

Periodic Review of Faculty Glossary of Terms

Annual Tenure Appointment: Annual tenure appointments are for faculty members serving in a probationary status for tenure.

Area assignment: Program assignment includes more than one county, but program is delivered without regard to percentage of faculty member's time spent in each county of the assignment.

Citizens advisory groups: A group of community stakeholders, may be current participants, collaborators, and potential audience representatives, who are a broad representation of the county population and who meet to assist the staff chair in identifying community needs and opportunities and prioritizing the identified needs for determining what is appropriate for Extension involvement and defining Extension's role. Structure of group may vary, but should be appropriate for the community situation. Advocacy may also be part of citizens advisory groups' function.

Criterion-based: A standard on which a judgment or decision can be based.

Diversity: Invites and involves the broadest possible representation of people, regardless of race, color, religion, gender, sexual orientation, national origin, age, marital status, disability and disabled veteran or Vietnam-era veteran status, as well as income levels, geographic location, and learning styles.

Engenders: To bring into existence; give rise to; produce; a mutual exchange, directed and received in equal amount

Five program areas: OSU Extension Service's base programs are Agriculture, Forestry, 4-H Youth Development, Family and Community Leadership, and Ocean and Coastal Resources (Sea Grant).

Fixed-Term Appointment: Fixed-term appointments are for a specified period, typically one year, with stated beginning and ending dates. These appointments are used for faculty with primary responsibilities as educators who hold positions that do not carry a substantial expectation for scholarly accomplishments. All faculty members with rank of Instructor must be on fixed-term (non-tenure-track) appointments.

Indefinite Tenure Appointment: Indefinite tenure appointments confirm institutional commitment for employment in the faculty member's assigned program. Tenure is continued indefinitely except in cases of termination for cause, financial exigency, or program reductions or terminations following Oregon University System and University guidelines.

Multi-county assignment: Program assignment includes more than one county and there is written expectation in the position description that a certain percentage of the faculty member's time be spent in each county of the assignment.

Multi-program assignment: Faculty member has two or more program assignments, most often defined in the position description by the percentage of time to be devoted to each assignment.

Multi-raters: Immediate supervisor uses multiple sources of input for assessing faculty's performance. Those sources may include peers, clientele, office colleagues, and other supervisors (program leaders and department heads).

Peer review: The process for documenting and validating scholarly and creative activity, as defined by university promotion and tenure standards, is through a peer critique. Intellectual work is scholarship if it is shared with peers in journals, in formal presentations at professional meetings, or in comparable peer-evaluated forums. Peer critiques are impartial, critical evaluations, provided by experts in the discipline, of the subject matter content and of the educational format.

Performance dimension: Word descriptors defining the size and scope of the expected performance; the standard used for evaluating performance.

Performance indicators: The precise measures of the performance, combining to form the performance dimension; criteria or index for performance.

Professorial Ranks: Professor, Associate Professor, and Assistant Professor ranks are reserved for faculty whose responsibilities and positions carry the expectation of scholarly accomplishment.

PROF: Periodic review of faculty

Program advisory groups: A group of program stakeholders, may be current participants and potential participants, who meet to assist the faculty in identifying program needs and opportunities and prioritizing the identified needs and opportunities for program development, delivery and evaluation. Stakeholders may be a formal group with elected leadership and meeting periodically. Or program advisory may take the form of ad hoc groups that meet as appropriate and operate like focus groups.

Target audience: The group of clientele systematically selected for participation in a specific educational program or activity.