to in all initial rank appointments. The LCTCS Board of Supervisors has the final authority for approving initial ranks.

B. Prior to the beginning of the promotion process, the College may establish and announce a maximum number of promotions that will be granted during an academic year. Promotion in rank may or may not carry monetary compensation.

IV. ELIGIBILITY REQUIREMENTS

A. Minimum Time In Rank Eligibility

To be eligible for promotion to the next higher rank, a faculty member must have completed a minimum of three academic years (not including summer) of continuous service in faculty appointment in existing rank at South Louisiana Community College and/or another institution under the management of the Louisiana Community and Technical College System. Faculty hired under full-time contract after the beginning of the full academic year must have been hired by October 1st in order to count that semester as part of their first year. Any faculty member hired after October 1st of the academic year will be eligible for promotion the following year.

B. Professional Preparation for Promotion

As an institution with faculty residing in both traditional academic programs and in technical/workforce programs, SLCC shall provide two tracks in promotion representing the varied expectations between the traditional academic and technical/workforce paths.

Track 1: Academic

The minimum educational and professional credentials for teaching at South Louisiana Community College as required by the Southern Association of Colleges and Schools and SLCC are set forth herein. In addition to these minimum requirements, applicants for promotion must meet the following requirements:

1. Instructor to Assistant Professor

Minimum of earned master's degree in the teaching discipline or an earned master's degree with 18 graduate semester hours in the discipline taught.

2. Assistant Professor to Associate Professor

Minimum of earned master's degree in the teaching discipline or an earned master's degree with 18 graduate semester hours in the discipline taught.

3. Associate Professor to Professor

Minimum of master's degree in the teaching discipline, earned doctorate or terminal degree from a regionally accredited institution or additional post-graduate credits in teaching discipline preferable.

Track 2: Technical/Workforce

The minimum educational and professional credentials for teaching at South Louisiana Community College are set forth as follows:

1. Instructor to Assistant Master Instructor

Minimum of earned associate's degree or its equivalent. Possess additional credentials and relevant work experience that are deemed acceptable by the Faculty Rank & Promotions Committee.

2. Assistant Master Instructor to Associate Master Instructor

Minimum of earned associate's degree or its equivalent. Possess additional credentials and relevant work experience that are deemed acceptable by the Faculty Rank & Promotions Committee.

3. Associate Master Instructor to Master Instructor

Minimum of earned bachelor's degree or associate's degree plus highest professional certification in field of teaching discipline (to be considered as equivalent of bachelor's degree). Possess additional credentials and relevant work experience that are deemed acceptable by the Faculty Rank & Promotions Committee.

Faculty members applying for promotion will be evaluated on performance and accomplishments as described in the established SLCC Rank & Promotion procedures documents. Explanation of and/or documentation is required for all stated activities.

Attachments

N/A

Reference:

N/A

Policy Reference:

LCTCS Policy 1.044 - https://campussuite-storage.s3.amazonaws.com/prod/1558543/91b64910-2d2e-11e8-8c09-0a7155647e8a/1778023/0051ad74-584f-11e8-8b07-12be56b8d5f6/file/1044_Rank-and-Promotion_12062016.pdf

Review Process:

Reviewing Committee/Entity	Review Date(s)	Approval Date	Effective Date
<i>Committee for Institutional Policy Review</i>	<i>11.16.18</i>	<i>11.16.18</i>	<i>12.5.18</i>
<i>Executive Committee</i>	<i>11.19.18</i>	<i>12.5.18</i>	<i>12.5.18</i>

Chancellor's Signature/Approval

SIGNATURE:



DATE: 12/6/2018

Natalie J Harder, Ph.D.
Chancellor

Final Distribution:

Distribution: Electronic: posted to College's website and sent via email to College personnel
Hard copy: Original to Executive Assistant to the Chancellor for Master Policy Binder, copy to Chair of Committee of Institutional Policy Review