

# Faculty Senate

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## Promotion & Tenure Committee

### Annual Report 1992-1993

The Faculty Senate Promotion and Tenure Committee studies statements of policy advises on matters pertaining to promotion and tenure of faculty, and make recommendations to the Faculty Senate Executive Committee. The Committee is entitled to read the dossiers and observe the annual promotion and tenure process in the Executive office.

Faculty serving on the 1993 committee were Alice Mills Morrow, Chair; Rebecca Donatelle, David Williams, Joe Hendricks, Bart Thielges, and Chris Bayne.

The University Promotion and Tenure Committee includes the Provost for Research, Dan of the Graduate School and Associate Provost for Academic Affairs. When this committee does not achieve consensus on a positive recommendation or when there are circumstances needing more discussion, a meeting is arranged with the University Promotion and Tenure Committee and the candidate's dean. One member of the Faculty Senate Promotion and Tenure Committee is present as an observer at each of these meetings.

IN 1993, 94 dossiers were forwarded to the University Committee. An executive summary of the cases, prepared by John M. Dunn, Associate Provost for Academic Affairs, is attached.

Of the 94 dossiers, 39 went to discussion and were observed by a member of the Faculty Senate Committee. The Faculty Senate Committee member is there as an observer of the process and not to evaluate the merits of the particular case. We thank the administrators for making us feel welcome in the role of observer. The Following recommendation and remarks are based on the observations during Spring 1993.

#### PROF REVIEWS

In an August 23, 1993 memo to Deans, Directors, Department Heads and Chairs, John Dunn made this observation "There should be a relationship between the administrative recommendations and the annual PROF reviews." We concur and recommend that the annual PROF reviews be a part of the dossier.

#### UPDATING OF DOSSIER

It is important that a dossier be updated in cases where there have been significant changes between the time the dossier is prepared and the time it is forwarded from the dean's office to the University Promotion and Tenure Committee. We believe it is the Dean's responsibility to provide the opportunity for the candidate to review the document before it is forwarded to the University Committee. If this update is material to earlier recommendations, the earlier steps should be redone with the updated dossier.

#### ATTENDANCE AT DISCUSSIONS

The dean of the college is included in the cases going to discussion at the University level. When there is not agreement between lower administrative levels (the dean and the department head) we believe in the interest of fairness, both administrators should have and opportunity to independently discuss the case with the University committee.

#### EVALUATION OF TEACHING AND ADVISING

We recommend that by the end of this academic year the University develop uniform methods with valid indicators to evaluate both teaching and advising.

### EXECUTIVE SUMMARY 1992-93 PROMOTION AND TENURE REVIEW

The University Promotion and Tenure Committee began its review of 94 dossiers in February and concluded

its final meeting on June 2, 1993. Indicated in the following tables is a summary of the requests received and the actions taken. The information presented in Table I analyzes the data for the group as a whole. A total of 137 decisions (86 promotion and 51 tenure decisions) were made by the University Promotion and Tenure Committee. In Tables II and III summary analyses are presented for female and minority candidates. Table IV and V provide information regarding the agreement among the department, college, and University for tenure and promotion decisions for 1992-93 and earlier years. The attached information has been shared with the Faculty Senate's Promotion and Tenure Committee for review and comment.

The level of agreement among department, college and University Promotion and Tenure Committees is high and consistent with the pattern noted in recent years. Dossiers and the accompanying recommendations forwarded by the deans were approved by the Provost at a rate of 98%. Twenty-five (25) individuals were promoted to Professor; 43 to Associate Professor; 2 to Assistant Professor; 1 to Senior Instructor; and 13 to Senior Faculty Research Assistant. Fifty (50) individuals were granted indefinite tenure.

The percentage of dossiers submitted for females (34%) as contrasted with males (66%) was the second highest noted in the previous 10 years. The number of women granted indefinite tenure (n=15) was one less than the previous high of 16 in 1991-92. The number of dossiers received from faculty of color (n=7) was the second highest noted in the last decade, but far less than the high of 11 reviewed in 1990-91.

