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Duplicate

AGREEMENT

BETWEEN

BOARD OF TRUSTEES
CAMDEN COUNTY COLLEGE

AND

CAMDEN COUNTY COLLEGE
FACULTY ASSOCIATION



CAMDEN COUNTY COLLEGE
BLACKWOOD, NJ

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1. ARTICLE 1.

2. Recognition:

3. A. The Board hereby recognizes the Camden County College Faculty
4. Association as the exclusive negotiating representative as defined
5. in New Jersey Public Laws of 1968, Chapter 303, for all full-time
6. teaching faculty presently employed or hereinafter employed by the
7. Board. The term faculty as herein used shall apply to all academic
8. ranks and shall refer only to full-time faculty represented by the
9. Association.

10. B. The Board agrees not to negotiate with any full time faculty
11. member individually or with any faculty organization other than the
12. Association for the duration of this agreement.

13. ARTICLE 2.

14. Association and Faculty Rights

15. A. Pursuant to Public Laws of 1968, Chapter 303 of the State of
16. New Jersey, the Board hereby agrees that all full-time faculty members
17. shall have the right freely to organize, join and support the
18. Association for the purpose of engaging in collective negotiation over
19. grievances, terms and conditions of employment activities for mutual
20. aid and protection. As a duly appointed body exercising powers granted
21. under the laws of the State of New Jersey, the Board undertakes and
22. agrees that it will not directly or indirectly deprive, discourage,
23. coerce or harass any Faculty member in the enjoyment of any rights
24. conferred by the Act or other laws of New Jersey or the Constitutions
25. New Jersey and of the United States; that it will not discriminate
26. against any Faculty with respect to hours, wages, or any terms or

1. conditions of employment by reason of his membership in the
2. Association, his participation in any activities of the Association
3. or collective negotiations with the Board, or his institution of any
4. grievance, complaint or proceeding under this Agreement.

5. B. Nothing contained herein shall be construed to deny or restrict
6. to any Faculty, rights he may have under the General School Laws of the
7. State of New Jersey, or other applicable laws and regulations. The
8. rights granted to Faculty hereunder shall be deemed to be in addition
9. to those provided elsewhere.

10. C. The Association and its representatives shall have the right
11. to use the college facilities for meetings only when said use does
12. not interfere with the operation of the College.

13. D. Duly authorized representatives of the Association shall be
14. permitted to transact official Association business on college property
15. at all reasonable times. Reasonable time shall be defined as that
16. period which does not interfere with the operation of the College or the
17. performance of their regular duties.

18. E. The Association shall have the right to use college facilities
19. and equipment, including typewriters, mimeographing machines, other
20. duplicating equipment, calculating machines, and all types of audio-
21. visual equipment at all reasonable times, when such equipment is not
22. otherwise in use. Payment shall be made for any expendable supplies
23. used for Association purposes and the Association shall be liable for
24. damages to any equipment used for said purposes.

1. F. The Association shall have the right to post notices of its
2. activities and matters of Association concern on Faculty bulletin
3. boards. The Association may use the college mail service and Faculty
4. mail boxes for communications to Faculty, including faculty-wide
5. distribution.

6. G. Faculty shall be entitled to full rights of citizenship and
7. no religious or political activities of any faculty or the lack thereof
8. shall be grounds for any discipline or discrimination with respect to
9. the employment of such Faculty. The private and personal life of any
10. Faculty member is not within the appropriate concern or attention of
11. the Board.

12. H. The provisions of this Agreement and the wages, hours, terms,
13. and conditions of employment shall be applied in a manner which is not
14. arbitrary, capricious or discriminatory and without regard to race,
15. creed, religion, color, national origin, age, sex, marital status.

1. I. An Association representative may appear on the agenda of any
2. Board meeting if notice of intent is filed with the President 10 days
3. prior to the date of the meeting.

4. ARTICLE 3.

5. Conditions of Employment

6. A. Basic Load

7. 1. Full-time faculty shall teach 15 credit hours for each
8. registration period. There shall be 18 contact hours in the following
9. fields: Science, Technology and Business.

10. 2. Full time teaching faculty shall be given first priority
11. to all summer positions, i.e., two courses.

12. 3. The payment for teaching in the summer shall be made on the
13. basis of \$225. per credit hour.

14. 4. The payment for teaching courses in the evening shall be
15. made on the basis of \$225. per credit hour.

