

5.3.1 Instructor, Staff Librarian, Staff Counselor

An earned master's degree appropriate to the field from an accredited college or university.

5.3.2 Assistant Professor, Assistant Librarian, Assistant Counselor

- (A) An earned doctorate or a terminal degree appropriate to the field from an accredited college or university, or
- (B) At least three years of full-time service in a college or university at a rank of Instructor or above, plus
 1. A master's degree, plus
 2. An additional full year of study above the master's level.

5.3.3 Associate Professor, Associate Librarian, Associate Counselor

An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least five (5) years of full-time service in a college or university in a rank of Assistant Professor or above.

5.3.4 Professor, Librarian, Counselor

An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least eight (8) years of full-time service in a college or university including at least five (5) years at a rank of Associate Professor or above.