

## **Appendix A.**

### **Senior Instructor Hiring and Promotion**

4/19/2018

New faculty are hired into various ranks depending upon their qualifications and experience from outside of Oregon State University (OSU). An exception to this practice has been made with respect to hiring Instructors into advanced ranks.

OSU Human Resources (HR) has interpreted the *Criteria for Promotion of Instructors* from the Faculty Handbook as not allowing the hire into Senior Instructor 1 rank. This is based upon the following passage from the Criteria:

*Promotion from the rank of Instructor to Senior Instructor I may be considered after four years of full-time service, calculated from the hire date to December 31 of the calendar year prior to the promotion decision (promotion decisions are made in June of the following year). For part-time instructors at 0.50 FTE or greater, promotion to Senior Instructor I may be considered after accumulating the equivalent of four years of full-time service in relation to the type of appointment (9 or 12-month). For fixed-term instructors with extended prior service, promotion to the rank of Senior Instructor I cannot be made effective before the end of the third year of full-time service or the accumulation of its equivalent for part-time instructors at 0.50 FTE or greater.*

<http://academicaffairs.oregonstate.edu/faculty-handbook/promotion-and-tenure-guidelines>

Upon HR's interpretation of this passage of the guidelines, Instructors may not be hired at an advanced rank (Senior Instructor I or Senior Instructor II), regardless of experience and qualifications. Advanced rank can only be attained by promotion within OSU.

The Executive Committee of the Faculty Senate and the Promotion and Tenure Committee of the Faculty Senate seek to clarify the intent and reading of this passage from the Faculty Handbook.

This passage is not intended to prevent the hire of faculty into advanced Instructor ranks, as interpreted by both committees. The conditions of the guidelines are intended to apply only to the promotion of instructors already employed at OSU. The current interpretation fails to allow recognition of qualifications and experience of potential hires gained prior to hiring at OSU, and is inconsistent with the current practice of allowing individuals in the professorial ranks to be hired at advanced ranks.

We ask Human Resources to amend their interpretation of the *Criteria for Promotion of Instructors* from the Faculty Handbook in accordance with this statement of intent.

We will advance revision of the *Criteria for Promotion of Instructor* to codify that intention.

In good spirit,

Jon Louis Dorbolo, Faculty Senate President

Gary Delander, Chair, Promotion and Tenure Committee