

**Appointments, Promotion, and Tenure  
Criteria and Procedures for  
The Ohio State University  
Department of French and Italian**

Approved by the Office of Academic Affairs: May 18, 2021

**Appointments, Promotion, and Tenure Criteria and Procedures  
Department of French and Italian**

**Table of Contents**

|   |    |
|---|----|
| I Preamble .....  | 4  |
| II Department Mission .....                                       | 4  |
| III Definitions.....  | 5  |
| A Committee of the Eligible Faculty .....                         | 5  |
| 1 Tenure-track Faculty .....                                      | 6  |
| 2 Teaching Faculty.....   | 6  |
| 3 Conflict of Interest .....                                      | 6  |
| 4 Minimum Composition.....  | 7  |
| B Promotion and Tenure Committee .....                            | 7  |
| C Quorum.....   | 7  |
| D Recommendation from the Committee of the Eligible Faculty ..... | 7  |
| 1 Appointment .....   | 7  |
| 2 Reappointment, Promotion and Tenure, and Promotion .....        | 7  |
| IV Appointments.....  | 8  |
| A Criteria .....  | 8  |
| 1 Tenure-track Faculty – Columbus Campus .....                    | 8  |
| 2 Tenure-track Faculty—Regional Campus .....                      | 9  |
| 3 Teaching Faculty.....   | 9  |
| 4 Associated Faculty .....  | 10 |
| 5 Emeritus Faculty .....  | 11 |
| 6. Courtesy Appointments for Faculty .....                        | 11 |
| B Procedures .....  | 12 |
| 1 Tenure-track Faculty – Columbus Campus .....                    | 12 |
| 2 Tenure-track Faculty—Regional Campus .....                      | 14 |
| 3 Teaching Faculty.....   | 14 |
| 4 Associated Faculty .....  | 14 |
| 5 Courtesy Appointments for Faculty .....                         | 15 |
| 6 Chair.....  | 15 |
| V Annual Performance and Merit Review Procedures.....             | 15 |
| A Documentation .....   | 16 |
| B Probationary Tenure-track Faculty – Columbus Campus .....       | 16 |
| 1 Regional Campus Faculty .....                                   | 17 |
| 2 Fourth-Year Review.....   | 17 |
| 3 Exclusion of Time from Probationary Period.....                 | 17 |
| C Tenured Faculty—Columbus Campus .....                           | 18 |
| D Tenured Faculty—Regional Campus.....                            | 18 |
| E Teaching Faculty .....  | 18 |
| F Associated Faculty.....   | 19 |
| G Salary Recommendations.....                                     | 19 |
| VI Promotion and Tenure and Promotion Reviews.....                | 20 |
| A Criteria and Documentation .....                                | 20 |
| 1 Promotion to Associate Professor with Tenure .....              | 20 |

|   |    |
|---|----|
| 2 Promotion to Professor .....                                  | 23 |
| 3 Regional Campus Faculty .....                                 | 25 |
| 4 Teaching Faculty .....  | 25 |
| B Procedures .....  | 26 |
| 1 Candidate Responsibilities .....                              | 26 |
| 2 Promotion and Tenure Committee Responsibilities .....         | 26 |
| 3 Eligible Faculty Responsibilities .....                       | 28 |
| 4 Department Chair Responsibilities .....                       | 28 |
| 5 Procedures for Regional Campus Faculty.....                   | 29 |
| 6 External Evaluations .....                                    | 29 |
| C Dossier.....  | 30 |
| 1 Teaching.....   | 31 |
| 2 Research.....   | 31 |
| 3 Service.....  | 32 |
| VII Appeals.....  | 32 |
| VIII Seventh-Year Reviews.....                                  | 32 |
| IX Procedures for Student and Peer Evaluation of Teaching ..... | 32 |
| A Student Evaluation of Teaching.....                           | 32 |
| B Peer Observation of Teaching.....                             | 33 |

## **I Preamble**

This document is a supplement to Chapters 6 and 7 of the [Rules of the University Faculty](#); the annually updated procedural guidelines for promotion and tenure reviews in Volume 3 of the Office of Academic Affairs [Policies and Procedures Handbook](#); and other policies and procedures of the college and university to which the department and its faculty are subject.

Should those rules and policies change, the department will follow the new rules and policies until such time as it can update this document to reflect the changes. In addition, this document must be reviewed, and either reaffirmed or revised, at least every four years on the appointment or reappointment of the department chair.

This document must be approved by the dean of the college and the Office of Academic Affairs before it may be implemented. It sets forth the department's mission and, in the context of that mission and the missions of the college and university, its criteria and procedures for faculty appointments and for faculty promotion, tenure and rewards, including salary increases. In approving this document, the dean and the Office of Academic Affairs accept the mission and criteria of the department and delegate to it the responsibility to apply high standards in evaluating current faculty and faculty candidates in relation to departmental mission and criteria. The faculty and the administration are bound by the principles articulated in Faculty Rule [3335- 6-01](#) of the Administrative Code. In particular, all faculty members accept the responsibility to participate fully and knowledgeably in review processes; to exercise the standards established in Faculty Rule [3335- 6-02](#) and other standards specific to this department and college; and to make negative recommendations when these are warranted in order to maintain and improve the quality of the faculty.

Decisions considering appointment, reappointment, and promotion and tenure will be free of discrimination in accordance with the university's [policy on equal opportunity](#).

## **II Mission of The Department of French and Italian**

We are a multicultural and international department with a commitment to equity, diversity, and inclusion. Faculty, staff, and graduate students all aim to manifest the utility and indispensable nature of foreign languages to a vibrant university ecosystem, fostering plurilingualism and multiculturalism in Ohio and beyond. We are engaged in groundbreaking- research, multi- and cross-disciplinary endeavors, curricular innovation, and service and outreach efforts with the aim of adding to the well-being of members of the department, Ohio State students and staff, the university more broadly, the Columbus community, and the many disciplines with which we enter in dialogue. Therefore, the department values innovation in scholarship, pedagogy, and outreach.

Our faculty have national and international reputations and are at the forefront of research in second language acquisition, language change and development, foreign language pedagogy, African and postcolonial studies, transatlantic and migration studies, African and Caribbean philosophy, identity politics and ethnic minorities in France, Medieval and Renaissance Studies, eighteenth-century Studies, literary and critical theory, study of the novel or narrative prose, history of the body, screen studies, fashion studies, comics studies, creative writing, popular music, theatre and performance, ecocritical studies, medical humanities, gender, sexuality, and queer studies, and the influence of

French, Francophone, and Italian heritage in the state of Ohio. We are committed to stimulating the development of new ideas and scholarly innovation, and we write, think, and teach about important global issues, such as: migration; contending with coloniality; ethnocentrism; empathy; new strategies of transnational connection; health and wellness; and the ethics of consumption.

Our teaching staff is comprised of valued pedagogical and curricular innovators who demonstrate the value of the Humanities by guiding students throughout the university and beyond to think about and participate in transforming the world. For undergraduates at large, we aim to convey our research in an accessible and broadly applicable fashion, and we emphasize the development of critical thinking and writing skills that are transferable to many professional contexts. We offer students in our language courses a unique curriculum that is informed by faculty research and is committed to an interactive and purposeful methodology and culture-based learning. Additionally, for our majors, minors, and honors students, we are committed to honing linguistic, analytic, and critical thinking skills to a level of mastery which they will carry with them and apply to all their future endeavors. Our graduate mission is to develop excellent researchers and teachers who are prepared for a variety of careers. To this end, students participate in the research of the department, and we urge students to find and refine their own academic voices as writers and educators. We encourage all graduate and undergraduate students to incorporate study abroad experiences into their course of study in a way that fundamentally integrates the development of language skills and intercultural competency.

We are committed to outreach and engagement efforts in the university, in the community, and globally, and we work with area schools, immigrant populations, the Wexner Medical Center, and local arts initiatives and institutions with the aim of cultivating important connections and joining in lively dialogues surrounding the value of interacting in and understanding cultural diversity through foreign languages.

We strive to have our voices heard on campus, in our professional societies, and globally. We are committed to enriching the intellectual and cultural life of the university, the community, and the profession through, for example, engaging in collaborative exchanges; holding leadership roles on university committees and in international professional organizations; and serving as journal editors and officers of learned societies.

In pursuing our commitments to department members, to students, to community partners, and to our profession, we aim to bring our department local, national, and international distinction in French, Francophone, and Italian studies.

### **III Definitions**

#### **A Committee of the Eligible Faculty**

The eligible faculty for all appointment (hiring), reappointment, contract renewal, promotion, or promotion and tenure reviews must have their tenure home or primary appointment in the department.