16. 5. The payment for teaching overload shall be made on the
17. basis of \$225. per credit hour.

18. B. Office Hours

19. 1. Faculty shall maintain 5 hours per week for consultation
20. with students. Such hours shall be in addition to his/her scheduled
21. classes.

22. 2. Students shall make consultation appointments with the
23. faculty secretary.

24. C. Attendance at College Functions

25. 1. Faculty shall not be required to attend more than
26. one(1) college sponsored function each semester.

1. 2. Faculty attending these functions for which academic attire
2. is requested shall have said attire furnished by the college at no
3. charge.

4. D. Transfers:

5. 1. Off-campus teaching assignments shall be mutually agreed
6. upon by the faculty involved and the administration.

7. 2. A faculty member is not to be assigned to an area where he
8. had no formal preparation unless it is mutually agreed upon by the
9. faculty involved and the administration.

10. F. Academic Freedom

11. 1. The faculty shall have the unrestricted right to pursue and
12. report the truth as he/she understands it, both as a teacher in his/
13. her classroom and as a citizen of his/her community.

14. F. Orientation:

15. 1. The Association shall assist the administration in
16. providing orientation for all new faculty members.

17. G. Faculty Handbook:

18. 1. The faculty Association shall assist the administration
19. in developing the faculty handbook and may recommend therein any
20. changes.

21. H. Field Trips:

2. 1. The college shall provide travel-accident-liability
3. insurance in the amount of \$100,000./\$300,000. whenever a faculty
4. member is requested to drive on college business in a college owned
5. vehicle.

6. I. Division Coordinator:

7. 1. The faculty within a division by a majority vote in secret
8. ballot may select a nominee or nominees for recommendation to the
9. President to serve as division coordinator for a period of one year.
10. Final approval rests with the Board of Trustees who will not be
11. necessarily limited to the nominees mentioned above.

12. ARTICLE 4.

13. Faculty Benefits

14. A. Paid leaves of Absence:

15. 1. Sick Leave:

16. a. Faculty members on 10 month contracts shall receive
17. one day sick leave for each month worked in each academic year.
18. Unused sick leave is not accumulative for a probationary faculty
19. member. Upon achieving tenure a faculty member's sick leave account
20. will be credited for those days not used during the probationary
21. period. Sick leave may accumulate for tenured faculty for a total
22. of 150 days.

23. 2. Bereavement:

24. a. Leave not to exceed five (5) days will be allowed
25. for each death in the immediate family. Family shall mean: father,
26. mother, siblings, wife, husband, children, step-children and

1. grandchildren.

2. b. In the event of the death of a member of a family other than
3. those previously listed a faculty member may be entitled to one full
4. day to attend the funeral.

5. 3. Family Illness:

6. a. In case of serious illness of a member of the employees
7. household determination of eligibility for leave with pay shall be
8. left to the discretion of the President.

9. 4. Personal Leave:

10. a. Leave not to exceed 5 days per year may be permitted at the
11. discretion of the President for matters which cannot be cared for in
12. free time.

13. B. Unpaid Leaves of Absence:

14. 1. Advanced Study:

15. a. A leave of absence of one year may be granted by the Board
16. of Trustees to any faculty member upon application for the purpose of
17. advanced study if in the opinion of the Board such study shall benefit
18. the College as well as the individual. The Board may extend such
19. leave beyond the one year limit. Upon return from such leave, faculty
20. member shall be placed at the same position on the salary schedule
21. on which he would have been placed had he taught in the College
22. during such period.

23. 2. Exchange Teaching:

24. a. A leave of absence for one year may be granted to any
25. faculty member by the Board of Trustees upon application for the
26. purpose of participating in exchange teaching programs in other
27. states, territories or countries, or a cultural program related to
his professional responsibilities if in the opinion of the Board

1. such experience shall benefit the College as well as the individual.
2. The Board may extend such leave beyond the one year period. Upon return
3. from such leave a faculty member shall be placed at the same position
4. on the salary schedule on which he would have been had he taught in the
5. College during such period.

6. 3. Service in Professional Organizations:

7. a. A leave of absence of up to one year may be granted to any
8. faculty member by the Board of Trustees upon application for the purpose
9. of serving as an officer of any professional association or on its
10. staff if in the opinion of the Board such service shall benefit the
11. College as well as the individual. The Board may extend such leave
12. beyond the one year limit. Upon return from such leave, such faculty
13. members shall be placed at the same position on the salary schedule on
14. which they would have been had they taught in the College during such
15. period.

