

**January 29, 2026**

**Proposed changes to *Faculty Manual* language for Regents Professor**

Original version from January 1, 2026 version of *Faculty Manual* (Section III.D.8. Advancement in Rank):

**Promotion to Regents Professor**

Tenured professors who have reached the highest levels of achievement in their discipline and at WSU are eligible to be nominated for regents professor. Promotion to regents professor requires service to the university for at least seven (7) years. Each college may nominate only two (2) faculty members as candidates for this promotion each year. The nomination process for promotion to regents professor is initiated by chairs or deans. Those who are not selected for promotion may be nominated again. The rank of regents professor can be held by no more than 30 active Washington State University faculty members at any one time. The promotion process and procedures correspond to those for promotion to professor, but with appropriate modifications to accommodate the university-wide nature and limitations on numbers. Faculty recommendation ballots are not necessary for this nomination.

The proposed revision replaces the paragraph above with the following:

**Promotion to Regents Professor**

Faculty with the rank of Regents Professor are tenured professors who have reached the highest levels of achievement in their discipline and who are thoughtful and committed in all areas in their workload, including teaching and service to Washington State University. The title of “Regents” is used in honor of the dedicated efforts made by the members of the WSU Board of Regents, but this title should not be construed to mean there is a privileged relationship between regents professors and the Board of Regents.

Promotion to regents professor requires service to the university at the rank of professor for at least seven (7) years. Each college may nominate up to two (2) eligible faculty as candidates each year. The nomination process for promotion to regents professor is initiated by a chair or dean, and nominees are evaluated by a review committee following processes outlined by the provost. Faculty recommendations from the department are not necessary for this nomination. Those who are not selected for promotion may be nominated again.

The rank of regents professor can be held by no more than 35 active Washington State University faculty members (0.5 FTE or higher) at any one time, with no more than three (3) newly promoted in any given year. Those awarded the regents’ rank receive a 10% base salary increase. Those awarded the regents rank are reviewed every five (5) years (based on the calendar year of initial appointment) following a process outlined by the provost for either continuation for an additional five (5) years, or the appointment will be shifted to professor rank with the working title of “Past Regents Professor.” Faculty with the rank of regents professor effective before January 1<sup>st</sup>, 2026, will begin their five-year review period with the 2026 calendar year.

Continuation of the regents rank at the time of a five-year review depends on continued excellence in performance. If the rank is continued, there is no further salary increase associated with this decision. If the rank is changed to professor, the faculty member retains the 10% base salary

increase that was awarded with the original appointment as regents professor. Use of the working title past regents professor is discretionary and can be used while employed and during retirement. The number of past regents professors does not count towards the cap on the number of active regents professors. When the regents rank is not renewed, the individual is not eligible for promotion to Regents Professor a second time. The rank regents professor (or title past regents professor) and salary increase associated with promotion to regents professor may be revoked if a faculty member is subject to disciplinary action with major sanctions (Section II.F.11).

### **Promotion to Laureate Professor**

Faculty with the rank of laureate professor are career-track professors who perform at a very high level in all domains within their workload (which may include teaching, scholarship and creative activity, service, clinical work, and/or outreach). The title of “laureate” is used to designate the highest faculty rank in the career-track.

Promotion to laureate professor requires service to the university at the rank of career-track professor for at least seven (7) years. Each college may nominate up to two (2) eligible faculty as candidates each year. Career-track professors from any sub-track are eligible for promotion to laureate professor. The nomination process for promotion to Laureate Professor is initiated by a chair or dean, and nominees are evaluated by a review committee following a process determined by the provost. Those who are not selected for promotion to Laureate Professor may be nominated again.

The rank of laureate professor is held by no more than 25 active Washington State University faculty members (0.5 FTE or higher) at any one time, with no more than three (3) newly promoted in any given year. Those awarded the rank of laureate professor receive a 10% base salary increase. The awarding or continuation of the rank does not alter the duration of pre-existing or subsequent employment contracts. Those awarded the laureate rank are reviewed every five (5) years (based on the calendar year of initial appointment) following a process outlined by the provost for either continuation for an additional five (5) years, or the appointment will be shifted to professor rank with the working title of “Past Laureate Professor.”

Continuation of the laureate rank at the time of a five-year review depends on continued excellence in performance. If the rank is continued, there is no further salary increase associated with this decision. If the rank is changed to professor, the faculty member retains the 10% base salary increase that was awarded with the original appointment as laureate professor. Use of the working title past laureate professor is discretionary and can be used while employed and during retirement. The number of past laureate professors does not count towards the cap on the number of active laureate professors. When the laureate rank is not renewed, the individual is not eligible for promotion to laureate professor a second time. The rank laureate professor (or title past laureate professor) and salary increase associated with promotion to laureate professor may be revoked if a faculty member is subject to disciplinary action with major sanctions (Section II.F.11).