

MANUAL OF POLICY

Title	Academic Classification for Faculty	3813
Legal Authority	Approval of the Board of Trustees	
Date Approved by Board	Board Minute Order dated November 17, 2005	

South Texas College is committed to serving the students and communities of south Texas by recruiting and retaining faculty who are committed to academic excellence, integrity, and scholarship.

Four titles are granted to convey faculty classification. In ascending order these are:

1. Instructor
2. Assistant Professor
3. Associate Professor
4. (Full)Professor

Criteria for the designation of academic classification for faculty shall include: Education, Years of Service, Teaching Effectiveness, Service to College, Service to Community, Professional Activities, and Scholarly Pursuit.

General definitions for criteria include, but are not limited to the following:

- **Education:** Degrees completed through a regionally accredited institution.
- **Years of Service:** Length of employment as a full time regular faculty member at a regionally accredited institution of higher education as determined by the STC Office of Human Resources.
- **Department/Program Standards:** Leadership or active participation in the strategic plan of the department or program.
- **Teaching Effectiveness:** Successful student learning outcomes in relation to the academic discipline.
- **Service to College:** Leadership or active participation in projects related to the Vision and Mission of the College.
- **Service to Community:** Leadership or active participation on external initiatives or projects positively impacting the region of south Texas.
- **Professional Activities:** Leadership or active participation in professional development conferences, seminars or workshops that enhance the contribution to the students and communities of the College.
- **Scholarly Pursuit:** Leadership or active participation in regional, state or national councils, committees, task forces, accrediting/licensing/registry agencies or through the presentation of proposals, abstracts, or papers in journals or publications.

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5. The search committee must submit a recommendation to the Department/Program Chair for consideration. The Department/Program chair will route a recommendation to the Academic Classification Committee, who will provide a recommendation to the Vice President for Academic Affairs for final approval.

No credit will be awarded for part-time college or full- or part-time elementary or secondary school teaching experience.

Academic classifications are not used for salary placement or salary determination. This policy does not negate Policy 4115 (Personnel Appointments) or Policies 4911 (Disciplinary Documentation Procedures for Non-Annual Employees and Non-Renewal of Annual Employees) or 4921 (Termination of Annual Employees During the Term of Their Letter of Appointment).

Expectations for faculty with Academic Classification will include leadership with achieving departmental/program goals, leadership/participation in criteria for the respective classification, and compliance with Board approved policies.

The evaluation of faculty with Academic Classification will include faculty evaluations by department/program Chair or respective Division Dean and student evaluations.