

Faculty Ranks and Probationary Periods

Rank	Instructional (regular faculty)	contract length based on initial hire	length of probationary pd for tenure:	Notes Minimum Qualifications for each rank			
	Instructional (I)	Probationary period					
I2	Instructor	Always non-tenure track. Annual appointments for 7 yrs, then rolling 3 yr contract. Eff FA20, may apply for in-rank promotion after 5 yrs (instruction based)		masters degree with work in a field related closely to the position involved; 1 year experience as assistant, or its equivalent represented by successful practice in the field. I-2A, I-2B (min 5 yrs at I2A), I-2C (min 5 yrs at I2B), I-2D (min 5 yrs at I-2C)			Faculty are on probation until they receive tenure; probation should not exceed 7 years, per contract. Initial faculty appointments are 2 years, as per contract.
I3	Assistant Professor	2, 2, 1	5 years	doctorate or terminal degree			
I4	Associate Professor	2, 1	3 years	minimum of 5 yrs fulltime teaching at the I3 level			
I5	Professor	2	2 years	minimum of 5 yrs fulltime teaching at the I4 level			
	Specialists (S)						Specialists and Librarians do not have to go up for tenure and promotion; can do just tenure.
S2	Junior Specialist		5 years	masters degree with work in a field related closely to the position involved; 1 year experience as assistant, or its equivalent represented by successful practice in the			
S3	Assistant Specialist	2, 2, 1	5 years	masters degree plus 30 credits grad study in a field relevant to the position involved; at least 3 yrs exp as S2			
S4	Associate Specialist	2, 1	3 years	doctorate; minimum 4 yrs at S3			
S5	Specialists	2	2 years	doctorate; minimum 4 yrs at S4			
	Librarians (B)						
B2	Librarian II	2. 2. 1	5 years	masters degree	FNT		Faculty-Not elig for tenure
B3	Librarian III	2. 2. 1	5 years	masters degree; 24 post bach credits; 3 yrs exp	FPR		Faculty-Probationary
B4	Librarian IV	2. 1	3 years	masters in library or info science; 2nd masters; 7 yrs exp or at least 4 years at B3	FTN		Faculty-Tenured
B5	Librarian V	2	2 years	masters in library or info science; 2nd masters; 12 yrs exp or 4 yrs at B4	FTD		Faculty-Tenure req denied

Minimum Qualifications for each rank is defined in the Executive Policy EP 5.221 Classification of Faculty:

(at the bottom of the page, click on +Non-Fillable Attachments)

<https://www.hawaii.edu/policy/?action=viewPolicy&policySection=Ep&policyChapter=5&policyNumber=221>

Probationary periods are listed in the UHPA-UH Collective Bargaining Agreement 2017-2021, pg 21, Article X11, C, 2. Duration of Probationary Period.

Promotion in-rank for I2a to I2b is 5 years; then 5 years to I2c; then 5 years to I2d (max). Time in I2 rank to be eligible for promotion to I3 is 5 years. (see draft classification of I2s.)

EP 5.221: Classification of Faculty: (at the bottom of the page, click on +Non-Fillable Attachments)

<https://www.hawaii.edu/policy/?action=viewPolicy&policySection=Ep&policyChapter=5&policyNumber=221>

CBA 2021-23, searchable: https://lailima.hawaii.edu/access/content/group/ac52255a-0879-48ed-b6db-f74c9d9d495f/17_Faculty%20Review/2021-2023%20BOR-UHPA%20Indexed%20PDF%20Agreement%20_1_.pdf

Draft Classification of I2s: https://lailima.hawaii.edu/access/content/group/ac52255a-0879-48ed-b6db-f74c9d9d495f/17_Faculty%20Review/2021-2022/2_Tenure%20and_or%20Promotion/6a_Appendix%20B_Proposed%20Classification%20UHH-UHWO_Jan2020.pdf