Name

Title/Rank

School

Dear Dr. \_\_\_\_\_\_\_\_\_\_:

Dr. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, an assistant professor in the School of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ at Oregon State University, is a candidate for promotion to associate professor with indefinite tenure. It is our policy to reach out to a selected group of leaders to gain broader perspective on each candidate’s case for promotion. In this regard, I would very much appreciate receiving a letter containing your frank appraisal of Dr. \_\_\_\_\_’s achievements in scholarship and potential for further growth. I also welcome your comments in relation to the performance in areas along the other criteria below, if you have knowledge of them. I am aware of the great demands on your time, and therefore would be especially grateful if you are able to provide us with your evaluation by \_\_\_\_\_\_\_\_\_\_\_.

Promotion to the rank of associate professor with indefinite tenure at Oregon State is based upon evidence of the candidate’s:

* outputs and impacts of efforts to promote equity, inclusion, and diversity;
* achievement in scholarship and creative activity that establishes the individual as a significant contributor to the field or profession, with potential for distinction;
* demonstrated effectiveness in teaching, advising, service, and other assigned duties; and
* appropriate balance of institutional and professional service.

Recommendations on promotion and tenure at Oregon State are based on evaluation of the candidate’s accomplishments measured relative to the duties enumerated in the candidate’s position description. To aid you in formulating your comments, I have enclosed Dr. \_\_\_\_\_’s position description, along with the candidate statement, curriculum vita, and three submitted scholarly publications.

The promotion decision is based primarily on the candidate's achievements in scholarship and performance in teaching, advising, service, and other assignments. In judging the suitability of the candidate for indefinite tenure, however, it is also appropriate to consider collegiality, professional integrity, and willingness to accept and cooperate in assignments. Oregon State University is committed to maintaining and enhancing its collaborative and inclusive community that strives for equity and equal opportunity; as such, contributions to equity, inclusion, and diversity are evaluated in promotion and tenure decisions.

The COVID-19 pandemic has taken a serious toll on faculty productivity, especially research, scholarship, and creative work, as well as teaching, mentoring, and service. Research on a national level suggests that faculty of color and women faculty may be disproportionately affected. We ask that you consider this candidate’s professional accomplishments in the context of the disruptive and prolonged COVID-19 pandemic and the circumstances under which faculty have been operating since March of 2020.

OSU has provided [COVID-19 accommodation for academic faculty](https://facultyaffairs.oregonstate.edu/academic-faculty-covid-19-accommodations-and-resources) including (a) COVID-19 tenure clock extension to all tenure-track faculty upon request; (b) the inclusion of a COVID-19 impact statement in the dossier at the faculty member’s discretion; and (c) optional inclusion of Student Evaluation of Teaching scores in promotion and tenure dossiers for courses taught in Spring 2020 through Spring 2021. Evaluators and reviewers should assess the candidate’s accomplishments and productivity and provide an evaluation of the merits of the dossier without prejudice related to COVID-19 tenure clock extensions and without prejudice related to the candidate’s decision about reporting or not reporting student feedback for the Spring 2020 to Spring 2021 terms. Reviewers should alsobe mindful of impacts that may have been noted in the COVID-19 impact statements.

**[If the faculty member being reviewed has had a tenure clock extension, you must include the following paragraph]:**

Professor [\_\_\_\_\_] received approval for a tenure clock extension of [\_] year[s] in accordance with OSU policy. Therefore, it is important that you evaluate the dossier without prejudice, as if Professor [\_\_\_\_] had been on probationary status the standard five years.

Dr. \_\_\_\_\_ has waived the right to access letters of evaluation solicited during the promotion and tenure review process and your letter will therefore be held in confidence unless mandated otherwise in legal proceedings.

Your assistance is very much appreciated.

With best regards,