The department chair, the dean and assistant and associate deans of the college, the executive vice president and provost, and the president may not participate as eligible faculty members in reviews for appointment, reappointment, promotion, promotion and tenure, or contract renewal.

## **1 Tenure-track Faculty**

### **Initial Appointment Reviews**

- For an appointment (hiring or appointment change from another faculty type) review of an assistant professor, the eligible faculty consists of all tenure-track faculty in the department.
- For appointment (hiring or appointment change from another faculty type) at senior rank (associate professor or professor), a review is performed and a second vote cast by all tenured faculty of equal or higher rank than the position requested.

### **Reappointment, Promotion, or Promotion and Tenure Reviews**

- For the reappointment and promotion and tenure reviews of assistant professors, the eligible faculty consists of all tenured associate professors and professors.
- For the promotion reviews of associate professors and the tenure reviews of probationary professors, the eligible faculty consists of all tenured professors.

## **2 Teaching Faculty**

### **Initial Appointment Reviews**

- In the department, the eligible faculty for an appointment (hiring or appointment change from another faculty type) review of a teaching assistant professor consists of all tenure-track faculty and all teaching faculty.
- The eligible faculty for an appointment (hiring or appointment change from another faculty type) at senior rank (teaching associate professor or professor) consists of all tenured faculty of equal or higher rank than the position requested, and all non-probationary teaching faculty of equal or higher rank than the position requested.

### **Reappointment, Contract Renewal, and Promotion Reviews**

- The eligible faculty for reappointment, contract renewal, and promotion reviews of teaching assistant professors consists of all tenured associate professors and professors and all non-probationary teaching associate professors and professors.
- The eligible faculty for the reappointment, contract renewal, and promotion reviews of teaching associate professors, and the reappointment and contract renewal reviews of teaching professors consists of all tenured professors and all nonprobationary teaching professors.

## **3 Conflict of Interest**

A conflict of interest exists when an eligible faculty member is related to a candidate or has a comparable close interpersonal relationship, has substantive financial ties with the candidate, is dependent in some way on the candidate's services, has a close professional relationship with the candidate (dissertation advisor), or has collaborated so extensively with the candidate that an objective review of the candidate's work is not possible. Generally, faculty members who have collaborated with a candidate on at least 50% of the candidate's published work since the last promotion will be expected to withdraw from a promotion or appointment review of that candidate.

#### **4 Minimum Composition**

In the event that the department does not have at least three eligible faculty members who can undertake a review, the department chair, after consulting with the dean, will appoint a faculty member from another department within the College so that the minimum number of three can be reached.

### **B Promotion and Tenure Committee**

The department has a Promotion and Tenure Committee that assists the Committee of the Eligible Faculty in managing the personnel and promotion and tenure issues. The committee normally consists of two professors and one associate professor. The committee's chair and membership are appointed by the department chair.

### **C Quorum**

The quorum required to discuss and vote on all personnel decisions is two-thirds of the eligible faculty not on an approved leave of absence. A member of the eligible faculty on Special Assignment may be excluded from the count for the purposes of determining quorum only if the department chair has approved an off-campus assignment. Faculty members who recuse themselves because of a conflict of interest are not counted when determining quorum.

### **D Recommendation from the Committee of the Eligible Faculty**

In all votes taken on personnel matters only "yes" and "no" votes are counted. Abstentions are not votes. Faculty members are strongly encouraged to consider whether they are participating fully in the review process when abstaining from a vote on a personnel matter. Absentee ballots and proxy votes are not permitted.

#### **1 Appointment**

A positive recommendation from the eligible faculty for appointment, reappointment, promotion and tenure, and promotion is secured when a simple majority of the votes cast are positive.

#### **2 Reappointment, Promotion and Tenure, and Promotion**

A positive recommendation from the eligible faculty for reappointment, promotion and tenure, and promotion is secured when a simple majority of the votes cast are positive.

## IV Appointments

### A Criteria

The department is committed to making only faculty appointments that enhance or have strong potential to enhance the quality of the department. Important considerations include the individual's record to date in scholarship, teaching, and service; the potential for professional growth in each of these areas; and the potential for interacting with colleagues and students in a way that will enhance their academic work and attract other outstanding faculty and students to the department. No offer will be extended in the event that the search process does not yield one or more candidates who would enhance the quality of the department. The search is either cancelled or continued, as appropriate to the circumstances.

#### 1 Tenure-track Faculty – Columbus Campus

**Instructor.** Appointment at the rank of instructor is made only when the offered appointment is that of assistant professor, but requirements for the terminal degree have not been completed by the candidate at the time of appointment. The department will make every effort to avoid such appointments. An appointment at the instructor level is limited to three years. When an instructor has not completed requirements for promotion to the rank of assistant professor by the end of the third year of appointment, the third year is a terminal year of employment.

Upon promotion to assistant professor, the faculty member may request prior service credit for time spent as an instructor. This request must be approved by the department's eligible faculty, the department chair, the dean, and the Office of Academic Affairs. Faculty members should carefully consider whether prior service credit is appropriate since prior service credit cannot be revoked once granted. In addition all probationary faculty members have the option to be considered for early promotion.

**Assistant Professor.** An earned terminal degree is the minimum requirement for appointment at the rank of assistant professor. Evidence of potential for scholarly productivity, high-quality teaching, and high-quality service to the department and the profession is highly desirable. Appointment at the rank of assistant professor is always probationary, with mandatory tenure review occurring in the sixth year of service. Review for tenure prior to the mandatory review year is possible when the Promotion and Tenure Committee determines such a review to be appropriate. The granting of prior service credit, which requires approval of the Office of Academic Affairs, may reduce the length of the probationary period, but is strongly discouraged as it cannot be revoked once granted.

**Associate Professor and Professor.** Appointment at senior rank requires that the individual, at a minimum, meet the department's criteria in teaching, scholarship, and service for promotion to these ranks. Appointment at senior rank normally entails tenure. A probationary appointment at senior rank is appropriate only under unusual circumstances, such as when the candidate has limited prior teaching experience or has taught only in a foreign country. A probationary period of up to four years is possible, on approval of the Office of Academic

Affairs, with review for tenure occurring in the final year of the probationary appointment. If tenure is not granted, an additional (terminal) year of employment is offered.

Foreign nationals who lack permanent residency status may be appointed to a senior rank and approved for tenure, if appropriate, but the university will not grant tenure in the absence of permanent residency. Offers to foreign nationals require prior consultation with the Office of International Affairs.

## **2 Tenure-track Faculty—Regional Campus**

As the mission of the regional campuses emphasizes undergraduate instruction, regional campus criteria for appointment at the rank of assistant professor, associate professor, or professor are similar to those for Columbus campus faculty, but give relatively greater emphasis at each rank to teaching experience and quality.

## **3. Teaching Faculty**

The initial contract for teaching faculty must be for a period of five years. The initial contract is probationary, with reappointment considered annually. Second and subsequent contracts for teaching assistant and associate professors must be for a period of at least three years and for no more than five years. Second and subsequent contracts for teaching professors must be for a period of at least three years and no more than eight years. There is no presumption that subsequent appointments will be offered, regardless of performance. The terms of a contract may be re-negotiated at the time of reappointment. For faculty in their second and subsequent appointment terms, the teaching faculty member may be reappointed by the affirmative vote of the eligible faculty as defined in Section III.A.2. These extended appointments are not probationary, and the individual may only be terminated for cause (see rule [3335-5-04](#) of the Administrative Code) or financial exigency (see rule [3335-5-02.1](#) of the Administrative Code). Tenure is not granted to teaching faculty.

**Instructor of Teaching French and Italian.** Appointment is normally made at the rank of Instructor of teaching when the appointee has not completed the requirements for the terminal degree. The department will make every effort to avoid such appointments.

An appointment at the instructor level is limited to a three-year contract and may be limited to a shorter time at the discretion of the department. In such cases, if the instructor has not completed requirements for promotion to the rank of assistant professor by the end of the penultimate year of the contract period, a new contract will not be considered even if performance is otherwise adequate and the position itself will continue.

**Assistant Professor of Teaching French and Italian.** An earned doctorate or other terminal degree in the relevant field or equivalent experience is the minimum requirements for appointment at the rank of assistant professor of teaching. Evidence of ability to teach is highly desirable.

