

A. Description of Standard Academic Ranks

The basic qualifications and standards established to identify the degree and types of achievement expected in each rank vary among the College, and the various programs within them. The general descriptions are as follows:

Instructor: An Instructor normally holds a minimum of a Master's degree or equivalent to his or her industry. Instructor is the entry level rank. This rank is appropriate for new faculty, generally, who have the potential for academic advancement.

Assistant Professor: Generally, an assistant professor, exhibits commitment to teaching and scholarly or professional work of high caliber, and participates in college affairs at least at the department level

Associate Professor: Generally, an associate professor meets the requirements for appointment as an assistant professor, shows a high degree of teaching proficiency and commitment, and demonstrates public, professional, or College service beyond the department level.

Professor: Generally, a professor meets the requirements for appointment as an associate professor, and in addition, has a distinguished record of accomplishment that leads to an international or, as appropriate, national reputation in his or her field or has been acknowledged by the Lake Washington Board of Trustees by giving Tenure to such an individual.

B. Definition of Prefixes that Modify Standard Academic Titles

The standard professorial titles and the title Instructor may be significantly modified by the use of prefixes, as follows:

The prefix **Emeritus** indicates a position of honor and esteem at LWIT, associated with an invitation to continue collegial relationships after retirement. See "Emeritus Status" in the Faculty Retirement section for more detail.

The title **College Professor** is given to distinguished and exceptional individuals who are internationally recognized experts in their field, have demonstrated excellence in more than one academic specialty, who are qualified to lecture and/or conduct research in a particular subject, and who are appointed specifically to teach at Lake Washington Institute of Technology.

The prefix **Clinical** identifies appointments that primarily provide practical instruction and application of practical knowledge. On the Medical Campus, the title describes faculty whose primary activity is limited to clinical or public health practice and associated teaching. The duties, terms of appointment, and salaries (if any) of such persons are specified in the letter of appointment. In general, the applicable rank and any subsequent promotions should be determined by the relevant academic achievements, professional accomplishments, and demonstrated effectiveness of the appointee. A variety of titles are used to designate such positions including:

- Clinical Instructor
- Clinical Assistant Professor
- Clinical Associate Professor
- Clinical Professor

Associate Professors of the Practice and **Professors of the Practice** are officers of instruction who are or have been distinguished practitioners in their respective professions and whose primary responsibilities lie in teaching, mentoring, and service to the College.

The “**of the practice**” modifier applies to a distinguished practitioner who through teaching shares his or her knowledge and experience in the profession. The prefix “Clinical” is used for certain faculty engaged in clinical settings with students. The teaching, supervising, and mentoring provided by clinical faculty is directly related to the *practicum* of the students’ programs.

The prefix **Research** identifies faculty appointments that are offered to scientists and scholars who fulfill the research qualifications of the standard professorial or Instructor ranks and who work for the College on research supported by external grants and contracts. The principal criteria for these titles are scholarly productivity and recognition of original work. Several titles are used to designate such positions:

- Research Instructor
- Research Assistant Professor
- Research Associate Professor
- Research Professor

Research faculty are eligible to give seminars and teach occasional courses. Teaching is at the discretion of the Presidents designee. These titles may be used for appointments of one year or longer. Research appointments are for the stated term of the appointment with no guarantee or expectation of renewal.

The prefix **Adjunct** identifies a scholar whose primary place of employment is not Lake Washington Institute of Technology or whose primary employment within the College is not in a faculty capacity. An Adjunct Professor is an expert in a special field appointed to give instruction on a part-time or discontinuous basis. These part-time appointments may be in the ranks of:

- Adjunct Assistant Professor
- Adjunct Associate Professor
- Adjunct Professor

Duties usually include the teaching and advising of students but do not include service on departmental committees.

For the Allied Health, standard professorial titles are given to faculty members teaching at Lake Washington Institute of Technology affiliated hospitals. Adjunct appointments are appropriate if faculty have primary appointments at another college.

The prefix **Adjunct Clinical** is used for appointments of persons employed in a clinical setting where students receive clinical instruction. The criteria for adjunct clinical faculty are the same as for regular faculty appointments of comparable rank.

- Adjunct Clinical Instructor
- Adjunct Clinical Assistant Professor
- Adjunct Clinical Associate Professor
- Adjunct Clinical Professor

The prefix **Visiting** identifies a faculty member who normally teaches at another institution or possesses other professorial qualifications and is appointed to give instruction for a stated term, ordinarily of one year or less on a full or part-time basis. The titles used to indicate such an instructional appointment are:

- Visiting Assistant Professor
- Visiting Associate Professor
- Visiting Professor

The prefix **Visiting Research** indicates that the purpose of the appointment is to facilitate collaboration with one or more members of the faculty on a specific research or scholarly project, for a stated period. The titles used are:

- Visiting Research Assistant Professor
- Visiting Research Associate Professor
- Visiting Research Professor

The qualifications of teaching and scholarship for Visiting and Visiting Research faculty are the same as expected for professorial appointments of comparable rank in the University. Persons receiving such appointments are expected to comply with all College policies pertaining to full-time positions unless otherwise clearly indicated in the letter of appointment.

Affiliated/Secondary Appointment: An Affiliated or Secondary title is given to full-time faculty as a means of formalizing an association with a department other than that of the primary appointment. The affiliation must be recommended by the Presidents designee following the procedure specified by the College. Termination of the primary appointment shall automatically terminate the affiliated/secondary appointment. Voting rights are outlined in the terms of the appointment.

C. Definition of Standard Lecturer Ranks

Lecturer: A Lecturer is a faculty member appointed primarily to provide instruction for a stated term of full-time or part-time service, as specified in the appointment letter. The basic qualifications and standards expected of the lecturer vary among the College but the title reflects strong teaching ability and a relevant basis of scholarly work or professional expertise and achievement.

Senior Lecturer or Master Lecturer: Generally, a Senior Lecturer or Master Lecturer meets the requirements for appointment as a Lecturer, and has demonstrated excellence in teaching for at least five or ten years, respectively.