Professor of Teaching
Section 1: Definitions and context
What is a Professor of Teaching?

• A Professor of Teaching focuses on excellence in teaching and research
• New ranked fixed-term academic faculty appointment type available at OSU beginning Fall 2023
• Available ranks will be Assistant Professor (Teaching), Associate Professor (Teaching), and Professor (Teaching)
• In this presentation we use the term "Professor of Teaching" to indicate content applicable to the three ranks
OSU’s Path to the Professor of Teaching

Spring 2020 – 2022
• Faculty Senate Activity
  - Task Force and Report

Winter – Summer 2023
• Implementation Plan
• Bargaining with UAOSU

Winter 2022
• Provost’s charge to Faculty Affairs and University Human Resources

Fall 2023
• PoT titles first available
• Discussions re PoT promotional guidelines begin

October 2023 – April 2024
• Existing academic faculty can petition for transition to PoT appointment
Effort

70-75% Instruction and curricular development
15-20% Research and scholarship
5-10% Service to the unit, college, university or profession

Within these limits, effort should be distributed per the unit's needs and may vary with each annual work plan.
Appointment Details

• Requires a doctoral degree as a minimum qualification

• Minimum salary rates (at 1.0 FTE) for Professors of Teaching will match Professors of Practice.
  • 9-month Assistant Professor (Teaching) $46,638
  • 12-month Assistant Professor (Teaching) $57,000
  • Each successive rank's minimum is 10% higher
Promotional Path

• Anticipate most people will enter at Assistant rank
• Same time-in position requirements as other OSU professorial appointments
• Promotional criteria will be developed over the course of AY23-24
• Units to determine their specific promotional standards
Planned Communication Schedule

Sept. 18-25:
- Forum for academic administrators/leaders
- Message to academic faculty released

Sept. 25-29:
- Forum for academic faculty

October 1:
- Petition is live to academic faculty
Section 2:
"Transition" of existing academic faculty member who has been performing the assigned work to a Professor of Teaching appointment and will be assigned to do so moving forward
## Assessment of Opportunity for Transition to Professor of Teaching: Roles and Responsibilities

<table>
<thead>
<tr>
<th>College</th>
<th>Departments/units</th>
<th>Supervisor</th>
<th>University HR</th>
<th>Office of Faculty Affairs</th>
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<tbody>
<tr>
<td>- Assess ongoing need for PoTs within organizational goals/priorities</td>
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<td>- Respond to petitions</td>
<td>- Evaluate PD/work plan against PoT standards</td>
<td>- Advise on appropriate rank</td>
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<tr>
<td>- If desired, create an internal standard to evaluate/approve creation of PoT roles; share with leaders and supervisors</td>
<td>- Implement college standards</td>
<td>- Verify already assigned duties via PD and/or work plan</td>
<td>- Salary advisement</td>
<td>- Advise on appropriate use of PoT titles</td>
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<td>- Affirm unit/department and college support for transition</td>
<td>- Apply at least one year time-in-position service credit</td>
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<td>- Ensure appropriate appointment length</td>
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</table>
Current academic faculty may petition between 10/1/23 - 04/30/24 at https://forms.office.com/r/SkhEmqgQJF for possible transition to PoT appointment.

Academic Faculty Member Responsibilities
• Complete petition on time
• Respond to follow-up questions
Assessment of Opportunity for Transition to Professor of Teaching: Petition

Current academic faculty may petition between 10/1/23 - 04/30/24 at https://forms.office.com/r/SkhEmqgQJF for possible transition to PoT appointment.

Supervisor affirms job duties have been assigned, are being performed, and will be assigned moving forward, as well as unit's support for transition.

Supervisor Responsibilities
• Respond to petitions
• Verify already assigned duties via PD and/or work plan
• Affirm unit/department and college support for transition
Assessment of Opportunity for Transition to Professor of Teaching: Petition

Current academic faculty may petition between 10/1/23 - 04/30/24 at https://forms.office.com/r/SkhEmqgQ1F for possible transition to PoT appointment.

Supervisor affirms job duties have been assigned, are being performed, and will be assigned moving forward, as well as unit's support for transition.

UHR in partnership with OFA evaluates whether duties are commensurate with PoT title.

Office of Faculty Affairs Responsibilities
- Advise on appropriate rank
- Advise on appropriate use of PoT titles

University HR Responsibilities
- Evaluate PD/work plan against PoT standards
- Salary advisement
- Apply at least one year time-in-position service credit
- Ensure appropriate appointment length
Current academic faculty may petition between 10/1/23 - 04/30/24 at https://forms.office.com/r/SkhEmmgQjF for possible transition to PoT appointment.

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UHR in partnership with OFA evaluates whether duties are commensurate with PoT title.

If approved, appointment transitions to PoT title effective first of the month after petition was submitted by academic faculty member.
Assessment of Opportunity for Transition to Professor of Teaching: Petition

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- UHR in partnership with OFA evaluates whether duties are commensurate with PoT title.
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- Faculty member must receive at least one year of service toward promotional eligibility in recognition of the past work performed.
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If approved, appointment transitions to PoT title effective first of the month after petition was submitted by academic faculty member.

Faculty member must receive at least one year of service toward promotional eligibility in recognition of the past work performed.

