

# Faculty Senate

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## Promotion & Tenure Committee

### Annual Report 1994-1995

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 annual promotion and tenure review process, Committee members are entitled to read candidates' dossiers and to observe deliberations/discussions of the University Promotion and Tenure Committee which includes the Provost, the Vice Provost for Research and International Programs, the Dean of the Graduate School, and the Associate Provost for Academic Affairs (beginning 1995-1996, the Dean for Extended Education will also serve on this committee.)

When the University Promotion and Tenure Committee does not reach consensus on their recommendation, or when circumstances warrant discussion of a particular case, the candidate's Dean meets with the committee (beginning 1995-96, the candidate's Department Chair/Head or Unit Supervisor may also meet if their recommendation conflicts with that of the Dean.) In these instances, one member of the Faculty Senate Promotion and Tenure Committee is present as an observer at the meeting to represent the Faculty Senate. This observer notes adherence to the Promotion and Tenure Guidelines and the nature of the decision-making process, but does not evaluate the merits of the particular case.

Faculty serving on the 1994-95 Faculty Senate Promotion and Tenure Committee were: Leslie Davis Burns - Apparel, Interiors, Housing & Merchandising; Everett Hansen - Botany & Plant Pathology; Joe Hendricks - Honors College; Duane P. Johnson - 4-H Youth Development; Ed Piepmeier - Chemistry; and Bart A. Thielges - College of Forestry (chair).

IN 1994-95, 106 dossiers were forwarded to the University Committee on Promotion and Tenure. A summary of the disposition of these 106 cases was prepared by John M. Dunn, Associate Provost for Academic Affairs, and is appended to this Report.

In addition to serving as observers during University Promotion and Tenure Committee discussions with Dean, the Faculty Senate Promotion and Tenure Committee formed the core of a larger, ad hoc committee appointed by the Provost to review and revise the 1988 Promotion and Tenure Guidelines. The 1994-95 Committee members also served. The ad hoc committee, chaired by Michael Oriard (English), met more than 30 times during the 1994-95 Academic Year to accomplish its mission. Copies of the 1995 Promotion and Tenure Guidelines and Dossier Guidelines are attached.

The Committee submits the following remarks and recommendations, based upon our observations during the Spring Term, 1995 Promotion and Tenure process.

### Recommendations

1. The Faculty Senate should, through appropriate media announcements, help the University Community to recognize that new Promotion and Tenure Guidelines are now in effect.
2. Under the new Guidelines, a candidate's Position Description will become an important evaluation document; these Position Descriptions must be reviewed and updated for all faculty, especially those whose assignments have changed significantly, and they must address all areas of faculty responsibility (Teaching, Advising, and Other Assignments; Scholarship and Creative Activity; Service).
3. IN developing candidates' promotion and tenure dossiers, Department Chairs/Heads, and Unit Supervisors must address the "evolution" of each Position Description; i.e., summarize and explain

significant changes in assignment, special circumstances, etc. (refer to Dossier Guidelines for 1995-1996, items IV., V. and VII.).

4. We wish to re-emphasize that dossiers should be reviewed independently of one another and, in cases where units have more than one candidate under review, candidates should be evaluated on their individual merits, avoiding comparisons with other candidates.
5. We reiterate our concern about the relative success rates of "early" promotion/tenure proposals (those submitted before the "standard" 6-year period has elapsed) and again suggest that the Office of the Associate Provost for Academic Affairs develop a system to track and evaluate early promotions.

### **Executive Summary 1995 Promotion and Tenure Review**

The University Promotion and Tenure Committee began its review of 108 dossiers in February and concluded its final meeting on June 17, 1996.

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. In Tables II and III summary analyses are presented for female and minority candidates. The others provide information on promotion by rank and granting of indefinite tenure. They also show totals by college, including information on females and minorities.

The level of agreement among department, college, and University Promotion and Tenure Committees is high and consistent with the pattern noted in recent years. Thirty-five (35) individuals were promoted to Professor; 39 to Associate Professor; 3 to Assistant Professor or Senior Instructor; and 14 to Senior Faculty Research Assistant. Forty-three (43) individuals were granted indefinite tenure.

