CRITERIA FOR PROMOTION AND TENURE

Candidates for promotion and tenure will be evaluated objectively for evidence of excellence in their performance of assigned duties and in their scholarship or creative activity. Each of these responsibilities will be documented in the dossier.

Oregon State University is committed to educating, both on and off campus, the citizens of Oregon, the nation, and the international community, and in expanding and applying knowledge. The responsibilities of individual faculty in relation to these fundamental commitments will vary and will be specified in his or her individualized position description. Whatever the assignment, faculty in the professorial ranks will engage in appropriate scholarship and other creative activity, with a minimum of 15% FTE allocated to this.

All faculty are expected to be collegial members of their units, and to perform appropriate service that contributes to the effectiveness of their departments, colleges, and the University, and of their professions. Relative contributions expected in the various areas of responsibility will depend on the faculty member's assignment. Collegiality also implies acceptance of diversity of opinion.

ADD HERE, BASED ON UC BERKELEY:

Oregon State University aspires to be a collaborative, inclusive, and caring community that strives for equity and equal opportunity. This aspiration should be recognized in the process of promotion and tenure for all faculty. These aspirations are recognized in the following ways. Direct contributions to equity, inclusion, and diversity can take several forms. They such contributions can be part of teaching, advising, research, extension, and service. They can be, but do not have to be, part of scholarly work. In order for exceptional levels of equity and inclusion such work contributions to be evaluated for promotion and tenure, it is important this expectation be at they are formalized in a position description. Oregon State University’s aspirations go further, however. They require that collegiality implies acceptance of diversity of opinion. Collegiality is a two-way street. Efforts by faculty members to promote equity, inclusion, and diversity should be considered positively in promotion and tenure.