Preamble: Nothing in this policy shall be construed to require that existing faculty titles or contracts be changed. Existing contracts must be honored, and department are expected to continue renewing them on an identical basis as in the past. However, if a present faculty member is offered a new contract with a change in title, or if a new faculty member is hired, then their contracts should conform to these guidelines.

TENURED OR TENURE-TRACK TITLES
The titles of Distinguished, Full, Associate, or Assistant, Professor (with no other adjective modifiers) should be used only for faculty members who have been appointed or promoted to the appropriate rank, and are either tenured or tenure-track. The faculty members in any of these titles are expected to be involved in research, teaching, and service, although the level of involvement in each area is determined by departmental and college guidelines and annual appointment letters. There will be occasions for special assignments that have a definitive time period when these faculty members may become focused on only one or two of these areas. For example, during administrative terms, service may become the only significant area of activity in terms of these categories. In addition, the University allows the title of Instructor to be used for someone who is to be placed on tenure track, and whose terminal degree is imminent, but not yet awarded. The appointment to instructor is usually considered to be a temporary title until credentials are evidenced that will result in the appointment to Assistant Professor, tenure-track.

Tenure and Time in Rank
TAMU requires that promotion from Assistant to Associate, and the granting of tenure, be awarded concurrently. Occasionally, faculty members will be hired and appointed at the Associate or Full rank on tenure-track, but generally, Associate, Full, and Distinguished professors will be tenured. Tenure-track agreements must be negotiated and approved at the time of appointment to the track, and the agreed upon period at the time of appointment may not exceed seven (7) years, due to TAMUS policy. Thus, for these titles, time in rank before promotion may be determined by tenure-track probationary period, but otherwise the period depends upon performance in accordance with university, college, and department standards.

NON TENURED TRACK TITLES
Faculty may be non-tenure track for several reasons. The predominant reason will typically be because the faculty member does not routinely focus on all the three dimensions of research, teaching, and service. However, faculty or departments may opt for non-tenure track titles for other reasons.

“[Adjective] [Rank] Professor” Titles
Faculty members who routinely focus on two of the three dimensions of research, teaching, and service/administration, and who possess the “base credentials” (see list, below) for a professorial title, should be appointed to titles with the word Professor, preceded by an appropriate adjective (Clinical, Industry, Executive, Research, Instructional, Senior), and an appropriate rank (Assistant, Associate, Full).

Base Credentials:
* A terminal degree in the field or related field in which one is teaching; or
* A terminal degree not in the field or related field in which one is teaching and 7 years of teaching in the field or related field at the college level; or
* A masters degree in the field or related field in which one is teaching and 5 years of teaching at the college level in the field or related field
* A bachelor degree in the field or related field in which one is teaching and 10 years of practice in the field or 7 years of practice and special licensure or credentials in the field.
Type of Appointment

Research [rank] professors appointments and promotions are subject to the guidelines already posted at http://dof.tamu.edu/admin/researchprof.php and will not be held to other guidance in this document.

It is expected, but not mandated, that faculty at the Associate level in these ranks will have rolling three-year appointments, and that faculty at the [adjective] Full professor level in these ranks will have rolling five year contracts. (Performance evaluations will be the primary determination if the contract should be rolled into an additional year, if a non-reappointment phase should begin, of in some cases if termination is warranted.) It is also possible to appoint faculty to Associate or Full rank in these categories. If it is their initial TAMU appointment, these appointments would be given one year contracts for a probationary period of up to 5 years, after which the unit can consider offering a multi-year rolling contract. All faculty at the Associate or Full rank in these categories must be given 12 months notice if they will not be reappointed.

Assistant level faculty in these ranks should initially be considered for promotion to Associate rank any time after three years in rank, but not beyond 6 years. During the first five years at this rank they will have one year or term appointments, and are not entitled to 12 months notice of non-reappointment, although departments should strive to inform faculty as soon as possible (and no later than one month after Board of Regents approval of the TAMU budget) if they will not be reappointed. Assistant level faculty in these ranks must be considered for promotion to the Associate rank at least once during each three-year period of service, beginning with the second such period (i.e., at least once during years 4 through 6, at least once during years 7 through 9, and so on). Unlike with tenure-track faculty, a department can choose to keep an [adjective] Assistant Professor at this rank indefinitely.

“Lecturer” Faculty Titles

Assistant Lecturers should have at least a master’s degree in the field or a related field of teaching, or they may have a bachelor’s degree in the field, or a related field of teaching, plus five years of practice in the field (or 3 years of practice and a special licensure or credentials in that field). A department will typically not keep a faculty member in the Assistant Lecturer position beyond five years.

Faculty who routinely focus only on the area of teaching should carry the title of Lecturer. Faculty appointed to the Lecturer title should (preferably) have the base credentials, but must have at least half of the number of years’ of experience described in the base credentials for [adjective] Assistant Professors. Departments should strive to inform lecturers as soon as possible (and no later than one month after Board of Regents approval of the TAMU budget) if they will not be reappointed. A Lecturer who has held any faculty appointment other than Assistant Lecturer for the equivalent of five or more academic years of full service within a 7 year period, shall be provided one-year appointments, and a one-year notice (if it is the University’s intent not to renew the appointment). A Lecturer who has held any faculty appointment other than Assistant Lecturer for the equivalent of ten or more academic years of full service within a 12 year period shall normally be provided three year appointments. Upon acquiring the base credentials and having 3-6 years teaching experience in a program at TAMU, that program should consider them for promotion to Senior Lecturer.

To be a Senior Lecturer, the faculty must have the base credentials described above. Upon initial hiring at Texas A&M University Senior Lecturers will have one- year appointments. After five academic years of full-time service within a seven-year period, they will normally have three year appointments. In addition, all Senior Lecturers are entitled to twelve (12) months notification if they will not be reappointed. Senior Lecturers with the necessary credentials can be considered for promotion directly to [adjective] Associate Professor or [adjective] Full Professor after five academic years of full-time service within a seven-year period.

Finally, a Distinguished Lecturer must meet the base credentials and have an additional ten years of experience. To be appointed or promoted to Distinguished Lecturer, the faculty member must have a recognized national reputation for teaching in the field, or significant contributions to the advancement of the field.

Visiting and Adjunct Titles

These titles should be appropriate in adjective and rank in accordance with the descriptions above, but they will always have the adjective “Adjunct” or “Visiting” associated with the title to indicate that this person is either not expected to be a member of TAMU faculty beyond a three year time period, or is only a part-time faculty member with responsibilities predominantly in some other position, or at some other institution or organization.