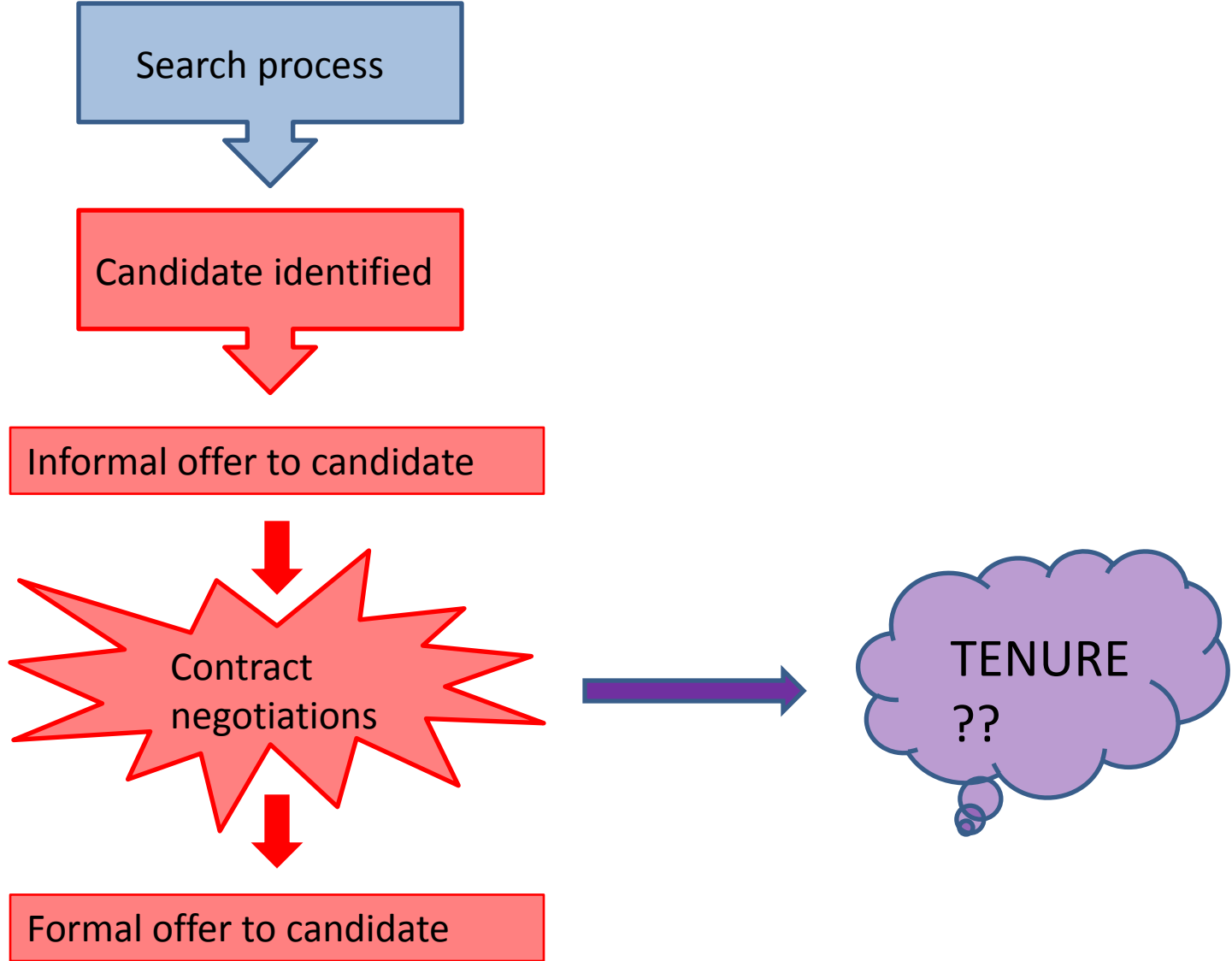


Materials linked from the December 10, 2015 Faculty Senate agenda.

# Tenure process for senior hires.

Faculty Senate, December 10, 2015



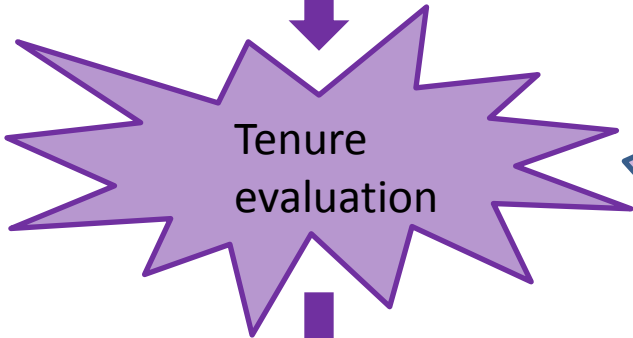
Tenure process



Dossier preparation



Start of formal process



Tenure recommendation

1. UNIT PandT
2. UNIT Head
3. COLLEGE PandT
4. COLLEGE Dean
5. UNIVERSITY PandT



PROVOST

Possible for tenure-line positions when:

