

This Board Policy sets the following as criteria for advancement:

- A. The title of a faculty member shall be Instructor, unless his/her preparation and previous experience entitle him/her to higher rank under these regulations.

- B. The requirements for rank of Assistant Professor shall be a minimum of three years of full-time college teaching at Rio Hondo College, and one of the following:
 - 1. Earned Doctorate Degree
 - 2. Earned Master's Degree.
 - 3. Earned Bachelor's Degree and a Community College Instructor Credential in which occupational experience was in lieu of a Master's Degree

- C. The requirements for rank of Associate Professor shall be the completion of five years of full-time college teaching, including three years at Rio Hondo College, and one of the following:
 - 1. Earned Doctorate Degree
 - 2. Forty upper division or higher numbered semester units with an earned Master's Degree. All units will be accepted except lower division and continuing education units.
 - 3. Earned Bachelor's Degree and a Community College Instructor Credential in which occupational experience was in lieu of a Master's Degree

- D. The requirements for rank of Professor shall be the completion of ten years of full-time college teaching, including seven years at Rio Hondo College, and one of the following:
 - 1. Earned Doctorate Degree
 - 2. Fifty upper division or higher numbered semester units including an earned Master's Degree. All units will be accepted except lower division and continuing education units
 - 3. Earned Bachelor's Degree and a Community College Instructor Credential in which occupational experience was in lieu of a Master's Degree plus twenty upper division or higher numbered semester units

Other Considerations:

- A. Evidence of significant prominence in a field, major contributions to society, or rank at another college, may substitute as criteria for consideration and appointment to academic rank. If the faculty member wishes to be considered under this section, he/she must submit all

pertinent data to support his/her application by the November 15 deadline. Recommendation for rank under this section shall be an 80% vote of both the Academic Rank committee and the Academic Senate.

- B. Upon approval of the Academic Rank Committee, two years of full-time credentialed teaching other than college level shall be the equivalent of one year of full-time college teaching with fractions of more than half to be considered as one year.

Criteria Used for “Significant Prominence”

A. Professional Achievement

1. Academic and scholarly contributions to the faculty member’s profession and field
2. Creation, exhibition, performance, or publication in the arts or literature
3. Presentations before meetings of scholarly and professional societies
4. Receipt of fellowships or other subsidies for pursuit of research or study in the faculty member’s field
5. Participation in the activities of scholarly or professional societies beyond membership

B. Contributions to the College

1. Participation in professional activities, including active membership in professional societies and attendance at scholarly meetings
2. Contribution to academic governance such as membership participation in the activities of department, school and system committees, and service in administrative capacities.
3. Producing and directing events in the performing arts and/or coaching or covering athletic events for the college
4. Engaging in any community service and activity which may draw favorable attention to the faculty member and to the college
5. Delivering speeches, conducting colloquia, or otherwise conveying information about the faculty member’s profession and field to community groups.