Salary will not be less than existing rate and appointment will not be shorter duration than that for which the academic faculty is currently eligible.
### Assessment of Opportunity for Transition to Professor of Teaching: Petition

Current academic faculty may petition between 10/1/23 - 04/30/24 at [https://forms.office.com/r/SkhEmggQJF](https://forms.office.com/r/SkhEmggQJF) for possible transition to PoT appointment.

- **Supervisor affirms job duties have been assigned, are being performed, and will be assigned moving forward, as well as unit’s support for transition.**

- **UHR in partnership with OFA evaluates whether duties are commensurate with PoT title.**

- **If approved, appointment transitions to PoT title effective first of the month after petition was submitted by academic faculty member.**

- **Faculty member must receive at least one year of service toward promotional eligibility in recognition of the past work performed.**

- **Salary will not be less than existing rate and appointment will not be shorter duration than that for which the academic faculty is currently eligible.**
Transitioned Appointments

• Academic faculty who transition to Professor of Teaching appointments (at any rank) will be given at least one year of credit toward promotional eligibility for instruction and scholarship commensurate with new appointment. Additional detail applies; UHR and OFA will advise as needed.

• Fixed-term academic faculty who transition into Professor of Teaching appointment may not be paid at a lower salary or receive a shorter contract length than they are currently eligible to receive.

• The above details are subject to future change as bargained between OSU and UAOSU.
Recruiting a New Professor of Teaching

Competitive Searches

• Can be opened to internal applicants only to offer growth for existing academic faculty
• Must provide meaningful consideration for existing academic faculty who apply and meet minimum qualifications
• Must consider candidate's contributions to OSU and potential to produce valued research, scholarship and/or creative activity as a significant factor even if person was not assigned research work in job duties at OSU
• Be mindful during search practice to assess candidacy based on materials rather than relationships
• Contact HR Recruitment Team or HR Strategic Partner for guidance
Section 3: Action Plans
Step 1: Assess Your Needs
Does the college need one or more individuals to instruct and develop curricula 70-75% time, perform research and scholarship 15-20% time and to perform 5-10% service on a fixed-term basis?

Guidance
While each college's process will differ, you may wish to consider:

- Enrollment patterns and projections
- Student retention and completion in the context of teaching excellence

Related Question
Is this the unit or college’s only opportunity to decide they need this type of role?

No. Colleges and units can evaluate need and accompanying position descriptions/work plans at any time.
College Action Plan

Step 2: Decide On a Process
Does the college want academic leaders (e.g. dept. heads, school heads, etc.) to have the authority to add Professors of Teaching to their departments/schools? Or does the college want an internal review first?

Guidance
• Consider using the same process you currently use for appointing other fixed-term academic faculty such as Professors of Senior Research
• Consider the culture within your academic faculty. How can you best support these faculty professionally and personally during the rollout of these new titles?

Step 3: Communicate Your Expectations
Make sure your academic leaders understand their authority and know what's expected of them

Guidance
• Communicate often with your academic faculty so they understand your decision-making; guidance is available from your HR Strategic Partner
Academic Unit Action Plan

**Step 1:** Confirm Your Needs and Authority with Your College
Does the unit need one or more individuals to instruct and develop curricula 70-75% time, perform research and scholarship 15-20% time and to perform 5-10% service on a *fixed-term* basis?

**Guidance**
While each unit's process will differ, you may wish to consider:
- Predicted changes to instructional and curriculum development needs in the next 1-3 years
- How related research and/or scholarship would benefit students
- Funding support for the necessary research/scholarship and service percentages of effort
- Appropriate service assignments at 5-10%

**Related Question**
What happens if a person had these duties in AY23, but won’t have them in AY24?
*The Professor of Teaching ranks did not exist in AY23. As such, units should consider the needs for AY24.*
Step 2: Assess Existing Positions
When academic faculty petitions are received, supervisors must affirm whether the faculty have job duties commensurate with Professor of Teaching requirements and whether those duties will continue.

Guidance
• Existing academic faculty may petition for consideration 10/1/23 - 04/30/23
• Review existing fixed-term academic faculty position descriptions and/or work plans for alignment to PoT requirements (beginning with petitions received)
• If supervisors or faculty are unsure about assigned duties, existing position descriptions are available to supervisors via PeopleAdmin (See Resources section)
• Work plans are typically kept in the department, school or college administrative office
Section: Academic Unit Action Plan

**Step 3:** Confirm unit’s position via the Petition

If an academic faculty member transitions to a Professor of Teaching appointment, confirm the appropriate rank

**Guidance**
- Some colleges require dean-level review before creating/revising a position
- Other colleges delegate this authority to departments/schools/units
Section 4: Resources
Resources

Employee Petition for Potential Transition to Professor of Teaching appointment (at rank TBD) (First available on October 1)
https://forms.office.com/r/SkhEmqgQJF

Professors of Teaching Implementation Team
Professors.of.teaching@oregonstate.edu

Webpage specific to Professors of Teaching; includes detailed FAQ
https://hr.oregonstate.edu/employees/professorsteaching

Updated Academic Appointment Guidelines
https://hr.oregonstate.edu/employees/current-employees/current-employees-academic-faculty/academic-appointment-guidelines
Thank you