February 15, 2012

To: Kate Hunter-Zaworski, President
   Faculty Senate

From: Tony Wilcox, Chair
       Faculty Senate Faculty Status Committee

RE: Report on revisions to the OAR for Faculty Ranks

The Faculty Status Committee (FSC) meet on January 18 and February 15, 2012 to discuss the revision to faculty ranks contained in OAR 580-020-0005 (attached). We are forwarding to you our interpretations and recommendations on the following elements of the revised OARs on faculty ranks:

- Creation of the Professor of Practices rank
- Creation of the Senior II promotion level
- Creation of the Lecturer rank

**Professor of Practices** faculty rank

The FSC is supportive of the expansion of the current Clinical Faculty rank to include the Professor of Practices rank. This creates a fixed-term, promotable professorial rank “with primary duties in ... professionally related community education/service.” We solicited input from Extension leadership on this new rank, and received this correspondence from Deborah Maddy, Associate Provost/Associate Director of Extension Services:

... the Extension Program Council discussed this new rank. We see the professor of practice category as a useful option for some of Extension's positions, especially those field based positions that have great clientele demands. This category is probably a better fit than Extension's current use of professional faculty or instructor ranks. However, we don't see it as a replacement for all Extension faculty positions. There is still a need for the scholarship of Extension as well as the scholarship of engagement ... more today, perhaps, than ever before. The outreach and engagement mission is core to this institution's land-grant status. OSU has a national reputation as a leader in the scholarship of engagement. Sending a message that scholarship of engagement is not value would be a shame, especially when peer institutions are scrambling to catch up with us.

In summary, the Extension Program Council supports the Professor of Practice as a useful option as it provides more flexibility in responding to community needs. The key for us who must make staffing decisions is to select the right job category for meeting the expectations of the assignment and then being absolutely clear what those expectations are. Scholarship is not required of all Extension faculty but, when used discriminatively for positions, scholarship expectations allows Extension to best advance OSU's strategic plan.

To be consistent with assigned responsibilities, we agree that it will be useful and appropriate for Extension to have a faculty rank continuum that includes professional faculty, instructor, professor of practices, and tenure-track/tenured...
faculty. We also reinforce the concern expressed by the Extension Program Council that the Professor of Practices rank not replace tenured and tenure-track faculty positions, since the work of Extension, or any unit on campus that adopts the use of this new rank, requires that there be faculty positions with scholarship expectations.

**Senior II promotion level**
The FSC supports the creation of the Senior II level of promotion for the Instructor, Research Assistant, and Research Associate faculty ranks (and possibly the Lecturer rank; see below). We feel that it is appropriate to recognize continued distinction in faculty performance in these ranks with a second level of promotion, similar to those available to faculty in professorial ranks. We also recommend that OSU create a culture that recognizes performance in these fixed-term faculty ranks by actively identifying and nominating those worthy of promotion.

Drafting the policies and criteria for promotion to the Senior II level will be the responsibility of the Faculty Senate’s Promotion & Tenure Committee. Currently there is a four-year time-in-rank required before being able to be considered for promotion to the Senior I level, and we recommend that same time-in-rank for consideration for promotion to the Senior II level. With respect to the criteria for promotion to Senior levels, the language distinguishing promotion levels for the professorial faculty is a useful guide. The current criteria for promotion to Associate Professor, Professor, and Senior Instructors are below:

*Criteria for Promotion from Assistant to Associate Professor*
Promotion to the rank of Associate Professor is based upon evidence of the candidate's:
- demonstrated effectiveness in teaching, advising, service, and other assigned duties;
- achievement in scholarship and creative activity that establishes the individual as a significant contributor to the field or profession, with potential for distinction;
- appropriate balance of institutional and professional service.
Promotion to Associate Professor does not automatically grant tenure. Tenure will usually accompany a promotion, but the decision on tenure is made independently of the decision on promotion.

*Criteria for Promotion to Professor*
Promotion to the rank of Professor is based upon evidence of the candidate's:
- distinction in teaching, advising, service, or other assigned duties, as evident in continuing development and sustained effectiveness in these areas, new and innovative teaching, curricular development, awards and recognition;
- distinction in scholarship, as evident in the candidate's wide recognition and significant contributions to the field or profession;
- exemplary institutional and professional service, and an appropriate balance between the two.

