

EXECUTIVE SUMMARY
1999 PROMOTION AND TENURE REVIEW

The University Promotion and Tenure Committee began its review of 78 dossiers in February and concluded its final meeting on June 9, 1999.

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. Nineteen (19) individuals were promoted to Professor; 4 to Professor (courtesy); 24 to Associate Professor; 1 to Associate Professor (courtesy); 4 to Associate Professor–Senior Research; 1 to Senior Instructor; and 15 to Senior Faculty Research Assistant. Twenty-nine (29) 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
- Wilson "Toby" Hayes, Vice Provost for Research
- Lyla Houglum, Dean of Extended Education
- Tom Maresh, Dean of the Graduate School

Faculty Observers to the 1999 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee. Observers included:

- John Farrell, Department of Economics
- Duane Johnson, Department of 4-H Youth Development Education
- Norm Lederman, Department of Science and Mathematics Education
- Janet Lee, Department of Women Studies
- Alice Mills Morrow, Department of Extension Home Economics
- Michael Mix, Department of Biology
- Tom Savage, Department of Animal Sciences

ANALYSIS BY RANK AND TENURE

REQUEST BY RANK	PROMOTION		TENURE	
	YES	NO	YES	NO
Senior Faculty Research Assistant	15	0	0	0
Senior Instructor	1	0	1	0
Associate Professor – Senior Research	4	0	0	0
Associate Professor (courtesy)	1	0	0	0
Associate Professor	24	3	25	1
Professor (courtesy)	4	0	0	0
Professor	19	4	1	0
No Change in Rank			2	1
TOTAL	69	7	29	2

SUMMARY OBSERVATIONS:

15	faculty were promoted to the rank of Senior Faculty Research Assistant
1	faculty were promoted to Senior Instructor, 1 with indefinite tenure
0	faculty were promoted to the rank of Assistant Professor
4	faculty were promoted to the rank of Associate Professor – Senior Research; 0 with indefinite tenure
1	faculty were promoted to the rank of Associate Professor (courtesy); 0 with indefinite tenure
24	faculty were promoted to the rank of Associate Professor; 25 with indefinite tenure
4	faculty were promoted to the rank of Professor (courtesy); 0 with indefinite tenure
19	faculty were promoted to the rank of Professor; 1 with indefinite tenure
29	faculty were granted indefinite tenure

ANALYSIS FOR WOMEN

REQUEST BY RANK	PROMOTION		TENURE	
	YES	NO	YES	NO
Senior Faculty Research Assistant	4	0	0	0
Associate Professor – Senior Research	2	0	0	0
Associate Professor	14	3	15	1
Professor	3	1	0	0
No Change in Rank			0	1
TOTAL	23	4	15	2

ANALYSIS FOR MINORITIES

REQUEST BY RANK	PROMOTION		TENURE	
	YES	NO	YES	NO

Associate Professor – Senior Research	1	0	0	0
Associate Professor	4	0	4	0
Professor (courtesy)	2	0	0	0
Professor	1	0	0	0
No Change in Rank			0	0
TOTAL	8	0	4	0

GRANTED INDEFINITE TENURE

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	2	2	0
Business	1	0	0
Engineering	6	2	0
Forestry	1	0	0
Home Economics & Education	4	3	0
Liberal Arts	9	6	1
Oceanic & Atmospheric Sciences	1	0	0
Science	5	2	3
TOTALS	29	15	4

PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	8	1	0
Forestry	4	2	0
Oceanic & Atmospheric Sciences	3	1	0
TOTALS	15	4	0

PROMOTION TO SENIOR INSTRUCTOR

	Total Males and Females	Total Females	Minorities
Science	1	0	0
TOTALS	1	0	0

PROMOTION TO ASSOCIATE PROFESSOR – SENIOR RESEARCH

	Total Males and Females	Total Females	Minorities
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Agricultural Sciences	1	1	0
Forestry	2	1	0
Oceanic & Atmospheric Sciences	1	0	1
TOTALS	4	2	1

PROMOTION TO ASSOCIATE PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	2	2	0
Business	1	0	0
Engineering	2	1	0
Forestry	1	0	0
Home Economics & Education	4	3	0
Liberal Arts	8	6	1
Science	6	2	3
TOTALS	24	14	4

PROMOTION TO ASSOCIATE PROFESSOR (courtesy)

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

PROMOTION TO PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	7	1	1
Engineering	1	0	0
Home Economics & Education	1	1	0
Liberal Arts	4	0	0
Oceanic & Atmospheric Sciences	1	0	0
Science	5	1	0
TOTALS	19	3	1

PROMOTION TO PROFESSOR (courtesy)

	Total Males and Females	Total Females	Minorities
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Agricultural Sciences	1	0	0
Forestry	3	0	2
TOTALS	4	0	2