**Associate Professor of Teaching French and Italian and Professor of Teaching French and Italian.** Appointment at the rank of associate professor of teaching or professor of

teaching requires that the individual have an earned doctorate or other terminal degree in the relevant field or equivalent experience and the required licensure/certification in his/her specialty, and meet, at a minimum, the department's criteria—in teaching, professional practice and other service—for promotion to the rank. Appointment at the rank of associate professor of teaching requires production and dissemination of scholarly materials pertinent to pedagogy. These materials can include a combination of publications in academic journals or edited collections, conference presentations, authorship or co-authorship of pedagogical materials such as textbooks/websites (print or open access), and development of pedagogical materials for classroom use. Appointment at the rank of professor of teaching requires production and dissemination of scholarly materials pertinent to pedagogy. These materials can include a combination of publications in academic journals or edited collections, conference presentations, authorship or co-authorship of pedagogical materials such as textbooks/websites (print or open access), and development of pedagogical materials for classroom use.

#### **4 Associated Faculty**

Associated faculty appointments may be as short as a couple of weeks to assist with a focused project, a semester to teach one or more courses, or for up to three years when a longer contract is useful for long-term planning and retention. Associated faculty may be reappointed.

**Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor.** Adjunct appointments may be compensated or uncompensated. Adjunct faculty appointments are given to individuals who give academic service to the department, such as teaching a course or serving on graduate student committees, for which a faculty title is appropriate. Typically the adjunct faculty rank is determined by applying the criteria for appointment of tenure-track faculty. Adjunct faculty members are eligible for promotion (but not tenure) and the relevant criteria are those for promotion of tenure-track faculty.

**Lecturer.** Appointment as lecturer normally requires that the individual have, at a minimum, a Master's degree in a field appropriate to the subject matter to be taught. However, occasional appointments of native French or Italian speakers as lecturers for introductory language courses can be made with the approval of the Office of Academic Affairs. Evidence of ability to provide high-quality instruction is desirable. Lecturers are not eligible for tenure, but may be promoted to senior lecturer if they meet the criteria for appointment at that rank. The initial appointment for a lecturer should generally not exceed one year.

**Senior Lecturer.** Appointment as senior lecturer requires that the individual have, at a minimum, a doctorate in a field appropriate to the subject matter to be taught, along with evidence of ability to provide high-quality instruction; or a Master's degree and at least five years of teaching experience with documentation of high quality. Senior lecturers are not eligible for tenure or promotion. The initial and continued appointments for a senior lecturer range between one and three years.

**Assistant Professor, Associate Professor, Professor with FTE below 50%.** Appointment at tenure-track titles is for individuals at 49% FTE or below, either compensated (1 – 49%

FTE) or uncompensated (0% FTE). The rank of associated faculty with tenure-track titles is determined by applying the criteria for appointment of tenure-track faculty. Associated faculty members with tenure-track titles are eligible for promotion (but not tenure) and the relevant criteria are those for promotion of tenure-track faculty.

**Visiting Instructor, Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor.** Visiting faculty appointments may either be compensated or not compensated. Visiting faculty members on leave from an academic appointment at another institution are appointed at the rank held in that position. The rank at which other (non-faculty) individuals are appointed is determined by applying the criteria for appointment of tenure-track faculty. Visiting faculty members are not eligible for tenure or promotion. They may not be reappointed for more than three years.

## **5 Emeritus Faculty**

Emeritus faculty status is an honor given in recognition of sustained academic contributions to the university as described in Faculty Rule [3335-5-36](#). Full-time tenure track, clinical/teaching/practice, research, or associated faculty may request emeritus status upon retirement or resignation at the age of sixty or older with ten or more years of service or at any age with twenty-five or more years of service.

Faculty will send a request for emeritus faculty status to the department chair (regional campus dean for associated faculty on regional campuses) outlining academic performance and citizenship. The Committee of Eligible faculty (tenured and nonprobationary clinical/teaching/practice associate professors and professors) will review the application and make a recommendation to the department chair. The department chair will decide upon the request, and if appropriate submit it to the executive dean or designee. If the faculty member requesting emeritus status has in the 10 years prior to the application engaged in serious dishonorable conduct in violation of law, rule, or policy and/or caused harm to the university's reputation or is retiring pending a procedure according to Faculty Rule [3335-05-04](#), emeritus status will not be considered.

See the OAA [Policies and Procedures Handbook](#) Volume 1, Chapter 1, for information about the types of perquisites that may be offered to emeritus faculty, provided resources are available.

Emeritus faculty may not vote at any level of governance and may not participate in promotion and tenure matters.

## **6 Courtesy Appointments for Faculty**

Occasionally the active academic involvement in this department by a tenure-track faculty member from another department at Ohio State warrants the offer of a 0% FTE (courtesy) appointment in this department. Appropriate active involvement includes research collaboration, graduate student advising, teaching some or all of a course from time to time, or a combination of these. A courtesy appointment is made at the individual's current Ohio State rank, with promotion in rank recognized.

## **B Procedures**

See the Faculty Policy on Faculty Recruitment and Selection and the Policy on Faculty Appointments in the Office of Academic Affairs [Policies and Procedures Handbook](#) for information on the following topics:

- recruitment of tenure-track faculty
- appointments at senior rank or with prior service credit
- hiring faculty from other institutions after April 30
- appointment of foreign nationals
- letters of offer

### **1 Tenure-track Faculty – Columbus Campus**

A national search is required to ensure a diverse pool of highly qualified candidates for all tenure-track positions. Exceptions to this policy must be approved by the college and the Office of Academic Affairs in advance. Search procedures must entail substantial faculty involvement and be consistent with the OAA [Policy on Faculty Recruitment and Selection](#).

Searches for tenure-track faculty proceed as follows:

The executive dean of the college or designee provides approval for the department to commence a search process. This approval may or may not be accompanied by constraints with regard to salary, rank, and field of expertise.

The department chair appoints a search committee consisting of three or more faculty who reflect the field of expertise that is the focus of the search (if relevant) as well as other fields within the department.

Prior to any search, members of all search committees must undergo inclusive hiring practices training available through the college with resources from the [Office of Diversity and Inclusion](#).

Implicit bias training, also strongly encouraged, is available through the [Kirwan Institute for the Study of Race and Ethnicity](#).

The search committee:

- Appoints a Diversity Advocate who is responsible for providing leadership in assuring that vigorous efforts are made to achieve a diverse pool of qualified applicants, and assures that all members of the search committee have completed Implicit Bias Mitigation Training.
- Develops a search announcement for internal posting through the [Office of Human Resources Employment Services](#) and external advertising, subject to the department chair's approval. The announcement will be no more specific than is necessary to accomplish the goals of the search, since an offer cannot be made that is contrary to the content of the announcement with respect to rank, field, credentials, salary. The job

posting should be worded to ensure the widest and most diverse potential applicant pool. In addition, timing for the receipt of applications will be stated as a preferred date, not a precise closing date, in order to allow consideration of any applications that arrive before the conclusion of the search.

- Develops and implements a plan for external advertising and direct solicitation of nominations and applications. If there is any likelihood that the applicant pool will include qualified foreign nationals, the search committee must advertise using at least one 30-day online ad in a national professional journal. The university does not grant tenure in the absence of permanent residency ("green card"), and strict U. S. Department of Labor guidelines do not permit sponsorship of foreign nationals for permanent residency unless the search process resulting in their appointment to a tenure-track position included an advertisement in a field-specific nationally circulated professional journal.
- Screens applications and letters of recommendation and chooses roughly twelve candidates to interview either in person at the Modern Language Convention or electronically.
- Chooses normally three of these candidates to invite for on-campus interviews. On-campus interviews are arranged by the search committee chair, assisted by the departmental office.

On-campus interviews with candidates must include opportunities for interaction with faculty groups, including the search committee; graduate students; associated faculty; the department chair; and the dean or designee. In addition, all candidates make a presentation on their scholarship. All candidates interviewing for a particular position must follow the same interview format.

At least one of the candidates invited to campus must contribute to increasing the diversity of the unit. If the search committee judges that in the pool of candidates there is no qualified person who can contribute to the diversity of the TIU, it will explain at a meeting of the faculty its efforts to attract a diverse pool of applicants and will describe the pool of applicants and the pool of finalists before asking the faculty to vote on inviting the finalists to campus for an interview.

Vigorous efforts to ensure a diverse pool of highly qualified candidates are required. Following completion of on-campus interviews, the eligible faculty meet to discuss the candidates. The search committee opens the meeting by presenting to the rest of the faculty its assessment of each candidate. The faculty first votes on whether it deems each candidate potentially hireable, with a simple majority deciding the question. The eligible faculty reports the results of each of these votes to the department chair. Candidates not deemed hireable are excluded from the rest of the discussion.

