Appointments, Promotion, and Tenure Criteria and Procedures  
Department of French and Italian  
Revised:  
OAA Approved 6-9-19  

Table of Contents  

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I Preamble</td>
<td>3</td>
</tr>
<tr>
<td>II Department Mission</td>
<td>3</td>
</tr>
<tr>
<td>III Definitions</td>
<td>5</td>
</tr>
<tr>
<td>A Committee of the Eligible Faculty</td>
<td>5</td>
</tr>
<tr>
<td>1 Tenure-track Faculty</td>
<td>5</td>
</tr>
<tr>
<td>2 Conflict of Interest</td>
<td>5</td>
</tr>
<tr>
<td>3 Minimum Composition</td>
<td>5</td>
</tr>
<tr>
<td>B Promotion and Tenure Committee</td>
<td>5</td>
</tr>
<tr>
<td>C Quorum</td>
<td>6</td>
</tr>
<tr>
<td>D Recommendation from the Committee of the Eligible Faculty</td>
<td>6</td>
</tr>
<tr>
<td>1 Appointment</td>
<td>6</td>
</tr>
<tr>
<td>IV Appointments</td>
<td>6</td>
</tr>
<tr>
<td>A Criteria</td>
<td>6</td>
</tr>
<tr>
<td>1 Tenure-track Faculty – Columbus Campus</td>
<td>6</td>
</tr>
<tr>
<td>2 Tenure-track Faculty—Regional Campus</td>
<td>7</td>
</tr>
<tr>
<td>3 Associated Faculty</td>
<td>7</td>
</tr>
<tr>
<td>4 Courtesy Appointments for Faculty</td>
<td>8</td>
</tr>
<tr>
<td>B Procedures</td>
<td>8</td>
</tr>
<tr>
<td>1 Tenure-track Faculty – Columbus Campus</td>
<td>8</td>
</tr>
<tr>
<td>2 Tenure-track Faculty—Regional Campus</td>
<td>11</td>
</tr>
<tr>
<td>3 Associated Faculty</td>
<td>11</td>
</tr>
<tr>
<td>4 Courtesy Appointments for Faculty</td>
<td>11</td>
</tr>
<tr>
<td>5 Chair</td>
<td>12</td>
</tr>
<tr>
<td>V Annual Review Procedures</td>
<td>12</td>
</tr>
<tr>
<td>A Probationary Tenure-track Faculty</td>
<td>12</td>
</tr>
<tr>
<td>1 Regional Campus Faculty</td>
<td>13</td>
</tr>
<tr>
<td>2 Fourth-Year Review</td>
<td>13</td>
</tr>
<tr>
<td>3 Exclusion of Time from Probationary Period</td>
<td>13</td>
</tr>
<tr>
<td>B Tenured Faculty – Columbus Campus</td>
<td>14</td>
</tr>
<tr>
<td>C Tenured Faculty—Regional Campus</td>
<td>14</td>
</tr>
<tr>
<td>D Associated Faculty</td>
<td>14</td>
</tr>
<tr>
<td>VI Merit Salary Increases and Other Rewards</td>
<td>14</td>
</tr>
<tr>
<td>A Criteria</td>
<td>14</td>
</tr>
<tr>
<td>B Procedures</td>
<td>15</td>
</tr>
<tr>
<td>C Documentation</td>
<td>15</td>
</tr>
<tr>
<td>1 Teaching</td>
<td>16</td>
</tr>
<tr>
<td>2 Scholarship</td>
<td>16</td>
</tr>
<tr>
<td>3 Service</td>
<td>16</td>
</tr>
<tr>
<td>VII Promotion and Tenure and Promotion Reviews</td>
<td>16</td>
</tr>
</tbody>
</table>
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 ([http://hr.osu.edu/policy/policy110.pdf](http://hr.osu.edu/policy/policy110.pdf)).

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
honoring 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

1 Tenure-track Faculty

The eligible faculty for appointment reviews of tenure-track faculty consists of all tenure-track faculty whose tenure resides in the department. For an appointment at senior rank, a second vote is taken by the faculty members eligible to vote on the rank under consideration.

The eligible faculty for reappointment, promotion and tenure, and promotion reviews of tenure-track faculty consists of all tenured faculty of higher rank than the candidate whose tenure resides in the department excluding the department chair, the executive dean, the divisional deans and assistant and associate deans of the college, the executive vice president and provost, and the president.

For tenure reviews of probationary professors, eligible faculty are tenured professors whose tenure resides in the department excluding the department chair, the dean and assistant and associate deans of the college, the executive vice president and provost, and the president.

2 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.

3 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.

Absence 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.

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 Associated Faculty

Associated faculty appointments may be as short as a couple 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.

4 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 dean of the college 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 (www.hr.osu.edu) 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 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 hirable, 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 hirable 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 Associated Faculty

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

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.

4 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.

5 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 Dean an unranked list of candidates. The Search committee recommendations are advisory to the Dean. The Dean makes the final decision.

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

V Annual Review Procedures

The department follows the requirements for annual reviews as set forth in the Faculty Annual Review Policy (http://oaa.osu.edu/assets/files/documents/annualreview.pdf).

