

EXISTING ORIGINAL POLICIES IN THE FACULTY HANDBOOK

Criteria for Promotion of Instructors

(revised per the [Collective Bargaining Agreement](#) between UAOSU and OSU, effective June 15, 2020)

Unless granted credit for prior service, faculty seeking promotion from the rank of Instructor to Senior Instructor are eligible for promotion when both of the following conditions are met: at least four years have elapsed since their initial hire date or last promotion, and they have accumulated a minimum of 3.0 FTE years in service since their initial hire date or last promotion.

To be promoted, a candidate must:

- have a graduate degree appropriate to the assigned duties, or comparable educational or professional experience;
- have special skills or experience needed in the unit;
- have an exceptional record of achievement in the assigned duties.

Promotion to the rank of Senior Instructor II may be considered after four years of full-time service at the rank of Senior Instructor I or the accumulation of its equivalent for part-time Senior Instructors I at 0.50 FTE or greater. To be promoted, a candidate must have a sustained record of exceptional achievement and evidence of professional growth and innovation in assigned duties. Senior Instructors I and Senior Instructors II are eligible for extended fixed-term contracts (see http://oregonstate.edu/admin/hr/sites/default/files/documents/general/fixed_term_contract.pdf).

The criteria for Teaching, Advising, and Other Assignments in this document can provide guidelines for documenting and evaluating the level of achievement. Promotions cannot be made from non-professorial to professorial ranks.

Criteria for Promotion of Lecturers

- No criteria existed in the Faculty Handbook for this rank as apparently it was seldom, if ever, used.

Criteria for Promotion of Faculty Research Assistants

(revised per the [Collective Bargaining Agreement](#) between UAOSU and OSU, effective June 15, 2020)

Faculty with non-professorial rank are hired in positions to meet units' specific needs. Criteria for promotion will therefore be specific to the candidate's position description.

Unless granted credit for prior service, faculty seeking promotion from the rank of Faculty Research Assistant to Senior Faculty Research Assistant are eligible for promotion when both of the following conditions are met: at least four years have elapsed since their initial hire date or last promotion, and they have accumulated a minimum of 3.0 FTE years in service since their initial hire date or last promotion.

To be promoted, a candidate must:

- have a graduate degree appropriate to the field in which the research activities are performed, or comparable educational or professional experience;
- demonstrate a high level of competence, achievement, and potential in research, or serve effectively in a position requiring high individual responsibility or special professional expertise;
- demonstrate a high degree of initiative in research and leadership among research colleagues in the department, as documented in authorship, management responsibilities, and creative approaches to research.

Promotion to the rank of Senior Faculty Research Assistant II may be considered after four years of full-time service at the rank of Senior Faculty Research Assistant I or the accumulation of its equivalent for part-time Senior Faculty Research Assistants I at 0.50 FTE or greater. To be promoted, a candidate must have a sustained record of exceptional achievement and evidence of professional growth and innovation in assigned duties. Senior Faculty Research Assistants I and Senior Faculty Research Assistants II are eligible for extended fixed-term contracts (see <http://hr.oregonstate.edu/manual/extended-fixed-term-contracts>).

Criteria for Promotion of Research Associates

- Because this rank formerly included post-doctoral fellows and scholars, it was not promotable. Thus, this rank is not mentioned in the Faculty Handbook and promotion criteria did not exist.