

1 UNITED ACADEMICS PROPOSAL

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3 PROMOTION IN THE FIXED-TERM INSTRUCTIONAL CATEGORIES AND FIXED-  
4 TERM RESEARCH CATEGORIES  
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6 **Section 1.** Faculty members in the Instructor, Instructor (PAC), Faculty Research Assistant, and  
7 Research Associate categories are not eligible for indefinite tenure, but are eligible for promotion  
8 within their category.  
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10 Faculty members are not required to request promotion.

11 An unsuccessful promotion review will not impact the candidate’s continued employment.  
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14 **ELIGIBILITY FOR PROMOTION REVIEW**

15 **Section 2. First Promotion.**

- 16 a. Faculty members in the Instructor category are eligible for promotion to Senior Instructor  
17 I after four years in the Instructor rank.
- 18 b. Faculty members in the Instructor (PAC) category are eligible for promotion to Senior  
19 Instructor I (PAC) after four years in the Instructor (PAC) rank.
- 20 c. Faculty members in the Faculty Research Assistant category are eligible for promotion to  
21 Senior Faculty Research Assistant I after four years in the Faculty Research Assistant  
22 rank.
- 23 d. Faculty members in the Research Associate category are eligible for promotion to Senior  
24 Research Associate I after four years in the Research Associate rank.  
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26 **Section 3. Credit for Prior Service.** For faculty members with appointments in the Fixed-Term  
27 Instructional categories and Fixed-Term Research categories, credit for prior service towards  
28 promotion is limited to a maximum of two years. The number of years of credit towards  
29 promotion for prior service, if any, must be stated in the offer letter. A prior appointment at OSU  
30 in the Postdoctoral categories may be particularly appropriate for granting credit towards  
31 promotion for prior service.  
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33 **Section 4. Hiring with Rank.** Faculty members may only be hired into the Fixed-Term  
34 Instructional categories and Fixed-Term Research categories at the lowest rank (i.e. Instructor,  
35 Instructor (PAC), Faculty Research Assistant, Research Associate).  
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37 **Section 5. Second Promotion.**

- 38 a. Faculty members in the Instructor category are eligible for promotion to the rank of  
39 Senior Instructor II after four years of service in the Senior Instructor I rank.
- 40 b. Faculty members in the Instructor (PAC) category are eligible for promotion to the rank  
41 of Senior Instructor II (PAC) after four years of service in the Senior Instructor I (PAC)  
42 rank.
- 43 c. Faculty members in the Faculty Research Assistant category are eligible for promotion to  
44 the rank of Senior Faculty Research Assistant II after four years of service in the Senior  
45 Faculty Research Assistant I rank.

- 1 d. Faculty members in the Research Associate category are eligible for promotion to the  
2 rank of Senior Research Associate II after four years of service in the Senior Research  
3 Associate I rank.  
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5 **INITIATION OF THE RECOMMENDATION FOR PROMOTION**

6 **Section 6.** Faculty members who wish to be considered for promotion will initiate the promotion  
7 review by notifying their academic unit head by the beginning of Spring term in the year  
8 preceding the review year.  
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10 Faculty members are eligible to initiate the promotion review in the Spring term of their third  
11 year in rank so that their promotion review occurs during their fourth year in rank and they may  
12 be promoted at the end of their fourth year in rank.  
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14 **CRITERIA FOR PROMOTION REVIEW**

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