Report on Readmissions Appeals Committee: 2015-2016
Columbus State University

Members:
Clifton Ruehl (Chair)
Jeanine Wert
Frederick Gordon
Bob Kinnett
Houbin Fang
Steven Graver
Guihong Fan
Joseph Miller
Robert Lefler, II
Angkul Kongmunvattana
David Kerr
Thomas Dolan
Wayne Van Ellis (Ex-Officio)

Readmission Appeal Panels

May 7th, 2015 (for Summer 2015)
Number of students applied: 15
Number of students readmitted on probation: 8
Number of students denied: 2
Number of students that did not show up: 5

August 6th, 2015 (for Fall 2015)
Number of students applied: 26
Number of students readmitted on probation: 20
Number of students denied: 3
Number of students that did not show up: 3

December 3rd, 2015 (for Spring 2016)
Number of students applied: 10
Number of students readmitted on probation: 6
Number of students denied: 2
Number of students that did not show up: 2

Summary of panels:
At each panel, student appeals were reviewed by the committee, both by examining the students’ files and by interviewing the students. The committee members discussed the potential for each student to succeed and the strategies each student needed to employ in order to achieve success. The final decision of the panel was given immediately to each student.
USGFC Representative

Faculty Senate shall elect 1 (one) representative to serve on the USGFC for a 3-year term. During the 4th year the representative will attend the USGFC meetings in an ex-officio role to help support the newly elected USGFC representative. The voting representative will report to the Faculty Senate regarding the USGFC meetings that occur in the fall and spring terms.

In addition, 1 (one) alternate representative will also be elected to serve in the event the USGFC representative cannot attend.

Below are the eligibility criteria for the USGFC Representative:

- Tenured, full-time faculty member.
- Previous/current experience as a Faculty Senator.
- Must not be in an administrative role where combined teaching and research duties have been reduced ≥50% to serve in an administrative role and/or serving as President, Vice President, Provost, Assistant/Associate Provost, Dean, Assistant/Associate Dean, or Chair/Director of a department/school.

*Any elected USGFC representative will relinquish his/her position upon accepting an administrative role (see examples above). The Faculty Senate may then elect a new USGFC representative or move the alternate representative into the role and elect a new alternate representative.*
Department Standards of Excellence

Each academic department shall publish *Standards of Excellence* and review them annually. The *Standards of Excellence* communicate the department’s expectations of faculty as relevant to annual performance reviews, pre-tenure review, tenure, promotion, and post-tenure review. These standards shall be consistent with institutional policies published in the CSU Statutes and the CSU Faculty Handbook. Department standards and changes in the standards are first recommended by a majority vote of the tenured faculty in the department. Recommended standards and changes to the standards must be approved by the department chair, dean and provost before they take effect.

Tenure and Promotion

Promotion and tenure decisions are based on a faculty member’s cumulative performance in support of university, college and departmental missions in the areas of teaching, scholarship and professional service. The awarding of tenure represents a highly important decision through which the department, college and university all incur a major commitment to the individual faculty member. While the criteria for promotion and tenure are similar, tenure decisions will place greater emphasis on the faculty member’s demonstrated potential to consistently meet performance expectations in the future. Promotion decisions will place greater emphasis on the quality and significance of the candidate’s cumulative performance.

All reviews of faculty performance must reflect the nature of the individual’s discipline. Reviews should not be capricious, arbitrary, or discriminatory. Due process must be provided.

Promotion Eligibility

1. Six years of full-time service at the rank of Lecturer is required for promotion to Senior Lecturer.
   *May stand for promotion in sixth year.*

2. Five years of full-time, tenure-track service at the rank of assistant professor is required for promotion to associate professor.
   *May stand for promotion in fifth year*

3. Five years of service at the rank of associate professor at CSU is required for promotion to professor.
   *May stand for promotion in fifth year*

Areas of Review

1. Teaching effectiveness
2. Research, scholarly or creative engagement
3. Service to the institution, profession and community

Promotion Criteria

Only faculty members holding terminal degrees, or the equivalent in training, ability, or experience, may be considered for tenure. Terminal degrees must come from a university that is fully accredited or, in the absence of a system of accreditation, internationally recognized.
Faculty must also exhibit satisfactory performance in all three areas with demonstrated excellence in two of three (one of which must be teaching) as determined by departmental or college Standards of Excellence consistent with the guidelines that follow.

The following general guidelines shall apply to appointment or promotion to academic ranks:

**Senior Lecturer** – Promotion to the rank of Senior Lecturer should be based on demonstrated teaching ability and other criteria consistent with the role and position of the Lecturer as determined by the department and college.

**Assistant Professor** – Appointment or promotion to the rank of Assistant Professor should be based upon demonstrated academic ability and potential for professional growth.

**Associate Professor** – Appointment or promotion to the rank of Associate Professor is based upon actual performance as well as demonstrated potential for further development. There must be evidence that the individual is growing professionally and is contributing to his/her field. Associate Professor is a high academic rank and should carry no presumption of future promotion. Promotion to associate professor without a terminal degree will only be considered in exceptional cases such as having gained high distinction as a publishing scholar or creative artist.

**Professor** – As the highest academic rank, the title of professor implies recognition of the individual by peers and associates as an outstanding teacher and an accomplished, productive and respected scholar or creative artist, both within and outside the university since attaining the rank of associate professor. The candidate must also have demonstrated, through scholarly publications, applied research, and/or artistic work, the ability to communicate to professional peers the knowledge and insights gained from the exploration of his/her area of specialization. It is expected that he or she will have made important contributions in research or creative activity; university, public or professional service; and/or administrative service to professional societies. Peer review is critical, but the mode of the scholarly or creative production will be determined by the nature of the candidate’s discipline.

**Initial Appointment at Associate Professor or Professor**

Candidates may be offered initial appointments above the rank of Assistant Professor provided they meet the requirements (other than years of service) for promotion to the desired rank and it is approved by the department, dean, provost and president.

**Promotion and Tenure Procedures**

- Dean provides to all faculty of the college a list of faculty members in the college eligible by Board of Regents policies for consideration for promotion and for tenure. The policies of the Board of Regents require that all members of the faculty in their final probationary year undergo a tenure review. Members of the faculty who have met the minimum time requirements for tenure, but who are not in the final probationary year, should consult with the department chair prior to reaching a decision on applying for tenure.

- Each eligible faculty member must notify the dean in writing of his/her intent to apply or