16. 4. Maternity Leave:

17. a. Maternity leave from the mid-point of pregnancy or upon
18. recommendation of her physician to a maximum of one year may be granted.
19. Upon request, the Board may extend such leave beyond the one-year limit.

20. 5. Admission to Courses:

21. a. Faculty members are to be granted tuition free entrance for
22. credit or audit to any courses offered by the College.

23. b. Faculty dependents (including husband, wife, and children)
24. are to be granted the privilege of one-half the payment for credit
25. and may audit any course offered by the College.

1. 6. Professional Improvement:

2. a. Up to five days of each academic year may be made
3. available for each faculty member to attend professional meetings.
4. Individual expenses incurred by such attendance are to be reimbursed
5. by the Board. The President shall be the sole determinant of the
6. suitability of such attendance and reimbursement.

7. 7. Insurance Programs:

8. 1. The Board shall provide without cost to the faculty full
9. family health care insurance benefits including Rider J for the
10. full twelve-month period.

CAMDEN COUNTY COLLEGE (N.J.)
§
FACULTY ASSN.

1. ARTICLE 5.

2. Grievance Procedure

3. A grievance is a claim or complaint by a faculty member, group
4. of faculty members, or the Association, hereinafter referred to as
5. a "Grievant," based upon an event which affects a condition of
6. employment, discipline, or discharge, and/or alleged violation,
7. misrepresentation or misapplication of any provision of this
8. Agreement or any existing rule, order or regulation of the Board of
9. Trustees. In the event that a faculty member or a group of faculty
10. members, or the Association believe they have a basis for a Grievance,
11. he or they shall:

12. 1. First, informally discuss the grievance with the Division
13. Coordinator or the appropriate administrator.

14. 2. If, as the result of the informal discussion with the Division
15. Coordinator or administrator, a grievance still exists, the Grievant
16. may invoke the formal grievance procedure on the proper form, signed
17. by the Grievant and the Association. Two copies of the grievance shall
18. be filed with the President of the College or a representative
19. designated by him.

20. 3. Within one week from the date of filing, the President or his
21. designee shall meet with the Association in an effort to resolve the
22. grievance. The President or his designee shall indicate his disposition
23. of the grievance in writing within one week of said meeting.

24. 4. If the Association is not satisfied with the disposition of the
25. grievance by the President or his designee or if no disposition has
26. been made within the time limits in paragraph 3, the grievance shall be

1. transmitted to the Board of Trustees by filing a written copy thereof
2. with the Secretary of the said Board. The Board shall, within two
3. calendar weeks of the date of filing, either allow the grievance or
4. hold a hearing on the grievance. No later than one calendar week
5. thereafter, the Board of Trustees shall indicate its disposition of
6. of the grievance in writing to the Association.

7. 5. If the Association is not satisfied with the disposition of
8. the grievance by the Board of Trustees, or if no disposition has
9. been made within the period provided in Paragraph 4, the grievance
10. may be submitted to arbitration before an impartial arbitrator. If
11. parties cannot agree on an arbitrator, he shall be selected pursuant
12. to the rules and procedure of the American Arbitration Association
13. whose rules shall like-wise govern the arbitration proceeding. The
14. Board and the Association shall not be permitted to assert in such
15. arbitration proceeding any ground or to rely on evidence not
16. previously disclosed to the other party. The arbitrator shall have no
17. power to alter, add to or subtract from the terms of the Agreement.
18. Both parties agree to be bound by the award of the arbitrator and the
19. decision of the arbitrator shall be final and binding on both parties.

20. 6. The fees and expenses of the arbitrator shall be shared
21. equally by the parties.

22. 7. No reprisals of any kind shall be taken against any faculty
23. member for participating in any grievance. If any faculty member
24. for whom a grievance is filed, processed or sustained shall be found
25. to have been unjustly discharged, he shall be restored to his former
26. position with full reimbursement of all professional compensation lost.

