

Navarro College Faculty Rank System:

Rank to be determined by meeting one of the following.

Professor:

- Current appointment to full-time faculty position at Navarro college
- At least five years of Navarro College qualified experience
- Degree appropriate for your position plus post-degree experience that meets the following:
 - Doctorate + 5 years of related experience or
 - Masters + 9 years of related experience plus one of the following:
 1. 9 credit hours of postgraduate work beyond the Masters degree, or
 2. Other professional development activities commensurate with the time and effort ordinarily associated with completion of at least 9 credit hours of postgraduate work (3 @ 48 hours = 144 hours). (May include professional conference attendance, participating in workshops, acquisition of new skills useful in your professional (e.g. Blackboard training), presentations, and a wide variety of other professional activities.) These activities may require travel or be available on the Navarro college campus. See the criteria for evaluation of experience to determine the point value of specific activities, Documentation of the experience must be submitted to the Faculty Rank Committee by April 1st of each academic year.

Associate Professor:

- Current appointment to full-time faculty position at Navarro College
- One of the following earned degrees:
 1. Masters degree
 2. Doctorate

Or

Degree/license/certificate appropriate for your position and experience that meets one of the following:

1. Professional License/Certification + 17 years of related experience + 4 years at Navarro
2. Bachelors + 13 years of related experience + 4 years at Navarro

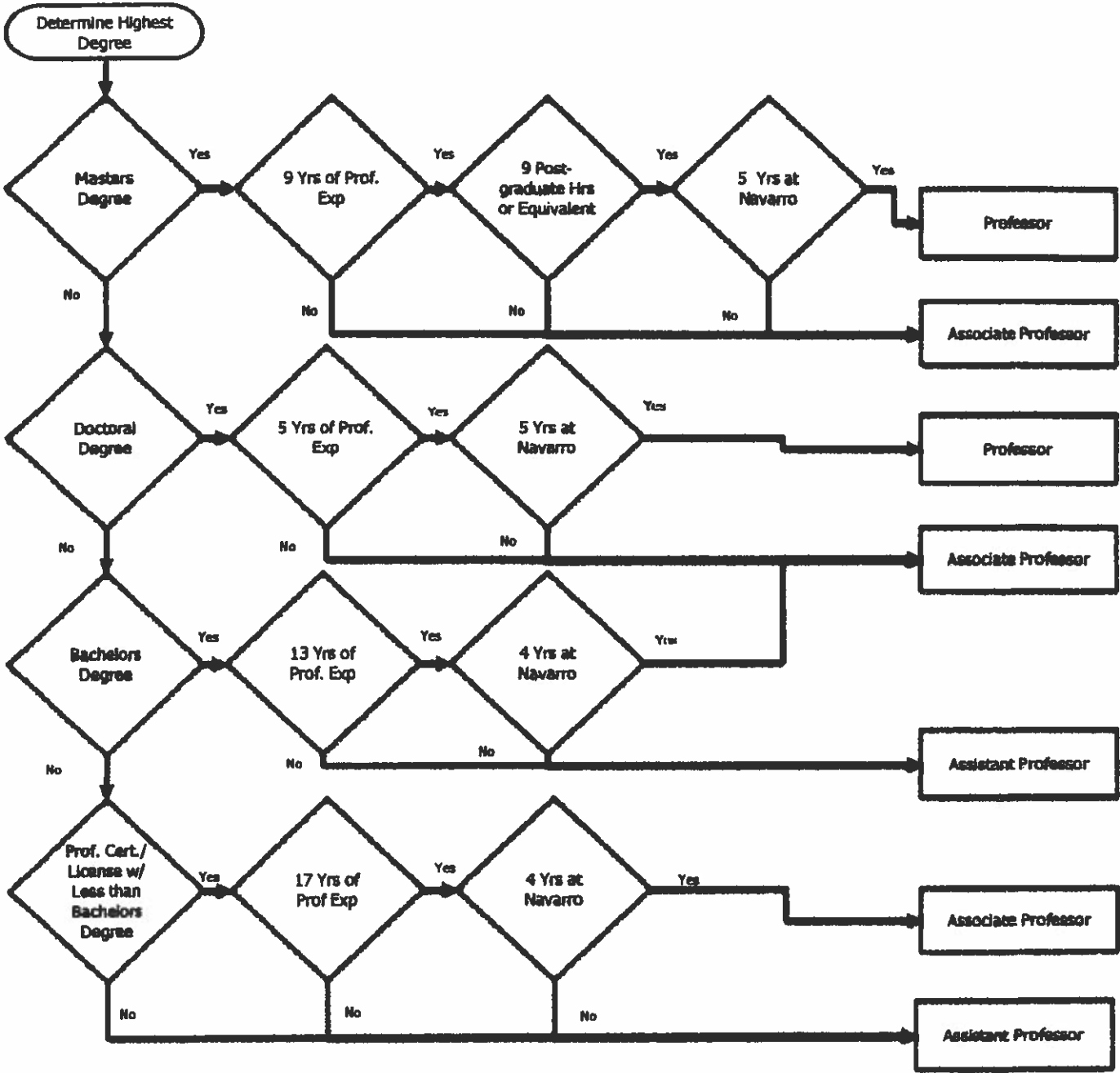
Assistant Professor:

