

Oregon Tech Policy OIT-20-031

Academic Rank and Tenure for Unclassified Academic Administrators

1. Policy Statement

This policy outlines eligibility requirements and the process for the review of unclassified academic administrators to be granted indefinite tenure and academic rank. Unclassified academic administrators may be hired with or without tenure and/or academic rank. Oregon Tech does not typically grant tenure to non-academic administrators. Any employee in a tenured faculty role with academic rank will not lose that status when they are appointed as an unclassified academic administrator.

2. Reason for Policy

This policy aims to establish guidelines in preparing recommendations to the President to grant indefinite tenure, academic rank, and promotion for select unclassified academic administrators who have held tenure at a comparable institution at the rank of Associate Professor or higher. The granting of tenure and academic rank shall be at the discretion of the university. Expedited tenure and promotion for employees in the faculty classification is articulated OIT-20-040; and OIT-20-030.

3. Applicability and Scope

This policy applies to select unclassified academic administrators who oversee academic units and/or functions and hold or have held tenure at a comparable institution with an academic rank of Associate Professor or higher.

4. Definitions

Unclassified Academic Administrators: The university's unclassified academic administrators who hold positions within Academic Affairs at Oregon Tech.

Academic Rank: Titles assigned to tenured/tenure-track faculty at Oregon Tech, including Assistant Professor, Associate Professor, or Professor.

Indefinite Tenure: Privilege granted for the demonstration of excellence and continued professional growth appropriate to the rank and classification. When granted to unclassified academic administrators, it provides that if they choose to, or if their administrative role ends or is reassigned, they can return to a faculty role within an academic department at Oregon Tech, with the same duties and privileges as other tenured instructional faculty. Should this provision be used, the

employee's salary will be adjusted to a rate commensurate with their experience and salaries within the department.

5. Policy

Academic leaders supervising instructional departments and other academic functions may be required to have tenure and/or appropriate academic rank as part of their job descriptions. Examples of this provision include but are not limited to Provost, Assistant, Associate, and Vice Provosts, Deans, Associate Deans, or equivalent titles. This policy provides an expedited process that includes an ad hoc review at the department level. This expedited review may occur off-cycle but should include the review of the individual's curriculum vitae (or equivalent) and accomplishments to assess tenure and rank. The department will provide a written recommendation, through the appropriate administrator, to the hiring authority.

Any exceptions to this policy will be at the discretion of the President.

6. Links to Related Procedures, Forms, or Information

NA

7. Policy Review/Consultation

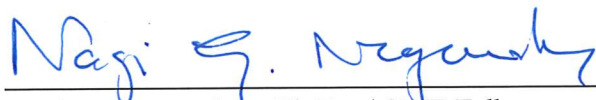
This policy was reviewed and open to consultation by the following Oregon Tech committees and/or advisory groups:

- Faculty Senate subcommittee
- President's Council

This policy was adopted pursuant to Oregon Tech's policy review and making process.

8. Policy Approval

Approved by the President on May 8, 2025.



Nagi G. Naganathan, Ph.D., ASME Fellow
President

Supersedes

OIT-20-031 dated February 15, 2000

Revision Dates

April 29, 2025