


MEMORANDUM

TO: College Deans

FROM: Michele Hawkins
Interim Provost and Vice President for Academic Affairs 

DATE: March 2023

SUBJECT: **Promotion and Tenure ePortfolio Guidelines for Tenure Track Faculty for 2023-2024**

Once again it is time to consider promotion and tenure of faculty members. This is one of the most important deliberations that a faculty undertakes. The decisions that are made have a very long-term impact on both the University and the individual. Thus, careful preparation is needed for ePortfolios and letters of recommendation, as are diligent evaluative efforts on the part of all individuals involved in the decision process. To facilitate decisions at all levels, the chairperson's/director's and dean's letters of recommendation should be in adequate detail to ensure a presentation of the relationship between the academic assignment and accomplishments. Evaluations should be conducted in accordance with appropriate criteria.

Beginning in 2018, all tenure and promotion applications are to be submitted through Interfolio: Review, Promotion and Tenure (RPT), FAU's online review system, via an ePortfolio. ePortfolios for tenure, tenure and promotion, and promotion follow the same timelines and are reviewed by the appropriate committees during the same time frame. If a candidate is applying for both tenure and promotion, the applications may be considered at the same time but they require separate votes, one for tenure and one for promotion. If a candidate is applying for both tenure and promotion to Associate Professor, the review and vote on the promotion must precede the vote on tenure, since no candidate who does not meet the relevant criteria for promotion to Associate Professor is eligible for tenure.

Included in this document please find:

1. University Promotion and Tenure ePortfolio Preparation
2. Promotion and Tenure Timelines
3. Comprehensive Curriculum Vitae template

If you have any questions on any of this material or need assistance, please contact Arcadia Callahan at 561-297-4747 or by email abetancourt@fau.edu.

UNIVERSITY PROMOTION AND TENURE ePORTFOLIO PREPARATION

March 2023

I. INTRODUCTION

The attached materials provide the outline and instructions for the preparation of promotion and tenure ePortfolios in Interfolio Review, Promotion, and Tenure (“RPT”) for 2023-2024. All participating parties are encouraged to review the *Criteria for the Appointment, Promotion and Tenure of Faculty and the Principles for Creating Criteria and Standards for Promotion and Tenure* for information on the process to be used and the responsibilities of all parties. Candidates should also review the promotion and or tenure documents of their own unit (i.e., college, department, school, Library, FAUS, and HBOI).

It should be noted that:

Prior to the consideration of the employee’s promotion (or tenure), the employee shall have the right to review the contents of the promotion (or tenure) file and may attach a brief response to any material therein. **It shall be the responsibility of the employee to see that the file is complete.**

****Misrepresentation of the candidate’s record in the ePortfolio, either by false information or omission of information, will result in disciplinary action, which might include termination.****

II. THE PROMOTION/TENURE ePORTFOLIO

Once a case has been initiated in Interfolio, the candidate shall prepare their ePortfolio (“packet”), for submission for review.

Materials are to be organized in the order listed below, within the indexed sections of the ePortfolio. Do not include material other than that requested.

Any packets submitted to Academic Affairs that fail to meet the stated requirements will NOT be accepted for consideration. The University Promotion and Tenure Committee (UPT) will reject incomplete files. Candidates should refrain from contacting review committee members at any level once the candidate has submitted their packet.

III. SUPPLEMENTARY SECTION OF THE ePORTFOLIO

As a supplement to the ePortfolio, the candidate shall prepare a section that includes examples of his or her accomplishments in scholarship, research and/or other creative activity. These materials are to be included in the Supplementary Materials section of the packet. Materials

should include a copy of his or her most significant books, journal articles, etc. When appropriate, the section may include material that requires viewing or listening.

The inclusion of selective, positive comments from students does not necessarily enhance the ePortfolio. Written comments from SPOT forms do not enhance the ePortfolio and generally should only be included if helpful to improve the candidate's ePortfolio. If, however, a candidate wishes to include these, all comments from a particular class must be included and they should be added to the Supplementary Materials section only.

IV. THE ORDERING OF MATERIALS IN THE PROMOTION/TENURE ePortfolio

All submitted promotion/tenure ePortfolios must follow the order listed below. Appropriate naming conventions should be used to make uploaded files easily identifiable to committee reviewers within the sections. A guide to [Best Practices for Naming Packet Materials](#) can be found on Interfolio's support site. A lack of professionalism and consistency may result in the rejection of an ePortfolio.

