

Ohio Northern University

TO: Members of University Council  
FROM: Sunny Zank, Chair *SZ*  
RE: Agenda for Meeting of March 17, 2009

The regular meeting of University Council will be held on Tuesday, March 17 at 5:30 pm in **Dicke Hall Forum**.

AGENDA

- I. Minutes of February 17, 2009 meeting.
- II. Reports from Constitutional Committees

	<u>Liaison</u>	<u>Chair</u>
a. Budget & Appropriations	Beaschler	Beaschler
b. Academic Affairs	Lomax	Laird
c. Student Activities	Roecker	Roecker
d. Personnel	Allison	Theisen
- III. Reports from Operational Committees

a. Athletics	Lippert	Simmons
b. Information Technology	Lippert	Gulbis
c. Cultural & Special Events	Allison	Bell
d. International Affairs	Lippert	Lippert
e. Religious Affairs	LaSala	LaSala
- IV. Report from Planning Council - Dr. Baker
- V. Other Reports

a. Vice-Presidents; Deans		
b. Student Senate	Hamper	Hamper
c. Health Services Advisory Committee		Ruble
- VI. Announcements
- VII. Questions for the President
- VIII. Unfinished Business
- IX. New Business

a. Motion from Personnel Committee - Recommendation to amend <u>Faculty Handbook</u> Sec. 2.8.2., 2.8.3, and 2.4.2 Promotion and Tenure - Credit for Time in Service (Please see Attachment 1 to Agenda)		
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- X. Adjournment



**OHIO NORTHERN UNIVERSITY**

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The Getty College of Arts and Sciences

Department of Physics and Astronomy

To: Dr. Zank, Chair University Council  
From: Dr. Theisen, Chair Personnel Committee  
Re: Promotion and Tenure – Credit for Time in Service  
Date: 02-20-09

**Attachment 1**

**Faculty Handbook – Section 2.8.2 (Page 27)**

2. Promotions in rank of faculty members shall be subject to the following minimal criteria, except as provided in paragraph 3 of this section, of academic degrees and experience:

A. For rank of Instructor:

(1) a graduate degree appropriate to the discipline.

B. For rank of Assistant Professor:

(1) a graduate degree appropriate to the discipline and three years of teaching experience/library service at a fully accredited institution of higher education, two of which shall have been at Ohio Northern University, or:

(2) an earned Ph.D. degree, or the highest degree recognized in the discipline, or otherwise achieved high academic distinction.

C. For rank of Associate Professor: (9/02)

(1) an earned Ph.D. degree, or the highest degree recognized in the discipline, and

(2) ~~For faculty hired full-time prior to the 08/01/03, three years at the rank of Assistant Professor, two of which shall have been at Ohio Northern University.~~

~~For faculty hired full-time after 08/01/03, six years at the rank of Assistant Professor, two of which shall have been at Ohio Northern University. **The computation of years of service at the rank of Assistant Professor shall include: (1) all regular academic terms, excluding summer, of on campus full-time teaching service at the rank of Assistant Professor at Ohio Northern University and (2) credit given at the time of initial appointment for full-time teaching service at the equivalent rank of Assistant Professor at other institutions which are accredited by a regional accrediting institution and which grant baccalaureate or higher degrees and (3) credit given at the time of initial appointment for related prior experience.**~~

D. For rank of Professor:

(1) an earned Ph.D. degree, or the highest degree recognized in the discipline, and

(2) seven years at the rank of Associate Professor, five of which shall have been at Ohio Northern University.

**The computation of years of service at the rank of Associate Professor shall include:**

**(1) all regular academic terms, excluding summer, of on campus full-time teaching service at the rank of Associate Professor at Ohio Northern University and (2) credit given at the time of initial appointment for full-time teaching service at the equivalent rank of Associate Professor at other institutions which are accredited by a regional accrediting institution and which grant baccalaureate or higher degrees and (3) credit given at the time of initial appointment for related prior experience.**

## Faculty Handbook – Section 2.8.3 (Page 28)

3. For purposes of promotion:
  - A. Graduate degrees shall be in the field of the subject taught.
  - B. Faculty in tenure track/tenured positions must also show evidence of effective teaching, scholarly activity, service to the University, and professional growth.
  - C. Faculty in four-year contract positions must also show evidence of effective teaching, service to the University, and professional growth for promotion to Assistant Professor, Associate Professor and Full professor.
  - D. It is also recognized that **if in rare instances**, an individual, **while at ONU**, ~~has~~ can achieve outstanding recognition in the field and ~~has proved~~ prove to be a superior teacher. ~~or satisfies the minimum requirements stated above through either experience and or additional background,~~ **In such cases**, exceptions to the minimum criteria may be considered.

## Faculty handbook – Section 2.4.2 (Page 17)

2. Tenure may be granted only to full-time teaching faculty members (including professional librarians) with the rank of Assistant Professor, Associate Professor, or Professor. Unless granted at the time of initial appointment as Assistant Professor, Associate Professor, or Professor, tenure may be granted during a probationary period which will not exceed seven (7) years. ~~In computing years of service in fulfillment of the probationary period, credit shall be given~~ **The computation of years of service in fulfillment of the probationary period shall include:** (1) ~~for~~ all regular academic terms, excluding summer, of on campus full-time teaching service at the rank of Instructor or higher at the University, and (2) ~~at the discretion of the Administration for up to three (3) years~~ **credit given at the time of initial appointment for full-time teaching service at the equivalent rank of Instructor or higher at other institutions which are accredited by a regional accrediting institution and which grant baccalaureate or higher degrees and/or (3) credit given at the time of initial appointment for related prior experience.** ~~Under extraordinary circumstances additional constructive credit may be given at the discretion of the administration in consultation with the dean and/or department chair.~~ If not already granted ~~before~~, the seventh contract will either grant tenure or terminate the employment of the faculty member. This seventh year will either be the first year of tenure or the last year of service. A faculty member may apply for tenure before the end of the probationary period. However, such applications would be approved only if extraordinary performance of duties has occurred during employment at Ohio Northern University. Early application and denial of tenure in itself does not terminate a faculty member at the University.

### Rationale:

The changes reflect the need for a clarification and standardization of procedures crediting time in service and experience prior to coming to ONU. The current wording is not consistent and can provide various interpretations leading to misunderstandings. The request for clarification and standardization has been made by the faculty and administration.