



THE OHIO STATE UNIVERSITY

# Promotion and Tenure at Ohio State: An Introduction for New Faculty

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## Main Topics

- Principles/Philosophy
- Faculty categories and ranks
- Criteria
- Process



## Faculty Snapshot: Who's at What Level



3



## Faculty Snapshot: Number in Each Category



4



## Tenure-track Faculty

Tenure-track faculty will be involved in:

- **Teaching**  
Classroom, non-classroom, and distance instruction; extension and continuing education; advising; supervising or mentoring students or post-doctoral scholars
- **Research**  
Discovery; scholarly and creative work; applied research; and the scholarship of pedagogy
- **Service**  
Administrative service to the university, professional service to the discipline, and provision of professional expertise to public and private entities beyond the university

From the *Rules of the University Faculty*

5



## Clinical Faculty

- Largest concentration in health sciences
- Approved by Senate and Board of Trustees in 2002 for entire university
- For faculty engaged primarily in
  - Courses or instructional situations involving patients or live clients or the simulation of live patients or clients
  - Courses or instructional situations involving professional skills
- Provides for fixed term appointments for teachers/practitioners
- Reappointment review occurs in penultimate year
- Provides for promotion through the ranks
- No limit on time in rank


6

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## Research Faculty

- Approved by the Senate and Board of Trustees in 2004
- Provides for fixed term appointments for researchers
- Provides for promotion through the ranks
- For faculty engaged primarily in research related to the mission and goals of a given academic unit

7

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## Transferring from the tenure-track

- Faculty on the tenure-track may transfer to clinical or research appointments with approval of their chair, dean, and the Office of Academic Affairs

## Transferring tenure-initiating unit (TIU)

8



## Principles/Philosophy

- Social contract of peer-review professions
- Peer review assumes societal deference to peer oversight of the competence and ethics of professional work
- Specific criteria developed by the 104 TIUs
- 3 levels of review: unit, college, Office of Academic Affairs
- Document and evaluate accomplishments in context of assigned duties

9



## Why Does Tenure Matter?

“Tenure is essential to the free exchange of ideas as well as the development of new ways of thinking about and seeing the world. Without assurances provided by tenure, all of us in the Academy would be constantly in danger of speaking only the current orthodoxy, of seeing the world in limited ways, and of feeling excluded from exploring issues critical to our future.”

From Provost Alutto's 2010 *State of Academic Affairs Address*

## Protection for Academic Freedom

What surprises you about OSU's definition?

10



## Definitions of Peer Review in Faculty Rules

- Provides the foundation for decisions regarding faculty appointment, reappointment, and promotion and tenure. Peers are those faculty who can be expected to be most knowledgeable regarding an individual's qualifications and performance—normally TIU colleagues or colleagues in related units or centers.
- Recommendations by the faculty vested with the responsibility for providing peer review will be accepted unless they are not supported by evidence presented regarding on how the candidate meets the criteria established by the units.

11



## Peer Review: Responsibilities of Candidates

- Review unit APT document to understand specific criteria in the unit
- Work with P&T committee chair to arrange peer teaching evaluations as appropriate
- Provide names of possible external reviewers to P&T chair
- Retain relevant documentation

12



## Peer Review: Responsibilities of Senior Colleagues

- Provide formal and informal peer mentoring
- Provide peer evaluations of teaching as requested
- Provide feedback on research for annual reviews as requested
- Provide names of colleagues in the discipline who can serve as external reviewers
- Review dossiers and related materials in order to participate fully and knowledgeably in internal review processes

13



## Peer Review: Responsibilities for Senior Colleagues

- Serve on unit, college, and university promotion and tenure committees
- Serve as external evaluators for colleagues at other universities
- Serve as evaluators for peer-reviewed journals, conference abstracts; and other professional venues

14



## Probationary Period

- Probationary period—period in which faculty member demonstrates excellence in teaching, research, and service in evaluation process relying principally on peer review
- Three ways to lengthen the probationary period
  - Birth/adoption of child (guaranteed but must notify your chair/dean)
  - Adverse events beyond one's control—need support of department/dean
  - Part-time (currently approximately 50 faculty take this option)
  - Maximum of 3 years' extension in one year increments for assistant professors

15



## Impact of Extension of Probationary Period

“Expectations of productivity during the probationary period cannot be increased as a consequence of exclusions of time granted under the term of this rule.”

