

Appendix G: Promotion & Tenure Committee

Interviewed: Henri Jansen and Russell Karow, Co-Chairs, Promotion & Tenure Committee

Interviewer: Stacey Smith, Member, Committee on Committees

Date of Interview: May 14, 2014

Responses/Discussion of the assessment guide questions:

1. The Standing Rules describe the committee's activities accurately and thoroughly. The composition of the committee (six tenured professors) is in line with the requirements set out in the Standing Rules.
2. The function of the committee has been consistent with the Standing Rules. The committee meets approximately 7 – 8 times per year (at least once in the fall quarter and once per month in the winter and spring quarters). In keeping with the Standing Rules, the committee has:
 - a. Considered revisions to the University promotion and tenure guidelines in order to address issues such as: diversity; the composition of promotion and tenure committees at the unit and college levels; policies regarding external reviewers and letters; tenure and promotion requirements for Senior Instructors and Professors of Practice; and service expectations for promotion to full professor.
 - b. Attended the meetings of the University Promotion and Tenure Committee to advise the Provost on promotion and tenure cases.
 - c. Fielded questions about tenure procedures from unit heads and faculty, and served on ad-hoc committees aimed at creating new professorial ranks (such as Professor of Practice). Committee chairs also participate as a resource in promotion and tenure briefing meetings that the Vice Provost for Academic Affairs holds for faculty and administrators.
3. The committee's annual reports on the Faculty Senate website are only current to 2009–10. The previous chair, Michelle Kutzler, wrote an annual report for 2011–12 but it does not appear on the website. The committee plans to annotate and submit its report for 2012–13 later this year when the chairs put together their report for the current academic year. The chairs have kept detailed minutes of the committee meetings, and they thoroughly document the committee's activities and the outcomes of its work.
4. Only tenured professors may serve on the committee, so there are no student members.
5. The committee's work directly aligns with OSU's strategic plan. One of the core principles of the strategic plan is promoting faculty excellence. In helping to develop clear and fair tenure procedures, and advising faculty and the Provost on these procedures, the committee ensures that the university maintains high standards of research, teaching, and service that foster faculty excellence. As outlined below, the committee is also dedicated to fostering diversity, another important part of the strategic plan.
6. By participating in the many important activities outlined above, the committee promotes faculty governance. Committee members give the faculty a voice in the formulation of promotion and tenure procedures and, by advising the Provost on promotion and tenure cases, they ensure equitable treatment of faculty and consistent implementation of procedures.
7. The committee is a vital part of the promotion and tenure process at OSU; it definitely has value to the university and faculty governance, and should not be discontinued.
8. The committee has worked with Angelo Gomez from the Office of Equity and Inclusion to address the role of diversity in the University promotion and tenure guidelines.

Specifically, the committee proposed adding new guidelines about how faculty scholarship, teaching, and service that promotes equity, inclusion, and diversity can be incorporated into position descriptions and tenure/promotion evaluation. This conversation is ongoing.