The search committee then presents its recommendation concerning which of the viable candidates (assuming there are more than one) should be offered the position first; which, second; and so on. The faculty then votes on whether it would like to offer the position to the search committee's first choice. A simple majority decides the question. If a majority of the faculty supports this first candidate, the faculty then votes on whether it would like to extend the offer to the search committee's second choice if the first candidate declines; and so on.

If a majority of the faculty does not support offering the position first to the search committee's first choice, it then votes on whether it would like to extend the offer first to the second viable candidate (if there is one) instead. The procedure is repeated a third time if a majority does not support making the offer to the second candidate and there is a third viable candidate. The eligible faculty then reports the results of each of these votes to the department chair. If the offer involves senior rank, the eligible faculty members vote also on the appropriateness of the proposed rank for each viable candidate. If the offer may involve prior service credit, the eligible faculty members vote on the appropriateness of such credit. The eligible faculty reports a recommendation on the appropriateness of the proposed rank or the appropriateness of prior service credit to the department chair.

Potential appointment of a foreign national who lacks permanent residency must be discussed with the Office of International Affairs. The university does not grant tenure in the absence of permanent residency status. The department will therefore be cautious in making such appointments and vigilant in assuring that the appointee seeks residency status promptly and diligently.

## **2 Tenure-track Faculty—Regional Campus**

The regional campus has primary responsibility for determining the position description for a tenure-track faculty search, but the dean/director or designee consults with the department chair to reach agreement on the description before the search begins. The regional campus search committee must include at least one representative from the department.

Candidates are interviewed by, at a minimum, the regional campus dean, department chair, department eligible faculty, and regional campus search committee. The regional campus may have additional requirements for the search not specified in this document. A decision to make an offer requires agreement by the department chair and regional campus dean. Until agreement is reached, negotiations with the candidate may not begin, and the letter of offer must be signed by the department chair and the regional campus dean.

## **3. Teaching Faculty**

Searches for teaching faculty generally proceed identically as for tenure-track faculty, with the exception that the candidate's presentation during the on-campus interview will address issues in teaching or professional teaching practice rather than scholarship, and exceptions to a national search require approval only by the executive dean of the college.

## **4 Associated Faculty**

The appointment, review, and reappointment of all compensated associated faculty are decided by the department chair in consultation with the Associated Faculty Committee.

Appointment and reappointment of uncompensated adjunct or visiting faculty may be proposed by any faculty member in the department and is decided by the department chair in

consultation with the faculty.

Compensated associated appointments are generally made for a period of one year, unless a shorter or longer period is appropriate to the circumstances. All associated appointments expire at the end of the appointment term and must be formally renewed to be continued.

Visiting appointments may be made for one term of up to three years or on an annual basis for up to three years. After the initial appointment, and if the department's curricular needs warrant it, recurring appointments may be offered between one to three years.

Associated faculty for whom promotion is a possibility follow the promotion guidelines and procedures for tenure-track faculty (see Promotion and Tenure and Promotion Reviews below), with the exception that the review does not proceed to the college level if the department chair's recommendation is negative, and does not proceed to the university level if the dean's recommendation is negative.

### **5 Courtesy Appointments for Faculty**

Any department faculty member may propose a 0% FTE (courtesy) appointment for a tenure-track, faculty member from another Ohio State department. A proposal that describes the uncompensated academic service to this department justifying the appointment is considered at a regular faculty meeting. If the proposal is approved by the eligible faculty, the department chair extends an offer of appointment. The department chair reviews all courtesy appointments every three years to determine whether they continue to be justified, and takes recommendations for nonrenewal before the faculty for a vote at a regular meeting.

### **6 Chair**

A departmental chair search committee will exclude the sitting chair and will include a Dean's representative, and from the department, a staff member, an associated faculty member, graduate student, and at least two faculty members. The search committee will present the Executive Dean or designee an unranked list of candidates. The Search committee recommendations are advisory to the Executive Dean. The Executive Dean makes the final decision.

The Executive Dean or designee in consultation with the Department appoints an Acting Chair as needed.

## **V Annual Performance and Merit Review Procedures**

The department follows the requirements for annual reviews as set forth in the [Faculty Annual Review Policy](#), which stipulates that such reviews must include a scheduled opportunity for a face-to-face meeting as well as a written assessment. According to the policy, the purposes of the review are to:

- Assist faculty in improving professional productivity through candid and constructive feedback and through the establishment of professional development plans;

- Establish the goals against which a faculty member's performance will be assessed in the foreseeable future; and
- Document faculty performance in the achievement of stated goals in order to determine salary increases and other resource allocations, progress toward promotion, and, in the event of poor performance, the need for remedial steps.

The annual performance and merit review of every faculty member is based on expected performance in teaching, scholarship, and service as set forth in the department's guidelines on faculty duties and responsibilities; on any additional assignments and goals specific to the individual; and on progress toward promotion where relevant. Meritorious performance in teaching, scholarship, and service is assessed in accordance with the same criteria that form the basis for promotion decisions.

The department chair is required (per Faculty Rule [3335-3-35](#)) to include a reminder in the annual review letter that all faculty have the right (per Faculty Rule [3335-5-04](#)) to view their primary personnel file and to provide written comment on any material therein for inclusion in the file.

### **A Documentation**

For their annual performance and merit review, faculty members must submit the following documents to the department chair no later than March 1:

- Office of Academic Affairs dossier outline, [Policies and Procedures Handbook](#), Volume 3 (*required for probationary faculty and recommended for associate professors*) or updated documentation of performance and accomplishments (*non-probationary faculty*)
- updated CV, which will be made available to all faculty in an accessible place (*all faculty*)

Other documentation for the annual performance and merit review will be the same as that for consideration for promotion and/or tenure. That documentation is described in Section VI of this document.

Under no circumstances should faculty solicit evaluations from any party for purposes of the annual performance and merit review, as such solicitation places its recipient in an awkward position and produces a result that is unlikely to be candid.

### **B Probationary Tenure-track Faculty – Columbus Campus**

Every probationary tenure-track faculty member is reviewed annually by the eligible faculty and the chair. The Promotion and Tenure Committee prepares and presents to the eligible tenure-track faculty a summary of each probationary tenure-track faculty member's activities in teaching, research, and service over the previous calendar year. The chair of the P&T Committee then writes a letter to the chair that reflects the faculty's assessment of the probationary faculty member's activities. The chair then writes a letter to the probationary faculty member containing their assessment of the latter's activities and performance and a recommendation on whether to renew the probationary appointment. The chairs of the department and of the P&T Committee then meet with the faculty member to discuss the two letters, in particular the candidate's

performance, future plans, and goals.

If the department chair recommends renewal of the appointment, this recommendation is final. The department chair's annual review letter to the faculty member renews the probationary appointment for another year and includes content on future plans and goals. The faculty member may provide written comments on the review. The department chair's letter (along with the faculty member's comments, if received) is forwarded to the executive dean of the college or designee. In addition, the annual review letter and comments made on the letters becomes part of the cumulative dossier for promotion and tenure.

If the department chair recommends nonrenewal, the Fourth-Year Review process (per Faculty Rule [3335-6-03](#)) is invoked. Following completion of the comments process, the complete dossier is forwarded to the college for review and the executive dean makes the final decision on renewal or nonrenewal of the probationary appointment.

### **1 Regional Campus Faculty**

Annual review of the probationary faculty member is first conducted on the regional campus, with a focus on teaching and service. The review then moves to the department, this time with a focus on research. In the event of divergence in performance assessment between the regional campus and the department, the department chair discusses the matter with the regional campus dean/director in an effort to clarify and reconcile the divergence, so that the faculty member receives consistent assessment and advice.

### **2 Fourth-Year Review**

During the fourth year of the probationary period the annual review follows the same procedures as the mandatory tenure review, with the exception that external evaluations are optional and the executive dean (not the department chair) makes the final decision regarding renewal or nonrenewal of the probationary appointment.

External evaluations are only solicited when either the department chair or the eligible faculty determine that they are necessary to conduct the Fourth-Year Review. This may occur when the candidate's scholarship is in an emergent field, is interdisciplinary, or the eligible faculty do not feel otherwise capable of evaluating the scholarship without outside input. The eligible faculty conducts a review of the candidate. On completion of the review, the eligible faculty votes by written ballot on whether to renew the probationary appointment.

The eligible faculty forwards a record of the vote and a written performance review to the department chair. The department chair conducts an independent assessment of performance and prepares a written evaluation that includes a recommendation on whether to renew the probationary appointment. At the conclusion of the department review, the formal comments process (per Faculty Rule [3335-6-04](#)) is followed and the case is forwarded to the college for review, regardless of whether the department chair recommends renewal or nonrenewal.

