ARTICLE VI - APPOINTMENT AND TERMINATION

A. ELIGIBILITY FOR APPOINTMENT

Subject to the terms of this Agreement but otherwise at its or their sole discretion, the Board of Trustees or the President of each State University may grant appointments hereunder and terminate such appointments.

A person may be granted an appointment at any rank in keeping with the following requirements. These requirements apply to persons engaged to teach in the individual Programs of Graduate and Continuing Education at the State Universities. Exceptions to these requirements may be made for sound academic reasons in certain specialized areas and under other special circumstances with the approval of the Board of Trustees or the President as its designee. Nothing in these requirements should be construed to prohibit the appointment of an individual of exceptional talent or accomplishment who does not meet all the stated criteria. In considering candidates for exceptional appointments, the Board of Trustees or the President shall pay due regard in the alternative to: (a) evidence of the ability of the candidate to render a unique academic contribution to the University, or (b) evidence of a candidate's extraordinary competence in the area of the candidate's discipline or specialty, or (c) evidence that the discipline or specialty of the candidate does not customarily demand fulfillment of those academic degree requirements set forth by the Board as minimum criteria for appointment to each rank.

For the purposes of this Article a year of college or university teaching shall be defined as:

i. one academic year of employment as a full-time faculty member appointed at the rank of Instructor, Assistant Professor, Associate Professor, or Professor at a regionally accredited institution of higher education; or

ii. teaching experience equivalent to twenty-four (24) semester hours of credit of instruction at a regionally accredited institution of higher education.

Visiting Instructor:

A Master's Degree from an accredited college or university in a field or discipline to be taught.

Demonstrated potential to fulfill the applicable evaluation criteria.

Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners.

For instructors appointed to teach courses in a professional area, two (2) years of appropriate professional experience is an additional requisite.

Visiting Senior Instructor I:

A Master's Degree from an accredited institution in the academic or professional discipline to be taught.

Demonstrated potential to fulfill the applicable evaluation criteria.

Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners.

Three (3) years of appropriate professional experience in the discipline to be taught, including two (2) years of college or university teaching in the discipline to be taught.

Visiting Senior Instructor II:

A Master's Degree from an accredited college or university in a field or discipline to be taught.

Demonstrated potential to fulfill the applicable evaluation criteria.

Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners.

Six (6) years of appropriate professional experience in the discipline to be taught, including four (4) years of college or university teaching in the discipline to be taught.

Two (2) evaluations conducted under the terms of this contract and meeting professional quality shall result in an increase in pay commensurate with the rank of Visiting Assistant Professor.

Visiting Senior Instructor III: Effective upon the commencement of the spring instructional period of 2026.

Master's Degree from an accredited college or university in a field or discipline to be taught.

Demonstrated potential to fulfill the applicable evaluation criteria.

Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners.

Ten (10) years of appropriate professional experience in the discipline to be taught, including seven (7) years of college or university teaching in the discipline to be taught.

Three (3) evaluations conducted under the terms of this contract and meeting professional quality shall result in an increase in pay commensurate with half of the increase in pay for adjustment from Visiting Assistant Professor to Visiting Associate Professor.

Visiting Assistant Professor:	A terminal degree from an accredited institution in the academic or professional discipline to be taught. Demonstrated potential to fulfill the applicable evaluation criteria. Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners. Three (3) years of appropriate professional experience in the discipline to be taught, including two (2) years of college or university teaching in the discipline to be taught.
Visiting Associate Professor:	A terminal degree from an accredited institution in the academic or professional discipline to be taught. Demonstrated potential to fulfill the applicable evaluation criteria. Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners. Two (2) evaluations conducted under the terms of this contract and meeting professional quality. Six (6) years of appropriate professional experience in the discipline to be taught including four (4) years of college or university teaching in the discipline to be taught. Demonstrated professional advancement.
Visiting Professor:	A terminal degree from an accredited institution in the academic or professional discipline to be taught. Demonstrated potential to fulfill the applicable evaluation criteria. Understanding of the teaching and advising process and the application of teaching and advising strategies to adult learners. Two (2) evaluations conducted under the terms of this contract and meeting professional quality. Eight (8) years of appropriate professional experience in the

discipline to be taught including six (6) years of college or university teaching in the discipline to be taught.

Additional professional advancement.

The application of the foregoing criteria shall not result in a reduction in the rank of any unit member who, having taught in the Program of Continuing Education in any semester or session prior to the execution of this agreement, shall be appointed to teach in any semester or session subsequent to the execution date.

Nothing in the foregoing criteria shall be deemed to prohibit the University from considering an individual's demonstrated continuing scholarship, including contributions to the content and pedagogy of the discipline as evidenced by participation in and contributions to the improvement and development of academic programs or academic services at an institution of higher education, or, where applicable, by artistic or other creative activities; membership or participation in or contributions to professional organizations and societies, research as demonstrated by published or unpublished work or relevant graduate study, including work toward the terminal degree for those without the terminal degree; or relevant post graduate study for those with the terminal degree, or, for the professional, continuing study or current knowledge of said unit member's professional field.

The University may also consider other professional activities which by way of example shall include contributions to the professional growth and development of the Program of Graduate and Continuing Education, or, in the case of the professional hired to teach who is not a full-time college or university faculty member, evidence of continued growth and development in the candidate's professional field.

A University shall review a DGCE unit member’s rank for adjustment upon request of the DGCE unit member and with the submission of an updated resume and complete Appendix G. If a DGCE unit member’s rank is adjusted, the administration shall make the adjustment effective the term the DGCE unit member requested it provided the DGCE unit member made the request no later than 14 days after receiving their contract or 14 days from the start of the contract term, whichever is later. If the DGCE unit member made the request more than 14 days after receiving their contract or the start of the contract term, whichever is later, then the administration shall adjust their rank effective the following contract.

Upon ratification of the January 1, 2024-December 31, 2026 collective bargaining agreement for Instructors who submit an updated resume and completed Appendix G form within sixty (60) days of the date of ratification, the Universities shall adjust those instructors to a higher rank retroactive to the start of the contract, if applicable.