*Criteria for Promotion and Tenure of Instructors*
Promotion from the rank of Instructor to Senior Instructor may be considered after four years of full-time service, calculated from the hire date to December 31 of the calendar year prior to the promotion decision (promotion decisions are made in June of the following year). For fixed term instructors with extended prior service, promotion to the rank of Senior Instructor cannot be made effective before the end of the third year of full-time service. To be promoted, a candidate must:
- have a graduate degree appropriate to the assigned duties, or comparable educational or professional experience;
- have special skills or experience needed in the unit;
- have an exceptional record of achievement in the assigned duties.
The criteria for Teaching, Advising, and Other Assignments in this document can provide guidelines for documenting and evaluating the level of achievement. Promotions cannot be made from non-professorial to professorial ranks.
It will be necessary to delineate appropriate gradations in the language for expected performance levels for promotion to Senior I and to Senior II similar to the distinctions in the professorial ranks. It is our observation that the word “exceptional” currently used in the criteria for promotion to Senior I may be more appropriate for a new Senior II level, as it is more similar to the “distinction” and “exemplary” criteria for promotion to Professor than to the “demonstrated effectiveness” and “achievement” criteria for promotion to Associate Professor.

**Lecturer** faculty rank

The OAR creates a new non-tenure track faculty rank:

LECTURER: A NTTF (Non-Tenure Track Faculty) appointment for individuals with unclassified instructional appointments whose functions may include significant responsibilities for graduate level instruction. The appointment may also include upper division undergraduate instruction. Such appointments must include significant mentoring and advising responsibilities and a significant measure of responsibility for graduate education. Appointments in the lecturer series will always require the terminal degree (or its professional equivalent for certain adjunct appointments), but the holding of a terminal degree in itself does not constitute an argument for appointment in the lecturer series. Ranks in this category in ascending order are lecturer, senior lecturer I, senior lecturer II.

The FSC has reservations about adopting this rank at OSU. First, the need for this category of faculty is not clear to the committee. It may be appropriate for professional graduate degrees where there is not a research expectation for students earning the degree, such as the MBA. We recommend that Colleges be surveyed to determine if there are programs for whom this rank is appropriate and would have utility.

The second concern is that, as currently defined, it is possible that Instructors and Lecturers may have the same or very similar responsibilities, since the definition for Lecturers indicates that they “may include significant responsibilities for graduate level instruction.” If OSU wishes to adopt this faculty rank, the FSC strongly recommends that it be defined to ensure clear and significant differentiation from the Instructor rank, where Instructors are primarily devoted to undergraduate instruction and Lecturers are primarily devoted to graduate education. As currently defined, that distinction is not a certain outcome. We recommend that the same terms used to define the scope for Instructors to undergraduate education be used to define the scope of Lecturers to graduate education.

The current OAR definition of the Instructor rank:

INSTRUCTOR: A NTTF (Non-Tenure Track Faculty) appointment for individuals with unclassified instructional appointments whose functions are devoted exclusively or primarily to undergraduate instruction. Such appointments include advising and mentoring expectations congruent with creative and engaged undergraduate instruction, including the possibility of involvement in design and development of courses and the curriculum. Ranks in this category in ascending order are instructor, senior instructor I, senior instructor II.

The OSU’s definition of the Instructor rank:

Instructor and Senior Instructor. These ranks are used for faculty with primary responsibilities in instruction who hold positions that do not carry a substantial expectation for scholarly accomplishments. All faculty members with the rank of Instructor must be on fixed-term (non-tenure-track) appointments. Senior Instructors may be granted tenure.

The FSC recommends that an OSU definition of the Lecturer rank, if the rank is adopted, capture the following revision to the OAR Lecturer rank definition:
LECTURER: A NTTF (Non-Tenure Track Faculty) appointment for individuals with unclassified instructional appointments whose functions are devoted exclusively or primarily to graduate-level instruction. The appointment may also include upper division undergraduate instruction. Such appointments must include significant mentoring and advising responsibilities and a significant measure of responsibility for graduate education. Appointments in the lecturer series will always require the terminal degree (or its professional equivalent for certain adjunct appointments), but the holding of a terminal degree in itself does not constitute an argument for appointment in the lecturer series. Ranks in this category in ascending order are lecturer, senior lecturer I, senior lecturer II.