Refer to following pages for explanation

1. Materials for External Evaluators
2. Signed Waiver of Right of Review Letter from External Reviewers
3. Status letter(s)
4. Up-to-Date Vita
5. Copy of Annual Assignments
6. Instruction (Table; SPOT summary reports; Peer evaluation of teaching materials and classroom instruction)
7. Scholarship, research and/or other creative activity
8. Assigned service and/or administrative activity
9. Self-evaluation
10. Department/Unit Criteria for Promotion and Tenure
11. Annual Employee Performance Evaluations
12. Third Year Review Reports
13. Tenure and/or Promotion Appraisals
14. Supplemental Material
15. Letters of Evaluation from independent evaluators
16. Certification of Portfolio Completion from Chairperson/Director
17. Report of the Department/School Promotion and Tenure Committee
18. Chairperson's/Director's letter and Certification of Review of Waiver Selection
19. Report of the College Promotion and Tenure Committee
20. Dean's letter, Certification of Portfolio Completion from the Dean, and Certification of Review of Waiver Selection
21. President's Decision Letter

EXPLANATION OF ABOVE LISTED ITEMS

1. MATERIALS FOR EXTERNAL EVALUATORS

Materials for external reviewers vary by college, however, typically include a brief Curriculum Vitae, self-evaluation, department criteria for promotion and/or tenure, and examples of scholarly activity. Please check the department/college criteria for additional items not listed in this document.

2. WAIVER OF RIGHT TO REVIEW LETTERS FROM EXTERNAL REVIEWERS

The waiver form is built into the ePortfolio packet in Interfolio Review, Promotion and Tenure (RPT). Please be sure to submit the form indicating the decision to (or not to) waive the right to view external letters. **If a candidate has chosen to waive their right to view the external letters, they cannot have access to names or contents of the external letters.**

3. STATUS LETTER

The candidate's appointment letter must be included. If there are letters or memoranda that document promotion and tenure, years awarded toward tenure and promotion, requests for early application of promotion and tenure, and delay of the tenure clock, additional appointments (affiliate or joint), etc., these need to be included here.

4. UP-TO-DATE VITA, with sequentially numbered pages.

See suggested *Comprehensive Dossier Curriculum Vitae* template attached to this memorandum.

5. COPY OF ANNUAL ASSIGNMENTS:

These should be included for the period under consideration. For promotion to Professor, they should cover the period from promotion to Associate Professor or, if appointed as Associate Professor, years at FAU. For promotion to Associate Professor, they should cover the years as an Assistant Professor at FAU.

The Chairperson has the responsibility, if requested, to assist the faculty member in obtaining copies of Annual Assignments. Preferably, however, the candidate is maintaining these in their Dossier throughout their years at FAU.

6. INSTRUCTION

Classroom teaching, dissertation/thesis committees, senior projects, advising of student clubs; curriculum and course development; peer evaluation; professional development of teaching; other documentable contributions to the quality of instruction at the University or in the profession. Provide this information for the entire period under consideration for promotion to Associate Professor with tenure; applications for promotion to Professor should provide this information for the period since promotion to Associate Professor.

Provide the information in the following order. Include only the information as requested; if necessary, additional documentation can be provided in the Supplementary section of the ePortfolio. Mandatory categories are indicated with an asterisk*.

- A. Teaching and/or Advising Awards. Explain the nature of the award and the selection process.
- B. **Quantitative data on teaching***. At a minimum, for the years under consideration, this section must include the summary item from Student Perception of Teaching (SPOT). Commencing with Fall 2015, the summary item will be #6 (“Rate your instructor’s overall teaching effectiveness in this course.”) for all forms.

Candidates who have recently been appointed to the FAU faculty should present the results of student evaluations conducted at their prior place of employment. If department/school or college instruments for student evaluation of instruction differ from those adopted by the University, they should be included if they are to be considered in the evaluation process. Be certain to explain the form, the results of other items that may be included in the table, discussed in addenda to the table, or presented in other tabular form.

