

# Faculty Senate

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## Promotion & Tenure Committee

### Annual Report 1995-1996

Members of the 1995-96 Faculty Senate Promotion and Tenure Committee were:

Bess Beatty, History  
Leslie Davis Burns, Apparel, Interiors, Housing, & Merchandising (chair)  
Everett Hansen, Botany & Plant Pathology  
Duane P. Johnson, 4-H Youth Development  
Ed Piepmeier, Chemistry  
Sandra Woods, Civil Engineering

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 have access to all dossiers under consideration and observe deliberations/discussions of the University Administrative Promotion and Tenure Committee, to ensure an equitable process for all faculty. The Administrative Promotion and Tenure Committee includes the Provost and Executive Vice President, the Vice Provost for Research and International Programs, the Dean of the Graduate School, the Associate Provost for Academic Affairs, and the Dean of Extended Education.

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 or supervisor meets with the committee. In these instances, one member of the Faculty Senate Promotion and Tenure Committee is present as an observer at the meeting to represent the nature of the decision-making process, but does not evaluate the merits of the particular case.

In 1995-96, 108 dossiers were forwarded to the University Administrative Promotion and Tenure Committee. A summary of the disposition of these 108 cases was prepared by Andrew G. Hashimoto, Associate Provost for Academic Affairs, and is appended to this report.

The Committee submits the following remarks and recommendations, based on our reading of dossiers and observations during the University Promotion and Tenure process.

1. The Faculty Senate (and its committees) should work with the Associate Provost for Academic Affairs in sponsoring campus-wide workshops that focus on the development of candidates' Position Descriptions, conducting and documenting peer review of teaching, conducting and documenting review of advising responsibilities, and other areas relevant to dossier preparation and candidate review.
2. We reiterate the importance of a candidate's Position Description as an important document used as the basis for evaluation. Position Descriptions should be developed as part of the hiring process and must address all areas of faculty responsibility (Teaching, Advising, and Other Assignments; Scholarship and Creative Activity; Service). Position Descriptions should be periodically reviewed and updated for all faculty.
3. As indicated in the Promotion and Tenure Guidelines, "scholarship and creative activity are understood to be intellectual work whose significance is validated by peers and which is communicated." Other definitions of scholarship should not be used as a basis in the evaluation of candidates' scholarly work.
4. According to the Promotion and Tenure Guidelines, "tenure is granted for achievement, not for years in rank, but under normal circumstances faculty will be considered for tenure in their sixth year of service

in professorial rank." Therefore, we reiterate our concern about the relative success rates of "early" promotion/tenure proposals (those submitted before the "normal" six 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 proposals.

5. We support a policy of sending incomplete dossiers back to the unit prior to review at the university level.
6. The Committee continues to be highly supportive of the roles and responsibilities of the Faculty Senate Promotion and Tenure Committee in adherence to the Promotion and Tenure Guidelines. We believe that the University Administrative Promotion and Tenure Committee continues to maintain consistently high standards for faculty review.

### **Executive Summary 1996 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
- Andy Hashimoto, Associate Provost for Academic Affairs
- Lyla Houglum, Dean of Extended Education
- George Keller, Vice Provost for Research and International Programs
- Tom Maresh, Dean of the Graduate School

Faculty Observers to the 1996 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included:

- Bess Beatty, Associate Professor, History
- Leslie Davis Burns, Professor, Apparel, Interiors, Housing and Merchandising
- Everett Hansen, Professor, Botany and Plant Pathology
- Duane Johnson, Extension Specialist, 4-H Youth
- Ed Piepmeier, Professor, Chemistry
- Sandra Woods, Associate Professor, Civil Engineering

#### **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	14	0	0	0
Senior Instructor	3	0	1	0
Assistant Professor	0	0	0	0
Associate Professor	39	8	32	4
Professor	35	4	4	0

No Change in Rank			6	1
<b>Total</b>	<b>91</b>	<b>12</b>	<b>43</b>	<b>5</b>

**SUMMARY OBSERVATIONS:**

14	faculty were promoted to the rank of Senior Faculty Research Assistant
3	faculty were promoted to Senior Instructor, 1 with indefinite tenure
0	faculty were promoted to the rank of Assistant Professor
39	faculty were promoted to the rank of Associate Professor; 32 with indefinite tenure
35	faculty were promoted to the rank of Professor; 4 with indefinite tenure
43	faculty were granted indefinite tenure

**ANALYSIS FOR WOMEN**

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	6	0	0	0
Senior Instructor	1	0	1	0
Assistant Professor	0	0	0	0
Associate Professor	9	3	10	1
Professor	7	0	1	0
No Change in Rank			1	0
<b>Total</b>	<b>23</b>	<b>3</b>	<b>13</b>	<b>1</b>

**ANALYSIS FOR MINORITIES**

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	2	0	0	0
Senior Instructor	0	0	0	0
Assistant Professor	0	0	0	0
Associate Professor	4	1	3	1
Professor	3	1	0	0
No Change in Rank			0	0
<b>Total</b>	<b>9</b>	<b>2</b>	<b>3</b>	<b>1</b>

**GRANTED INDEFINITE TENURE**

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	10	0	0
Business	1	0	0
Engineering	7	1	2
Forestry	2	0	0
Health & Human Perf	4	3	0
Home Economics & Ed	6	4	0
Information Services	2	1	0
Liberal Arts	1	1	0
Oceanic & Atmospheric Sci	4	1	0
Pharmacy	1	1	0
Science	5	1	1

<b>TOTAL</b>	<b>43</b>	<b>13</b>	<b>3</b>
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#### PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	5	3	0
Forestry	3	2	1
Oceanic & Atmospheric Sci	6	1	1
<b>TOTAL</b>	<b>14</b>	<b>6</b>	<b>2</b>

#### PROMOTION TO ASSISTANT PROFESSOR/SENIOR INSTRUCTOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	1	0	0
Liberal Arts	2	1	0
<b>TOTAL</b>	<b>3</b>	<b>1</b>	<b>0</b>

#### PROMOTION TO ASSOCIATE PROFESSOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	11	0	0
Business	1	0	0
Engineering	7	2	2
Forestry	4	0	0
Health & Human Perf	3	2	0
Home Economics & Ed	4	2	0
Information Services	1	1	0
Liberal Arts	0	0	0
Oceanic & Atmospheric Sci	2	0	1
Pharmacy	1	1	0
Science	5	1	1
<b>TOTAL</b>	<b>39</b>	<b>9</b>	<b>4</b>

#### PROMOTION TO PROFESSOR

	<b>Total Males and Females</b>	<b>Total Females</b>	<b>Minorities</b>
Agricultural Sciences	12	2	0
Business	1	0	0
Engineering	4	0	2
Forestry	2	0	0
Home Economics & Ed	2	1	0
Liberal Arts	6	2	0
Oceanic & Atmospheric Sci	4	1	0
Science	4	0	1
<b>TOTAL</b>	<b>35</b>	<b>6</b>	<b>3</b>