

# DASNR Faculty Forum on Reappointment, Promotion and Tenure

October 8, 2020



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A large, dark grey hand is shown at the top of the frame, holding the arm of a stick figure. The stick figure is orange and is positioned in the center of the image, appearing to be lifted or supported by the hand. Below this, there is a row of five blue stick figures. The first two are on the left, and the last three are on the right. The orange stick figure is positioned between the second and third blue stick figures. The blue stick figures are standing on a light blue gradient background that has a subtle reflection effect at the bottom.

# 1. We hire for excellence

*We strive to hire the right people, and expect them to be reappointed, promoted and tenured.*

## 2. Evaluation is based on assignment and productivity

- Assignment – relative responsibility for teaching, research, Extension, service, area of expertise
- Productivity – ability to achieve objectives and demonstrate scholarship



## 2. Evaluation is based on assignment:

- Reappointment, promotion, and tenure decisions are based on the individual's assigned responsibilities with respect to teaching, research, Extension and service
- Emphasis is on the majority assignment
- We prefer to avoid changing assignments during the probationary period



## 2. Evaluation is based on productivity as defined in departmental guidelines:

- Teaching: courses taught, innovations in teaching, students advised, scholarship
- Research: projects completed, papers published, grants funded, graduate students
- Extension: programs designed and delivered, publications and other communication outlets



## 2. Evaluation is NOT based on popularity or social interactions

- Disciplinary issues should be addressed in annual A&D, not in RPT
- Cultural diversity must be respected and honored
- Ethnic and racial differences have no part in the process



*OSU provides equal employment and educational opportunity on the basis of merit and in a manner which does not discriminate because of an individual's age, race, color, religion, sex, sexual orientation, genetic information, gender identity or expression, national origin, disability, protected veteran status, or other protected category.*

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### 3. Do your work

- Performance of assigned duties is a necessary condition for reappointment, promotion and tenure.





## 4. Scholarship is essential across the mission

- Demonstration of scholarship in your area of expertise and assigned responsibilities is necessary for reappointment, promotion and tenure.



# 5. Scholarship – demonstrated by:

**Creation**: discovery of knowledge, execution of creative works, development of new curricula or new ways of teaching/learning, development of new programs or applications related to Extension mission, development of new ways of study and research.

**Peer scrutiny**: Making the scholarly work available for public and professional use and review; **peer review and peer validation are critical elements of this expectation.**

Preferred: Evaluation that shows **adoption** and **impact** of knowledge, creative work, curricula, programs, etc.



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## 6. Know and meet your departmental procedures and guidelines

- Unique to each department
- Establishes procedures for the composition and conduct of the RPT committee
- Describes expectations for performance and scholarship
- Forms the basis for annual performance appraisal and development



## 7. RPT Follows Same Guidelines as Annual A&D Process

- Provides a regular basis of assessing progress towards meeting the responsibilities of your faculty appointment.
- Consult with senior faculty on RPT committee, mentoring committee.
- Enlist Department Head, Faculty Committee, and if necessary, Dean's office in case of conflicting messages



## 8. Make good use of mentors

- Each department handles mentoring in its own way
- Ask to review packets of successful peers
- Seek balance in opinions by consulting multiple peers



## 9. Build your RPT document as you go

- Annual A&D document should mirror format for RPT
- Be mindful of the need for external reviews for Promotion decisions, but not Reappointment to second term as Assistant Professor
- Show essential elements, but keep it lean
- Demonstrate responsiveness to suggestions for improvements



# 10. Professor rank is an honor

- Promotion to Professor is based on demonstrated achievement, scholarship and recognition at the national and international levels.

- Achievements and recognition must be demonstrated beyond those that were the basis for promotion to Associate Professor.



# 10. Professor rank is an honor

- The norm is that five or more years are needed following promotion to Associate Professor to demonstrate advanced achievement and recognition.

- Under exceptional conditions, an individual may be considered for promotion earlier than five years in rank.





