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## 5.309 Academic Rank

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Type of Policy <input checked="" type="checkbox"/> <b>University</b> <input type="checkbox"/> <i>Campus</i> <input type="checkbox"/> <i>Department/Unit</i> <input type="checkbox"/> <b>Interim</b>		<b>Academic Rank</b>  <b>Policy 5.309</b>	
<b>Academic Policies</b>		Effective date: June 1, 2000	
<b>Policy History:</b>	<b>Approved by:</b>	<b>Resolution #</b>	<b>Date</b>
Approved	Board of Governors	6.8.96.32	June 8, 1996
Revised	Chancellor	N/A	June 1, 2000
Revised (Non-substantive)	Office of University Counsel	N/A	May 19, 2017
<b>Responsible Office</b>	<b>Responsible Administrator:</b>	<b>Contact information</b>	<b>Applies to:</b>
Office of Vice Chancellor of Academic Affairs	Vice Chancellor of Academic Affairs	937-769-1890	All Faculty

## I. Introduction and Purpose

A. Rank at Antioch University has been designed to be both similar to and different from the traditional university ranking process. Antioch's process is similar in that the intent is to identify and reward excellence of accomplishment, intellectual and creative development, and contributions beyond the ordinary in the faculty role. The process is different in that the faculty member is not being examined in the light of a traditional external standard of accomplishment dictated by senior faculty within conventional disciplinary lines.

B. No campus will be forced to accept rank; however, if an adult campus should decide to adopt a rank process for its faculty, then the criteria and standards adopted shall be consistent with those presented in this document, and approved by the Chancellor and the University Leadership Council (ULC). The Chancellor shall inform the Board of any such actions.

## **II. General Criteria**

- A. The criteria specified are intended to make room for a broad diversity of contributions.
- B. Academic rank at the Antioch adult campuses should:
  - 1. Promote the connection between a faculty member's work and the mission and goals of the individual campus and the University;
  - 2. Foster intellectual vitality and communication within the Antioch faculty;
  - 3. Promote faculty development that extends beyond their internal program responsibilities;
  - 4. Provide a means for faculty to acquire rank designations for use in the greater academic community outside Antioch; and
  - 5. Have a shared decision-making process that respects the authority of the Provost and the role of faculty peers in making faculty rank recommendations.

## **III. Process**

- A. Once an adult campus has determined that it has an interest in having academic rank, a proposal must be developed to include the purpose and context for rank, eligibility and criteria for faculty applications, and a clear articulation of the review process. Special emphasis must be given to accomplishments reflecting Antioch's institutional mission and goals.
- B. A faculty member's title will reflect her or his program affiliation, not the discipline in which the individual received her or his degree, unless the faculty member's degree is linked to their program affiliation. Rank designations include assistant professor, associate professor, and full professor. It is assumed that there will be clear designations among each of these ranks.
- C. Once the proposal has been fully developed by the campus, and approved by the Provost, the campus academic dean (or equivalent) shall present the proposal to the Academic Deans' Sub-Committee of the ULC for initial review. A final review will be made and approval granted by the Chancellor and the ULC.