

OREGON INSTITUTE OF TECHNOLOGY

Academic Rank and Tenure for Unclassified Administrators OIT-20-031

Unclassified administrators may be hired with or without academic rank. OIT does not grant tenure to non-teaching administrators.

Academic Rank

1. Unclassified administrators, with or without academic rank, are referred to as unclassified administrators.
2. Administrators with faculty rank will be grandparented in their existing rank, but will not be considered for rank advancement.
3. This policy is not retroactive. Any unclassified administrator presently employed on a tenure-related appointment, or who has academic rank, will not lose that status.

Granting of Academic Rank to Unclassified Administrators

1. Academic officers charged with the supervision of instructional departments are required to hold academic rank as part of their job description. Examples of this provision are the Provost, the Deans of the Schools of Health and the Arts and Sciences and the Engineering and Industrial Technologies.
2. Other unclassified administrators may be granted academic rank under the following conditions:
 - a. rank is recommended to the Provost by a sponsoring academic department based upon a review of credentials by the department,
 - b. the administrator teaches at least .25 FTE in the department,
 - c. the administrator must be on tenure track in the department,
 - d. the administrator must be evaluated on the basis of teaching, service and scholarship. The evaluation must include student evaluations of teaching,
 - e. the administrator is the instructor of record for at least one course per year.

Tenure

1. Unclassified administrators employed on fixed-term renewable appointments will not

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be awarded tenure, except as may be earned in "Granting of Academic Rank to Unclassified Administrators" 2.c. Unclassified administrators are eligible for multi-year contracts at the discretion of the President.

2. Teaching faculty accepting an administrative position will be allowed to continue their tenure within their department, provided the conditions of "Granting of Academic Rank to Unclassified Administrators" 2b, d, and e, are met, but will not be tenured in the administrative position.

Recommended by:

President's Council – 2/15/00

Approved: 
Martha Anne Dow, President

Date: February 15, 2000