# Expanded titles for Non Tenure Track Faculty

Policy Letter 2-0903 (approved 4/21/17)

- **Adjunct:** Adjunct Instructor, Adjunct Assistant Professor, Adjunct Associate Professor, Adjunct Professor
- **Clinical:** Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor
- **Extension Specialist:** Assistant Extension Specialist, Associate Extension Specialist, Senior Extension Specialist
- **Professional Practice:** Instructor of Professional Practice, Assistant Professor of Professional Practice, Associate Professor of Professional Practice, Professor of Professional Practice
- **Teaching:** Teaching Instructor, Teaching Assistant Professor, Teaching Associate Professor, and Teaching Professor

*Consult OSU policy 2-0904 and the faculty handbook for more information on research and temporary positions and titles.*



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# Non-Tenure Track Titles - Implications

- Academic units in which a non-tenure track faculty member resides shall have policies and procedures in place for recruiting, evaluating and promoting (Policy Letter 2-0903, section 2.03)
- DASNR departments are working on guidelines to be reviewed by the dean.
- DASNR Faculty Council will be asked for input.
- Most departments have NTT faculty (~35)



# Timeline for Assistant Professors

Year	Date (for example)	Event
2020-2021 (Year 1)	July 2020	Begin work as Assistant Professor – 4 year term *
2021-2022 (Year 2)		<i>Appraisal and development annually every calendar year.</i>
2022-2023 (Year 3)	Fall 2022	Prepare Reappointment Dossier (the department head will schedule your A&D meeting in December or January)
	Spring 2023	RPT Review for Reappointment
	June 2023	Reappointment Decision (effective 2024)
2023-2024 (Year 4)	July 2024	Reappointment effective for 11 month faculty.
	Sept 2024	Reappointment effective for 9 month faculty.
2024-2025 (Year 5)		<i>Appraisal and development annually every calendar year.</i>
2025-2026 (Year 6)	Fall 2025	Prepare Promotion Dossier
	Spring 2026	RPT Review for Promotion and Tenure
2026-2027 (Year 7)	July 2026	Promotion and Tenure effective

\*Tenure clock is the same for a given year, regardless of start date in the year (so Jan. 1, 2020 or Nov. 15, 2020 start dates are on the same schedule)



# Covid-19 Extension – Example 1

- Tenure timeline for a faculty member hired in 2018

2018 Calendar Year

2019-2020 Academic Year

2020-2021 Academic Year

2021-2022 Academic Year

2022-2023 Academic Year

2023-2024 Academic Year

2024-2025 Academic Year

Year 1 (Hired anytime in CY2018 as Assistant Professor)

Year 2

Year 3 (review for reappointment)

Year 4 (final year if not reappointed)

Year 5 (first year of 2<sup>nd</sup> appointment)

Year 6 (review for promo and tenure)

Year 7 (final year if not tenured)

Year 3 COVID-19 EXTENSION

Year 4 (review for reappointment)

Year 5 (final year if not reappointed)

Year 6 (first year of 2<sup>nd</sup> appointment)

Year 7 (review for promo and tenure)

Year 8 (final year if not tenured)



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# Covid-19 Extension – Example 2

- Tenure timeline for a faculty member hired in 2015

Calendar year 2015

2016-2017 Academic Year

2017-2018 Academic Year

2018-2019 Academic Year

2019-2020 Academic Year

2020-2021 Academic Year

2021-2022 Academic Year

Year 1 (Hired anytime in CY2015 as Assistant Professor)

Year 2

Year 3 (review for reappointment)

Year 4 (final year if not reappointed)

Year 5 (first year of 2<sup>nd</sup> appointment)

Year 6 (review for promo and tenure)

Year 7 (final year if not tenured)

Year 6 COVID-19 EXTENSION

Year 7 (review for promo and tenure)

Year 8 (final year if not tenured)



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## 2020-2021 RPT Schedule

Summer 2020	Department heads review records and communicate with pre-tenure faculty concerning COVID-19 extension year.
September 2020	Department heads receive packet from Provost to indicate persons to undergo RPT/Cumulative Review. <b><i>(Provosts office is updating this file and it will come soon)</i></b>
October 15, 2020 10:00 a.m. – 11:00 a.m.	DASNR RPT Training via Zoom. Everyone is invited. Department heads and support staff new to the process should attend. At least one representative from each academic department is required to attend. Faculty may attend if they would like to do so.
January 14, 2021	TT and Non-TT RPT Notebooks (and Regents Prof nominations) due in 102 AGH.
Jan 18 to Jan 29, 2021	DASNR Faculty RPT Committee reviews notebooks and provides a letter. Copy of letter provided to RPT candidates.
February 1, 2021	Formal review by Dr. Coon and Associates begins.
March 15, 2021	Notebooks due to Provost. Letter from Dr. Coon provided to RPT Candidates
Early June 2021	Letter provided from Provost to Dr. Coon and candidates regarding outcome of RPT Process
July 1, 2021	Effective date for promotion in rank.
July 1, 2022	Effective date for reappointment to Assistant Professor.

# Questions?



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