

**Criteria for Appointment to Instructor, Lecturer, Senior Lecturer, and Teaching Professor Positions – Dept. of Biological Sciences,  
University of Southern Mississippi**

*The University of Southern Mississippi has established two tracks for personnel whose principal function is instruction (see Sections 3.3 and 3.4 of the University of Southern Mississippi Faculty Handbook). One track (Instructor → Lecturer → Senior Lecturer) utilizes qualified personnel who do not possess a terminal degree in the field in which they are teaching. The second track (Assistant Teaching Professor → Associate Teaching Professor → Teaching Professor) is open to qualified personnel who possess a terminal degree in the field in which they are teaching.*

*At the time of the implementation of the two teaching tracks (2016), some Instructors possessed a terminal degree in the discipline in which they teach. These individuals have the opportunity to move from the position of Instructor to Assistant Teaching Professor. In the future, faculty members that hold the rank of Instructor may obtain a terminal degree in the discipline in which they are teaching. These individuals also have the opportunity to move from the position of Instructor to Assistant Teaching Professor.*

*Regardless of teaching track, all individuals seeking promotion to any new rank must prepare a dossier for evaluation by the Departmental Promotion Committee, the department chair, the College advisory Committee, and the college dean, with a final decision rendered by the University Provost (see Section 3.4.1 of the Faculty Handbook for a detailed description of the process and dossier requirements).*

***In the Department of Biological Sciences Instructors are expected:***

- To hold the Master's degree appropriate to appointment, or equivalent training and experience as appropriate to the particular appointment;
- To show promise as teachers;
- To have clearly demonstrated that they can work well with colleagues and students.

***An Instructor who seeks to move from the rank of Instructor to Assistant Teaching Professor is expected:***

- To hold a terminal degree in the field of instruction;
- To show a clear and demonstrable record of meritorious teaching;
- To have clearly demonstrated good working relationships with colleagues and students.

***Promotion via the Instructor → Lecturer → Senior Lecturer Pathway***

**To be promoted from Instructor to Lecturer an individual is expected:**

- To hold a Master's degree, or equivalent training and experience as appropriate to the particular appointment;
- To demonstrate a continuing record of teaching excellence;
- To have actively participated in professional development in teaching (e.g. participation in workshops, presentations at meetings);
- To show a clear interest in scholarship within his/her discipline (e.g. completing additional classwork, participation in a research project/projects);
- To participate in departmental, college, and/or university service;
- To show evidence of good working relationships with colleagues and students;
- To have normally served as an Instructor for at least five years.

**To be promoted from Lecturer to Senior Lecturer an individual is expected:**

- To hold a Master's degree, or equivalent training and experience as appropriate to the particular appointment;
- To demonstrate a continuing record of excellent and innovative teaching;
- To have actively participated in professional development in teaching;
- To show a clear interest in scholarship within his/her discipline;
- To participate and/or demonstrate leadership in departmental, college, and/or university service (e.g. chair departmental, or other, committees) and/or demonstrate evidence of scholarly activities (e.g. publications in journals or proceedings, or authorship of texts or manuals);
- To show evidence of good working relationships with colleagues and students
- To have normally served as a Lecturer for at least five years.

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**In the Department of Biological Sciences, Assistant Teaching Professors are expected:**

- To hold a doctoral degree or other terminal degree in the field of instruction
- To show promise as teachers;
- To have clearly demonstrated good working relationships with colleagues and students.

***Promotion via the Assistant Teaching Professor → Associate Teaching Professor → Teaching Professor Pathway***

**To be promoted from Assistant Teaching Professor to Associate Teaching Professor an individual is expected:**

- To hold a doctoral degree or other terminal degree in the field of instruction;
- To demonstrate a continuing record of excellent and innovative teaching;
- To have actively participated in professional development in teaching (e.g. participation in workshops, presentations at meetings);
- To have participated in service for the department, college, or university, or in the discipline; or to have produced notable scholarly achievements (e.g. publications in journals or proceedings, or authorship of texts or manuals);
- To have clearly demonstrated good working relationships with colleagues and students;
- To have normally served as an Assistant Teaching Professor for at least five years.

**To be promoted from Associate Teaching Professor to Teaching Professor an individual is expected:**

- To hold a doctoral degree or other terminal degree in the field of instruction;
- To demonstrate a continuing record of excellent and innovative teaching;
- To have actively participated in professional development in teaching (e.g. participation in workshops, presentations at meetings);
- To participate and/or demonstrate leadership in service for the department, college, and/or university, or in the discipline;

- To have participated significantly in the scholarly work of the discipline (e.g. publications in journals or proceedings, or authorship of texts or manuals);
- To have clearly demonstrated good working relationships with colleagues and students;
- To have normally served as an Associate Teaching Professor for at least five years.