# Promotion and/or Tenure Personnel Action Folder

## Table of Contents

### Section I: Candidate Forms
- Application Form (completed April 15) .......................................................... 1
- List of Potential External Evaluators (completed April 15) .................................. 2
- File Release Form (due October 15 as part of application portfolio) .......................... 3
- Employment and Education Summary (due October 15 as part of application portfolio) .......................... 4

### Section II: P&T Committee and Administrator Recommendation Forms
- Committee Statement and Recommendations ................................................. 5
- Department Chair Statement and Recommendations .................................... 7
- Dean, Provost and President Statement and Recommendations ..................... 9

### Section III: Contents of Folder
- Description of Contents of Folder (due October 15 as part of application portfolio) .................. 10
- Statements and evidence of effective Teaching/Librarianship .......................... 12
- Statements and evidence on Scholarship .................................................. 13
- Statements and evidence on Service ....................................................... 14
I, ____________________________ (first) ____________________________ (middle) ____________________________ (last)
______________________________ in the department of ____________________________ (department)

(request rank) request a review for

( ) tenure and promotion to the rank of :

( ) promotion to the rank of :

during the ___/___ academic year.

_________________________ (Candidate’s Signature) ____________________________ Date of application

INSTRUCTIONS:

This form should be completed no later than April 15 of the year prior to application. Copies of this form shall be submitted on April 15th to the Provost’s office and to the Department Chair.

Keep the original and place it in the application portfolio due on October 15th.
LIST OF POTENTIAL EXTERNAL EVALUATORS (use additional sheets if necessary)

The Candidate, the P&T Committee Chair, and Department Chair shall agree on a list of qualified potential reviewers that will yield a minimum of three external reviews. Use the form below to generate the list. The Chair of the P&T Committee shall solicit reviews from all reviewers on the list. This list should be developed and agreed upon in the Spring prior to application for P&T.

Name/Credentials:
Title:
Employer:
Email address:
Mailing address:
Phone:
Relationship to candidate if any: (e.g. former colleague, co-author)

Short biographical information indicating why this individual is an appropriate external reviewer:

Name/Credentials:
Title:
Employer:
Email address:
Mailing address:
Phone:
Relationship to candidate if any: (e.g. former colleague, co-author)

Short biographical information indicating why this individual is an appropriate external reviewer:

Name/Credentials:
Title:
Employer:
Email address:
Mailing address:
Phone:
Relationship to candidate if any: (e.g. former colleague, co-author)

Short biographical information indicating why this individual is an appropriate external reviewer:

Name/Credentials:
Title:
Employer:
Email address:
Mailing address:
Phone:
Relationship to candidate if any: (e.g. former colleague, co-author)
~ File Release for Promotion and Tenure Evaluation ~

First Name (printed)  Middle Initial  Last Name (printed)

Signature  Date

By my signature above, I hereby give permission to all levels of evaluation at Plymouth State University related to my application for promotion and/or tenure, including, but not limited to, my department Promotion and Tenure Committee, to review materials contained in my paper and/or electronic Evaluation File in Human Resources.

I understand that I have the right to respond to or comment on any item contained therein. I may do this in writing and my response will be appended to those items.

I have listed the members of my Promotion and Tenure Committee below in the “Printed Name” column.

A copy of this release will be filed with the Office of Human Resources.

Record of Access

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CANDIDATE’S EMPLOYMENT AND EDUCATION SUMMARY

Full Name:___________________________________________________________________
   (first)  (middle)  (last)

Has tenure been awarded? YES____  NO_____  If yes, effective September, _________(yr)

1. For service at Plymouth State University ONLY give:

   Present rank:_________________________  Since:__________________ (including this academic yr)______
   Years in this rank (mo/year)

   Previous rank:_________________________  Since:__________________ (including this academic yr)______
   Years in this rank (mo/year)

   Previous rank:_________________________  Since:__________________ (including this academic yr)______
   Years in this rank (mo/year)

a. Prior to service at Plymouth State University, give:

   Last previous title and institution:_______________________________________    From:____________ To:________
   (mo/yr) (mo/yr)

   Last previous title and institution:_______________________________________    From:____________ To:____________
   (mo/yr) (mo/yr)

   Last previous title and institution:_______________________________________    From:____________ To:____________
   (mo/yr) (mo/yr)

b. Summarize other pertinent experience if it seems desirable:

c. Did you receive any “credit toward tenure” from the Provost at the time of your appointment?
   If yes, explain ________________________________________________________________

d. Indicate educational background by giving earned degrees:

   Degree:_________  Field:_______________  Institution:___________________  Date:_______

   Degree:_________  Field:_______________  Institution:___________________  Date:_______

   Degree:_________  Field:_______________  Institution:___________________  Date:_______

Attach Curriculum Vitae in Approved Format
SECTION IIA: STATEMENT AND RECOMMENDATION OF THE DEPARTMENTAL PROMOTION & TENURE COMMITTEE

A. COMMITTEE’S EVALUATION:

Summarize the committee’s evaluation of the extent to which the candidate meets the criteria in each area. Describe the basis by which the determination has been made.

