

**Maritime College Promotion and Tenure Qualifications** (Revised d 11/18/2010) To be used as guidelines only, not rigid requirements

Rank	Mastery of Subject Matter (Minim. Degree/Lic. Combination)		Effectiveness in Teaching	Scholarly Ability	Effectiveness of University Service		Continuing Growth
	Terminal Qualification	Other Qualification	Teaching Requirements	Research Requirements	Service to Institute.	External Service	Service to Profession
Instructor	Master's degree in appropriate field and Operational Level License <b>and/or</b> STCW Operational Level License plus 1-year sailing experience. Equivalent military or professional experience		Sound performance supported by good or improving evaluations	No research requirements	Participation in College and Departmental Committees and evolutions.		Demonstrates currency in field.
Assistant Professor	Master's degree in appropriate field plus 2-yrs. sailing commercially/training ship, <b>or</b> , maritime industry experience in a field closely related to ship or vessel operations. license at the Operational Level <b>or</b> Bachelor's degree and significant industry experience and Management Level license		Sound performance supported by good or improving Clear evidence of individual helping students master the subject. Is readily accessible to students outside of class. Provides supportive and effective academic advisement.	Beginning to contribute by attending professional meetings.	Participation and leadership in College and Departmental Committees and evolutions.	Active membership in professional or community service organizations reflecting professional background	Demonstrates currency in field through: Taking courses (CE or credit), attendance at meetings and seminars, commercial sailing, working towards advancing degree and/or license
Senior Lecturer	Three years teaching at the Lecturers level		Sound performance supported by good evaluations	Good potential	Participation in College and Departmental Committees and evolutions	Active membership in professional or community service organizations reflecting professional background	Demonstrates currency in field and ability to mentor new faculty
Associate Professor with Continuing Appt.	Three years teaching at the Assistant Professor and Master's degree in appropriate field plus 2-yrs. sailing commercially/training ship on an unlimited license or, management level license and industry experience		Sound teaching performance supported by above average evaluations. Use of appropriate technology to enhance learning. Sets high standards for students and works diligently and supportively to help students achieve those standards. Is readily accessible to students outside of class. Provides supportive and effective academic advisement.	Contributes to field by participating in professional speaking opportunities, serving on panels contributing to advancement of field.	Clear evidence of leadership on departmental and College committees	Active membership in professional or community service organizations reflecting professional background	Demonstrates currency in field through courses (CE or credit), attendance at meetings and seminars, commercial sailing, advancing degree and/or license
Professor	Master's degree plus STCW Management Level License OR Terminal Degree and unlimited license. Maintains currency of knowledge and experience by having sailed commercially or on the training ship. Participated in maritime related business.		Sound teaching performance supported by above average evaluations. Use of appropriate technology to enhance learning. Sets high standards for students and works diligently and supportively to help students achieve those standards. Is readily accessible to students outside of class. Provides supportive and effective academic advisement.	Solid record of contributions to field by articles in professional journals and talks at appropriate meetings.	Clear evidence of leadership on departmental and College committees and evolutions.	Active membership in professional or community service organizations reflecting professional background	Demonstrates currency in field through courses (CE or credit), attendance at meetings and seminars, commercial sailing, advancing degree and/or license
Lecturer	Master's degree in appropriate field and sailing at the operational level OR Bachelor's degree plus having sailed 2 years commercially at the Operational level.		Sound performance supported by good evaluations	Good potential	Participation in College and Departmental Committees and evolutions	Active membership in professional or community service organizations reflecting professional	Demonstrates keeping abreast of field