### **3 Exclusion of Time from Probationary Period**

Faculty Rule [3335-6-03 \(D\)](#) sets forth the conditions under which a probationary tenure-track faculty member may exclude time from the probationary period. Additional procedures and guidelines can be found in the Office of Academic Affairs [Policies and Procedures Handbook](#).

### **C Tenured Faculty – Columbus Campus**

Associate professors are reviewed annually by the professors, who submit a written performance review to the department chair along with comments on the faculty member's progress toward promotion. The department chair conducts an independent assessment; meets with the faculty member to discuss their performance and future plans and goals; and prepares a written evaluation on these topics. The faculty member may provide written comments on the review.

Professors are reviewed annually by the department chair. The department chair meets with the faculty member to discuss their performance and future plans and goals. The annual review of professors is based on their having achieved sustained excellence in the discovery and dissemination of new knowledge relevant to the mission of the tenure initiating unit, as demonstrated by national and international recognition of their scholarship; ongoing excellence in teaching, including their leadership in graduate education in both teaching and mentoring students; and outstanding service to the department, the college, the university, and their profession, including their support for the professional development of assistant and associate professors. Professors are expected to be role models in their academic work, interaction with colleagues and students, and in the recruitment and retention of junior colleagues. As the highest ranking members of the faculty, the expectations for academic leadership and mentoring for professors exceed those for all other members of the faculty.

If a professor has an administrative role, the impact of that role and other assignments will be considered in the annual review. The department chair prepares a written evaluation of performance against these expectations. The faculty member may provide written comments on the review.

### **D Tenured Faculty—Regional Campus**

Annual review of the tenured faculty member is first conducted on the regional campus, with a focus on teaching and service. The review then moves to the department and proceeds as described above. In the event of divergence in performance assessment between the regional campus and the department, the department chair discusses the matter with the regional campus dean/director in an effort to clarify and reconcile the divergence, so that the faculty member receives consistent assessment and advice.

### **E. Teaching Faculty**

The annual performance and merit review process for teaching probationary and non-probationary faculty is identical to that for tenure-track probationary and tenured faculty respectively, except that non-probationary teaching faculty may participate in the review of teaching faculty of lower rank.

In the penultimate contract year of a teaching faculty member's appointment, the department head must determine whether the position held by the faculty member will continue. If the position will not continue, the faculty member is informed that the final contract year will be a terminal year of employment. The standards of notice set forth in Faculty Rule [3335-6-08](#) must be observed.

If the position will continue, a formal performance review for reappointment is necessary in the penultimate contract year to determine whether the faculty member will be offered a new contract. This review generally proceeds in the same manner as the Fourth-Year Review procedures for tenure track faculty. There is no presumption of renewal of contract.

## **F Associated Faculty**

Compensated associated faculty members in their initial appointment must be reviewed before reappointment. The Associated Faculty Committee prepares a written evaluation and meets with the faculty member to discuss their performance, future plans, and goals. The Associated Faculty Committee then recommends for or against renewal of the appointment. This recommendation is sent to the department chair. If the recommendation is to renew, and the department chair concurs, they may extend a multiple year appointment. Compensated associated faculty members on a multiple year appointment are reviewed annually by the Associated Faculty Committee, or designee. The Associated Faculty Committee, or designee, prepares a written evaluation and meets with the faculty member to discuss their performance, future plans, and goals. No later than January 15 of the final year of the appointment, the chair, after receiving the recommendation from the Associated Faculty Committee, will decide whether or not to reappoint. The department chair's recommendation on reappointment is final.

## **G Salary Recommendations**

The department chair makes annual salary recommendations to the executive dean or designee, who may modify them. The recommendations are based on the current annual performance and merit review as well as on the performance and merit reviews of the preceding 24 months.

In formulating recommendations, the department chair consults with the department Salary Advisory Committee. As a general approach to formulating salary recommendations, the department chair divides faculty into at least four groups based on continuing productivity (high, average, low, and unsatisfactory) and considers market and internal equity issues. Salary increases should be based upon these considerations.

Faculty members who wish to discuss dissatisfaction with their salary increase with the department chair should be prepared to explain how their salary (rather than the increase) is inappropriately low, since increases are solely a means to the end of an optimal distribution of salaries.

Faculty who fail to submit the required documentation (see Section V-A above) for an annual performance and merit review at the required time will receive no salary increase in the year for which documentation was not provided, except in extenuating circumstances, and may not expect to recoup the foregone raise at a later time.

## **VI Promotion and Tenure and Promotion Reviews**

### **A Criteria and Documentation**

Faculty Rule [3335-6-02](#) provides the following context for promotion and tenure and promotion reviews:

*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. In addition, 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. In all instances superior intellectual attainment, in accordance with the criteria set forth in these rules, is an essential qualification for promotion to tenured positions. Clearly, insistence upon this standard for continuing members of the faculty is necessary for maintenance and enhancement of the quality of the university as an institution dedicated to the discovery and transmission of knowledge.*

### **1 Promotion to Associate Professor with Tenure**

Faculty Rule [3335-6-02](#) provides the following general criteria for promotion to associate professor with tenure:

*The awarding of tenure and 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.*

Tenure is not awarded below the rank of associate professor at The Ohio State University.

The award of tenure is a commitment of lifetime employment. It is therefore essential to evaluate and judge the probability that faculty, once tenured, will continue to develop professionally and contribute to the department's academic mission at a high level for the duration of their time at the university.

Promotion to associate professor with tenure in the College of Arts and Sciences requires excellence in both scholarship and teaching, where scholarship is defined as research, scholarly and/or creative work. The promise of excellence in service is desirable.

Excellence in scholarship means attainment of measurable national or international recognition based on an appropriate amount and rate of high quality published research and/or other relevant creative endeavors. A successful candidate will have an emerging national reputation as a scholar or creative artist. Excellence in teaching means the provision to all students of the opportunity to realize their full capabilities for learning and, to the most

capable and motivated students, an enhanced learning experience. Excellence in service means the provision of a high level of professional expertise and experience to one or more publics – including the university, the Columbus community, the state of Ohio, the nation, and professional organizations. The service contribution during the probationary period of assistant professors is limited by design. The most important judgment is that the candidate will achieve excellence in service in the future. The substantial probability that a high rate of quality scholarship and/or creative activity and excellence in teaching and service will continue needs to be established. The claim that retention of the candidate will improve the overall quality and standing of the unit needs to be supported. Excellence in teaching, research and/or creative activity, and service is moreover defined to include professional ethical conduct in each area of responsibility, consistent with the [American Association of University Professors' Statement on Professional Ethics](#).

The accomplishments listed below in the areas of teaching, scholarship, and service are expected of faculty for promotion to associate professor with tenure. In the evaluation of untenured associate professors for tenure, the same criteria apply, along with any others established in writing at the time a senior rank appointment without tenure was offered.

### **Teaching**

For promotion to associate professor with tenure, a faculty member is expected to have:

- provided up-to-date content at an appropriate level in every instructional situation and demonstrated continuing growth in subject matter knowledge;
- demonstrated the ability to organize and present class material effectively with logic, conviction, and enthusiasm;
- demonstrated creativity in the use of various modes of instruction, classroom technology, online learning platforms, and other teaching strategies to create an optimal learning environment;
- engaged students actively in the learning process and encouraged independent thought, creativity, and appreciation of the knowledge creation process;
- provided appropriate and timely feedback to students throughout the instructional process;
- treated students with respect and courtesy;
- improved curriculum through revision or new development of courses and/or academic programs;
- served as advisor to an appropriate number of graduate students given the department's graduate student/faculty ratio and the faculty member's area(s) of expertise;
- engaged in documentable efforts to improve teaching

### **Scholarship**

For promotion to associate professor with tenure, a faculty member is expected to have:

- Published a body of work in high-quality peer-reviewed venues that is thematically focused, contributes substantively to knowledge in the area of focus, and is beginning to be favorably cited or otherwise show evidence of influence on the work of others. The

following attributes of the body of work are considered:

- quality, impact, quantity
- unique contribution to a line of inquiry or repackaging of earlier work
- Rigor of the peer-review process and degree of dissemination of publication venues. Archival journal publications and monographs are weighted more heavily than conference proceedings, published scholarship more than unpublished scholarship, and original works more than edited works.
- While collaborative work is encouraged, and indeed is essential to some types of inquiry, the candidate's intellectual contributions to collaborative work must be clearly and fairly described to permit accurate assessment.

