



Professional Advancement Program

Program Description

The Professional Advancement Program is the mechanism by which a tenure-track academic faculty member can advance to a higher level of salary compensation through completion of advanced degree programs, graduate level coursework, and/or occupationally related coursework. Any tenure-track academic faculty member holding a .50 FTE or above and who has been placed on the Academic Faculty Salary Schedule is eligible for the program.

The Professional Advancement Program is outlined in the Nevada System of Higher Education (NSHE) *Board of Regent's Handbook*, Title 4, Chapter 3, Section 32 and the *NSHE Procedures & Guidelines Manual*, Chapter 3, Section 3. An academic faculty member may advance on the salary schedule by completing the following, alone or in combination.

- **Degree Programs** such as a bachelors, masters or doctoral degree from a regionally accredited institution of higher learning.
- **Credit Coursework (graduate level)** from a regionally accredited institution of higher learning.
- **Occupationally Related Courses** such as continuing education courses or conferences (15 clock hours = 1 unit of credit) and CSN sponsored externships and internships (75 clock hours = 1 unit of credit)

Movement on the salary schedule can only occur consistent with the fiscal year contract. Exceptions must be approved by the CSN President.