

PROFESSORIAL RANK

As a matter of general practice, initial appointments to the full-time faculty of Bay Path University will be at one of the professorial ranks (noted below), determined according to education, scholarly and creative activity, and teaching experience. Any exceptions to these criteria must be approved by the Office of Academic Affairs.

- **Instructor** – Minimum of a Master's degree with at least three years of successful college-level teaching experience or a special technical competency as documented by work experience.
- **Assistant Professor** – Minimum of a Master's degree with acceptance into an approved doctoral program, at least half of the coursework completed toward the terminal degree and a minimum of three years of successful full-time college teaching experience; or a completed terminal degree with a minimum of one year or equivalent of successful college teaching experience and evidence of scholarly and creative activity.
- **Associate Professor** – Minimum of a Master's degree with projected completion of a doctoral (or an equivalent terminal degree) within one year of initial appointment, a minimum of six years of successful full-time Bay Path University teaching experience, and evidence of significant scholarly and creative activity; or a terminal degree, a minimum of five years of successful full-time college teaching experience, and significant evidence of scholarly and creative activity.
- **Professor** – Minimum of a doctoral degree (or equivalent terminal degree) with at least nine years of successful full-time college teaching experience at Bay Path University and a record of significant scholarly and/or creative activity and recognition in one's field.