Proposed criteria for Promotion of Senior Instructors or FRAs to Senior II

Criteria for Promotion 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 part-time instructors at 0.50 FTE or greater, promotion to Senior Instructor may be considered after accumulating the equivalent of four years of full-time service in relation to their appointment type (9 or 12 month). 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, or the accumulation of its equivalent for part-time instructors at 0.50 FTE or greater.

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.

Promotion to the rank of Senior II Instructor may be considered after four years of full-time service at the rank of Senior Instructor, or the accumulation of its equivalent for part-time Senior Instructors at 0.50 FTE or greater in relation their appointment type (9 or 12-month). To be promoted, a candidate must have a sustained record of exceptional achievement and evidence of professional growth and innovation in 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.

Criteria for Promotion of Faculty Research Assistants

Faculty members with non-professorial rank are hired in positions to meet units' specific needs. Criteria for promotion will therefore be specific to the candidate's position description.

Promotion from Faculty Research Assistant to Senior Faculty Research Assistant 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 part-time Faculty Research Assistants at 0.50 FTE or greater, promotion to Senior Faculty Research Assistant may be considered after accumulating the equivalent of four years of full-time service in relation to their appointment type (9 or 12-month). For Faculty Research Assistants with extended prior service, promotion to the rank of Senior Faculty Research Assistant cannot be made effective before the end of the third year of full-time service, or the accumulation of its equivalent for part-time Faculty Research Assistants at 0.50 FTE or greater.

To be promoted, a candidate must:

• have a graduate degree appropriate to the field in which the research activities are performed, or comparable educational or professional experience;
• demonstrate a high level of competence, achievement, and potential in research, or serve effectively in a position requiring high individual responsibility or special professional expertise;
• demonstrate a high degree of initiative in research and leadership among research colleagues in the department, as documented in authorship, management responsibilities, and creative approaches to research.

Promotion to the rank of Senior II Faculty Research Assistant may be considered after four years of full-time service at the rank of Senior Faculty Research Assistant, or the accumulation of its equivalent for part-time
Senior Faculty Research Assistants at 0.50 FTE or greater in relation to their appointment type (9 or 12-month.) To be promoted, a candidate must have a sustained record of exceptional achievement and innovation in assigned duties. Senior Faculty Research Assistants and Senior II Faculty Research Assistants are eligible for extended fixed term contracts, see http://oregonstate.edu/admin/hr/sites/default/files/documents/general/fixed_term_contract.pdf