

Criteria for Academic Rank

Full Time Faculty

ARTICLE II – Designations

- A. Professor: Ten years as a full-time community college, college, or university faculty member with tenure granted by GCCCD and at least three of the criteria in Article III to include one from each category.
- B. Associate Professor: Six years as a full-time community college, college, or university faculty member with tenure granted by GCCCD and at least one of the criteria from each category listed in Article III.
- ~~C. Assistant Professor: Tenured full-time faculty member of GCCCD, and at least one of the criteria listed in Article III.~~ **When full-time faculty members are hired, they will be given the rank of Assistant Professor.**
- ~~D. A non-tenured full-time faculty member or eligible tenured faculty member who chooses not to apply for academic rank will be designated as Instructor, Counselor, or Learning Specialist as appropriate.~~

ARTICLE III – Criteria

- A. Criterion One – Professional Achievement

Applicant should provide details to help the Academic Rank Committee (ARC) Professional Advancement Committee understand the significance of the Professional Achievement [e.g. copy of cultural enrichment program; for a refereed text or research article, the name of the publisher, ISBN, and date of publication, description of any referenced program, presentation, organization, etc. to provide context and explanation.]

- 1. Possession of an earned doctorate from an accredited institution.
- 2. Initiated and played a major role in the implementation of an educational program recognized by the Academic Rank Committee (ARC) Professional Advancement Committee as a significant benefit to students.
- 3. Made significant contributions to the community's cultural enrichment through personal achievements in the performing, literary and/or visual arts.
- 4. Authored or co-authored a refereed text or research article, or computer software in petitioner's subject specialty recognized by the ARC Professional Advancement Committee as significant.
- 5. Made presentations at professional conferences or professional meetings recognized by the ARC Professional Advancement Committee as academically significant to petitioner's discipline.
- 6. Obtained outside funding or grants to enhance the college's teaching, research, and/or educational resources.
- 7. Other professional achievement recognized by the ARC Professional Advancement Committee as at least equal in significance to any of the above. (i.e. received "Distinguished Faculty Award")

- B. Criterion Two – College Service

Applicants should demonstrate consistent and continuous college service that helps the college function within the past five years.

- 1. Served at least two years as a department chair or coordinator or served at least two years as a member of the Academic Senate within the past five years.
- 2. Served at least two semesters on any major college or District committee (e.g., Budget, Technology, Facilities, Curriculum, Program Review, Professional Development, Planning &

Institutional Effectiveness, Student Success and Equity, Staffing, College Council) within the past five years.

3. Served at last three years on any combination of college or district committees within the past five years not covered by the previous criterion.
4. Chaired **or co-chaired** a major committee within the past five years for a period of at least one year.
5. Other college service that the **ARC Professional Advancement Committee** deems to be at least equal in significance to any of the above within the past five years [including major college or district committees not listed in number 2, e.g. Accreditation Co-Chair, club advisor for at least four consecutive years, etc.].

ADJUNCT FACULTY

ARTICLE II – Designations

A. **Adjunct Part-time Professor**: Twenty semesters employed as a Grossmont College faculty member and fulfilling at least two of the criteria listed in Article III to include one from each criteria A and B.

B. **Adjunct Part-time Associate Professor**: Twelve semesters employed as a Grossmont College faculty member and fulfilling at least one of the criteria listed in Article III.

C. **Adjunct Assistant Professor**: ~~Eight semesters employed as a Grossmont College faculty member and fulfilling at least one of the criteria listed in Article III.~~ **When part-time faculty members are hired, they will be given the rank of Part-time Assistant Professor.**

ARTICLE III – Criteria

A. Criterion One – Professional Achievement

1. Possession of an earned doctorate from an accredited institution.
2. Initiated and played a major role in the implementation of an educational program recognized by the ~~Academic Rank Committee (ARC)~~ **Professional Advancement Committee** as a significant benefit to students.
3. Made significant contributions to the community's cultural enrichment through personal achievements in the performing, literary and/or visual arts.
4. Authored or co-authored a refereed text or research article, or computer software in petitioner's subject specialty recognized by the **ARC Professional Advancement Committee** as significant.
5. Made presentations at professional conferences or **professional** meetings recognized by the **ARC Professional Advancement Committee** as academically significant to petitioner's discipline.
6. Obtained outside funding or grants to enhance the college's teaching, research, and/or educational resources.
7. Other professional achievement recognized by the **ARC Professional Advancement Committee** as at least equal in significance to any of the above. **(i.e. received "Part-time Distinguished Faculty Award")**

B. Criterion Two – College Service

1. Served at least four semesters as a coordinator or served at least four semesters as a member of the Academic Senate or Academic Senate Part-Time Faculty Committee.
2. Served at least two semesters on any major college or District committee (e.g., Budget, Technology, Facilities, Curriculum, Program Review, Professional Development, Planning & Institutional Effectiveness, Student Success and Equity, Staffing, Part-Time Faculty Committee) within the past five years.
3. Served at least six semesters on any combination of college or district committees within the past five years not covered by the previous criterion.

4. Chaired or co-chaired a major college committee within the past five years for a period of at least two semesters.
5. Other college service that the ARC Professional Advancement Committee deems to be at least equal in significance to any of the above.

EMERITUS

Article I – Criteria

- A. Twenty (20) years of full-time service to the District.
- B. Rank of Professor attained before retirement.
- C. At least four of the criteria listed in Section XI, Academic Rank Policy, Article III, Criteria, to include at least one criterion from each category. The other criteria from the College Service category must be satisfied ~~within the 8 years preceding retirement.~~ after rank of Professor is awarded.

A. Professional Achievement (Article II, Academic Rank Policy)

1. An earned doctorate from an accredited institution.
2. Initiated and completed an educational program or course on campus that is recognized as a significant benefit to our students.
3. Significant contributions to the community's cultural enrichment through personal achievements in the performing, literacy, and/or visual arts.
4. Authored or co-authored a text or published refereed or juried research articles in their subject specialty.
5. Other professional achievements which the ~~Academic Rank Committee~~ Professional Advancement Committee judge to be at least of equal significance to the above.

B. College Service (Article II, Academic Rank Policy)

1. Served at least two (2) years as department chair/coordinator.
2. Served at least two (2) years as a member of the Academic Senate.
3. Served at least two (2) years on one (1), or one (1) year on two (2) major committees (e.g., Curriculum, Program Review, Professional Development) ~~within 5 years preceding retirement.~~ since awarded rank of professor.
4. Chaired a major committee ~~within 5 years preceding retirement.~~ since awarded rank of professor.
5. Other professional achievements which the ~~Academic Rank Committee~~ Professional Advancement Committee judge to be at least of equal significance to the above.