Typically, a candidate for promotion to the rank of associate professor with tenure will be expected to present to reviewers a book published (or a finished manuscript under final, board-approved contract and in production) by a scholarly press with a strong reputation as well as a number of articles in refereed journals and chapters in edited volumes that demonstrate original and important scholarship in the field. For candidates in pedagogy, evidence of an active research program may also include textbooks and refereed articles and book chapters that incorporate or present theoretical ideas or advances in pedagogy; it may also include innovative instructional software and other technology-based instructional materials and systems. In certain sub-disciplines in the Department such as linguistics, the publication of several substantial articles may represent effort and achievement comparable to the publication of a book in other disciplines.

Recognition should also be given to works of translation when appropriate, the primary forms of scholarship noted in the paragraph above may be supplemented by creative contributions, such as public performance and creative writing.

All candidates must also show other evidence of scholarly production in the form of publication of articles in major refereed journals, chapters in edited volumes, presentations at scholarly meetings, and the gaining of or efforts to gain outside funding for research.

- A developing national/international reputation in the candidate's field as evidenced by external evaluations, invitations to present at recognized prestigious forums, invitations to review research papers and grant proposals, editorship of a journal or book series, and a beginning trend of positive citations in other researchers' publications. A reputation based on the quality of the research contribution is distinguished from one based mainly on familiarity through the faculty member's frequent attendance at national and international conferences.
- Demonstrated a high degree of ethics in the conduct of research including, but not limited to, full and timely adherence to all regulations relevant to the research program, and ethical treatment of graduate students, postdoctoral fellows, and collaborators.

### **Service**

For promotion to associate professor with tenure, a faculty member is expected to have:

- fulfilled all assigned service duties in a proactive, thorough, and timely manner

- made substantive contributions to the governance of the department in a manner that facilitates positive contributions by others
- demonstrated the potential for useful contributions to the profession

## **2 Promotion to Professor**

Faculty Rule [3335-6-02](#) establishes the following general criteria for promotion to the rank of professor:

*Promotion to the rank of professor must be based on convincing evidence that the faculty member has a 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.*

The criteria in teaching, scholarship, and service for promotion to professor are the same as those for promotion to associate professor with tenure. The following paragraphs are supplemental to those guidelines.

Candidates for promotion to Professor will have established a reputation of meaningful and sustained accomplishments beyond what is required for promotion to Associate Professor, and provide evidence of established national and international reputation in the field(s). For all, the record should demonstrate a substantial probability that a high rate of quality scholarship and/or creative activity and excellence in teaching and service will continue. External hires at the associate professor or professor level with tenure will demonstrate the same accomplishments in scholarship and/or creative activity, teaching and service as persons promoted within the university.

The candidate for promotion to the rank of professor is expected to present to reviewing committee(s) substantial publication beyond that which earned promotion to the rank of associate professor. Typically, this will consist of one or more additional books (or a finished manuscript under final, board-approved contract and in production) and regular publication in refereed journals, and edited volumes. Edited and co-edited volumes and co-authored books, translations, and critical/scholarly editions also demonstrate excellence in scholarship. The candidate will also be expected to demonstrate a continuous record of participation at conferences where they will have presented papers. For candidates in pedagogy, evidence of an active research program may also include instructional software or online platforms, as well as textbooks and refereed articles beyond that which earned promotion to the rank of associate professor. For candidates in sub-disciplines in the Department such as linguistics, more weight may be attributed to a second series of substantive articles. Candidates must continue to show other evidence of additional scholarly productivity in the form of articles in major refereed journals, presentations at scholarly meetings, and the gaining of or efforts to gain outside funding for research.

When assessing a candidate's national and international reputation in the field, a national and international reputation for the scholarship of teaching may be counted as either teaching or scholarship. In addition, as further specified by Faculty Rule [3335-6-02](#), assessment is in relation to specific assigned responsibilities with reasonable flexibility being exercised in

order to balance, where the case requires, heavier responsibilities and commitment in one area against lighter ones in another.

A typical case for promotion to Professor emphasizes a candidate's accomplishments in scholarship as tied to national and international reputation. Faculty Rule [3335-6-02](#) provides the following context for promotion and tenure and promotion reviews:

*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. In addition, 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. In all instances superior intellectual attainment, in accordance with the criteria set forth in these rules, is an essential qualification for promotion to tenured positions. Clearly, insistence upon this standard for continuing members of the faculty is necessary for maintenance and enhancement of the quality of the university as an institution dedicated to the discovery and transmission of knowledge.*

The Department of French and Italian honors this principal whereby some faculty members' research and creative activity may depart from established academic patterns. All such contributions must be documentable so that they can be reviewed by the eligible faculty and the external evaluators. In addition to the established research portfolio described above, the Department of French and Italian also considers Creative Scholarship as a criterion for Promotion to Professor, as laid out below. In all cases for promotion to Professor, candidates must display "superior academic attainment" in the research agenda since the previous promotion.

Creative Scholarship includes invited or juried group or solo exhibitions or performances in respected venues; joint or collaborative curatorial projects; novels; creative nonfiction books; collections of poetry; videographic criticism (video essays); curating multimedia projects, website projects, and online collections; and films.

Evidence of "superior academic attainment" in creative scholarship can be qualified by the publication of creative activities in peer reviewed venues. It can also be qualified by the venues where creative scholarship is performed, published, exhibited, projected, such as a novel in a reputable press or a dance performance in a reputable gallery or studio. When possible, faculty should arrange to visually document exhibits and performances.

To meet the expectation for promotion to Professor in creative scholarship candidates are expected to satisfy any one of these criteria:

- Publish one novel, creative nonfiction book, or collection of poetry
- Produce one feature length film or two shorter films
- Publish video essays (around four or five total)
- Put on productions, performances, exhibitions, or curatorial projects (around three or four total)

- Curate multimedia projects, website projects, and online collections (around three or four total)

Candidates who pursue the path of Creative Scholarship for promotion to Professor are not expected to produce an academic monograph published with a high caliber press. In addition to a consistent record of creative scholarship as laid out above, candidates are expected to regularly produce academic publications (articles peer reviewed journals, chapters in edited volumes). Co-edited volumes, co-authored books, and translations also demonstrate excellence in scholarship.

Due to the nature of creative scholarship, the burden of proof ultimately lies on the candidate to provide sufficient and objective evidence of superior intellectual attainment to meet department expectations. As soon as faculty members have identified creative scholarship as a desirable pathway toward promotion to Professor, they are encouraged to work closely with senior faculty in developing a portfolio and evidence of meeting expectations.

### **3 Regional Campus Faculty**

The primary function of the regional campuses is to provide high-quality undergraduate instruction and to serve the academic needs of their communities. With this consideration in mind, in evaluating regional campus faculty for promotion and tenure or promotion, the department will give greater emphasis to the quality of teaching and service relative to scholarship. Recognizing that the character and quantity of scholarship by regional campus faculty may differ from that of Columbus campus faculty, due to the weight of other responsibilities and lack of access to comparable resources, the department nevertheless expects regional campus faculty to establish a program of high-quality scholarly activity. The Department expects a coherent body of research that will normally consist of several articles published in important refereed journals and a book that has been published or accepted for publication by a scholarly press with a strong reputation. It also expects that the faculty member will have read some papers at national conferences. For promotion to professor, expectations are the same as for Columbus campus faculty, as outlined above. In all cases, quality is more important than quantity.

### **4. Teaching Faculty**

**a) Promotion to assistant professor of teaching** French and Italian requires that a faculty member has completed their doctoral or other terminal degree in the relevant field or equivalent experience, met the required licensure/certification in their specialty and be performing satisfactorily in teaching and service.

**b) Promotion to associate professor of teaching** French and Italian requires that a faculty member hold a doctoral or other terminal degree in the relevant field or equivalent experience, show convincing evidence of excellence as a teacher and a provider of effective service; have a documented high level of competence in professional practice; display the potential for continuing a program of high-quality teaching and service relevant to the mission of the department; and production and dissemination of scholarly materials pertinent to pedagogy.

**c) Promotion to professor of teaching** French and Italian requires that a faculty member have a record of continuing professional growth and increasing quality of contributions, including a sustained record of excellence in teaching; leadership in service to the department and to the profession; and production and dissemination of scholarly materials pertinent to pedagogy.

## **B Procedures**

The department's procedures for promotion and tenure and promotion reviews are fully consistent with those set forth in Faculty Rule [3335-6-04](#) and the Office Academic Affairs annually updated procedural guidelines for promotion and tenure reviews found in Volume 3 of the [Policies and Procedures Handbook](#). The following sections, which state the responsibilities of each party to the review process, apply to all faculty in the department.

