

MSCA Synopsis of 2012-2014 DGCE Contract Regarding Appointment (Article VI, Section A)

DGCE faculty are appointed in compliance with the collective bargaining agreement, but at the sole discretion of the Board of Trustees or the President.

Faculty may be appointed at any rank according to requirements below. Exceptions to the 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. Nothing in the requirements prohibits the appointment of faculty of exceptional talent or accomplishment who does not meet all the criteria. In considering 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.

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:

- 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

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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 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.
- 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.
- 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.

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- Additional professional advancement.

Faculty shall not be appointed to a rank lower than they were appointed during the Academic Year 2008-2009.

The University may consider a faculty member's other items such as continuing scholarship, artistic or other creative activities, membership or participation in professional organizations and societies, research or relevant graduate study, or relevant post graduate study when appointing faculty.

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.

Article VI, Section D – Evaluations

In making decisions to appoint, the DGCE Chair, the Dean, the Academic Vice President, the President and the designee of any of them may consider any available evaluations conducted in accordance with this Agreement.