

**Statement on Grandfathering
Modified Reappointment, Promotion and Tenure Standards
for Tenured/Tenure-Track Faculty**

Effective July 1, 2013

It is the responsibility of the academic unit to maintain reappointment, promotion, and tenure procedures for the varying roles of the faculty members in the unit. A faculty RPT candidate will be evaluated using the current personnel procedures for both the College and the faculty member's home academic unit with the following exceptions:

Tenure-track Assistant Professors:

- When changes in unit/college guidelines occur during the faculty member's **initial** appointment period, *academic unit standards in effect when the faculty member was hired* will be used during the reappointment review. When the same faculty member goes up for mandatory review for promotion, tenure and/or non-reappointment, *the new academic unit standards (adopted during the initial reappointment period) will be used* in the review.
- When changes occur during the faculty member's **second** appointment period, *academic unit standards in effect when the faculty member was reappointed* will be used during the mandatory review for promotion, tenure and/or non-reappointment

Tenure-track Associate Professors:

- When changes in unit/college guidelines occur during the faculty member's **initial** appointment period, *academic unit standards in effect when the faculty member was hired* will be used during the mandatory review for promotion, tenure and/or non-reappointment.
- The *new academic unit standards will be used* when the faculty member later determines it is time to be considered for promotion to the rank of full professor.

Associate Professor applying for Promotion:

- When changes in unit/college guidelines occur after promotion to Associate Professor and **within the last three years of an application for promotion to Professor**, *academic unit standards in effect anytime within the last three years* may be selected by the faculty member for use during the promotion review.

In all cases, an individual faculty member *has the option* to request of his/her unit administrator that the *new* academic unit standards be used in the RPT review. The RPT documentation file shall include a letter from the candidate that the faculty member chose to be evaluated using the new academic unit standards. Each faculty RPT candidate should submit in his/her portfolio a copy of the home academic unit standards that are to be used in the evaluation of the candidate. This documentation should include the date on which the document was approved. The College RPT Committee and the home academic unit's personnel committee should use the same document when evaluating the faculty candidate.

In extraordinary cases, when the above stated process does not adequately address the impact changes in published RPT standards have on a particular faculty member, a faculty member in consultation with his/her unit administrator has the option to request an extension of his/her probationary period for up to three years as outlined in Section 1.4.8 of the OSU Faculty Handbook. If a candidate is granted an extension of his/her probationary period, he/she does not forfeit the option to select academic unit standards as described above.

Statement endorsed by:

Council of Deans, March 21, 2013

Faculty Council, May 14, 2013

Provost & Senior Vice President, July 1, 2013