The University Promotion and Tenure Committee consisted of the following individuals: Roy Arnold, Provost and Executive Vice President; George Keller, Vice Provost for Research and International Programs; Tom Maresh, Dean of the Graduate School; and John Dunn, Associate Provost for Academic Affairs.

Faculty Observers to the 1992-93 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included: Alice Mills Morrow, Chair (Home Economics and Education); Chris Bayne (Science); Rebecca Donatelle (Health and Human Performance); Joe Hendricks (Liberal Arts); Bart Thielges (Forestry); and David Williams (Agricultural Sciences).

#### ANALYSIS BY RANK AND TENURE

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	13	-	-	-
Senior Instructor	13	-	-	-
Assistant Professor	2	-	-	-
Associate Professor	43	2	40	1
Professor	25	-	2	-
No Change in Rank			8	-
<b>Total</b>	<b>84</b>	<b>2</b>	<b>50</b>	<b>1</b>

#### SUMMARY OBSERVATIONS:

13	faculty were promoted to the rank of Senior Faculty Research Assistant
43	faculty were promoted to the rank of Associate Professor; 40 with indefinite tenure
25	faculty were promoted to the rank of Professor; 2 with indefinite tenure
50	faculty were granted indefinite tenure; no change in rank requested
50	faculty were granted indefinite tenure

#### ANALYSIS FOR WOMEN

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	7	-	-	-
Senior Instructor	-	-	-	-
Assistant Professor	2	-	-	-
Associate Professor	15	1	13	-
Professor	5	-	-	-

No Change in Rank			2	-
<b>Total</b>	<b>29</b>	<b>1</b>	<b>15</b>	<b>0</b>

**ANALYSIS FOR MINORITIES**

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	1	-	-	-
Senior Instructor	-	-	-	-
Assistant Professor	1	-	-	-
Associate Professor	3	-	3	-
Professor	1	-	-	-
No Change in Rank			1	-
<b>Total</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>0</b>

**INDEFINITE TENURE**

T =Total Males and Females                      F =Females                      M =Minorities

Dept	Recommended by			Recommended by			APPROVED		
	T	F	M	T	F	M	T	F	M
Liberal Arts	6	3	1	6	3	1	6	3	1
Science	9	3	1	9	3	1	9	3	1
Agriculture Sciences	9	-	-	9	-	-	9	-	-
Extension	11	4	-	12	4	-	12	4	-
Business	1	1	-	1	1	-	1	1	-
Engineering	5	-	2	5	-	2	5	-	2
Forestry	2	-	-	2	-	-	2	-	-
Health & Human Performance	1	-	-	1	-	-	1	-	-
Home Economics & Education	2	2	-	3	3	-	3	3	-
Oceanography				1	-	-	1	-	-
Pharmacy				1	1	-	1	1	-
Veterinary Medicine				1	-	-	1	-	-
<b>TOTALS</b>	<b>46</b>	<b>13</b>	<b>4</b>	<b>51</b>	<b>15</b>	<b>4</b>	<b>50</b>	<b>15</b>	<b>4</b>

**PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT**

T =Total Males and Females                      F =Females                      M =Minorities

Dept	Recommended by			Recommended by			APPROVED		
	T	F	M	T	F	M	T	F	M
Science	1	1	-	1	1	-	1	1	-
Agriculture Sciences	4	3	1	4	3	1	4	3	1
Forestry	4	2	-	4	2	-	4	2	-
Oceanography				4	1	-	4	1	-
<b>TOTALS</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>13</b>	<b>7</b>	<b>1</b>	<b>13</b>	<b>7</b>	<b>1</b>

**PROMOTION TO ASSISTANT PROFESSOR/SENIOR INSTRUCTOR**

T =Total Males and Females                      F =Females                      M =Minorities

Dept	Recommended by			Recommended by			APPROVED		
	T	F	M	T	F	M	T	F	M
Agriculture Sciences	1	-	-	1	-	-	1	-	-

