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SYSTEM: HSHS	MANUAL(S): HSHS St. John's College Policies
TITLE: Faculty Rank Policy	ORIGINATING DEPARTMENT: St. John's College
EFFECTIVE DATE: 08/01/2025	REVISION DATE(S):
SUPERCEDES: Local ministry handbooks/catalogs/policies adopted prior to the effective date of this policy.	

Purpose:

This policy defines the criteria, responsibilities, and expectations associated with faculty academic ranks at St. John's College of Nursing. It provides a framework for initial appointment and promotion, ensuring transparency, consistency, and alignment with the College's mission and accreditation standards.

Policy:

1. **Academic Ranks**
   a. The College recognizes the following faculty ranks:
      i. Assistant Professor
      ii. Associate Professor
      iii. Professor
2. **General Requirements for All Ranks**
   a. Possess a minimum of a master's degree in nursing or a related field.
   b. Maintain an unencumbered RN license.
   c. Demonstrate commitment to the mission and values of St. John's College of Nursing and HSHS.
   d. Comply with all policies of the College and the HSHS system.
3. **Rank Explanations**
   a. Assistant Professor
      i. Criteria for Initial Appointment:
         1. Master's degree in nursing (required).
         2. Demonstrated clinical or teaching experience.
         3. Evidence of potential in teaching, service, and professional development.
      ii. Role Expectations:
         1. Teach assigned courses effectively.
         2. Engage in curriculum activities as assigned.
         3. Participate in faculty meetings and service committees.
         4. Begin engaging in scholarship and professional development.
   b. Associate Professor
      i. Criteria for Initial Appointment:
         1. Master's degree in nursing (required); doctoral degree preferred.

2. Minimum of five years of effective teaching or equivalent professional experience.
3. Documented excellence in teaching and student engagement.
4. Evidence of college service (e.g., committee participation, advising).
5. Demonstrated involvement in scholarship or contributions to nursing education or practice.

    ii. Role Expectations

1. Provide academic leadership in course or curriculum areas.
2. Mentor junior faculty.
3. Contribute to accreditation, assessment, and governance processes.
4. Maintain active engagement in scholarly and professional activities.

  c. Professor

    i. Professor

1. Criteria for Promotion or Initial Appointment:
2. Master's degree in nursing (required); doctoral degree expected.
3. Minimum of ten years of teaching or professional experience, with sustained contributions to the College and profession.
4. Documented excellence in teaching, leadership, and mentorship.
5. Substantial record of service at the college, system, or community level.
6. Demonstrated leadership in scholarship, practice, or academic initiatives.

    ii. Role Expectations

1. Lead curricular initiatives and program development.
2. Chair committees or strategic initiatives.
3. Serve as a mentor to faculty at all levels.
4. Represent the College at regional or national professional organizations.

4. **Rank Appointment and Promotion Process**
   a. Faculty rank is determined at the time of hire and appointment based on qualifications and experience.
   b. Promotion to a higher rank requires submission of a portfolio that includes:
      i. Curriculum vitae
      ii. Narrative self-assessment
      iii. Documentation of teaching effectiveness, service, and scholarship
      iv. Promotion is recommended by the Faculty Affairs Committee and approved by the Chancellor or designee.

5. **Exceptions and Special Appointments**
   a. Faculty with exceptional clinical or administrative qualifications may be considered for rank outside the standard timeline, subject to review.
   b. Faculty hired into administrative roles may also hold academic rank based on their credentials and responsibilities.