

Flexible Pathways to Promotion to Professor Panel Discussion

October 5, 2018

Panelists:

- Tina Henkin, Associate Dean for Faculty Affairs henkin.3@osu.edu
- Ola Ahlqvist, Department of Geography; Director, Service Learning Initiative
- Caroline Breitenberger, Department of Chemistry and Biochemistry; Director, Center for Life Science Education
- Chunsheng Ban, Department of Mathematics, Director, Actuarial Science Program
- [Maurice Stevens, Department of Comparative Studies]

Faculty Rule 3335-6-02 <http://trustees.osu.edu/university/facultyrules>

“Promotion to the rank of professor must be based on **convincing evidence** that the faculty member has a **sustained record of excellence** in teaching; has produced a **significant body** of scholarship that is recognized **nationally or internationally**; and has demonstrated **leadership** in service.”

“**In evaluating the candidate's qualifications in teaching, scholarship, and service, reasonable flexibility shall be exercised, balancing, where the case requires, heavier commitments and responsibilities in one area against lighter commitments and responsibilities in another.** In addition, as the university enters new fields of endeavor, including interdisciplinary endeavors, and places new emphases on its continuing activities, instances will arise in which the proper work of faculty members may depart from established academic patterns. In such cases care must be taken to apply the criteria with sufficient flexibility. In all instances **superior intellectual attainment**, in accordance with the criteria set forth in these rules, is an essential qualification for promotion to tenured positions. Clearly, insistence upon this standard for continuing members of the faculty is necessary for maintenance and enhancement of the quality of the university as an institution dedicated to the discovery and transmission of knowledge.”

ASC APT: Promotion to Professor

“Promotion to professor in the College of Arts and Sciences takes the pursuit of scholarly and creative excellence as our core value. The College also recognizes that a career may consist of various phases in which a concentration on scholarly and/or creative activity, teaching, or administrative/professional service creates a composite professional life. Promotion to full professor typically requires excellence in scholarship and/or creative activity. **Where a candidate has made truly extraordinary contributions in the areas of teaching or service, that record may warrant promotion in combination with a less extensive, though excellent record** of continued productivity in scholarship and/or creative activity.”



LETTER TO EXTERNAL EVALUATORS FOR FACULTY MEMBER BEING PROMOTED TO FULL PROFESSOR BASED ON RECORD OF SERVICE AND/OR TEACHING

Dear Professor XXX,

The Department/School of XXX at The Ohio State University is considering Professor XXX for promotion to the rank of Professor. I am writing to ask if you would be willing to help in the process.

Professor XXX's performance in teaching, scholarship, and service will be evaluated at the department, college and university levels to determine whether promotion will be granted. As part of this comprehensive review process, we typically ask external colleagues such as yourself to focus their comments on the research records of our faculty. In Professor X's case, **we are asking that you consider that research record in the context of his/her significant commitments to service and teaching and also comment on the importance and impact of those activities from your perspective.** This request is in line with a provision in the Ohio State College of Arts & Sciences Appointments, Promotion and Tenure document, which states that "where a candidate has made truly extraordinary contributions in the areas of teaching or service, that record may warrant promotion in combination with a less extensive, though excellent record of continued productivity in scholarship and/or creative activity." In light of this provision, I write to ask if you could provide a **critical and holistic assessment** of Professor XXX's contributions to all three areas of teaching, research, and service (**particularly in view of contributions to XXX**) completed since his/her most recent promotion in Spring, 20XX, as represented in the documents we will send you and as seen on his/her CV.

Should you agree to help us, we will send you a selection of Professor XXX's scholarship along with publications and documents that represent his/her contributions in teaching and service. We will ask you to comment, from the perspective of your scholarly and professional expertise, on the significance of his/her overall contributions in research, teaching and service, as well as on the particulars of those contributions, and to compare his/her record in all areas with that of other individuals in this set of fields at roughly the same stage of career development. We ask that you not comment on whether Professor XXX should be promoted at Ohio State or would be promoted at your institution, as we must make that assessment based Professor XXX's total record and according to our own criteria and standards...

Key take-home messages:

- **Evaluation relative to ASSIGNED DUTIES** – applies to all P&T reviews
- **EXTRAORDINARY contributions to teaching/service**
- **IMPACT of those contributions** – how measured/documented?
- **Ability of EXTERNAL EVALUATORS to recognize that impact** - selection is crucial
- **Information provided to external evaluators** – pathway, specific to contributions
- **Informational letters that describe impact** – extra in "Other Letters" section of dossier
- **Scholarship still required** – maintain quality, reduced quantity



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