

Materials linked from the February 8, 2024, Faculty Senate agenda.

Note: Verbiage above the dotted line is included only for context related to the position and is determined by the Collective Bargaining Agreement (CBA). The verbiage below the dotted line is the actual promotion criteria that Faculty Senators will be asked to consider and approve.

Promotional Criteria for Instructor Ranks

Used for fixed-term instructional appointments with primary duties in the areas of undergraduate and graduate instruction. Ranks are Instructor, Senior Instructor I, and Senior Instructor II, in ascending order.

Eligibility for Promotion: Unless granted credit for prior service, faculty seeking promotion from the fixed-term rank of Instructor to Senior Instructor I or from Senior Instructor I to Senior Instructor II 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.

Use these Fixed-term eligibility calculators for [Academic Year \(9-month\)](#) faculty or [Fiscal Year \(12-month\)](#) faculty.

At each promotion juncture, fixed-term faculty who have achieved promotion in rank are eligible for multi-year contracts. For further information, see the [Academic Appointment Guidelines](#).

PROMOTION CRITERIA

Strike-through text indicates proposed deletions; blue text indicates proposed additions; red text indicates changes since the January 11, 2024, faculty senate meeting. These criteria are being brought into alignment with Instructor ASL, ESL, and PAC criteria approved by the Senate in June 2023.

Effectiveness in instructional activities is an essential criterion for promotion. In all cases, promotion is granted for achievement, not for years in rank, and should be based on accomplishments and excellence in assigned duties. Evidence should be commensurate with FTE allocation. All dossiers should also include evidence of contributions to the university's diversity, equity, and inclusion goals.

~~To be promoted [from Instructor to Senior Instructor I], 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.~~

~~To be promoted [from Senior Instructor I to Senior Instructor II], a candidate must have a sustained record of exceptional achievement and evidence of professional growth and innovation in assigned duties.~~

Promotion to the rank of Senior Instructor I, is based upon evidence of the candidate's:

- high level of effectiveness in teaching, and in mentoring ~~and-or~~ other duties as assigned, and
- record of substantive achievement and professional growth in the performance of assigned duties.

Promotion to the rank of Senior Instructor II, is based upon evidence of the candidate's:

- sustained high level of effectiveness and innovation in teaching, and in mentoring ~~and-or~~ other assigned duties,
- sustained record of substantive achievement and professional growth in the performance of assigned duties.

The criteria for Teaching, Advising, and Other Assignments provides guidelines for documenting and evaluating achievement in these areas. The Quality Teaching Framework, endorsed by the Faculty Senate in 2021, highlights elements of quality teaching valued at OSU and may be a useful guide for delivering and communicating effective teaching.