Academic Affairs	2	2	1	-	-	-	2	2	1
TOTALS	3	2	1	1	-	-	3	2	1

**ASSISTANT TO ASSOCIATE PROFESSOR**

T =Total Males and Females

F =Females

M =Minorities

	Recommended by Dept			Recommended by Dean			APPROVED		
	T	F	M	T	F	M	T	F	M
Liberal Arts	5	2	1	5	2	1	5	2	1
Science	9	4	1	9	4	1	9	4	1
Agriculture Sciences	7	-	-	7	-	-	7	-	-
Extension	10	4	-	9	4	-	9	4	-
Business	1	1	-	1	1	-	1	1	-
Engineering	4	-	2	4	-	2	4	-	2
Forestry	2	-	-	2	-	-	2	-	-
Home Economics & Education	2	2	-	2	2	-	2	2	-
Oceanography				1	-	-	1	-	-
Pharmacy				1	1	-	1	1	-
Veterinary Medicine				1	-	-	1	-	-
Academic Affairs	1	1	-	-	-	-	-	-	-
Student Affairs				1	1	-	1	1	-
TOTALS	41	14	4	43	15	4	43	15	4

**ASSOCIATE TO PROFESSOR**

T =Total Males and Females

F =Females

M =Minorities

	Recommended by Dept			Recommended by Dean			APPROVED		
	T	F	M	T	F	M	T	F	M
Liberal Arts	2	1	-	2	1	-	2	1	-
Science	3	1	-	3	1	-	3	1	-
Agriculture Sciences	6	-	1	6	-	1	6	-	1
Extension	2	1	-	2	1	-	2	1	-
Engineering	5	-	-	5	-	-	5	-	-
Forestry	4	-	-	4	-	-	4	-	-
Home Economics & Education	2	2	-	2	2	-	2	2	-
Oceanography				1	-	-	1	-	-
TOTALS	24	5	1	25	5	1	25	5	1

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Faculty Senate, Oregon State University, Corvallis, OR 97331-6203 · 541.737.4344

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## Promotion & Tenure Committee

### Annual Report 1991-1992

The Faculty Senate Promotion and tenure Committee is responsible for reviewing policy and observing activities related to the promotion and tenure process. The major role of this committee is to provide a faculty observer to be present for meetings of the University Promotion and Tenure Committee.

The University Promotion and Tenure Committee includes the Provost, the Vice President for Research, Graduate Studies, & International Programs, the Associate Vice President for Academic Affairs, and the Dean of the Graduate School. When the University Promotion and Tenure Committee does not achieve a consensus on an individual dossier and/or there are some unusual circumstances they wish explained, a meeting is arranged with the candidate's Dean. A Faculty Senate Promotion and Tenure Committee member is present at these meetings.

The following remarks and recommendations are based on observations made in the spring, 1992 meetings.

1. A problem encountered repeatedly over the years has been how to evaluate individuals on faculty appointments who have major responsibility in non-traditional teaching areas. These people are often in extension, the library, and counseling. A long run suggestion is to adopt career advancement criteria that are more relevant to the balance of responsibilities in these areas than those used for individuals in resident instruction. This is a complex issue and it requires careful thought and consideration.
2. Another problem observed was the failure of some department heads or chairs to give faculty members timely feedback on their progress. Further, chairs should monitor young faculty members' participation in service activities to be sure they are not overburdened in a way that will detract from their promotion and tenure evaluation.
3. Administrators seemed concerned with the lack of consistency between colleges or even departments in presentation and evaluation of teaching performance.
4. There still appears to be inconsistency regarding the presence (or absence) of time "windows" for promotion and tenure. Confusion could be mitigated by a clearer definition of what administrators consider to be normal ranges for time in rank. Summary statistics on the 1991-92 promotion and tenure decisions are available in John Dunn's office.

We recommend that the Faculty Senate Promotion and Tenure Committee continues in its role as observer to the promotion and tenure process. We hope that our comments and suggestions will be considered in next year's procedures.

Respectfully submitted,

1991-92 Faculty Senate Promotion and Tenure Committee  
B. Starr McMullen, Chair  
Rebecca Donatelle  
Roger Fletcher  
Flo Leibowitz  
Alice Mills Morrow  
Robert Sproull