<table>
<thead>
<tr>
<th>Rank</th>
<th>Qualification</th>
<th>Terminal Qualification</th>
<th>Other Qualifications</th>
<th>Teaching Requirements</th>
<th>Research Requirements</th>
<th>Service to Institution</th>
<th>Service to Community</th>
<th>Service to Profession</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Assistant Professor with or without Cont. Appt.</td>
<td>PhD or international equivalent</td>
<td>minimum rank of Associate Professor and/or tenure at another institution</td>
<td>Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.</td>
<td>Post-dissertation publications encouraged</td>
<td>Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects</td>
<td>Positive and proactive involvement in department activities including but not limited to committees, projects, academic advising, student recruitment and retention</td>
<td>Good potential</td>
<td>Remaining current in one’s field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations</td>
</tr>
<tr>
<td>Associate Professor without Cont. Appt.</td>
<td>PhD or international equivalent</td>
<td>minimum rank of Associate Professor and/or tenure at another institution</td>
<td>Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty</td>
<td>Post-dissertation publications encouraged</td>
<td>Strong presence at the department level as well as solid service at the college level. Have a significant, positive impact on departmental matters. Becoming well-known to faculty and administrators outside the department through meetings, committees, and projects</td>
<td>Community engagement encouraged</td>
<td>N/A</td>
<td>Remaining current in one’s field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations</td>
</tr>
<tr>
<td>Associate Professor with Cont. Appt.</td>
<td>PhD or international equivalent</td>
<td>minimum rank of Associate Professor and/or tenure at another institution</td>
<td>Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance. Capable of peer mentoring new faculty</td>
<td>Post-previous promotion publications encouraged</td>
<td>Strong proactive service at the college level, as well as university and department levels. Strong and positive college presence, and is well-known to faculty and administrators outside the department/college</td>
<td>Community engagement encouraged</td>
<td>N/A</td>
<td>Remaining current in one’s field through relevant coursework (where needed) and attendance at local, national, or regional professional conferences. Membership in appropriate professional organizations</td>
</tr>
<tr>
<td>Professor</td>
<td>PhD or international equivalent or equal rank at another institution</td>
<td>Satisfactory performance in teaching</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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</tr>
<tr>
<td>Lecturer</td>
<td>MS or MA</td>
<td>plus extensive teaching experience or experience in field</td>
<td>N/A</td>
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<tr>
<td>Senior Lecturer</td>
<td>MS or MA</td>
<td>had a full-time academic appointment at maritime for at least 7 years or 5 years with relevant external experience</td>
<td>Should exhibit a mastery of more diverse methodologies, an ability to teach a broader range of courses, and a greater adaptability to meeting diverse student needs. Excellent classroom performance.</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Maritime College Promotion and Tenure Qualifications**

**Department**

**SCHOLARLY ABILITY**

- MS or MA
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- MS or MA
- N/A
- N/A
- N/A
- N/A
- N/A

**EFFECTIVENESS OF UNIVERSITY SERVICE**

- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A
- N/A

**CONTINUING GROWTH**

- N/A