

Academic Rank Designations

Professor¹. The highest faculty rank. Normally tenured. Faculty not usually hired at this rank, but if so, tenure usually is given at the outset.

Associate Professor. Intermediate faculty rank. Normally tenured upon promotion from assistant professor if tenure not achieved prior to that time.

Assistant Professor. Usual hiring rank. Normally not tenured.

Senior Instructor. Tenured, senior instructor.

Research Associate. Ph.D. required. Non-tenured rank for both temporary post-doctoral appointments and also for continuing faculty who assume considerable responsibility in research programs associated with grants. The research associate rank is equivalent in level to assistant professor, associate professor, or professor. Research associates have yearly tenure and regular staff vacation and retirement benefits. They may enroll in courses at the staff rate.

Research Assistant (formerly RAU). Designation for academic research assistants > 0.50 FTE which call for greater responsibility, education and experience than existing classified positions. Persons in such positions shall have completed at least a B.S. degree in the field which qualified them for the position. The position has all staff privileges except sabbatical leave and tenure. The employee may work on an advanced degree while on a full-time or reduced FTE basis. Regular staff vacation and retirement benefits will apply as will staff rates for course work.

Graduate Research Assistant². Rank given to students working toward an advanced degree and who are employed on research projects.

Graduate Teaching Assistant². Rank given to students working toward an advanced degree who are employed in teaching or teaching-related activities.

¹ The following qualifying adjectives may also be used with the first five of the above: Acting, Courtesy, Visiting, Emeritus, Post-Doctoral, and Temporary.

² See Admin Memo #14 for details of work and allowable credit hours.