The University Promotion and Tenure Committee consisted of the following individuals:

- Roy Arnold, Provost and Executive Vice President
- John Dunn, Associate Provost for Academic Affairs
- George Keller, Vice Provost for Research and International Programs
- Tom Maresh, Dean of the Graduate School

Faculty Observers to the 1995 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included:

- Leslie Davis Burns, Professor, Apparel, Interiors, Housing and Merchandising
- Everett Hansen, Professor, Botany and Plant Pathology
- Joe Hendricks, Professor, Sociology
- Duane Johnson, Extension Specialist, 4-H Youth
- Ed Piepmeier, Professor, Chemistry
- Bart Thielges, Associate Dean, Forestry

#### **ANALYSIS BY RANK AND TENURE**

<b>REQUEST BY RANK</b>	<b>PROMOTION</b>		<b>TENURE</b>	
	<b>Yes</b>	<b>No</b>	<b>Yes</b>	<b>No</b>
Senior Faculty Research Assistant	5	0	0	0
Senior Instructor	2	0	0	0
Assistant Professor	0	0	0	0
Associate Professor	38	7	35	4
Professor	40	2	5	0
No Change in Rank			7	1
<b>Total</b>	<b>8</b>	<b>9</b>	<b>47</b>	<b>5</b>

**SUMMARY OBSERVATIONS:**

5	faculty were promoted to the rank of Senior Faculty Research Assistant
2	faculty were promoted to Senior Instructor, 1 with indefinite tenure
3	faculty were promoted to the rank of Assistant Professor
38	faculty were promoted to the rank of Associate Professor; 32 with indefinite tenure
40	faculty were promoted to the rank of Professor; 4 with indefinite tenure
47	faculty were granted indefinite tenure

**ANALYSIS FOR WOMEN**

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	5	0	0	0
Senior Instructor	1	0	0	0
Assistant Professor	2	0	0	0
Associate Professor	7	1	8	0
Professor	5	1	3	0
No Change in Rank			2	0
<b>Total</b>	<b>20</b>	<b>2</b>	<b>13</b>	<b>0</b>

**ANALYSIS FOR MINORITIES**

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	0	0	0	0
Senior Instructor	0	0	0	0
Assistant Professor	0	0	0	0
Associate Professor	3	2	4	1
Professor	1	0	0	0
No Change in Rank			0	0
<b>Total</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>1</b>

**GRANTED INDEFINITE TENURE**

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	15	1	1
Business	1	0	0
Engineering	4	0	2
Extended Education	10	4	0
Health & Human Perf	1	0	0
Home Economics & Ed	2	2	1
Information Services	1	1	0
Liberal Arts	5	4	0
Oceanic & Atmospheric Sci	4	1	0
Pharmacy	1	0	0
Science	3	0	0
<b>TOTAL</b>	<b>47</b>	<b>13</b>	<b>4</b>

**PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT**

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	1	1	0
Forestry	2	2	0
Oceanic & Atmospheric Sci	2	2	0
<b>TOTAL</b>	<b>5</b>	<b>5</b>	<b>0</b>

#### PROMOTION TO ASSISTANT PROFESSOR/SENIOR INSTRUCTOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Forestry	1	0	0
Research & International Prog	1	1	0
Science	3	2	0
<b>TOTAL</b>	<b>5</b>	<b>3</b>	<b>0</b>

#### PROMOTION TO ASSOCIATE PROFESSOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	12	0	1
Business	1	0	0
Engineering	5	0	1
Extended Education	6	3	0
Forestry	1	0	0
Health & Human Perf	1	0	0
Home Economics & Ed	1	1	1
Liberal Arts	4	3	0
Oceanic & Atmospheric Sci	2	0	0
Pharmacy	1	0	0
Science	4	0	0
<b>TOTAL</b>	<b>38</b>	<b>7</b>	<b>3</b>

#### PROMOTION TO PROFESSOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	13	1	0
Engineering	6	0	1
Extended Education	6	2	0
Forestry	3	0	0
Liberal Arts	3	1	0
Oceanic & Atmospheric Sci	3	1	0
Science	6	0	0
<b>TOTAL</b>	<b>40</b>	<b>5</b>	<b>1</b>