

Faculty Senate

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Promotion & Tenure Committee

Annual Report 1996-1997

Members of the 1996-1997 Faculty Senate Promotion and Tenure Committee were:

Alan Acock	Human Development and Family Sciences
Bess Beatty	History
Joe Hendricks	University Honors College
Duane P. Johnson	4-H Youth Development
Michael Mix	Biology
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, the Vice Provost for Research and International Programs, the Dean of the Graduate School, the Associate Provost for Academic Affairs, and the Dean for Extended Education.

When the University Administrative Promotion and Tenure Committee does not reach consensus on their recommendation, or when circumstances warrant discussion of a particular case, the candidate's Dean and Department Head or Supervisor meets with the committee. In these instances, one member of the Faculty Senate Promotion and Tenure 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.

In 1996-87, 79 dossiers were forwarded to the University Administrative Promotion and Tenure Committee. A summary of the dispositions of those 79 cases was prepared by Andrew 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 the dossiers and observations during the University Promotion and Tenure process.

1. The Faculty Senate Promotion & Tenure Committee should continue to sponsor campus-wide workshops, that focus on the development of Candidate Position Descriptions, Candidate Statements, conducting and documenting peer review of teaching, conducting and documenting review of advising responsibilities, documentation of scholarship, 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 are unique for each position and must be reviewed and updated for all faculty and must address all areas of faculty responsibility (Teaching, Advising, and Other Assignments; Scholarship and Creative Activity; Service).
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 which is communicated." Other definitions of scholarship should not be used as a basis in the evaluation of candidates' scholarly work. If there are unique expectations regarding Scholarship they should be articulated in the Position Description.

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 department unit by college units 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.
7. The committee observed fair treatment of faculty with Extended Education responsibilities. At the same time the committee is concerned over what appears to be the lack of total adoption of the new guidelines in some colleges. The Provost and Associate Provost have agreed to follow up with Deans on this observation.

Executive Committee Review of P&T Guideline Implementation

Two cycles are now complete using the revised Promotion & Tenure Guidelines. The Faculty Senate Executive Committee met with Provost Arnold, Associate Provost Hashimoto and Promotion & Tenure Committee Chair Johnson to assess how well the P&T Guidelines are working in practice and what steps should be taken to address problems that have occurred in implementation. The overall consensus of the meeting supported the Committee's observations. The first year of implementation went well and the second year continued to improve. However, continued improvement is still needed in development of Position Descriptions, Candidate Statements, quality of External Review letters, and Peer Review of Teaching.

Campus-wide Orientation & Training

The Faculty Senate Promotion & Tenure Committee sponsored two campus-wide workshops, that focused on the development of Candidate Position Descriptions, Candidate Statements, Understanding the Definition and documentation of Scholarship, conducting and documenting peer review of teaching, conducting and documenting review of advising responsibilities, and other areas relevant to dossier preparation and candidate review. Three of four additional workshops will be held during fall and winter quarters.

Executive Summary 1997 Promotion and Tenure Review

The University Promotion and Tenure Committee began its review of 79 dossiers in February and concluded its final meeting on June 30, 1997.

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 total 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 (30) individuals were promoted to Professor; 26 to Associate Professor; 1 to Senior Instructor and 14 to Senior Faculty Research Assistant. Twenty-seven (27) 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
- Tom Maresh, Dean of the Graduate School

Faculty Observers to the 1997 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included:

- Alan Acock, Professor and Head, Human Development and Family Sciences
- Bess Beatty, Associate Professor, History
- Joe Hendricks, Director, University Honors College
- Duane Johnson, Extension Specialist, 4-H Youth
- Michael Mix, Professor and Chair, Biology
- Sandra Woods, Associate Professor, Civil Engineering

ANALYSIS BY RANK AND TENURE

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	14	0	0	0
Senior Instructor	1	1	0	0
Associate Professor	26	3	21	1
Professor	30	2	3	0
No Change in Rank			3	0
Total	71	6	27	1

SUMMARY OBSERVATIONS:

- 14 faculty were promoted to the rank of Senior Faculty Research Assistant
 1 faculty were promoted to Senior Instructor, 0 with indefinite tenure
 0 faculty were promoted to the rank of Assistant Professor
 26 faculty were promoted to the rank of Associate Professor; 21 with indefinite tenure
 30 faculty were promoted to the rank of Professor; 3 with indefinite tenure
 27 faculty were granted indefinite tenure

ANALYSIS FOR WOMEN

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	7	0	0	0
Senior Instructor	0	0	0	0
Associate Professor	12	0	9	0
Professor	3	1	0	0
No Change in Rank			2	0
Total	22	1	11	0

ANALYSIS FOR MINORITIES

REQUEST BY RANK	PROMOTION		TENURE	
	Yes	No	Yes	No
Senior Faculty Research Assistant	1	0	0	0
Senior Instructor	0	1	0	0
Associate Professor	4	1	4	0

Professor	5	1	0	0
No Change in Rank			0	0
Total	10	3	4	0

GRANTED INDEFINITE TENURE

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	2	2	1
Business	1	0	0
Engineering	2	0	1
Forestry	2	0	1
Home Economics & Ed	6	6	1
Information Services	1	1	0
Liberal Arts	5	1	1
Oceanic & Atmospheric Sci	3	0	0
Pharmacy	1	0	0
Science	3	1	0
Veterinary Medicine	1	0	0
TOTAL	27	11	5

PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	7	3	1
Engineering	1	1	0
Forestry	1	1	0
Oceanic & Atmospheric Sci	3	0	0
Research	1	1	0
Veterinary Medicine	1	1	0
TOTAL	14	7	1

PROMOTION TO SENIOR INSTRUCTOR

	Total Males and Females	Total Females	Minorities
Forestry	1	0	0
TOTAL	1	0	0

PROMOTION TO ASSOCIATE PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	2	2	1
Business	1	0	0
Engineering	1	0	1
Forestry	3	0	1
Health & Human Perf	1	1	0
Home Economics & Ed	4	4	0
Information Services	1	1	0
Liberal Arts	7	2	1

Oceanic & Atmospheric Sci	1	1	0
Pharmacy	1	0	0
Science	3	1	0
Veterinary Medicine	1	0	0
TOTAL	26	12	4

PROMOTION TO PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	14	3	2
Business	1	0	0
Engineering	1	0	1
Forestry	5	0	0
Oceanic & Atmospheric Sci	3	0	0
Science	6	0	2
TOTAL	30	3	5

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