

PROMOTION CRITERIA

A&P

- **Proof of excellent performance over a period of time in teaching, creative works and service in local assignment**
- **Evidence of teamwork, interdisciplinary approaches**
- **Demonstrated impacts and promise of continued high quality contributions**
- **Area of specialization – capable and mature educator**
- **Expectations increase from Educator II to III to IV**
 - In competence, performance and peer recognition**
 - Participation/service to profession and organization**
- **Continued growth**

Promotion is considered in the context of the individual's local assignment

SWITCHING TRACKS FROM A&P to FACULTY

CRITERIA

- Excellence is expected and documented in teaching, creative works and service for local programming efforts
 - Interdisciplinary approaches and contribution to team efforts are evident
 - Educator III status, meets/exceeds current criteria for Educator III
 - Demonstrate desire and aptitude for scholarship by sharing creative efforts at regional and national professional meetings, soliciting peer reviews
 - Show evidence of potential for sustained faculty achievement in teaching, creative and scholarly works and service
 - Willingness to be involved in professional/university committees, teams or leadership roles
 - Submission of vita for review by regional faculty Peer Review Committee
 - There are grant-funded positions which will remain at A&P status; not eligible for application to faculty track.
- ❖ Some A&P positions are not eligible for faculty track

PROCEDURES

1. Written request to Regional Director.
 2. Timetable and procedural guidelines follow faculty guidelines.
 3. Prepare vita using most current Extension outline for A&P Educators
 4. Review process includes reviews by Educator's support team, the Regional Peer Review Committee and appropriate Assistant Director(s). Evaluations from internal and external evaluators will be sought.
 5. Regional Director coordinates process and makes recommendation to Department Chair including report and vote of the regional faculty Peer Review Committee.
 6. Department Chair makes final determination of whether to offer faculty status to the candidate following review of dossier.
 7. Movement to faculty track does result in the increase of base salary by a set amount.
 8. Appointment would be at the rank of assistant professor with the full probationary period available and University rules applying for tenure and promotion.
- ❖ Only one transfer will be approved during an individual's continuous period of employment with OSUE

Career Advancement

In 1993 OSU Extension, after a period of intense review and discussion, put in place a two-track system for County Educators in Ohio. All County Educators hired since 1993 into the OSU Extension system enter as A&P Educators. Educators who have demonstrated success at the Educator III or Educator IV level may apply to transfer to the faculty track as an untenured Assistant Professor. There are grant-funded positions which will remain at A&P status; not eligible for application to faculty track. Faculty Educators may elect to leave the faculty track and transfer to the A&P professional track. Once an Educator (faculty or A&P) has changed tracks, they may not return to their original track.

The goal of the A&P Career Track is to establish a career advancement system parallel to the faculty promotion and tenure system. It provides more career choices for all Educators and establishes a career ladder for A&P Educators. Specific guidelines related to promotion, procedures for applying and vita outlines are on the OSUE website: <http://www-bos.ag.ohio-state.edu/admin/index.htm>. Each winter workshops are offered that explain the promotion process for each track. Coaching is also provided by the regional director/associate chair and support teams in each region. The Department Chair provides leadership for administration of the promotion and tenure process and meets with Educators to assist them in developing their vita and understanding the system.

Different job expectations exist for A&P Educators and faculty as they relate to scholarly and creative work and service to the profession. Both are expected to provide: outstanding and timely programming in their local counties, to establish an area of specialization, and to develop their professional competencies. Expectations related to teaching, interdisciplinary work, team efforts and documenting impact are also similar.

A&P Educators focus on local county programming needs emphasizing development of creative programming approaches, developing curriculum and participating in regional/statewide teams which will benefit the local program. They are active in statewide professional organizations often holding leadership positions. OSU Extension has established guidelines and procedures for a peer review promotion process which are followed in each region. Qualified A&P Educators may apply for state and center specialist positions, but will be expected to move to the faculty track if they accept the position.

Faculty have the additional expectation of developing programs and materials for use by colleagues across the state and nation. For advancement on the faculty tracks peer reviewed publications and presentations are expected as documentation that the work has been communicated broadly, is valued and used by peers and had an impact on local and broader audiences. Faculty Educators over time develop a reputation beyond their local position for contributions both in an area of specialization and as a leader in national professional organization(s). Faculty promotion guidelines and criteria established by the Office of Academic Affairs are followed in review of faculty cases for promotion.

Looking at the Career Tracks for County Educators* and Center Specialists

EDUCATOR I

- Hired prior to 1/1/99 without MS
 - Less 2 years professional experience
- Must earn MS within 5 years of hire

EDUCATOR II

- Apply for promotion when successful as Educator II and meet criteria for Educator III

EDUCATOR III

- Apply for promotion when successful as Educator III and meet criteria for Educator IV
- Apply for transfer to untenured Assistant Professor when successful as Educator III and meet criteria for faculty track

EDUCATOR IV

- Highest level in A&P track
- Apply for transfer to untenured Assistant Professor if meet criteria for faculty track

INSTRUCTOR

- Hired prior to 1/3/97
- Apply for promotion when meet criteria for Assistant Professor

ASSISTANT PROFESSOR

- Apply for promotion when successful as Assistant Professor and meet criteria for Associate Professor
- If transferred from A&P, tenure and promotion to Associate Professor by beginning of 7th year required

ASSOCIATE PROFESSOR

- Apply for promotion when successful as Associate Professor and meet criteria for Professor

PROFESSOR

- Highest rank in faculty track
- Sustained excellence and contributions expected

*If you change tracks, you may not return to your original track.