

Faculty Senate

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Promotion & Tenure Committee

Annual Report 1993-1994

The Faculty Senate Promotion and tenure Committee reviews statements of policy, advises on matters pertaining to promotion and tenure of faculty, and makes recommendations to the Faculty Senate Executive Committee. During the promotion and tenure process, committee members are entitled to read the dossiers and observe deliberations/discussions in the Executive Office.

The University Promotion and Tenure Committee includes the Provost, Vice Provost for Research, Dean of the graduate school, and Associate Provost for Academic Affairs. When the University Promotion and Tenure Committee does not achieve consensus on a positive recommendation or when circumstances warrant additional discussion of a case, a meeting is arranged between this committee and the candidate's Dean. In these instances, one member of the Faculty Senate Promotion and Tenure Committee is present as an observer of the meeting and as a Faculty Senate representative. This observer notes adherence to the Promotion and Tenure Guidelines and the decision-making process, but does not evaluate the merits of the particular case.

Faculty serving on the 1993-94 Faculty Senate Promotion and Tenure Committee were Rebecca Donatelle, (chair) Public Health; Leslie Davis Burns, Apparel, Interiors, Housing and Merchandising; Joe Hendricks, Sociology; Bart Thielges, Forestry; David Williams, Food Science and Technology, and Everett Hansen, Botany and Plant Pathology.

In 1993-94, 82 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 82 dossiers, a total of 113 decisions (76 promotion and 37 tenure decisions) were made by the University Promotion and Tenure Committee. During the deliberation process, 50 dossiers went to discussion and were observed by a member of the Faculty Senate Promotion and Tenure discussions.

The following remarks and recommendations are based on observations made during the Spring, 1994 Promotion and Tenure discussions.

1. It is important to remember that verbal participation in the University Promotion and Tenure discussions should be restricted to those stipulation in the University Promotion and Tenure Guidelines. Discussion should be related to documented material presented in the candidate's dossier.
2. Dossiers should be reviewed independently of one another. In cases where departments have more than one candidate being reviewed, it is important to remind reviewers that these should be viewed on their own individual merits without comparisons between individuals.
3. Committee members raised questions about the relative success rates of individuals who have submitted their dossiers early in their tenure years. (before the normal 6 year period has elapsed). It is recommended that a tracking system be utilized to evaluate the outcomes of those seeking early tenure versus those who follow the standard 6 year procedure.
4. Consistent with recommendations made by the 1993 Faculty Senate Committee, this committee recommends that the University develop uniform, published guidelines/methods with valid indicators to evaluate the teaching and advising components of promotion and tenure.
5. The committee continues to be highly supportive of the roles and responsibilities of the Faculty Senate Promotion and Tenure Committee in insuring adherence to University Promotion and Tenure Guidelines. We believe that the University Promotion and Tenure Committee continues to maintain consistently high standards for faculty review, as reflected by observer comments on the promotion and tenure

process.

Executive Summary 1994 Promotion and Tenure Review

The University Promotion and Tenure Committee began its review of 82 dossiers in February and concluded its final meeting on June 2, 1994. Within this report are tables that summarize requests received and the actions taken. The information presented in Table I analyzes the data for the group as a whole. A total of 113 decisions (76 promotion and 37 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. Tables IV and V provide information regarding the agreement among the department, college, and University for tenure and promotion decisions for 1993-94 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. Twenty-two (22) individuals were promoted to Professors; 33 to Associate Professor; 3 to Senior Instructor; and 14 to Senior Faculty Research Assistant. Thirty-Five (35) individuals were granted indefinite tenure.

The number of women granted indefinite tenure (n=16) was equal to the previous high of 16 in 1991-92, and in proportion to total the number of individuals awarded tenure, represents a new high.

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 1993-94 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included: Rebecca Donatelle, Chair (Public Health); David Williams (Food Science and Technology); Joe Hendricks (Sociology); Bart Thielges (Forestry); Leslie Burns (AIHM); and Everett Hansen (Botany and Plant Pathology). The 1993 Faculty Executive Committee Liaison was Michael Oriard (English).

ANALYSIS BY RANK AND TENURE

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	14	0	0	0
Senior Instructor	3	0	2	0
Assistant Professor	0	0	0	0
Associate Professor	33	3	23	2
Professor	22	1	2	0
No Change in Rank			8	0
Total	72	4	35	2

SUMMARY OBSERVATIONS:

- 14 faculty were promoted to the rank of Senior Faculty Research Assistant
- 3 faculty were promoted to Senior Instructor, 2 with indefinite tenure
- 33 faculty were promoted to the rank of Associate Professor; 23 with indefinite tenure
- 22 faculty were promoted to the rank of Professor; 2 with indefinite tenure
- 8 faculty were granted indefinite tenure; no change in rank requested for 6; 2 granted indefinite tenure, but not promoted
- 47 faculty were granted indefinite tenure

