

# Faculty Rank Titles Determine Prestige and Pay During Career

By Elsie Schiller  
Emerald Reporter

The titles of rank by which the faculty of Oregon are known in academic circles are, in reality, a stairway of progressing knowledge indicating each succeeding achievement in the field of education and collegiate teaching.

The four degrees of rank applied at Oregon, which are standard for colleges throughout the nation, include in the order of increasing specialization, knowledge, and salary: instructor, assistant professor, associate professor and full professor. The teaching fellow or graduate assistant working on his master's degree is also included on the instructional side of college administration but there is no standard, graduated procedure concerning their employment.

### The Instructor

The instructor has usually completed the work for his bachelor's and master's degrees and is working on his doctor's degree. The University's general policy is to hire only instructors thus qualified but the master's degree is not mandatory at all institutions. While working on a doctor's degree, the instructor must do a minimum of three years work, usually two years spent in the classroom and one year spent on thesis work.

A thesis for a doctor's degree is defined as an original contribution to the field of specialization whereas the master's degree is a re-interpretation of knowledge already existing.

The instructor is limited to lower division, introductory classes for his classroom work since he is generally considered to possess only the fundamentals of his field and not the entire realm.

### The Assistant Professor

The assistant professor has completed work on his doctor's degree and acquired a fair body of background material in his special interest in the field of learning. His teaching work includes some upper division work.

The appointment to assistant professor also includes a clause for continuous appointment which

guards against arbitrary dismissal. The job is guaranteed until retirement at the age of 65 unless a good reason for dismissal can be shown. The first appointment to the faculty is made on an annual basis but after three years of employment, the assistant professor is eligible for these tenure privileges.

The next rung on the academic ladder, associate professor, denotes a scholarly ability of high order in his chosen field. This period of scholastic achievement is used to establish the teacher's reputation through writing books and by other methods becoming well known for his specialized knowledge. Services as a classroom instructor include upper division and graduate work for the associate professor.

### Full Professor

The rank of full professor is applied to the senior scholars of any one specific field of knowledge as determined by the degree of specialization in that field. An outstanding thorough, and extensive scholarship is denoted by the title of professor. His classroom work is reserved primarily for graduate courses and also includes some

upper division instruction.

Although academic ranking is designed for continuous advancement, that advancement is limited by the comparatively few professors on any campus faculty as contrasted to the number of assistant and associate professors competing for any available positions. Vacancies in the rank of full professorships occur seldom unless the school is continually expanding. Often the associate professor must move to another institution to continue his academic advancement.

### Degree of Care Varies

The degree of care and consideration utilized in employing faculty members necessarily varies with the importance or rank of the job open. The head of the department with the vacancy confers with the dean of the school and if no qualified teacher is available within their own organization, they turn to their applications from other institutions.

Once a competent successor has been interviewed and accepted by the dean of the school, his name is recommended to the president of the University for an interview and final acceptance.

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The United States Air Force has issued an urgent call for young officers with educational backgrounds in engineering, science and technical fields.

In a letter received by H. K. Newburn, president of the University, from Fourth Air Force headquarters at Hamilton Air Base, Hamilton, Cal., the need for college graduates in the fields of chemistry, mathematics, physics and engineering was particularly stressed. Students who receive direct appointments will hold the rank of Second Lieutenant, Air Force Reserve. All applicants are required to formally request and be available for immediate active military service upon receiving their college degree.

To qualify for an appointment an applicant must be 18, but not older than 27, be of good moral character and physically qualified for general military service. Applicants may be either married or single and are not required to be veterans.

Further information about the appointments may be obtained by writing to the Commanding General, Fourth Air Force, Hamilton Air Force Base, Hamilton, Cal. Students should include in their request for application forms their major, age and expected date of graduation, according to the letter.

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Cornell University

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