1. 8. The number of days indicated at each level should be considered
2. as maximum and every effort should be made to expedite the process.
3. 9. All documents, communications and records dealing with a
4. grievance shall be filed separately from the personnel files of
5. participants.
6. 10. It is agreed that the aggrieved part and the Association shall
7. be furnished with all information in the possession of the Board of Trustees for
8. the processing of any grievance or complaint.
9. 11. If a grievant has a grievance which he wishes to discuss
10. with the appropriate administrator, he is free to do so without
11. recourse to the grievance procedure. However, no grievance shall be
12. adjusted without prior notification to the Association and an
13. opportunity for an Association representative to be present, nor
14. shall any adjustment of a grievance be inconsistent with the terms
15. of this Agreement. In the administration of the grievance procedure
16. the interest of the faculty shall be the sole responsibility of the
17. Association.
18. 12. A grievance may be withdrawn at any level. However, if in
19. the judgement of the Grievance Committee the grievance affects the
20. welfare of the faculty, the grievance may be continued to be
21. processed as a grievance of the Association.

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ARTICLE 6.

Professional Behavior

A. The Board recognizes that the AAUP Code of Ethics is considered by the Association and its membership to define acceptable criteria of professional behavior. The Association shall deal with ethical problems in accordance with the terms of said Code of Ethics of the AAUP. Alleged breaches of discipline or of the Code of Ethics of the AAUP shall be promptly reported to the offending faculty member and to the Association. The Association will use its resources to correct breaches of professional behavior by any faculty member.

ARTICLE 7.

Contracts and Dismissals

A. Contracts:

1. Annual contracts stipulating academic rank, salary, and on salary schedule shall be issued by March 15th. When the Board of Trustees does not intend to reappoint a faculty member, notice of non-reappointment shall be given in writing not later than March 1st of the first academic year of service and not later than December 15th of the second or third academic year of service.

2. Said contracts are to be signed and returned to the Board of Trustees no later than March 30th.

3. Each tenure Faculty member shall receive an individual contract of continuing employment.

B. Discharge Procedure:

1. The cause of discharge of a faculty member shall be determined by the Board of Trustees for the following reasons: inefficiency, incapacity, conduct unbecoming a faculty member or other just causes.

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ARTICLE 8.

Professional Compensation

A. Salary Payment:

1. The salary of each faculty member shall be paid in 20 equal payments or he may have his salary divided by 24 and will then receive 19 equal payments through the academic year and the balance of 5 payments in one lump sum on June 30th.

B. Summer and Evening Session Salaries:

1. The payment for teaching in the summer and during the evening session shall be made at the rate of \$225. per credit hour.

C. Overload Compensation:

1. The payment for teaching overload shall be made at the rate of \$225. per credit hour.

ARTICLE 9.

Miscellaneous

A. Textbooks and Other Teaching Materials:

1. All texts and other teaching materials shall be selected by the faculty subject to budgetary consideration and the financial limitations of the students.

B. Copies of this Agreement shall be reproduced by the Board and distributed to all Faculty now employed or hereafter employed by the Board for the duration of this agreement.

C. If any provision of this Agreement or any application of the Agreement to any employee or group of employees shall be found contrary to law, then such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

1. D. Except as this agreement shall hereinafter provide, all
2. terms and conditions of employment applicable on the effective date
3. of this agreement as established and in force on said date shall
4. continue to be so applicable during the term of this agreement. Unless
5. otherwise provided in this agreement nothing contained herein
6. shall be interpreted or applied so as to eliminate, reduce or
7. otherwise detract from any faculty benefits existing prior to the
8. effective date of this agreement.

9. E. This agreement shall be subject to ratification by the
10. members of the Association and by the members of the Board of Trustees.

11. ARTICLE 10.

12. Duration of Agreement

13. This Agreement shall be effective as of July 1, 1969 and
14. shall continue in effect until June 30, 1971. This Agreement shall
15. not be extended orally and it is expressly understood that it shall
16. expire on the date indicated.

17.	<u>Board of Trustees</u>	<u>Association</u>
18.	By _____	By _____
19.	Chairman	Chairman of Negotiating Committee
20.	By _____	By _____
21.	Trustee	Negotiating Committee Member
22.	By _____	By _____
23.	Trustee	Negotiating Committee Member
24.	_____	By _____
25.	Date of Signing	Negotiating Committee Member
26.		By _____
		Negotiating Committee Member

SUPPLEMENT I

1. It is mutually agreed that the question of the Statement
2. on Government of Colleges and Universities * shall be discussed
3. by representatives of both parties at a mutually determined
4. convenient time during the term of this contract

John K. DeFrancesco

Maxine Colm

*American Association of University Professors
American Council on Education
Association of Governing
Boards of Universities and Colleges

SUPPLEMENT II

1. It is mutually agreed by both parties that the status
2. of the Divisional Coordinators relative to membership or
3. non-membership in the bargaining unit as defined in this
4. agreement shall be determined by the PERC decision in the
5. Middlesex County College Case now pending.

