

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

### **A. REQUIREMENTS FOR ELIGIBILITY OF PROFESSIONAL MARITIME FACULTY FOR APPOINTMENT AND PROMOTION AT THE MASSACHUSETTS MARITIME ACADEMY**

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 College, or (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.

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

#### **1. Instructor**

- a. a bachelor's degree in an appropriate field from an institution accredited at the level of such degree;
- b. a Second 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 process and the application of teaching and advising strategies in the College setting; and
- e. demonstrated potential to fulfill the applicable evaluation criteria.

#### **2. Assistant Professor**

- f. a Master's degree in an appropriate field from an institution accredited at the level of such degree;

- g. a First License;
- h. 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);
- i. 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. Associate Professor

- j. a Master's degree in an appropriate field from an institution accredited at the level of such degree;
- k. a Top License;
- l. 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
- m. in the case of a promotion, not less than three (3) years of full-time employment at the rank of Assistant Professor 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. Professor

For persons first employed prior to July 1, 1995:

- n. (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, 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;
- o. eight (8) years of full-time experience in teaching or professional service in the maritime field; and
- p. in the case of a promotion, not less than four (4) years of full-time employment at the rank of Associate Professor 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:

- q. a Master's degree in an appropriate field from an institution accredited at the level of such degree;
- r. a Top License;
- s. at least ten (10) 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
- t. in the case of a promotion, not less than four (4) years of full-time employment at the rank of Associate Professor 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 or her eligibility for promotion to the rank next higher than the rank he or she holds on such date and not otherwise.

5. Promotion of Certain Instructors

A member of the 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 (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 or she be evaluated for such promotion pursuant to Article VIII; provided, however, that this subsection shall be of application only if the entitlement to such promotion is made a term of such faculty member's appointment as an Instructor.

B. DEFINITIONS

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

1. Top License. A Top License shall mean a Master's or a Chief Marine Engineer's license.
2. Engineer Officer's License (Chief; First, Second or Third Engineer). 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.
3. Deck Officer's License (Master; First, Second, Third Mate). 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.

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.