

## CURRENT HANDBOOK LANGUAGE

### 3.3.3. Professor

#### Definition:

Professors are recognized leaders who have a cumulative record of Teaching, Research, and Service appropriate to the discipline.

#### Basis of Appointment:

(1) Promotion from the Associate Professor rank or (2) terminal degree and a minimum of five years of experience equivalent to academic service to Missouri State University in the rank of Associate Professor.

#### Tenure:

Professors normally will be hired with tenure. A Professor who is hired without tenure is minimally eligible to hold tenure following one year of academic service to Missouri State University. The tenure decision will occur at the latest during the second year of probationary status.

#### Policy in Effect for Promotion:

Professors with extraordinary accomplishments may apply for promotion to Distinguished Professor. To be eligible for Distinguished Professor rank an individual must have held Professor rank for a minimum of five years, with at least three years in the rank at Missouri State University; have a record of extraordinary performance in Research with a national or international reputation; and have a sustained record of excellence in both Teaching and Service.

## PROPOSED CHANGES

### 3.3.3. Professor

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#### Policy in Effect for Promotion:

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**Professors applying for promotion to Distinguished Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their promotion to Professor which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

## **COMPLETE NEW TEXT**

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## CURRENT HANDBOOK LANGUAGE

### 3.5.2. Senior Instructor

An Instructor who has demonstrated excellence in Teaching and Service at Missouri State University for at least five years (not necessarily consecutive) may be appointed as a Senior Instructor. Senior Instructors are expected to provide leadership in teaching, contribute to course and curriculum development and provide appropriate university service. Senior Instructors may participate in Research. A Senior Instructor shall be appointed to a specific term not to exceed three years and may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs and continued funding, the Senior Instructor appointment is renewable without constraint of term limits. A Senior Instructor who is reappointed will be reappointed at that rank. If a Senior Instructor applies for and is appointed to a tenure-track faculty position, the time spent as Senior Instructor at Missouri State University will not count toward the probationary period for tenure and promotion. Senior Instructors on 9-month appointments will receive salary compensation and benefits for 12-months.

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## CURRENT HANDBOOK LANGUAGE

### 3.5.11.Clinical Faculty

Clinical Faculty are members of the faculty whose primary responsibilities are clinical education and service. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure-track faculty. Clinical Faculty may participate in research and other scholarly or creative activities. Clinical Faculty must be qualified as defined by professional/discipline standards, have practical experience appropriate for the responsibilities assigned and must maintain appropriate professional credentials. Appointment is to the rank of Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor. Departments desiring to appoint Clinical Faculty shall develop appropriate appointment, promotion and performance review criteria for each rank, which must be approved by the Dean of the College and the Provost. Clinical Faculty may be reappointed to one or more additional terms, contingent upon satisfactory performance reviews, educational needs of the department, and continued funding. Clinical Faculty are not eligible for tenure but have the same right to academic freedom accorded tenure track faculty. If a Clinical Faculty member is appointed to a tenure-track faculty position, the time spent as a Clinical Faculty member at Missouri State University will not count toward the probationary period for tenure and promotion. Clinical Faculty members may be appointed to 9-month or 12-month appointments. Clinical Faculty on 9-month contracts will receive salary compensation and benefits for 12 months.

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**Clinical Faculty applying for promotion to Clinical Assistant Professor, Clinical Associate Professor, or Clinical Professor have the option of using either the most current version of promotion criteria or an earlier version of criteria that has been in effect since their hiring or previous promotion which was in effect within seven years of the application. For instance, a policy in effect in Fall 2017 could be used for a promotion application in Fall 2024.**

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