### **1 Candidate Responsibilities**

Candidates are responsible for submitting a complete, accurate dossier fully consistent with Office of Academic Affairs guidelines. Candidates should not sign the Office of Academic Affairs Candidate Checklist without ascertaining that they have fully met the requirements set forth in the Office of Academic Affairs core dossier outline including, but not limited to, those highlighted on the checklist.

Candidates are also responsible for submitting a copy of the APT document under which they wish to be reviewed. Candidates may submit the department's current APT document; or, alternatively, they may elect to be reviewed under either (a) the APT document that was in effect on their start date, or (b) the APT document that was in effect on the date of their last promotion, whichever of these two latter documents is the more recent. However, the current APT document must be used if the letter of offer or last promotion, whichever is more recent, was more than 10 years before April 1 of the review year. The APT document must be submitted when the dossier is submitted to the department.

If external evaluations are required candidates are responsible for reviewing the list of potential external evaluators developed by the department chair and the Promotion and Tenure Committee. The candidate may add no more than three additional names, but is not required to do so. The candidate may request the removal of no more than two names, providing the reasons for the request. The department chair decides whether removal is justified. (Also see External Evaluations below.)

### **2 Promotion and Tenure Committee Responsibilities**

The responsibilities of the Promotion and Tenure Committee are as follows:

- To review this document annually and to recommend proposed revisions to the faculty.
- To consider annually, in spring semester, requests from faculty members seeking a non-mandatory review in the following academic year and to decide whether it is appropriate for such a review to take place. Only professors on the committee may consider promotion review requests to the rank of professor. A simple majority of those eligible to vote on a request must vote affirmatively for the review to proceed.

- The committee bases its decision on assessment of the record as presented in the faculty member's CV and on a determination of the availability of all required documentation for a full review (student and peer evaluations of teaching). Lack of the required documentation is necessary and sufficient grounds on which to deny a non-mandatory review.
- A tenured faculty member may only be denied a formal promotion review under Faculty Rule [3335-6-04](#) for one year. If the denial is based on lack of required documentation and the faculty member insists that the review go forward in the following year despite incomplete documentation, the individual should be advised that such a review is unlikely to be successful.
- Consistent with Office of Academic Affairs policy, only faculty members who are citizens or permanent residents of the United States may be considered for non-mandatory tenure review. The committee must confirm with the department chair that an untenured faculty member seeking non-mandatory tenure review is a U.S. citizen or permanent resident (has a "green card"). Faculty members not eligible for tenure due to lack of citizenship or permanent residency are moreover not considered for promotion by this department.
- A decision by the committee to permit a review to take place in no way commits the eligible faculty, the department chair, or any other party to the review to making a positive recommendation during the review itself.
- Annually, in late spring through early autumn semester, to provide administrative support for the promotion and tenure review process as described below.
  - **March 15 (deadline):** Select from among its members a Procedures Oversight Designee who will serve in this role for the following year. The Procedures Oversight Designee cannot be the same individual who chairs the committee. The Procedures Oversight Designee's responsibilities are described in the Office of Academic Affairs annual procedural guidelines.
  - **April 15 (deadline):** Suggest names of external evaluators to the department chair.
  - **September 20 (deadline):** Review candidates' dossiers for completeness, accuracy (including citations), and consistency with Office of Academic Affairs requirements; and work with candidates to assure that needed revisions are made in the dossier before the formal review process begins.
  - Meet with each candidate for clarification as necessary and to provide the candidate an opportunity to comment on their dossier. This meeting is not an occasion to debate the candidate's record.
  - Draft an analysis of the candidate's performance in teaching, scholarship and service to provide to the full eligible faculty with the dossier; and seek to clarify any inconsistent evidence in the case, where possible. The committee neither votes on cases nor takes a position in presenting its analysis of the record.
  - Revise the draft analysis of each case following the meeting of the full eligible faculty, to include the faculty vote and a summary of the faculty perspectives expressed during the meeting; and forward the completed written evaluation and recommendation to the department chair.
  - Provide a written response, on behalf of the eligible faculty, to any candidate comments that warrant response, for inclusion in the dossier.
  - Provide a written evaluation and recommendation to the department chair in the case

of joint appointees whose tenure-initiating unit is another department. The full eligible faculty does not vote on these cases since the department's recommendation must be provided to the other tenure-initiating unit substantially earlier than the committee begins meeting on this department's cases.

### 3 Eligible Faculty Responsibilities

The responsibilities of the members of the eligible faculty are as follows:

- To review thoroughly and objectively every candidate's dossier in advance of the meeting at which the candidate's case will be discussed.
- To attend all eligible faculty meetings except when circumstances beyond one's control prevent attendance; to participate in discussion of every case; and to vote.

### 4 Department Chair Responsibilities

The responsibilities of the department chair are as follows:

- To charge each member of the Eligible Faculty Committee to conduct reviews free of bias and based on criteria.
- Where relevant, to verify the prospective candidate's residency status. Faculty members who are neither citizens nor permanent residents of the United States may not undergo a non-mandatory review for tenure, and tenure will not be awarded as the result of a mandatory review until permanent residency status is established. Faculty members not eligible for tenure due to lack of citizenship or permanent residency are moreover not considered for promotion by this department.
- To solicit an evaluation from a TIU head of any TIU in which the candidate has a joint appointment.
- **Late Spring Semester:** To solicit external evaluations from a list including names suggested by the Promotion and Tenure Committee, the chair and the candidate. (Also see External Evaluations below.)
- To make available in an online share file and in an accessible place in the department the candidate's dossier for review by the eligible faculty at least two weeks before the meeting at which specific cases are to be discussed and voted.
- To remove any member of the eligible faculty from the review of a candidate when the member has a conflict of interest but does not voluntarily withdraw from the review.
- To attend the meetings of the eligible faculty at which promotion and tenure matters are discussed and respond to questions raised during the meeting.
- **Mid-Autumn Semester:** To provide an independent written evaluation and recommendation for each candidate, following receipt of the eligible faculty's completed evaluation and recommendation.
- To meet with the eligible faculty to explain any recommendations contrary to the recommendation of the committee.
- To inform each candidate in writing after completion of the department review

process:

- of the recommendations by the eligible faculty and department chair
- of the availability for review of the written evaluations by the eligible faculty and department chair
- of the opportunity to submit written comments on the above material, within ten days from receipt of the letter from the department chair, for inclusion in the dossier. The letter is accompanied by a form that the candidate returns to the department chair, indicating whether or not they expect to submit comments.
- To provide a written response to any candidate comments that warrants response for inclusion in the dossier.
- To forward the completed dossier to the college office by that office's deadline, except in the case of associated faculty for whom the department chair recommends against promotion. A negative recommendation by the department chair is final in such cases.
- To receive the Promotion and Tenure Committee's written evaluation and recommendation of candidates who are joint appointees from other tenure-initiating units, and to forward this material, along with the department chair's independent written evaluation and recommendation, to the department chair of the other tenure-initiating unit by the date requested.

## **5 Procedures for Regional Campus Faculty**

Regional campus faculty are first reviewed by the regional campus faculty according to the process established on that campus and then by the regional campus dean/director. The regional campus review focuses on teaching and service.

The regional campus dean/director forwards the written evaluation and recommendation of the regional campus review to the department chair, from which point the review follows the procedures described for the Columbus campus faculty.

## **6 External Evaluations**

External evaluations of scholarly activity and research are obtained for all promotion reviews. A minimum of five credible and useful evaluations must be obtained. A credible and useful evaluation:

- Is written by a person highly qualified to judge the candidate's scholarship (or other performance, if relevant) who is not a close personal friend, research collaborator, or former academic advisor or post-doctoral mentor of the candidate. Qualifications are generally judged on the basis of the evaluator's expertise, record of accomplishments, and institutional affiliation. This department will only solicit evaluations from professors at institutions comparable to Ohio State. In the case of an assistant professor seeking promotion to associate professor with tenure, a minority of the evaluations may come from associate professors.
- Provides sufficient analysis of the candidate's performance to add information to the review. A letter's usefulness is defined as the extent to which the letter is analytical as

opposed to perfunctory. Under no circumstances will “usefulness” be defined by the perspective taken by an evaluator on the merits of the case.

Since the department cannot control who agrees to write and or the usefulness of the letters received, at least twice as many letters are sought as are required, and they are solicited no later than the end of the spring semester prior to the review year. This timing allows additional letters to be requested should fewer than five useful letters result from the first round of requests.

