

LAHC Academic Rank Advancement Guidelines

Faculty Rank	Minimum Years at One Step to Progress	Participation/Contributions to LAHC												Non-compliance limits
		Fall Opening Day	Division Meeting	Activities/Clubs Student Centered	Community Service	Conferences & Publications	Department/Division Meetings	Faculty Development Activities ¹	Faculty Coaching or Mentoring Other	Curriculum & Development	Committees	Adjunct Division Rep.	Teaching/Hosting Workshop	
Instructor to Assistant	2 years (After seniority for adjunct)	4 of 14 Annually												Fewer than 2
Assistant to Associate	2 years	6 of 14 Annually												Fewer than 2

¹ In addition to FLEX obligations

Associate to Professor	4 years	8 of 14 Annually	Fewer than 1
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