ANALYSIS FOR WOMEN

PROMOTION TENURE

REQUEST BY RANK	Yes	No	Yes	No
Senior Faculty Research Assistant	5	0	0	0
Senior Instructor	1	0	1	0
Assistant Professor	0	0	0	0
Associate Professor	11	2	11	2
Professor	1	1	0	0
No Change in Rank			4	0
Total	18	3	16	2

ANALYSIS FOR MINORITIES

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	1	0	0	0
Senior Instructor	0	0	0	0
Assistant Professor	1	0	1	0
Associate Professor	0	0	0	0
Professor	0	0	0	0
No Change in Rank			1	0
Total	2	0	2	0

SUMMARY OF INDEFINITE TENURE RECOMMENDATIONS 1993-94

HC - Head Count of Faculty

YEAR OF ANNUAL REVIEW:	1993-94 HC (%)	1992-93 HC (%)	1991-92 HC (%)	1990-91 HC (%)	
1. Faculty on Annual Tenure	239	257	284	330	
Male	157 (66)	173(67)	192 (68)	234 (71)	
Female	82 (34)	84(33)	92 (32)	96 (29)	
					<u>10-yr Totals</u>
					<u>1984-94</u>
2. Faculty on Annual Tenure					HC (%)
a. By Department	32	44	45	49	445
Male	17	30	29	40	331
Female	15	14	16	9	114
Minority	1	4	2	7	21
b. By Dean/Director	35 (100)	46 (100)	46 (98)	49 (100)	431(97)
Male (% of 2a)	19 (100)	31 (97)	30 (100)	41 (100)	319 (96)
Female (% of 2a)	16 (100)	15 (100)	16 (100)	8 (89)	112 (98)
Minority (% of 2a)	2 (100)	4 (100)	2 (100)	7 (100)	19 (90)

Granted Indefinite Tenure

a. HC (% of 2b)	35	50 (98)	45 (98)	49 (100)	400 (93)
Male	19 (100)	35 (97)	29 (97)	41 (100)	298 (93)
Female	16 (100)	15 (100)	16 (94)	8 (100)	102 (91)
Minority	2 (100)	4 (100)	2 (100)	19 (100)	19 (100)

**SUMMARY OF APPROVED PROMOTIONS IN RANK
AND CHANGES IN STATUS TO INDEFINITE TENURE - 1993-94**

HC - Head Count of Faculty Promoted or Granted Indefinite Tenure
% = Percent of Departmental Recommendations Approved

YEAR OF ANNUAL REVIEW	1993-94	1992-93	1991-92	1990-91	10-YEAR TOTALS 1984-94
A. To Professor	22 (100)	25 (100)	21 (100)	26 (93)	257 (81)
Male	21 (100)	20 (100)	16 (84)	19 (95)	215 (80)
Female	1 (100)	5 (100)	5 (100)	7 (88)	42 (86)
Minority		1 (100)	0	3 (100)	12 (86)
B. To Associate Professor	33 (77)	43 (96)	45 (94)	43 (90)	363 (87)
Male	22 (96)	28 (97)	25 (92)	34 (94)	267 (87)
Female	11 (100)	15 (94)	20 (100)	9 (95)	96 (88)
Minority		4 (100)	3 (100)	7 (100)	20 (100)
C. To Assistant Professor or Senior Instructor	3	3 (100)	5 (100)	2 (100)	62 (93)
Male	2 (100)	1 (100)	2 (100)	1 (100)	30 (94)
Female	1 (100)	2 (100)	3 (100)	1 (100)	32 (91)
Minority		1 (100)	0	0	3 (100)
D. To Senior Faculty Research Assistant	14 (100)	13 (100)	8 (100)	19 (100)	
Male	9 (100)	6 (100)	5 (100)	14 (100)	
Female	5 (100)	7 (100)	3 (100)	5 (100)	
Minority		1 (100)	1 (100)	1 (100)	
E. Promotion Totals (All Ranks)	72 (99)	84 (98)	78 (94)	91 (93)	695 (85)
Male	54 (98)	55 (98)	48 (91)	69 (96)	518 (84)
Female	18 (100)	29 (97)	31 (100)	22 (85)	177 (88)
Minority		7 (100)		6 (100)	36 (100)
F. To Indefinite Tenure	35 (100)	50 (98)	45 (96)	49 (98)	400 (90)
Male	19 (100)	35 (97)	29 (97)	41 (100)	298 (90)
Female					

	16 (100)	15 (100)	16 (94)	8 (89)	102 (89)
Minority		4 (100)	2 (100)	7 (100)	19 (90)
G. All Promotion and Tenure Combined Totals	82 (95)	94 (97)	91 (92)	108 (95)	967 (86)
Male	58 (98)	62 (97)	57 (89)	79 (96)	719 (85)
Female	24 (90)	32 (97)	34 (97)	29 (88)	248 (88)
Minority	3 (100)	7 (100)	4 (100)	11 (100)	44 (94)
Total Reviewed	82 (95)	94 (97)	91 (92)		
Total Approved	78	91	84		

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

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