1. **Teaching or Librarianship:**

2. **Scholarship:**

3. **Service:**

Place original signed copy in candidate’s application portfolio, provide candidate with a copy of this form and deliver candidate’s application portfolio to the next review level.
B. ADDITIONAL COMMITTEE COMMENTS:

What additional information would the committee like to provide to the reviewers at the next levels?

C. COMMITTEE’S RECOMMENDATION:

1. Please record the vote: _____ in favor _____ opposed

2. If the recommendation is not unanimous, indicate the reasons.

2. It is recommended that _____________________________________________________________

   (first)   (middle)   (last)

   (not be) (be) promoted to the rank of _______________________________________________

   (granted tenure) (given a terminal appointment). (Cross out statement that does not apply)

List the voting members of the Promotion and Tenure Committee:

1. Chair:

2.

3.

4.

5. Signed:______________________________

Chair, Promotion/Tenure Committee

Date:______________________________

Place original signed copy in candidate’s application portfolio, provide candidate with a copy of this form and deliver candidate’s application portfolio to the next review level.
A. DEPARTMENT CHAIR’S EVALUATION:

Evaluate the extent to which the candidate meets the criteria in each area.

1. Teaching or Librarianship:

2. Scholarly/Professional Activity:

3. Service:

Place original signed copy in candidate’s application portfolio, provide candidate with a copy of this form and deliver candidate’s application portfolio to the next review level.
B. DEPARTMENT CHAIR’S COMMENTS:

1. How do you rate this faculty member in comparison with the other members of your department in the same rank, and in the same rank to which the individual is recommended?

2. Comment on the candidate’s contributions to the department and university.

3. Assess the potential for the growth of this candidate in the areas of Teaching, Scholarly/Professional Activity, and Service.

C. DEPARTMENT CHAIR’S RECOMMENDATION:

This recommendation is based upon, and (is) (is not) consistent with, the action of the Departmental Promotion and Tenure Committee. It states my own opinion. It is recommended that

_______________________________________________________ (be) (not be) (promoted to the rank of
(first) (middle) (last)
_______________________________________________________) (granted permanent tenure) (given a terminal appointment).  (Cross out phrases which do not apply.)

Signed:___________________________________
Department Chair

Date:_____________________________________

Place original signed copy in candidate’s application portfolio, provide candidate with a copy of this form and deliver candidate’s application portfolio to the next review level.
IIC. STATEMENT AND RECOMMENDATION OF THE DEAN OF THE COLLEGE

IID. STATEMENT AND RECOMMENDATION OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

IIE. ENDORSEMENT BY THE PRESIDENT
SECTION III. CONTENTS OF FOLDERS FOR PROMOTION AND/OR TENURE

DESCRIPTION OF CONTENTS OF FOLDERS

Folders of candidates for promotion and/or tenure are reviewed and evaluated by several levels at PSU. As evaluators become more removed from the candidate’s professional field of specialization, they need more complete, varied and detailed information in order to be able to form a sound judgment. The documentation listed below is needed to help faculty members present a full case to reviewers at all levels, so that candidates may receive every consideration in the promotion and/or tenure process.

1. Completed forms in Section I and updated Curriculum Vitae in approved format (available on VPAA’s Web site).

2. Blank copies of forms in Section II

2. Candidate’s Statement on teaching (including advising if assigned), Scholarship, and Service since appointment (for tenure) or since last promotion (for promotion). See below for description.

3. All annual evaluations, work plans, reappointment letters since appointment (for tenure) or since last promotion (for promotion)

4. Selected evidence for evaluation of effective teaching or librarianship
   a. Statement on Teaching/Librarianship
   b. Reports of classroom visits (or evaluation of librarianship) by the Department Chair, Dean Provost or other Academic Affairs administrator
   c. Results of student evaluations (raw data) and summary of evaluations and self-reflection
   d. Examples of teaching materials such as syllabi, exams projects, and assignments, etc., or other appropriate materials in the case of librarians
   e. Evidence of special innovation in teaching, or analogous material for librarians
   f. Evidence of success in mentoring and supporting students
   g. Evidence of student success, e.g., presentation/publication of student work, participation in contests, or artistic exhibitions, etc.