Scores on evaluations should be compared to appropriate summary statistics. Department/school or college means may not be useful bases of comparison if courses vary widely in their sizes (e.g., seminars and mass lectures) and missions (e.g., advanced courses for major, courses in the lower-division core curriculum). If asked, chairs/directors and deans should provide any data that are reasonable and necessary for purposes of comparison.

SPOT summary sheets for each course taught during the period under consideration should also be included in this section.

SAMPLE TABLE CONCERNING TEACHING AND EVALUATION*

Semester	Title	Description	No. Enrolled	Required/ Elective	Credit Hours	Campus/ On-line	Student Evaluation Results/# Responding (Scale is from a low of 5 to a high of 1)	Department Or College Mean	Other Means of Evaluation Including Peer if Available	Grad. Asst. Help
Fall 20XX	Family Violence	SOW 4141	31	E	3	BOCA	Item 6: 2/26	1.9** 2.0	YES	No
Fall 20XX	Intro to Health Care Systems	HSA 6103	15	R	3	BOCA	Item 6: 1.5/15	2.2*** 2.0	NO	Yes

* Insert Additional columns as needed along with explanation of evaluation system.

** Department Mean for all Upper Level courses.

*** Department Mean for all Graduate courses.

SAMPLE TABLE CONCERNING CHAIRING OR BEING A MEMBER OF THESIS, DISSERTATION, SENIOR PROJECT, ETC., COMMITTEES

THESIS COMMITTEES		
SEMESTER/YEAR	ROLE/NUMBER/TYPE	NOTES
Fall 20XX	Chaired 2 MFAs Served on 3 MFAs	One MFA graduated
Spring 20XX	Chaired 2 MFAs Served on 2 MFAs	One MFA graduated One MFA graduated
DISSERTATION COMMITTEES		
Fall 20XX	Served on 1 Ph.D. Chaired 1 Dissertation	Comparative Studies One Ph.D. student graduated

- C. **Peer Evaluation***. This section must include a minimum of two recent peer evaluations, as appropriate to the discipline, department/school and college. Peer evaluations should be recent, conducted within two years of submission of the ePortfolio. Provide a brief explanation of the unit's procedure for peer review of teaching. These evaluations can be from in-person or online/virtual lecture observation.
- D. If necessary and appropriate according to the candidate's assignment and/or the relevant criteria for promotion and/or tenure, provide information on course or curricular development, professional development of teaching, and other instructional activity such as student clubs, etc. If this section is included, it should be limited to a two page (double-spaced) overview of such activities for the typical applicant for Associate Professor. Applicants for promotion to Professor may provide an overview of no more than five double-spaced pages. Additional documentation, if necessary, may be included in the Supplementary section of the ePortfolio.

- E. Advising. Include a discussion on advising activities at which level and in what capacity (i.e. thesis, etc.).
- F. Community Engaged Instruction. This section should include curricular activities that connect students and faculty with community-identified needs through mutually beneficial partnerships that deepen students’ academic and civic learning.
- G. Undergraduate or Graduate Research and Inquiry Instruction. This section should include curricular activities that actively engage undergraduates/graduates in the process of research and inquiry through projects/assignments centered on a question or unstructured problem for which no clear answer exists. Use the table below to summarize any instruction or instruction related activities involving Undergraduate Research and Inquiry (URI). A template of this table can be found on the Provost’s website, [here](#).

Semester & Year	Course Prefix/#	Title	Number Enrolled	Required Course or Elective?	Credit Hours	Campus or Format	Student Evaluation Results/# Responding Indicate Scale	Department or College Mean	URI support or Designation (e.g. supported by a Curriculum Grant, RI designated, DIR, Honors thesis, research capstone course etc.

7. SCHOLARSHIP, RESEARCH AND/OR OTHER CREATIVE ACTIVITY

This section is an annotated version of the parallel section of the candidate’s vita, but needs to include information to supplement the vita. It should provide detailed information on each published or exhibited work including, if appropriate to the discipline, presentations at conferences and symposia. This information should permit a colleague outside of the candidate’s field to evaluate the candidate’s accomplishments in his or her discipline(s). **For all publications, including electronic media, the candidate should explain: the type of refereeing used (e.g., blind peer review; reviewed by an editorial board; solicited by the editor); the type of journal or press (e.g., “The official publication of the National Association of XXXX”). Candidates need to identify publications that are on-demand, supported by subventions, are Open Access, are pay to publish or are the product of work on a student’s thesis or dissertation committee, the impact factor and acceptance rates of**

the Journal, citations for the article, and discipline-based indices are important means of external validation.

