Tenure-track/Tenured Faculty

- **Assistant Professor**—holds the terminal degree or the clear equivalent in the form of outstanding achievement in the area of specialization.

- **Associate Professor**—has received tenure at Baylor or has an equivalent record of achievement. The faculty member holds the terminal degree, or has professional experience that constitutes the clear equivalent, and has conclusively demonstrated excellence in his or her professional pursuits. This level of excellence is evident in the faculty member's teaching, research and/or creative work in the discipline, service, and collegial work, and is more specifically addressed in the University Tenure Policy (BUPP 704) and departmental tenure guidelines.

- **Professor**—holds the terminal degree or the clear equivalent. She or he should have established a distinguished record of excellence in teaching and mentorship, and should also have produced a body of research and/or creative work that is recognized as excellent by authorities in the field who are in highly esteemed programs at notable institutions. Moreover, the faculty member should have compiled an appropriate record of activity in pertinent professional organizations and service to the university and community.

- **Distinguished Professor**—a tenured full professor in a department or academic unit of the University whose outstanding scholarship and national reputation for excellence in his or her academic discipline greatly exceed the bounds of scholarship exemplified by most if not all other faculty members in that academic unit at Baylor. Distinguished Professors are persons not only whose work reflects high achievement but also whose work and life reveal a commitment to issues or themes which are central to Baylor's mission. Their work may contribute to distinctively Christian
scholarship or it may focus on or demonstrate expertise in an area in which Baylor has a particular interest.

- **University Professor**—a tenured full professor whose outstanding scholarship and national reputation for excellence in his or her academic areas of expertise transcend the bounds of traditional academic departments, often reflecting interdisciplinary concerns and having multidisciplinary implications. University Professors are persons whose work not only reflects high achievement but also reveals a commitment to issues or themes which are central to Baylor's mission. Their work may contribute to distinctively Christian scholarship and hence exemplify the integration of faith and learning, or it may focus on or demonstrate expertise in an area in which Baylor has a particular interest.