

Faculty Policy - Faculty Rank

Policy:

Bismarck State College shall establish a system of faculty rank.

Statement of Purpose:

The purpose of faculty rank at Bismarck State College is to acknowledge and reward members of the faculty for professional competence and service to the institution. Procedures and criteria for the attainment and advancement of rank have been established to assure that quality performance is rewarded and recognized.

Instructor

Part-time faculty Part-time faculty do not advance in rank.

Full-time temporary faculty Full-time temporary replacement.

Assistant Professor

Liberal Arts/Transfer Minimum of bachelor's degree, master's preferred.

Career/Technical Minimum of associate degree in discipline or related field or significant industry experience.

Bachelor's preferred or demonstrated expertise or certifications in specialty field.

Full-time tenure track faculty who meet the criteria may advance to Associate Professor after six years of service as Assistant Professor following the Granting of Tenure policy.

Tenure track status for full-time non-tenure track faculty will be reviewed annually at the contract period. Once tenure track status is granted, the faculty member may advance to Associate Professor following the Granting of Tenure policy, and will receive credit towards tenure as defined in the Tenure Track Positions policy.

Associate Professor

Liberal Arts/Transfer Minimum of master's degree in related discipline.

Career/Technical Minimum of bachelor's degree in discipline or related field;
demonstrated expertise or certifications in specialty field.

Full-time faculty who meet the criteria may advance to Professor after five years of service as Associate Professor.

Professor

Full-time faculty who have met the criteria for full professorship and have been awarded this rank by the President of the College.

Liberal Arts/Transfer Minimum of master's degree in related discipline, doctorate
degree preferred.
Minimum of twelve years teaching experience at Bismarck State
College.

Career/Technical Master's degree in discipline or related field.
Demonstrated expertise or certifications in specialty field.
Minimum of twelve years teaching experience at Bismarck State
College.

The Ranking Committee for Professorship:

The Ranking Committee shall consist of five members:

1. The faculty members of the committee will consist of four tenured faculty (preferably professors).
2. The fifth member of the committee shall be the appropriate Academic Dean who shall chair the committee.

Application Procedure for Professorship:

Applicants for full professorship should ordinarily possess a doctor's degree or a terminal degree in the area of instruction.

1. By October 1, the candidate for promotion to the rank of professor will present a letter of application to the appropriate Academic Dean with a portfolio of the following documents:
 - a. Evidence of at least five years of service in rank of Associate Professor at Bismarck State College and twelve years of teaching experience at BSC.
 - b. Evidence of professional growth, e.g., professional organizations and activities, research, workshops attended and given, and works published.
 - c. Evidence of college and community involvement, e.g., activities and volunteer efforts which result in positive publicity and recognition for the faculty member and the college.

2. The appropriate Academic Dean shall convene the Ranking Committee for examination of the portfolio. The appropriate Academic Dean will provide the committee with documentation of the applicant's teaching effectiveness and will bring to the committee data provided by the applicant's department chair or program manager.
3. The committee shall make a determination by majority vote as to whether the candidate fulfills the criteria for promotion.
4. In case of unsatisfactory determination by the committee, the candidate shall have the right to request an appearance before the committee to speak on his/her behalf for reconsideration.
5. Upon favorable consideration, the committee shall forward the results to the Faculty Senate for review and then to the College President for his/her evaluation.
6. If the President accepts the committee's recommendation, the rank will then be conferred by the President of the College at the awards celebration in the spring.

History:

First policy draft by the Faculty Senate during the 1988-89 academic years.

Revisions - January, 1989; February 2, 1989; February 3, 1989; July 1, 1989; October 21, 1991; July 13, 1994; April 19, 2004; Revised February 3, 2005, by Faculty Senate and approved by President Thigpen on October 24, 2005; Revised February 17, 2009 by Faculty Senate and approved by President Skogen on May 19, 2009; October 14, 2016.

Reviewed – March 6, 2014.