

## APPENDIX II. B.

### DEGREE CRITERIA FOR PLACEMENT ON PROMOTIONAL TRACKS

The following is a set of guidelines for determining the rate of advancement by an individual based on academic training.

- I. TRACK I Track I is for persons holding less than a terminal degree. In general, Track I persons may not advance beyond Assistant Professor III with the following exception:

People hired with a master's degree prior to 1965, with 15 years of service, and with at least 10 years at Pepperdine will be eligible for promotions to Associate I, and, in 5-year-increments, to Associate Professor II and Associate Professor III. These persons will not be recommended by the Rank, Tenure, and Promotion Committee for promotion to Full Professor.

- II. TRACK II Track II is for persons holding a terminal degree judged not to be equivalent to the Ph.D. degree. Persons holding a terminal degree outside the area of their current teaching responsibilities could also be placed on this track (e.g., a J.D. teaching music).
- III. TRACK III Track III is for persons holding the Ph.D. degree or a terminal degree judged to be equivalent to the Ph.D. (e.g., a J.D. teaching Business Law, or M.F.A. teaching studio courses in art, music, or theatre).
- IV. If a teacher moves from one academic area to another, they must be reviewed by the Rank, Tenure, and Promotion Committee. The Committee will make a determination as to the appropriateness of the change and decide whether adjustments should be made as to placement in Tracks I, II, or III. If the highest academic degree is not in the area where the major teaching is to be done, there could be a change to a lower track with the consequence of slower progression in academic rank.