

ARTICLE XX-A - APPOINTMENT AND PROMOTION, MASSACHUSETTS MARITIME ACADEMY

A. REQUIREMENTS FOR ELIGIBILITY OF PROFESSIONAL MARITIME FACULTY FOR APPOINTMENT AND PROMOTION

Professional Maritime Faculty at the Massachusetts Maritime Academy may, in the alternative to the requirements prescribed at Section B(1) of Article XX of the Agreement, be initially appointed at, or promoted to, any rank in keeping with the following requirements. For sound academic reasons, exceptions to these requirements may be made 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 or promotion of an individual of exceptional talent or accomplishment who does not meet all the stated criteria. In considering candidates for exceptional appointments or promotions, the Board of Trustees 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, (b) evidence of a candidate's extraordinary competence in the area of his/her 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 or promotion to each rank.

With regard to promotion, full-time teaching experience or professional service in the maritime field and full-time employment in rank in this Article include time on paid leave as well as time on unpaid leave, but only if during such unpaid leave the faculty member performs full-time teaching or professional service in the maritime field at the relevant rank as described in the applicable section of this Article. Unpaid leave of less than the equivalent of one semester shall not be deducted from full-time experience.

A higher order of quality may be demanded for promotion to each higher academic rank.

1. Lieutenant (equivalent to Instructor in Article XX)
 - a. a Bachelor's degree in an appropriate field from an institution accredited at the level of such degree;
 - b. an operational license;
 - c. at least three (3) years of full-time experience in teaching at an accredited institution of higher learning or in professional service in the maritime field (or a combination thereof);
 - d. understanding of the teaching and advising processes and the application of teaching and advising strategies in the University setting; and
 - e. demonstrated potential to fulfill the applicable evaluation criteria.
2. Lieutenant Commander (equivalent to Assistant Professor in Article XX)
 - a. a Master's degree in an appropriate field from an institution accredited at the level of such degree;

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- b. an operational license;
 - c. at least three (3) years of full-time experience in teaching at an accredited institution of higher learning or in professional service in the maritime field (or a combination thereof);
 - d. in the case of a promotion, meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Articles VIII and VIII-A of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.
3. Commander (equivalent to Associate Professor in Article XX)
- a. a Master's degree in an appropriate field from an institution accredited at the level of such degree;
 - b. a management license;
 - c. at least eight (8) years of full-time experience in teaching at an accredited institution of higher learning or in professional service in the maritime field (or a combination thereof); and
 - d. in the case of a promotion, not less than three (3) years of full-time employment at the rank of Lieutenant (or higher) at an accredited four-year college or university and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Articles VIII and VIII-A of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.
4. Captain (equivalent to Professor in Article XX)
- For persons first employed prior to July 1, 1995:
- a.
 - i. a First License, a Master's degree from an accredited institution and acceptable graduate study; or
 - ii. service on a Top License, a Bachelor of Science degree from an accredited institution and acceptable graduate study; or
 - iii. twenty-five (25) years of full-time service in the Merchant Marine, at least fifteen (15) of which have been service on a United States Coast Guard Top License; or
 - iv. a Top License and a Master's degree from an accredited institution;
 - b. at least eight (8) years of full-time experience in teaching at an accredited institution of higher learning; and

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- c. in the case of a promotion, not less than four (4) years of full-time employment at the rank of Commander or higher at an accredited four-year college or university and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Articles VIII and VIII-A of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.

For persons first employed after June 30, 1995:

- a. a Master's degree in an appropriate field from an institution accredited at the level of such degree;
- b. a management license;
- c. at least ten (10) years of full-time experience in teaching at an accredited institution of higher learning; and
- d. in the case of a promotion, not less than four (4) years of full-time employment at the rank of Associate Professor (or higher) at an accredited four-year college or university and meritorious performance as demonstrated by the candidate's annual evaluations conducted in accordance with the provisions of Articles VIII and VIII-A of this Agreement and by such evaluations conducted in accordance with any procedures in effect prior to the date of execution of this Agreement.

Those of the foregoing criteria that are of application only to persons first employed prior to July 1, 1995, shall be of application to them only for the purpose, in the case of each of them, of establishing his/her eligibility for promotion to the rank next higher than the rank he/she holds on such date and not otherwise.

5. Promotion of Certain Instructors

A member of the Professional Maritime Faculty who is appointed at the rank of Instructor and who, while holding that rank, secures (i) a Master's degree in an appropriate field from an institution accredited at the level of such degree and/or (ii) a First License shall, upon the Academy's being given notice thereof and confirming the same, be granted, with effect on the ensuing September 1, a promotion to the rank of Assistant Professor without its being required that he/she be evaluated for such promotion pursuant to Article VIII.

B. DEFINITIONS

For the purposes of the foregoing provisions of this Article XX-A, the following definitions shall apply:

1. Management Level License. A Management Level License shall mean a Master, Chief, Chief Mate, or First Assistant Engineer's license, or otherwise as defined in Code of Federal Regulations.

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2. Engineer Officer's License (). A marine license issued by the United States Coast Guard that has no restrictions as to the waters upon which the engineer may serve and is not subject to any horsepower limitations, or otherwise as defined in Code of Federal Regulation
3. Deck Officer's License (). A marine license issued by the United States Coast Guard for service as a master or mate on ocean vessels which qualifies the licensee to serve in the same grade on any waters and on any tonnage vessel or otherwise as defined in Code of Federal Regulations
4. Operational Level License. An Operational License shall mean a Second Mate, Third Mate, Second Engineer or Third Engineer's license, or otherwise as defined in Code of Federal Regulations.

C. APPLICATION

Except as provided in this Article XX-A, the provisions of Article XX that are of application to faculty shall also be of application to all Professional Maritime Faculty at the Massachusetts Maritime Academy.