- Current appointment to full-time faculty position at Navarro College and one of the following:
 - Bachelors degree or
 - License/certificate appropriate for your position

Guidelines for calculating previously earned hours of professional advancement:

- Faculty members who hold the Masters degree can reach the rank of professor by earning at least 9 postgraduate credit hours of education or using the following guidelines to demonstrate professional development equivalent to the required 9 postgraduate credit hours of education.
- Earned postgraduate credit hours may be used regardless of year earned but must be documented via official transcripts in the Human Resources department.
- Faculty members may use up to five years of previous accomplishments to demonstrate professional development equivalent to the required 9 credit hours.

- The guidelines:
 - 9 postgraduate credit hours is equivalent to 3 courses at 48 contact hours each for a total of 144 contact hours.
 - Any equivalent combination of postgraduate hours and professional development activities below can be used to meet this requirement under the assumption that each completed postgraduate course is equivalent to 48 contact hours of professional development.
 - Professional development activities which may be included:
 - 1 hour credit per contact hour for attending training on campus (example: Blackboard training, etc. Workshops attended during faculty convocation maybe included if they were designed to enhance knowledge or skills but hours spent in general meetings which occur during convocation are not included.)
 - 2 hours credit per contact hour for attending professional conference/training activities (example: state, regional or national conference)
 - 10 hours credit for each professional conference presentation at a regional, state or national conference
 - 4 credit hours per contact hour for presenting on-campus workshop/professional development activities. (These workshops must be scheduled and approved by the Faculty Association Executive Committee and approved by either the Vice President for Instruction or when appropriate, the President of the Ellis County campus.
 - 1 hour credit per contact hour for independent study to acquire additional knowledge/skills/abilities related to your professional responsibilities with a maximum of 6 hours annually for independent study. (Must be relevant to your teaching assignment and requires preapproval of the appropriate department chair/coordinator.)



Faculty Rank

Name:

Please check the option of the rank you presently have as well as the option for the rank you have now earned.

Please attach copies of documentation for graduate hours or equivalent.

Professor

Option A – criteria Current Now Earned

- 1 Masters Degree
- 2 9 years professional experience
- 3 9 Post-graduate hours or equivalent
- 4 5 years at Navarro College

Option B – criteria Current Now Earned

- 1 Doctoral Degree
- 2 5 years professional experience
- 3 5 years at Navarro College

Associate Professor

Option A – criteria Current Now Earned

- 1 Masters Degree
- 2 Without 9 years professional experience
- 3 Without 9 Post-graduate hours or equivalent
- 4 Without 5 years at Navarro College

Option B – criteria Current Now Earned

- 1 Doctoral Degree
- 2 Without 5 years professional experience
- 3 Without 5 years at Navarro College

Option C – criteria Current Now Earned

- 1 Bachelors Degree
- 2 13 years professional experience

Option D – criteria Current Now Earned

- 1 Professional Certification/License w/ less than a Bachelors Degree
- 2 17 years professional experience

Assistant Professor

Option A – criteria Current Now Earned

- 1 Bachelors Degree
- 2 Without 13 years professional experience

Option B – criteria Current Now Earned

- 1 Professional Certification/License w/ less than a Bachelors Degree
- 2 Without 17 years professional experience