

Guidelines on Senior Instructional Professor Appointment, Reappointment, and Promotion

All Senior Instructional Professors are expected to demonstrate excellence in the management, supervision, and leadership of or in a program and those working within it and in the performance of their other assigned duties. The University expects that all Senior Instructional Professors will have the ability to qualify for promotion, but seniority and time spent in a position alone does not assure promotion to higher ranks. In particular, promotion from Associate to full Senior Instructional Professor recognizes consistent accomplishment at the highest academic and administrative levels.

1. **Appointment as Assistant Senior Instructional Professor.** Assistant Senior Instructional Professors are appointed to an initial term on evidence of ability to perform all assigned duties.
2. **Reappointment as Assistant Senior Instructional Professor.** An Assistant Senior Instructional Professor is eligible to be reappointed at the end of an initial period of appointment not to exceed three years; a candidate must provide evidence of consistent and excellent performance of all assigned duties, and demonstrate the potential for promotion. Assistant Senior Instructional Professors can hold that appointment for at most six years in total.
3. **Appointment as or Promotion to Associate Senior Instructional Professor.** Appointment as or promotion to Associate Senior Instructional Professor requires evidence of excellence in performing all assigned duties; in addition, candidates must show evidence of the potential for innovation and/or leadership.
4. **Reappointment as Associate Senior Instructional Professor.** Reappointment as Associate Senior Instructional Professor requires that the candidate demonstrate continued excellence in performing all assigned duties. There is no limit to the number of times a person may be reappointed as Associate Senior Instructional Professor.
5. **Appointment as or Promotion to Senior Instructional Professor.** Senior Instructional Professors are exemplary. They demonstrate continued, consistent excellent performance of all assigned duties; demonstrate the ability to innovate; show leadership; anticipate issues and employ pre-emptive problem-solving; and effectively communicate.
6. **Reappointment as Senior Instructional Professor.** A Senior Instructional Professor can be reappointed if they are continuing to demonstrate the exemplary level of performance described above. There is no limit to the number of times a person can be reappointed as Senior Instructional Professor.