

Types of Faculty (Faculty Rank)

Faculty ranks, or types of faculty, are defined in the CBA:

1. Quarterly faculty are appointed on an as needed basis, from quarter to quarter (or semester to semester) with no guarantee for number of credits to be assigned, and no guarantee for subsequent reappointment.
2. Lecturers (otherwise known as Special Faculty) receive one-year contracts. Reappointment for subsequent years is not guaranteed, and instead, is dependent on funding, enrollment, business needs, performance, and other factors. Lecturers become eligible for consideration for promotion to Senior Lecturer after they have served six years as a Lecturer.
3. Senior Lecturers receive two-year contracts for their first six years of their appointment; after that, they receive three-year contracts.
4. Probationary faculty carry the title of Assistant Professor, and are also referred to as tenure track faculty. The period of probation is six years, unless the faculty member negotiated a shorter tenure track timeline (which would be specified in the faculty member's initial appointment contract). Probationary faculty receive three successive two-year contracts, following the evaluation procedures outlined in the CBA and in the respective colleges and library policies and procedures.

5. Associate Professors are typically tenured faculty, who completed their six-year probationary period, and who were evaluated and approved for promotion to the rank of tenured Associate professor. They receive four-year contracts. If we hire new faculty to join Eastern with the rank of Associate Professor, such an individual may be granted tenure as part of their initial hiring terms and conditions. Otherwise, faculty hired as untenured Associate Professor must achieve tenure, following the normal evaluation processes, in not more than three years.
6. Professors are tenured faculty, and are also known as “Full Professors.” Upon promotion (or hire) into the rank of Full Professor, these faculty receive a final **continuous** contract (i.e., no end date specified).