

**UNIVERSITY POLICY**

<b>Policy Name:</b>	Academic Titles and Rank Equivalencies for Tenured, Tenure-Track and Non-Tenure Track Faculty				
<b>Section #:</b>	60.5.2	<b>Section Title:</b>	Faculty	<b>Formerly Book:</b>	3.3.2
<b>Approval Authority:</b>	Board of Governors		<b>Adopted:</b>	11/10/61	<b>Reviewed:</b> 3/31/15
<b>Responsible Executive:</b>	Executive Vice President for Academic Affairs		<b>Revised:</b>	12/9/99; 07/1/2010; 7/1/2013; 2/4/14, 3/31/2015	
<b>Responsible Office:</b>	Office of Academic Labor Relations		<b>Contact:</b>	<a href="mailto:aclr@rutgers.edu">aclr@rutgers.edu</a> Office of Academic Labor Relations 848-932-7174	

**1. Policy Statement**

There is rank equivalence among instructional, teaching, research, clinical, extension, professional practice and library faculty of the University. This policy catalogs the customary range of equivalent titles for tenured, tenure-track, and non-tenure track faculty.

**2. Reason for Policy**

To identify the faculty titles that are equivalent in salary, tenure, academic rights and responsibilities, comparable standards and procedures for appointment, reappointment, promotion and granting of tenure, and guarantees of academic freedom and due process.

**3. Who Should Read this Policy**

- Chancellors, deans, directors and department chairs
- Faculty members
- Academic administrators

**4. Resources**

Policy 60.5.3 - Other Academic Titles

**5. The Policy**

Rank Equivalencies. There is rank equivalence among instructional, teaching, research, clinical, extension, professional practice and library faculty of the University. Except that non-tenure track faculty are not eligible for tenure, rank equivalence means equivalence in salary, equivalence in tenure, equivalence in academic rights and responsibilities, comparable standards and procedures for appointment, reappointment, promotion and granting of tenure, and guarantees of academic freedom and due process.

A. Except as set forth in paragraph B, the titles within each of the following ranks of faculty are equivalent with the other titles within the same rank:

1. Distinguished Professor, Distinguished Teaching Professor, Distinguished Research Professor, Distinguished Clinical Professor, Distinguished Clinical Professor Law,

- Distinguished Extension Specialist, Distinguished Professor of Professional Practice.<sup>1</sup>
2. Professor, Teaching Professor, Research Professor, Clinical Professor, Clinical Professor Law, Extension Specialist, County Agent I, Professor of Professional Practice, Librarian I, Librarian of Practice I.
  3. Associate Professor, Associate Teaching Professor, Associate Research Professor, Clinical Associate Professor, Clinical Associate Professor Law, Associate Extension Specialist, County Agent II, Associate Professor of Professional Practice, Librarian II, Librarian of Practice II.
  4. Assistant Professor, Assistant Teaching Professor, Assistant Research Professor, Clinical Assistant Professor, Clinical Assistant Professor Law, Assistant Extension Specialist, County Agent III, Assistant Professor of Professional Practice, Librarian III, Librarian of Practice III.
  5. Instructor, Teaching Instructor, Research Associate, Clinical Instructor, Clinical Instructor Law, Extension Associate, County Agent IV, Instructor of Professional Practice, Librarian IV, Librarian of Practice IV.
  6. Assistant Instructor, Research Assistant, Clinical Assistant Instructor, Extension Assistant, County Agent V, Librarian V.
- B. In Robert Wood Johnson Medical School, School of Health Related Professions, Rutgers School of Dental Medicine, New Jersey Medical School, School of Public Health, and School of Nursing (former UMDNJ School of Nursing), the titles within each of the following ranks of faculty are equivalent, with the exception of salary, with the other titles within the same rank:
1. Distinguished Professor, Professor, Adjunct Professor, Clinical Professor.
  2. Associate Professor, Adjunct Associate Professor, Clinical Associate Professor.
  3. Assistant Professor, Adjunct Assistant Professor, Clinical Assistant Professor.
  4. Instructor, Adjunct Instructor, Clinical Instructor.

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<sup>1</sup> The title Professor II, and equivalent titles, were changed to Distinguished Professor effective 7/1/13.