John K. deRancisco

Maxine Colm

1. Appendix 1. -- Statement on Professional Ethics

2. The Professor, guided by a deep conviction of the worth and dignity
3. of the advancement of knowledge, recognizes the special responsibilities
4. placed upon him. His primary responsibility to his subject is to seek
5. and to state the truth as he sees it. To this end he devotes his
6. energies to developing and improving his scholarly competence. He
7. accepts the obligation to exercise critical self-discipline and
8. judgement in using, extending, and transmitting knowledge. He practices
9. intellectual honesty. Although he may follow subsidiary interests,
10. these interests must never seriously hamper or compromise his freedom
11. of inquiry.

12. As a teacher, the professor encourages the free pursuit of learning
13. in his students. He holds before them the best scholarly standards of
14. his discipline. He demonstrates respect for the student as an
15. individual, and adheres to his proper role as intellectual guide and
16. counselor. He makes every reasonable effort to foster honest academic
17. conduct and to assure that his evaluation of students reflects their
18. true merit. He respects the confidential nature of the relationship
19. between professor and student. He avoids any exploitation of students
20. from his private advantage and acknowledges significant assistance
21. from them. He protects their academic freedom.

22. As a colleague, the professor has obligations that derive from
23. common membership in the community of scholars. He respects and defends
24. the free inquiry of his associates. In the exchange of criticism and
25. ideas he shows due respect for the opinions of others. He acknowledges
26. his academic debts and strives to be objective in his professional
27. judgement of colleagues. He accepts his share of faculty responsibili-
28. ties for the governance of his institution.

1. As a member of his institution, the professor seeks above all to be
2. an effective teacher and scholar. Although he observes the stated
3. regulations of the institution, provided they do not contravene
4. academic freedom, he maintains his right to criticize and seek
5. revision. He determines the amount and character of the work he does
6. outside his institution with due regard to his paramount
7. responsibilities within it. When considering the interruption or
8. termination of his service, he recognizes the effect of his decision
9. upon the program of the institution and gives due notice of his
10. intentions.

11. As a member of his community, the professor has the rights and
12. obligations of any citizen. He measures the urgency of these
13. obligations in the light of his responsibilities to his subject, to
14. his students, to his profession, and to his institution. When he
15. speaks or acts as a private person he avoids creating the impression
16. that he speaks or acts for his college or university. As a citizen
17. engaged in a profession that depends upon freedom for its health and
18. integrity, the professor has a particular obligation to promote
19. conditions of free inquiry and to further public understanding of
20. academic freedom.

1. Appendix- 2.--Statement on Academic Freedom.

2. The purpose of this statement is to promote public understanding
3. and support of academic freedom and agreement upon procedures to assure
4. them in colleges and universities. Institutions of higher education
5. are conducted for the common good and not to further the interest of
6. either the individual teacher or the institution as a whole. The common
7. good depends upon the free search for truth and its free exposition.

8. Academic freedom is essential to these purposes and applies to both
9. teaching and research. Freedom in research is fundamental to the
10. advancement of truth. Academic freedom in its teaching aspect is
11. fundamental for the protection of the rights of the teacher in teaching
12. and of the student to freedom in learning. It carries with it duties
13. correlative with rights.

14. The teacher is entitled to full freedom in research and in the
15. publication of the results, subject to the adequate performance of his
16. other academic duties; but research for pecuniary return should be
17. based upon an understanding with the authorities of the institution.

18. The teacher is entitled to freedom in the classroom in discussing
19. his subject, but he should be careful not to introduce into his
20. teaching controversial matter which has no relation to his subject.
21. Limitations of academic freedom because of religious or other aims of
22. the institution should be clearly stated in writing at the time of the
23. appointment.

24. The college or university teacher is a citizen, a member of a
25. learned profession, and an officer of an educational institution.
26. When he speaks or writes as a citizen, he should be free from
27. institutional censorship or discipline, but his special position in

1. the community imposes special obligations. As a man of learning and an
2. educational officer, he should remember that the public may judge his
3. profession and his institution by his utterances. Hence he should at all
4. times be accurate, should exercise appropriate restraint, should show
5. respect for the opinions of others, and should make every effort to
6. indicate that he is not an institutional spokesman.