*Rules of the University Faculty, 3335-6-03(D)(6)*

16





## Moving Through the Ranks: Tenure-track

- **Instructor:** maximum of 3 years
- **Assistant Professor:** mandatory review after 6 years or 11 for faculty in Medicine with clinical responsibilities
  - 4<sup>th</sup> and 8<sup>th</sup> year Review
- **Associate Professor:** promotion, if earned, not tied to time in rank—non-mandatory review
- **Professor:** highest rank, no further promotions


17




## Academic Administrative Units at Ohio State

- 104 TIUs
- 4 Regional Campuses
- 14 Colleges
- More than 100 Centers and Institutes
- Graduate School
- Office of Academic Affairs

18


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A map of Ohio is shown in red with white dots indicating university locations. The locations are: Lima, Mansfield, Marion, Columbus, Newark, and Agricultural Technical Institute, Wooster. Surrounding the map are six small photographs: a large brick building, a horse farm, a modern building by a lake, a modern building with a curved facade, a modern building with a curved facade, and a modern building with a curved facade.

19

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## Criteria for Promotion and Tenure

- Developed by each TIU and codified in the Appointments, Promotion, and Tenure Document
- Colleges also provide APT documents
- APT documents included on the OAA website (<http://www.oaa.osu.edu/governance.html>)

20



## Criteria and Flexibility in Careers

- Faculty rules specify that “In evaluating the candidate’s qualifications in teaching, scholarship and service, reasonable flexibility shall be exercised, balancing, where the case requires, heavier commitments and responsibilities in one area against lighter commitments and responsibilities in another.”
- They also specify that “as the university enters new fields of endeavor, including interdisciplinary endeavors, and places new emphases on its continuing activities, instances will arise in which the proper work of faculty members may depart from established academic patterns. In such cases care must be taken to apply the criteria with sufficient flexibility.”

21



## Getting Promoted to Associate Professor

“Promotion to the rank of associate professor must be based on convincing evidence that the faculty member has achieved excellence as a teacher, as a scholar, and as one who provides effective service; and can be expected to continue a program of high quality teaching, scholarship and service relevant to the mission of the academic unit(s) to which the faculty member is assigned and to the university.”

*Rules of the University Faculty, 3335-6-02*

22



## Getting Promoted to Full Professor

“Promotion to the rank of professor must be based on convincing evidence that the faculty member has sustained record of excellence in teaching; has produced a significant body of scholarship that is recognized nationally or internationally; and has demonstrated leadership in service.”

*Rules of the University Faculty, 3335-6-02*

23



## Promotion to Professor

- “Up to now, however, promotion to full professor at The Ohio State University has been based primarily on assessments of the impact of a faculty member’s scholarship in a particular discipline...I believe the status of full professor should also be available to colleagues who have made visible and demonstrably outstanding contributions to the teaching and service missions of our institution.” –Joseph Alutto
- This means
  - Making certain that there are clear criteria for assessing “impact”
  - Clearly articulating the bases for promotion to professor
  - Allowing associate professors to request a promotion review within certain parameters

24



## Promotions on Clinical and Research Appointments

- APT documents establish specific criteria
- Criteria for promotion should reflect the importance of the responsibilities of the clinical and research track faculty

25



## P&T Review Process

- Candidates submit information and documentation as required in core dossier and APT documents (usually summer before review year)
- Assistant professors being considered for promotion to associate professor are required to use RIV (<http://go.osu.edu/RIV>)

26



## TIU Level Review

- Eligible Faculty review materials
- Eligible Faculty meet and vote on the case
- Quorum and percentage vote needed for positive recommendation are spelled out in the APT document
- P&T chair writes a letter summarizing the review and reporting the vote
- Chair/director makes independent assessment
- Candidate has right to review and comment on the letters

27



## College Level Review (if not TIU)

- College P&T committee review dossier and reports from TIU and chair
- College committee votes and makes recommendation to dean
- Dean makes recommendation to provost
- Candidate has right to review and comment on the letters

28



## University Level Review

- Provost and/or vice provost review all dossiers
- Dossiers with negative or inconsistent recommendations are forwarded to the university promotion and tenure committee, which makes recommendation to the provost
- Provost makes final decision in all cases
- Cases forwarded to the Board of Trustees for final approval
- Negative decisions can be appealed through Senate Committee on Academic Freedom and Responsibility

29



## Tips for Moving Through the Ranks

- Review best practices document
- Make the most of face-to-face annual reviews
  - Assessment of progress
  - Goal-setting
  - Reassessments of distributions of duties
  - Sabbatical (FPL) planning
  - Willingness to listen to feedback and advice

30



Questions?