

# Burrell College of Osteopathic Medicine

## Faculty Handbook

### Appointment

The College seeks to assemble and retain a faculty that has acquired and demonstrated the skill and experience needed to assure excellence in the delivery of its educational programs, research enterprise and clinical services. The Department of Human Resources has adopted procedures designed to enable a comprehensive review of the credentials of all applicants to determine suitability for appointment. Upon receiving a recommendation for appointment by the academic department and approval by the Dean of the College the candidate's credentials are reviewed by the Faculty Appointment and Promotion Committee to determine faculty category and rank.

#### **Faculty Category**

The college has adopted the following categories of faculty membership:

- Regular Faculty
- Affiliate Faculty
- Adjunct Faculty

The category to which each faculty member is assigned is intended to reflect their anticipated effort dedicated to the programs of the College. A full description of each rank may be found in the Bylaws of the College at:

<https://bcomnm.org/college-bylaws/>

#### **Faculty Rank**

At the time of initial appointment, a determination of faculty rank is made. Consideration is given to the candidate's prior academic appointments and experience as an educator, researcher, and clinician. The College awards the following academic ranks to its faculty:

- Professor
- Associate Professor
- Assistant Professor
- Instructor

All ranks above the level of Instructor require the candidate to possess a terminal degree in their field.

#### **Term of Appointment**

The initial term of appointment shall be determined by the Dean with the approval of the President and the Board of Trustees. Upon expiration of the initial term, subsequent terms will be subject to annual renewal for employed faculty. Adjunct faculty may receive multi-year appointments.

The College may, at its sole discretion, consider other attributes that will bring value to the institution and its academic programs when making a determination with respect to faculty category and rank.