

April 3, 2002 **THIRD DRAFT**

3335-47-03 Probationary service, duration of appointments for regular faculty.

(A) Probationary periods are established for regular faculty members. During a probationary period a faculty member does not have tenure and is considered for reappointment annually.

(B) Length of probationary period.

- (1) An appointment as professor or associate professor will generally entail tenure. However, a probationary period not to exceed four years may be granted by the office of academic affairs upon petition of the tenure initiating unit and college. For the petition to be approved, a compelling rationale must be provided regarding why appointment at a senior rank is appropriate but tenure is not. All appointments to the rank of associate professor or professor require prior approval of the executive vice president and provost.

An appointment to the rank of instructor is always probationary and may not exceed three years. An instructor must be approved for promotion to assistant professor by the beginning of the third year of appointment or the appointment will not be renewed beyond the end of the third year. When an instructor is promoted to the rank of assistant professor, prior service credit will be granted for time spent as an instructor unless the faculty member indicates in writing at the time of the promotion that he or she does not wish such credit. This written request must be forwarded to the office of academic affairs through the dean of the college so that tenure records may be adjusted accordingly.

An appointment to the rank of assistant professor is always probationary and may not exceed six years, including prior service credit, except for assistant professors in units that have obtained exceptions to the six-year probationary period by the process specified in rule 3335-47-03(B)(2). An assistant professor is reviewed for promotion and tenure no later than the sixth year of appointment as an assistant professor and informed by the end of the sixth year as to whether promotion and tenure will be granted at the beginning of the seventh year.

(2) A tenure-initiating-unit that believes a six-year probationary period does not give its probationary candidates adequate time to demonstrate fully their competence in teaching, research, and service, may petition the office of academic affairs for an extended probationary period of up to eight years. Such requests for extending the probationary period must be accompanied by a rationale and must be approved by the tenure-initiating-unit with a two-thirds vote of the faculty on a secret ballot, dean, the executive vice president and provost, and the university senate.

(3)-(2) Promotion and tenure may be granted at any time during the probationary period when the faculty member's record of achievement merits tenure and promotion. Similarly, a probationary appointment may be terminated at any time subject to the notice provisions of rule 3335-47-08 of the Administrative Code and the provisions of paragraphs (G), (H), and (I) of this rule.

(4) (3) Probationary faculty members will be informed no later than the end of the year in which their mandatory review for tenure takes place as to whether tenure will be granted by the beginning of the following year. If tenure is not granted, a one year terminal year of employment is offered.

REMAINDER UNCHANGED.