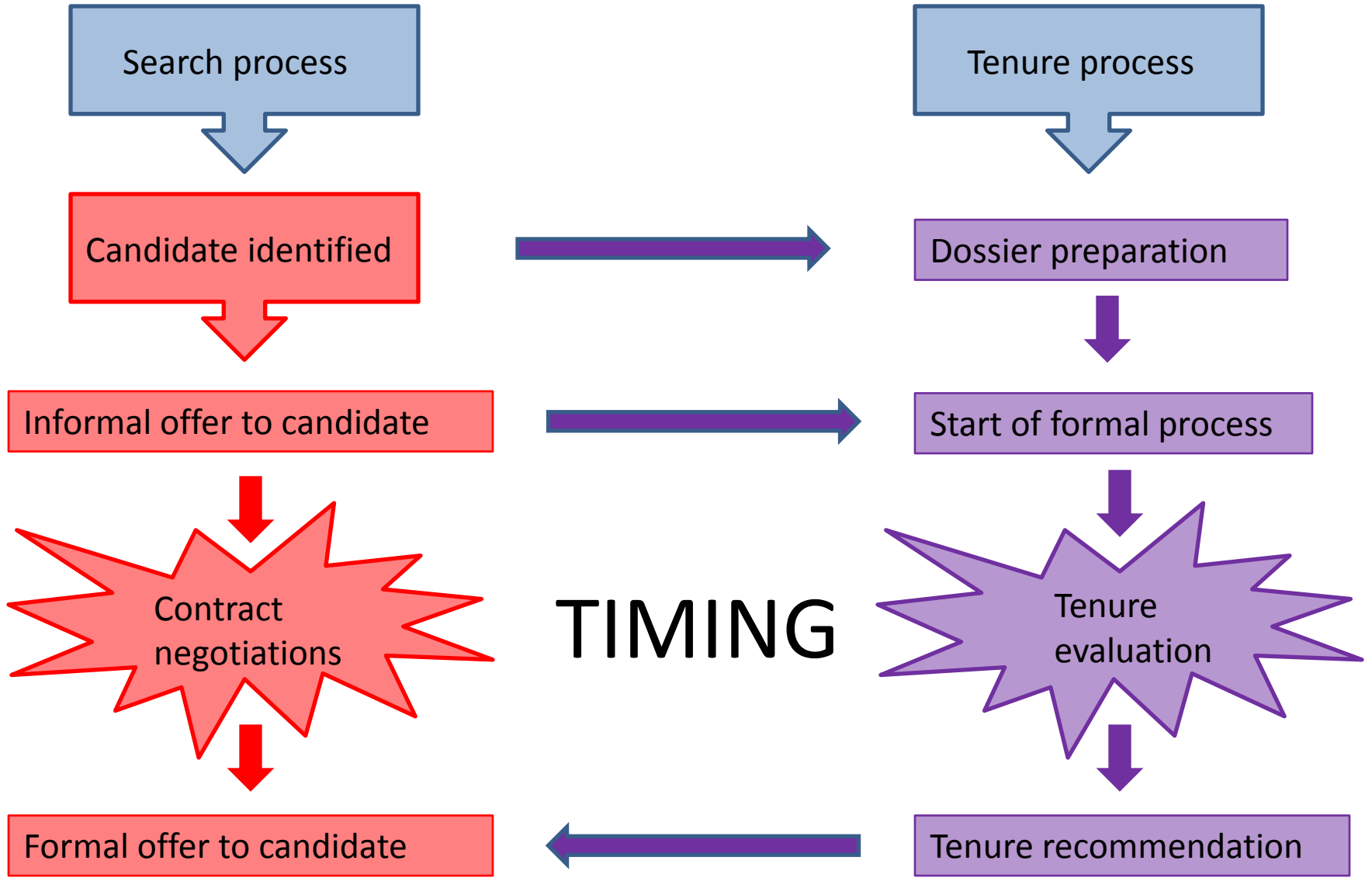
A search is for a hire at the associate or full professor level and the candidate requests tenure. This implies the expectation that tenure could be part of the offer.

A search has a requirement that the candidate has tenure or equivalent at the current position. This assumes that tenure would be part of the offer.

## **Out-of-Cycle Tenure Review Procedure**

When a department recruits a senior faculty member it is typical to expect two years of service at OSU before engaging in a tenure review. However, if tenure is expected as a condition for coming to OSU, a department may request an “out-of-cycle tenure review.” Out-of-Cycle tenure reviews should follow a similar process as the regular OSU tenure process, with a few modifications.

**Procedure simplifies dossier building, not the review steps.**



# Tenure evaluation on unit level.

Only place where faculty input from tenured members in the unit is guaranteed.

Important when in a search not all faculty members in the unit are involved.



Discussions might need to take place at any time during the year, even summer.

Time constraints due to hiring process put pressure on the evaluation.

Special case: the candidate has a tenured position, and has been evaluated at another institution using guidelines similar to ours, which include all assigned duties (teaching, advising, research, extension, service, other) and scholarly and creative work.



We are asking for your opinion  
about what can be done to make  
this a more manageable process.

Send thoughts to

[jansenh@physics.oregonstate.edu](mailto:jansenh@physics.oregonstate.edu)