As described above, a list of potential evaluators is assembled by the Promotion and Tenure Committee, the department chair, and the candidate. If the evaluators suggested by the candidate meet the criteria for credibility, a letter is requested from at least one of those persons. Faculty Rule [3335-6-04](#) requires that no more than half the external evaluation letters in the dossier be written by persons suggested by the candidate. In the event that the person(s) suggested by the candidate do not agree to write, neither the Office of Academic Affairs nor this department requires that the dossier contain letters from evaluators suggested by the candidate. All potential evaluators must be approved by the College through the appropriate divisional dean.

The department follows the Office of Academic Affairs suggested [format](#) for letters requesting external evaluations.

Under no circumstances may a candidate solicit external evaluations or initiate contact in any way with external evaluators for any purpose related to the promotion review. If an external evaluator should initiate contact with the candidate regarding the review, the candidate must inform the evaluator that such communication is inappropriate and report the occurrence to the department chair, who will decide what, if any, action is warranted (requesting permission from the Office of Academic Affairs to exclude that letter from the dossier). It is in the candidate's self-interest to assure that there is no ethical or procedural lapse, or the appearance of such a lapse, in the course of the review process.

All solicited external evaluation letters that are received must be included in the dossier. If concerns arise about any of the letters received, these concerns may be addressed in the department's written evaluations or brought to the attention of the Office of Academic Affairs for advice.

## **C Dossier**

As noted above under Candidate Responsibilities, every candidate must submit a complete and accurate dossier that follows the Office of Academic Affairs dossier outline. While the Promotion and Tenure Committee makes reasonable efforts to check the dossier for accuracy and completeness, the candidate bears full responsibility for all parts of the dossier that are to be completed by the candidate.

The complete dossier, including the documentation of teaching noted in bold below, is forwarded when the review moves beyond the department. The documentation of scholarship and service noted below is for use during the department review only, unless reviewers at the college and

university levels specifically request it.

- Any published materials presented for consideration should be in the form of reprints, photocopies of journal articles, or other final form that documents actual publication. An author's manuscript does not document publication.
- Under no circumstances should faculty solicit evaluations from any party for purposes of the review.

## **1 Teaching**

The time period for material included in the dossier for probationary faculty is the start date to present. For tenured or nonprobationary faculty it is the date of last promotion or the last five years, whichever is less, to present. Examples of documentation include:

- cumulative SEI reports (Student Evaluation of Instruction computer-generated summaries prepared by the Office of the University Registrar) for every class
- summaries of departmental Student Evaluation of Teaching reports
- peer observation of teaching reports as required by the department (details provided in the Appendix to this document)
- Copies of pedagogical papers, books or other materials published, or accepted for publication. Material accepted for publication but not yet published must be accompanied by a letter from the publisher stating that the work has been unequivocally accepted and is in final form with no further revisions needed.
- teaching activities as listed in the core dossier including
- involvement in graduate/professional exams, theses, and dissertations, and undergraduate research
  - mentoring postdoctoral scholars and researchers
  - extension and continuing education instruction
  - involvement in curriculum development
  - awards and formal recognition of teaching
  - presentations on pedagogy and teaching at national and international conferences
  - adoption of teaching materials at other colleges or universities
- other relevant documentation of teaching as appropriate

## **2 Research**

The time period for material included in the dossier for probationary faculty is the start date to present. For tenured or nonprobationary faculty it is the date of last promotion to present. Examples of documentation include:

- Copies of all books, articles, and scholarly papers published or accepted for publication. Papers accepted for publication but not yet published must be accompanied by a letter from the publisher stating that the paper has been unequivocally accepted and is in final form, with no further revisions needed.
- documentation of grants and contracts received
- other relevant documentation of research as appropriate (published reviews including publications where one's work is favorably cited, grants and contract proposals that have

- been submitted)
- research activities as listed in the core dossier including
  - documentation of creative works pertinent to the candidate's professional focus including artwork, choreography, collections, compositions, curated exhibits, moving images, multimedia, performances, radio, recitals, recordings, television, and websites
  - documentation of inventions, patents, disclosures, options and commercial licenses
  - list of prizes and awards for research, scholarly, or creative work

### **3 Service**

The time period for material included in the dossier for probationary faculty is the start date to present. For tenured or nonprobationary faculty it is the date of last promotion to present. Examples of documentation include:

- service activities as listed in the core dossier including
  - involvement with professional journals and professional societies
  - consultation activity with industry, education, or government
  - administrative service to department
  - administrative service to college
  - administrative service to university and Student Life
  - advising to student groups and organizations
  - awards and prizes for service to profession, university, or department
- any available documentation (e.g. letters from committee chairs) of the quality of service that enhances the list of service activities in the dossier

### **VII Appeals**

The procedures for appeals are outlined in Faculty Rules [3335-5-05](#) and [3335-6-05](#). Faculty Rule [3335-6-05](#) sets forth general criteria for appeals of negative promotion and tenure decisions. Appeals alleging improper evaluation are described in Faculty Rule [3335-5-05](#).

Disagreement with a negative decision is not grounds for appeal. In pursuing an appeal, the faculty member is required to document the failure of one or more parties to the review process to follow written policies and procedures.

### **VIII Seventh-Year Reviews**

Faculty Rule [3335-6-05](#) sets forth the conditions of and procedures for a Seventh Year Review for a faculty member denied tenure as a result of a sixth year (mandatory tenure) review.

### **IX Procedures for Student and Peer Evaluation of Teaching**

#### **A Student Evaluation of Teaching**

Use of the departmental Student Evaluation of Teaching (SET) is required in every course offered in this department. Faculty should choose a day late in the semester when attendance is likely to be high to distribute the form. Faculty must designate a student in the class who will

gather the completed forms and deliver them to the department office staff immediately following the class. Once the forms are distributed, faculty must leave the classroom while students are filling them out.

Use of the university's Student Evaluation of Instruction (eSEI) is also required in every course offered in this department. The faculty member should encourage a high completion rate by explaining to the class the significance of the evaluation and by reminding students frequently to fill the evaluation out on line or giving them the opportunity to do so in class through a mobile application. When a small proportion of the class completes the evaluation, the resulting information has little value either for improving instruction or for performance evaluation.

## **B Peer Observation of Teaching**

The department chair oversees the department's peer observation of teaching process. At the beginning of each year, the chair draws up a list of faculty for whom the department will need one or more peer observations of teaching that year. They will ask an appropriate faculty member to conduct the observation; if the latter is able to conduct the observation, the chair will ask the faculty member being observed to contact the observer to select a date and to supply them with the course syllabus and other relevant material. The chair will arrange for the observation of:

- probationary tenure-track faculty at least once per semester during the first two years of service, and at least once per year during the remainder of the probationary period, with the goal of assessing teaching at all the levels of instruction to which the faculty member is assigned in the course of each probationary year
- tenured associate professors at least once per year, with the goal of assessing teaching at all the levels of instruction to which the faculty member is assigned over a three-year period
- professors at least once every three years
- any faculty member not currently scheduled for review at the chair's discretion. Such reviews are normally triggered by low or declining student evaluations or other evidence of the need for providing assistance in improving teaching.
- a faculty member not currently scheduled for review, upon that individual's request, to the extent that time permits. Reviews conducted at the request of the faculty member are considered formative only. The department chair is informed that the review took place, but the report is given only to the faculty member who requested the review. Faculty seeking formative reviews should also seek the services of the [Drake Institute for Teaching and Learning](#).

Reviews conducted at the discretion of the department chair or at the request of a faculty member focus on the specific aspects of instruction requested by the chair or faculty member.

Regularly scheduled peer teaching observations (the first three situations listed above) are comprehensive and should include, in addition to class visitation, review of course syllabi and related instruction materials. In the case of peer observation for the purposes of promotion and tenure reviews, the class observation is conducted by one or more senior peers whom the promotion and tenure chair has identified in consultation with the candidate. The peer observer should meet with the candidate to establish a time for the visit and to understand the goals of the course and the candidate's teaching philosophy. If possible, the peer observer should attend two

different class sessions over the course of the semester.

In observing the course and reviewing the syllabus and other materials, the peer observer should focus on such issues as the appropriateness of the course design given the goals and level of the course, the quality and effectiveness of the instructional materials and assessment tools, and the appropriateness of the approach relative to current disciplinary knowledge. At the conclusion of the class visits, the observer meets with the candidate to give feedback and also submits a written report to the department chair, copied to the candidate. The candidate may provide written comments on this report and the observer may respond if he/she wishes. The reports are included in the candidate's promotion and tenure dossier.