5. Selected evidence for evaluation of scholarship
   a. Statement on scholarship
   b. Copies of works disseminated to a wider audience (e.g. public presentation, publication, workshop, performance, exhibition)
      i. Publications (e.g. book, chapter in book, peer reviewed article, grant proposal, critical review or editorial in refereed journal, creative work, musical composition, editing music, research report, publication in trade or popular journal, chapter in book,
      ii. Presentation or performance at regional or national meeting (refereed or invited)
   c. Copy of preliminary work that will lead to dissemination to a wider audience including:
      i. Research and experimentation for course development or improved pedagogy that will later be presented
      ii. Research, data collection, project preparation, research/creative/artistic works in progress
d. Copy of grant proposal or patents submitted
f. Sample of development of new professional tools for use with clients/professionals outside the University
g. Digital media or reviews of commissioned art or musical composition.

6. Selected evidence for evaluation of **service**
   a. Statement on scholarship
   b. Evidence demonstrating meaningful contributions to department and university.
   c. Evidence demonstrating meaningful contributions to community and/or profession through the application of professional expertise.
   d. Copy of membership/leadership directory, minutes of meeting or other evidence indicating role as officer, board of director, program coordinator, consultant, etc., at national, state, regional, or local level.
   e. Evidence of having served on Editorial Board of scholarly journal, as a reviewer for major publisher or national granting agency.
   f. Evidence of having served as judge at artistic (musical, performance, art) competitions.

7. Letters from external reviewers shall be solicited by Chair of Committee and added to the folder at the Committee level.
   a. External reviewers will be asked to provide a review of the candidate’s scholarship. They will be provided with a copy of the PSU P&T guidelines, the Curriculum Vitae of the candidate and copies of publications, presentations, works of art, or other examples of scholarship.
   b. Reviewers shall provide an objective assessment of the candidate’s scholarly work, impact, and reputation. Individuals with close personal relationships should be avoided (e.g. relatives, close personal friends, former doctoral dissertation chair). It is acceptable to ask colleagues with whom the candidate has collaborated, written, published, or presented works.
   c. External reviewers shall be contacted by Committee Chairs and solicited for the review in the Spring prior to the candidate’s application. This will ensure the external reviewer has adequate time for review of materials and to comply with the deadline. Committee Chairs shall request letters be addressed to the Chair and be submitted no later than September 15th.
   d. The Letter will become a permanent part of the candidate’s file and confidentiality cannot thereby be guaranteed.

8. Other material added at the discretion of the candidate
CANDIDATE’S STATEMENTS

In this section, provide information, evidence and discussion that will build a convincing case for your tenure and/or promotion. Include information on your assigned workload and provide the reader with a clear picture of how your teaching, scholarship and service are integrated, relate to your area(s) of expertise, and apply to the missions of your department, college and the University. This section needs to fully inform all levels of review. Use as many pages as you need to complete your statements.

CANDIDATE’S STATEMENT ON TEACHING/LIBRARIANSHIP

The Statement on Teaching/Librarianship is an opportunity to reflect upon and discuss your teaching/librarianship. Describe and discuss your teaching/librarianship core beliefs, approaches and activities and present evidence of work and accomplishments that meet the criteria outlined in the PSU Promotion and Tenure Guidelines (found in the Faculty Handbook, Section 2.7 c-e). Provide examples and evidence for your effectiveness in teaching, academic advising and any activities in supervising research and/or thesis or special projects. Focus on presenting and discussing evidence that shows the extent to which you meet the criteria for effective teaching/librarianship:

- Engages in scholarly teaching
- Uses effective instructional design
- Utilizes appropriate instructional delivery
- Employs instructional assessment
- Mentors and supports students

CANDIDATE’S STATEMENT ON SCHOLARLY/PROFESSIONAL ACTIVITY

The Statement on Scholarship is an opportunity to provide information and discussion of scholarly activities which meet the criteria outlined in the PSU Promotion and Tenure Guidelines. Focus on presenting and discussing evidence that shows the extent to which you meet the criteria for quality scholarship:

- Conducts scholarship in a manner with clear goals and appropriate methods
- Demonstrates discipline-related or interdisciplinary expertise
- Meets the standards of discipline-related or interdisciplinary scholarship
- Contributes to a body of knowledge through new, original and/or innovative works
- Disseminates to a wider audience in an appropriate forum (presentations and/or publications to scholarly peers, exhibitions, performances, etc.)
- Makes an impact or contribution to the discipline or some community of people

CANDIDATE’S STATEMENT ON SERVICE

The Statement on Service is an opportunity to describe your service activities at multiple levels and across varied sectors of the department, college, University, community and profession. Describe and discuss service activities with regard to the criteria of meaningful service as outlined in the PSU Promotion and Tenure Guidelines. Focus on presenting and discussing evidence that shows the extent to which you meet the criteria for meaningful service:

- Demonstrates contributions to the department, the college, and the University
- Conducts activities with integrity and professionalism
- Accepts responsibilities and follows through on commitments
- Demonstrates ability to work collaboratively
- Makes contributions to the community and/or the profession through the application of professional expertise