The annual reviews of every faculty member are 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.

The documentation required for the annual performance review of every faculty member is described under Merit Salary Increases below. This material must be submitted to the department chair no later March 1.

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 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 dean of the college. 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 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.

B 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, and prepares a written
evaluation on these topics. The faculty member may provide written comments on the review.

C 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.

D 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 renewal of the appointment, which is approved by the department
chair. If the recommendation is to renew, the department chair 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.

VI Merit Salary Increases and Other Rewards

A Criteria

Except when the university dictates any type of across the board salary increase, all funds for annual salary increases are directed toward rewarding meritorious performance and assuring, to the extent possible given financial constraints, that salaries reflect the market and are internally equitable.

On occasion, one-time cash payments or other rewards, such as extra travel funds, are made to recognize non-continuing contributions that justify reward but do not justify permanent salary increases. Such payments/rewards are considered at the time of annual salary recommendations.

Meritorious performance in teaching, scholarship, and service is assessed in accordance with the same criteria that form the basis for promotion decisions. The time frame for assessing performance will be the past 36 months, with attention to patterns of increasing or declining productivity. Faculty with high-quality performance in all three areas of endeavor and a pattern of consistent professional growth will necessarily be favored. Faculty members whose performance is unsatisfactory in one or more areas are likely to receive minimal or no salary increases.

Faculty who fail to submit the required documentation for an annual 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.

B Procedures

The department chair recommends annual salary increases and other performance rewards to the dean, who may modify these recommendations. In formulating recommendations, the department chair consults with the department Salary Advisory Committee. Salary increases are formulated in dollar amounts rather than percentage increases, with the goal of distributing available funds in a manner that achieves the optimal distribution of salaries. As a general approach to formulating salary recommendations, the department chair divides faculty into at least three groups based on continuing productivity (high, average, unsatisfactory) and considers market and internal equity issues as appropriate.

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.

C Documentation
The annual performance review of every faculty member requires that all documentation described below, including the two summary documents, be submitted to the department fiscal/HR officer no later than March 1.

- updated CV, which will be made available to all faculty in an accessible place
- electronic copies of all materials published over the previous calendar year

Any materials published over the previous calendar year and 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 annual review, as such solicitation places its recipient in an awkward position and produces a result that is unlikely to be candid.

The time period covered by the documentation described below is the previous 12 months.

1 Teaching

Cumulative SEI reports (Student Evaluation of Instruction computer-generated summaries prepared by the Office of the University Registrar) and summaries of SETs (departmental student evaluations of teaching) for every class taught.

Peer observation of teaching reports as required by the department's peer observation of teaching program (details provided in section X of 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. An accepted but unpublished work submitted for consideration in a given annual review may not be resubmitted after publication for consideration in a future annual review.

Other relevant documentation of teaching as appropriate.

2 Scholarship

Electronic copies of all scholarly papers and books published or accepted for publication. Papers and book manuscripts accepted for publication but not yet published must be accompanied by a letter from the publisher stating that the paper or book has been unequivocally accepted and is in final form with no further revisions needed.

Documentation of grants and contracts received.
Other relevant documentation of scholarship as appropriate (published reviews including publications where one's work is favorably cited, grants and contract proposals that have been submitted).

3 Service

Any available documentation of the quality of service that enhances the list of service activities in the dossier.

VII Promotion and Tenure and Promotion Reviews

A Criteria

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 (http://www.aaup.org/AAUP/pubsres/policydocs/contents/statementonprofessionalethics.htm).

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:
  o quality, impact, quantity
  o unique contribution to a line of inquiry or repackaging of earlier work
  o 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.
  o 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 specific criteria in teaching, scholarship, and service for promotion to professor are similar to those for promotion to associate professor with tenure, with the added expectation of sustained accomplishment and quality of contributions, a record of continuing professional growth, and evidence of established national or international reputation in the field.

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 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 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. 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. For all, 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.

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, the Department expects continued participation in conferences and a dossier that will normally include several additional articles and one additional book. In all cases, quality is more important than quantity.

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:

• 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.

• 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:
  
  o of the recommendations by the eligible faculty and department chair
  
  o of the availability for review of the written evaluations by the eligible faculty and department chair
  
  o 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 associate 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, provided at
http://oaa.osu.edu/sampleddocuments.html, 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 Documentation**

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 date of hire 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
  o involvement in graduate/professional exams, theses, and dissertations, and undergraduate research
  o mentoring postdoctoral scholars and researchers
  o extension and continuing education instruction
  o involvement in curriculum development
  o awards and formal recognition of teaching
  o presentations on pedagogy and teaching at national and international conferences
  o 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 date of hire 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
  o 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
  o documentation of inventions, patents, disclosures, options and commercial licenses
  o 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 date of hire 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
  o involvement with professional journals and professional societies
  o consultation activity with industry, education, or government
  o administrative service to department
  o administrative service to college
  o administrative service to university and Student Life
  o advising to student groups and organizations
  o 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

10 VIII 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.

IX 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.

X 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 University 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.