For creative activities, the candidate should provide information on the significance of the venue or exhibition in which the work appeared. If the department/school considers scholarly creative work for which some payment is received as part of the review, this should be explained here. Other forms of external review appropriate to the discipline may be important here; i.e., published reviews of books and reviews of performances and exhibitions. This information should be sufficiently detailed to permit an out-of-discipline colleague to evaluate the significance of the performance or other creative activity.

Community-engaged research (CER), the collaborative process between the researcher and a community partner with the goal of contributing to the discipline and strengthening the well-being of the community, is also included in this section.

Undergraduate or Graduate Research and Inquiry: Supervising an inquiry or investigation conducted by an undergraduate/graduate that produces an original intellectual, technical, or creative contribution to the discipline or practice, or applied research, where the student uses discipline-appropriate data to address a research question/problem for which no clear answer exists may also meet the criteria. Research involving undergraduates and/or graduates should be identified, as well. Use the tables below to summarize your activity in this area. A template of this table can be found on the Provost’s website, [here](#).

Semester & Year	Undergraduate Student Name	Z Number	Type of product resulting from mentorship (e.g., Awarded grant, Publication, Patent, Presentation, Performance, Competition, Exhibition, book chapter, student award etc.) NB: UG student must be author/presenter or co-author etc.	Product citation. Please use an * next to the undergraduate student. (Include full citation, award detail etc.)

Semester & Year	Graduate Student Name	Z Number	Type of product resulting from mentorship (e.g., Awarded grant, Publication, Patent, Presentation, Performance, Competition, Exhibition, book chapter, student award etc.) NB: GR student must be author/presenter or co-author etc.	Product citation. Please use an * next to the graduate student. (Include full citation, award detail etc.)

Complete information must be provided on all publications, including the authors as listed in the publication, page numbers and publication dates. If any work has multiple authors, the candidate should explain his or her role (e.g., co-author, senior author). This is particularly important in those disciplines in which it is necessary to establish one's self as an independent scholar or researcher prior to tenure and/or promotion. If multi-disciplinary/collaborative work is important to the unit, this needs to be addressed here. If there is any question about the candidate's role, documentation of it should be provided.

Include critical reviews of your work if they exist. (Candidates may attach a concise commentary to the review.)

Include letters of acceptance for any forthcoming work.

Documents substantiating the acceptance of a manuscript for publication, the publication of a manuscript, or the awarding of a grant or contract that were referenced in the original submission of the ePortfolio, may be added to the ePortfolio at any time **PRIOR** to the review of the ePortfolio by the University Promotion and Tenure Committee. Documents should be submitted up through the Chair/Director, College Promotion and Tenure representative, and Dean, to the Vice Provost of Academic Affairs. The document will be date-stamped and added to the top of the Supplementary section of the ePortfolio.

8. ASSIGNED SERVICE to institution, profession, community and public schools.

Include a table that provides an overview of these activities for each academic year under consideration; indicate which activities (if any) were supported by a reduced teaching assignment. Be sure to indicate your role in the activity (e.g., chair, member) and the approximate amount of time required by it (e.g., "three hours a week").

The application of one's professional expertise in collaboration with the community that addresses a community-identified need and supports the goals and mission of the University and the community may be considered as criteria for tenure and/or promotion.

Research and inquiry activities that involve the application of professional expertise to support undergraduate research efforts aligned with the institution's strategic plan may be considered service activities that meet the criteria for tenure and/or promotion.

If the table is not self-explanatory, the candidate may include a brief (typically, no more than five double-spaced pages) narrative with additional information about service activities. This narrative should explain each activity, if it is not clear from the table. If possible, this narrative section should refer to evidence of the quality of the candidate's work. This is particularly important if service was a significant part of the candidate's

assignment. Additional documentation, if necessary, can be included in the Supplementary section of the ePortfolio.

