

# Faculty Senate

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## Promotion & Tenure Committee

### Annual Report 1999-00

#### Final Report To The Faculty Senate Of The 1999 - 00 Promotion And Tenure Committee

Membership of the 1999 - 2000 Faculty Senate Promotion and Tenure Committee:

Shawna Grosskopf '02	Economics
Rakesh Gupta '02	Forest Products
Norm Lederman '01	Science & Math Education
Janet Lee '01	Women Studies
Mike Mix '00	Zoology
Alice Mills Morrow '01	Extension Family and Community Development
Tom Savage '00, Chair	Animal Sciences

Executive Committee Liaison - William Lunch

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 reviewed all dossiers under consideration and observed deliberations /discussions of the University Administrative Promotion and Tenure Committee, to ensure an equitable process for all faculty. The Administrative Promotion and Tenure Committee included the Provost, the Vice Provost for Research and International Programs, the Associate Provost for Academic Affairs, the Interim Dean of the Graduate School, and the Dean and Director of the Extension Service.

When the University Administrative Promotion and Tenure Committee does not have agreement in their review process or when circumstances warrant discussion of a particular case, the candidate's Dean and Department Head or Supervisor meet separately with the committee. A member of the Faculty Senate Promotion and Tenure committee representing the Faculty Senate is present and observes adherence to the Promotion and Tenure Guidelines, the decision - making process, but does not evaluate the merits of the particular case.

Based upon our reviewing of the dossiers, observations during the University Promotion and Tenure process, and activities during the past year, the following remarks and recommendations are submitted.

- The University's Administrative Promotion and Tenure Committee exhibited a consistently high standard for all faculty reviews and an equitable deliberation process was afforded all candidates.
- Our committee was concerned with the **absence of detail** in some of the Position Descriptions (PD) encountered during the review process and complications that result from inexact PDs. The quality of the PD contained in the P&T dossier submitted for the review process is critical. Position Descriptions should be unique and comprehensive for each candidate **not generic**. The PD must be descriptive of all areas of faculty responsibility (Teaching, Advising, and Other Assignments; Scholarship and Creative Activity, Service, etc.). The percentage of time allocated to each assigned area of responsibility must also be noted. If the candidate's responsibilities change with time in the position, such changes and when they occurred need to be duly noted in the PD. It is incumbent upon the college administrators, the candidate's supervisor, and the candidate to insure that an accurate PD is presented in the dossier.
- The Faculty Senate Promotion & Tenure Committee in cooperation with the Associate Provost for Academic Affairs sponsored campus-wide 'brown bag' lunch time orientation programs (1 per term)

during the 1999-2000 year. These informal seminars 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. It is recommended that these informational seminars be continued and that all new faculty be encouraged to attend early in their careers. Departmental heads /chairs and or representatives of departmental P&T committees would also benefit by attending.

- The members of the Faculty Senate P&T Committee have assisted departmental representatives in understanding the P&T Guidelines and provided constructive suggestions pertaining to dossier preparations and submissions.

Members of the Faculty Senate P&T Committee also met with prospective new faculty (having prior university experience) to discuss specific P&T process questions, etc. Both of these activities should be continued and communicated to interested persons through the Faculty Senate Office.

- Promotion and Tenure Guidelines state, "tenure is granted for achievement, not for years in rank, and under normal circumstances faculty will be considered for tenure in their sixth year of service in professorial rank." For faculty members that have been hired with prior university service and that service is to be credited towards OSU years of service, it is strongly recommended that "Prior Service Agreements" be in writing and a copy of such document included as an addendum in the candidate's P&T dossier.

#### EXECUTIVE SUMMARY

2000 PROMOTION AND TENURE REVIEW The University Promotion and Tenure Committee began its review of 64 dossiers in February and concluded its final meeting on June 14, 2000.

Within this report are tables that summarize requests reviewed and the action taken. The information presented in Table I analyzes the data for the group as a whole. In Tables II and III, summaries 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. 18 individuals were promoted to Professor; 27 to Associate Professor; 4 to Associate Professor Senior Research; 1 to Senior Instructor; and 4 to Senior Faculty Research Assistant. 34 individuals were granted indefinite tenure.