1. Appendix 3. -- Salaries, Academic Ranks, Eligibility:

2. A. Camden County College Salary Schedule

3.	<u>Ass't. Prof. 2</u>	<u>Ass't. Prof. 1</u>	<u>Assoc. Prof.</u>	<u>Professor</u>
4.	7400			
5.	7800			
6.	8200			
7.	8600			
8.	9000	9000		
9.	9400	9400		
10.	9800	9800		
11.	10,200	10,200	10,100	
12.	10,600	10,600	10,600	
13.		11,100	11,100	
14.		11,600	11,600	
15.		12,100	12,100	
16.		12,600	12,600	12,200
17.			13,100	12,800
18.			13,600	13,400
19.			14,100	14,000
20.			14,600	14,600
21.				15,200
22.				15,800
23.				16,400
24.				17,000
25.				17,600
26.	Increment \$400	Increment \$400 \$500	Increment \$500	Increment \$600

1. Appendix 3--(Continued)

2. A. Distinguished Merit Increment:

3. The Board of Trustees upon the recommendation of the College

4. President may grant special recognition to any faculty member who

5. has made distinguished contributions to the College. Said faculty

6. member may upon recommendation of the President to the Board of Trustees

7. receive a special additional salary adjustment in an amount of not

8. more than 5% of his base salary.

1. Appendix 3.--(continued)

2. B. Academic Ranks:

3. Eligibility Requirements for Academic Ranks

4. Requirements

5.	<u>Rank</u>	<u>Academic</u>	<u>Experience</u>
6.	Assistant Prof. II	Master's Degree, or	None required
7.		Equivalent in special	
8.		fields	
9.	Assistant Prof. I	Master's Degree, plus	4 yrs. teaching
10.		15 credits toward the	experience
11.		Doctorate or Doctorate	None
12.		or equivalent.	
13.			
14.	Associate		
15.	Professor	Master's Degree plus all	6 yrs. teaching
16.		work completed for	or equivalent
17.		Doctorate with the exception	
18.		of the dissertation or	
19.		Doctorate or equivalent.	
20.			
21.	Professor	Doctorate or equivalent	8 yrs. teaching
22.		or Master's Degree and	
23.		all work completed for	
24.		Doctorate with the exception	
25.		of the dissertation or	
26.	For further clarification:	Doctorate or equivalent.	
			Industrial
27.	1. Two years of high school teaching or business/experience is the		
28.	equivalent of one year of college teaching.		
29.	2. For Assistant Professor II- no experience required.		
30.	3. For Associate Professor and Professor:		
31.	a. Academic requirements: all but dissertation or equivalent or		
32.	Doctorate.		
33.	b. Experience: Associate Professor 6 years college teaching		
34.	Professor 8 years college teaching.		
35.	c. Equivalent experience--as stated in #1 above.		
36.	4. The Board of Trustees may appoint any professional staff member		
37.	in any rank and at any step in the salary schedule, upon the		
38.	recommendation of the President.		

1. Appendix 4.--Professional Standards Committee:

2. A Professional Standards Committee shall immediately be established
3. to recommend qualified and worthy faculty to the President of the
4. College for promotion in academic rank. This committee shall be
5. composed of the following members: the Dean of the College, and one
6. faculty member elected by secret ballot from each of the five
7. academic divisions for a term of one year. No one may be elected to
8. serve on this committee for more than two successive years. The
9. President of the College shall be an ex-officio member of the
10. Committee.

11. To be considered by this committee a faculty member must apply
12. in writing on an approved form to be drawn up by this committee. He
13. must also be considered by this committee if he is nominated by his
14. division coordinator, by any member of his academic division, or by
15. any member of the Professional Standards Committee. The personal
16. qualities to be considered in evaluating members of the faculty for
17. promotion, are: 1. teaching effectiveness, 2. professional
18. development, 3. student counseling and guidance, 4. contributions to
19. campus life, 5. scholarly achievement.

20. Final decision on recommendations to the Board of Trustees for
21. promotion in academic rank shall rest with the President of the
22. College. Final decisions on promotions in academic rank rests with
23. the Board of Trustees.