SERVICE: 20XX-20XX

DEPARTMENT	ROLE	TIME COMMITMENT / RELEASE TIME HOURS PER YEAR	YEAR
Faculty Search Committee	Member	16 hours	20XX
Master's Program	Coordinator	80 hours	20XX - 20XX
COLLEGE			
Faculty Assembly	Secretary	32 hours; release time – 1 course	20XX - 20XX
UNIVERSITY			
Faculty Senate	Member	12 hours	20XX - 20XX
Commencement	Marshall	4 hours	20XX
COMMUNITY			
Community Center Advisory Committee	Member	3 hours	20XX
UNDERGRADUATE RESEARCH & INQUIRY			
OURI UG student	Mentor to Student A, Z12345678	48 hours	20XX - 20XX
OURI UG Symposium	Symposium judge	3 hours	20XX
PROFESSION			
Journal	Peer Reviewer	6 hours	20XX
National Organization	Elected Representative	4 hours	20XX - 20XX

9. A SELF-EVALUATION of no more than eight double-spaced pages. This self-evaluation should be explicit about the condition of the application and use the candidate's accomplishments to explain how he or she has met the appropriate criteria for promotion and/or tenure. It should be written in terms easily understood by out-of-discipline colleagues. Reference should be made to the following areas:
 - A. Instruction
 - B. Scholarship, research and/or other creative activity
 - C. Service
 - D. Academic pursuits and accomplishments relevant to but not included in the above categories

10. A copy of the DEPARTMENT AND/OR UNIT PROMOTION AND/OR TENURE CRITERIA as approved by the University Provost or designee. The chairperson/director has the

responsibility, if requested, for providing the faculty member a copy of the current Promotion and Tenure Criteria.

11. ANNUAL EMPLOYEE PERFORMANCE EVALUATIONS for the period under consideration. A copy of the annual evaluation and any corrective action plans or other feedback is to be submitted in this section. The chairperson/director has the responsibility, if requested, to assist the faculty member obtain copies of Annual Evaluations.
12. THIRD YEAR REVIEW REPORT FOR TENURE. A copy of the third year report and any corrective action plans or other feedback is to be submitted in this section. Chair/Director must assist in providing a copy of the written assessment and plan of action provided to the candidate at the time of the Third Year Review.
13. TENURE AND/OR PROMOTION APPRAISALS. Chair/Director must assist in providing copies of these materials, if requested by the faculty member.
14. SUPPLEMENTARY MATERIAL

Includes examples of his or her accomplishments in scholarship, research and/or other creative activity. Materials should include a copy of his or her most significant books, journal articles, etc. When appropriate, the section may include material that requires viewing or listening.

15. LETTERS OF EVALUATION addressed to the Chairperson of the Department/Director of the School must provide copies to the faculty member, **unless the faculty member has chosen to waive their right as indicated on the form in Interfolio. Please be sure to check the waiver form prior to sharing the external letters with the candidate.**
 - A. At a minimum, three (3) letters solicited for this application from referees outside this University are required. The referees must be at the rank the candidate is aspiring to or higher (see [Criteria for the Appointment, Promotion, and Tenure of Faculty \[February 2022\]](#) document for additional criteria). A list of potential referees should be compiled by the Chair/Director, the faculty who are eligible to vote on the case, and the candidate. The candidate should have the opportunity to review the list for any conflicts of interest. At a minimum, three (3) external referees should be selected by the Chair/Director from the list. These should be letters from independent experts in the field who can evaluate the faculty member's work; **letters from mentors, mentees, co-authors, co-investigators, co-editors, dissertation advisors, personal friends and anyone closely associated with the candidate to raise the question of impartiality are not eligible.** Referees solicited for evaluation should indicate in their letters the relationship they have to the candidate.

- B. If required by the college/department, a maximum of two letters solicited for this application from colleagues within the University may be included. If internal letters are included, they should especially evaluate the quality of the candidate's service to the institution. Candidates are encouraged to include a brief statement of why these colleagues are appropriate as evaluators of the work should be included. The most useful letters will be those from colleagues who have worked closely with the candidate on some committee or other institutional project. **Letters from junior colleagues in one's department/school are not appropriate.**

- C. The chair's letter should request **a brief vita or summary of each referee's credentials**; this should be appended to the letter from the evaluator as one .pdf file. Such letters should clearly identify the purpose for which the evaluation is being requested (e.g., "for promotion to Professor") and the nature of the evaluation requested ("review the service to the university"). It is often useful to include a copy of the relevant criteria or to describe the candidate's assignment (e.g., "while teaching three courses a term"). Sample External Reviewer Request language and an Individual Cover Sheet for External Letters Requested are attached to this memorandum. Record of the requests from the Chairperson/Director is stored in the Case Activity log in Interfolio RPT. The list of requests, whether accepted or declined, is maintained in the packet, as well, and can be referenced by committee groups during review. **All letters solicited by the chairperson/director are to be included and only these letters should be included.**