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

Sally Francis, Interim Dean	Graduate School
Andy Hashimoto, Vice Provost	Academic Affairs
Wilson "Toby" Hayes, Vice Provost	Research
Lyla Houglum, Dean	Extended Education
Tim White, Provost	Executive Vice President, Chair

Faculty Observers to the 2000 University Promotion and Tenure Committee were drawn from the Faculty Senate's Promotion and Tenure Committee:

Shawna Grosskopf	Department of Economics
Rakesh Gupta,	Department of Forest Products
Norm Lederman	Department of Science and Mathematics Education
Janet Lee	Department of Women Studies
Alice Mills Morrow	Department of Extension Home Economics
Mike Mix	Department of Zoology
Tom Savage	Department of Animal Sciences, Chair

#### ANALYSIS BY RANK AND TENURE

**Request by rank**

**Promotion**

**Tenure**

	Yes	No	Granted	Denied
Senior Faculty Research Assistant	4	1	0	0
Senior Instructor	1	0	1	0
Associate Professor, Senior Research	4	0	0	0
Associate Professor	27	2	26	0
Professor, courtesy	2	0	0	0
Professor	16	2	1	0
No change in rank			6	0
<b>TOTAL</b>	<b>54</b>	<b>5</b>	<b>34</b>	<b>0</b>

#### ANALYSIS FOR WOMEN

Request by rank	Promotion		Tenure	
	Yes	No	Granted	Denied
Senior Faculty Research Assistant	1	0	0	0
Associate Professor, Senior Research	1	0	0	0
Associate Professor	15	1	15	1
Professor, courtesy	1	0	0	0
Professor	4	0	0	0
No change in rank			1	0
<b>TOTAL</b>	<b>22</b>	<b>1</b>	<b>16</b>	<b>1</b>

#### ANALYSIS FOR MINORITIES

Request by rank	Promotion		Tenure	
	Yes	No	Granted	Denied
Associate Professor, Senior Research	2	0	0	0
Associate Professor	3	2	3	2
No change in rank			1	0
<b>TOTAL</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>2</b>

#### GRANTED INDEFINITE TENURE

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	2	1	0
Engineering	1	1	0
Health & Human Perf	1	1	0
Home Economics & Ed	2	2	0
Information Services	2	1	0
Liberal Arts	4	2	1
Pharmacy	1	1	1
Science	4	2	0
Veterinary Medicine	1	1	0
<b>TOTAL</b>	<b>18</b>	<b>12</b>	<b>2</b>

#### PROMOTION TO SENIOR FACULTY RESEARCH ASSISTANT

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	3	2	0

Forestry	2	1	1
Home Economics & Ed	1	1	0
Oceanic & Atmospheric Sci	2	1	0
Research	1	1	0
Science	2	1	0
<b>Total</b>	<b>11</b>	<b>7</b>	<b>1</b>

#### PROMOTION TO SENIOR INSTRUCTOR

	Total Males and Females	Total Females	Minorities
Science	1	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>

#### PROMOTION TO ASSOCIATE PROFESSOR - SENIOR RESEARCH

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	1	0	0
Oceanic & Atmospheric Sci	3	1	2
<b>Total</b>	<b>4</b>	<b>1</b>	<b>2</b>

#### PROMOTION TO ASSOCIATE PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	7	3	0
Business	1	0	0
Engineering	3	2	0
Forestry	6	2	0
Health & Human Perf	1	1	0
Liberal Arts	5	3	2
Science	1	1	0
Information Services	3	3	1
<b>Total</b>	<b>27</b>	<b>15</b>	<b>3</b>

#### PROMOTION TO PROFESSOR

	Total Males and Females	Total Females	Minorities
Agricultural Sciences	8	3	0
Engineering	2	0	0
Forestry	2	1	0
Liberal Arts	2	0	0
Oceanic & Atmospheric Sci	1	0	0
Science	3	1	0
<b>Total</b>	<b>18</b>	<b>5</b>	<b>0</b>