

1 UNITED ACADEMICS PROPOSAL

2
3 PROMOTION IN THE FIXED-TERM PROFESSORIAL CATEGORIES

4
5 **Section 1.** Faculty members in the Professor (Clinical), Professor (Extension), Professor
6 (Practice), and Professor (Senior Research) categories are not eligible for indefinite tenure, but
7 are eligible for promotion within their category.

8
9 Faculty members are not required to request promotion.

10
11 An unsuccessful promotion review will not impact the candidate's continued employment.

12
13 **ELIGIBILITY FOR PROMOTION REVIEW**

14 **Section 2. Promotion to Associate Professor.**

- 15 a. Faculty members in the Professor (Clinical) category are eligible for promotion to
16 Associate Professor (Clinical) after six years in the Assistant Professor (Clinical) rank.
17 b. Faculty members in the Professor (Extension) category are eligible for promotion to
18 Associate Professor (Extension) after six years in the Assistant Professor (Extension)
19 rank.
20 c. Faculty members in the Professor (Practice) category are eligible for promotion to
21 Associate Professor (Practice) after six years in the Assistant Professor (Practice) rank.
22 d. Faculty members in the Professor (Senior Research) category are eligible for promotion
23 to Associate Professor (Senior Research) after six years in the Assistant Professor (Senior
24 Research) rank.

25
26 **Section 3. Credit for Prior Service.** The number of years of credit towards promotion for prior
27 service, if any, must be stated in the offer letter.

28
29 **Section 4. Hiring with Rank.** In exceptional cases, a faculty member may be hired with a rank
30 of Associate Professor (Clinical), Professor (Clinical), Associate Professor (Extension),
31 Professor (Extension), Associate Professor (Practice), Professor (Practice), Associate Professor
32 (Senior Research), or Professor (Senior Research).

33
34 **Section 5. Promotion to Professor.**

- 35 a. Faculty members in the Professor (Clinical) category are eligible for promotion to
36 Professor (Clinical) after six years in the Associate Professor (Clinical) rank.
37 b. Faculty members in the Professor (Extension) category are eligible for promotion to
38 Professor (Extension) after six years in the Associate Professor (Extension) rank.
39 c. Faculty members in the Professor (Practice) category are eligible for promotion to
40 Professor (Practice) after six years in the Associate Professor (Practice) rank.
41 d. Faculty members in the Professor (Senior Research) category are eligible for promotion
42 to Professor (Senior Research) after six years in the Associate Professor (Senior
43 Research) rank.

44
45 **INITIATION OF THE RECOMMENDATION FOR PROMOTION**

1 **Section 6.** Faculty members who wish to be considered for promotion will initiate the promotion
2 review by notifying their academic unit head in the Winter term in the year preceding the review
3 year.
4

5 Faculty members are eligible to initiate the promotion review in the Winter term of their fifth
6 year in rank so that their promotion review occurs during their sixth year in rank and they may be
7 promoted at the end of their sixth year in rank.
8

9 **CRITERIA FOR PROMOTION REVIEW**

10 **Section 7.** Reviewers should base their recommendation for promotion on the assigned job duties
11 in the candidate's position description(s); the general review criteria described in Article XX,
12 General Guidelines for Promotion and Tenure; Faculty Senate policy; academic unit and college
13 policies; and the expectations within the candidate's discipline provided to the candidate during
14 Annual Reviews.
15

16 Faculty members in the Fixed-Term Professorial categories have a diverse range of assigned job
17 duties, including clinical practice and extension, that are critical to advancing OSU's missions.
18 Because of this, it is critical that these assigned job duties be evaluated following established
19 criteria, particularly criteria for peer evaluation and patient, client, and student input.
20

21 **Section 8. Criteria for Promotion Review for the Professor (Extension) and Professor**
22 **(Senior Research) Categories.** Criteria for promotion review specific to the Professor
23 (Extension) and Professor (Senior Research) categories are not currently described in Faculty
24 Senate or other university policy. A Joint Labor Management Committee made up of at least
25 three members from each Party will meet between July 1, 2020 and June 30, 2021 to craft
26 appropriate evaluation criteria and procedures specific to these categories that encourage the
27 promotion and retention of faculty members who demonstrate excellence in the performance of
28 their assigned job duties. Faculty Senate representatives will be invited to participate.