16. CERTIFICATION OF COMPLETENESS OF PROMOTION AND TENURE PORTFOLIO DOCUMENTATION

The Chairperson/Director will receive the case in Interfolio prior to moving forward for stages of review. Once the candidate has completed their packet and submitted it, the Chairperson/Director will review the contents and ensure that all materials required are included in the packet. Once the Chairperson/Director has reviewed the packet materials, they will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio before sending the case forward to the next stage of review. The form is attached to the end of this document.

If the Chairperson/Director receives an incomplete packet, they shall notify the candidate via email and list the missing materials to be attached. The Chairperson/Director will then unlock those appropriate sections in Interfolio so the candidate may include the remaining documents and re-submit. The sections will automatically lock upon resubmission. The Chairperson/Director, after confirming all missing documents have been received and all sections are locked, will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio before sending the case forward to the next stage of review. **The University Promotion and Tenure Committee will reject incomplete files.**

17. REPORT OF THE DEPARTMENT/SCHOOL PROMOTION AND TENURE COMMITTEE

A memorandum reporting the numerical results of the poll of the faculty eligible to vote on tenure and promotion ePortfolios in the department/school shall be sent to the Chair/Director, with a copy to the faculty member*. Committee member names, voting and non-voting, must be listed in the memo. The written report, however, shall preserve the anonymity of the voting but shall also convey, as best as can be discerned, **the reasons for the vote**. Faculty members can only abstain from voting when there is a conflict of interest. A written explanation of the conflict of interest must be included with the written report and uploaded to Interfolio.

***PLEASE BE CAREFUL TO NOT USE NAMES OF EXTERNAL REVIEWERS IF THE CANDIDATE HAS WAIVED THE RIGHT TO REVIEW. IF YOU NOTICE NAMES OF EXTERNAL EVALUATORS HAVE BEEN USED BY PREVIOUS COMMITTEE REVIEWERS, YOU SHOULD SEND THE CASE BACKWARD AND NOTIFY THE COMMITTEE CHAIR TO REVISE THEIR LETTER TO EXCLUDE IDENTIFYING INFORMATION. SHOULD THE CASE PROGRESS FORWARD USING NAMES OF REVIEWERS WHEN IT IS NOT PERMITTED, THE CASE WILL BE SENT BACK TO THE APPROPRIATE LEVEL OF REVIEW UNTIL THE CHANGE IS MADE.**

The candidate may attach a brief response within 5 days of receipt of the added material. The ePortfolio cannot move forward for 5 days after the candidate has received the report, unless, before the 5 day period has expired, the candidate indicates there will be no response. The response should be filed in the same section as the letter being responded to.

Certification of Review of Waiver Selection and Use of Evaluator Information

To ensure identifying information of external evaluators was appropriately used or withheld, the Department P&T Committee Chair will fill out and sign the Certification of Review of Waiver Selection and Use of Evaluator Information form and attach it along with their recommendation letter in Interfolio. The form is attached to the end of this document.

18. CHAIRPERSON'S/DIRECTOR'S LETTER AND CERTIFICATION OF REVIEW OF WAIVER SELECTION AND USE OF EVALUATOR INFORMATION

- I. The Chairperson/Director's letter should contain the following:
 - A. The Chairperson's/Director's recommendation (a clear statement of support or non-support) including, if appropriate, an explanation of any special conditions of the application.

- B. A **detailed** analysis and evaluation of the work of the faculty member. The record is to be evaluated in keeping with the appropriate approved criteria and written so as to be easily understood by out-of-discipline colleagues, and is to include consideration of annual assignments and performance evaluations regarding:
- i. Teaching effectiveness
 - a. consideration of effectiveness in imparting knowledge and skills in stimulating students' critical thinking and/or creative abilities;
 - b. clear explanation of the nature and meaning of student evaluations and a comparison of the candidate's scores to all other members of the department;
 - c. explanation, description, and meaning of other tools used for evaluating teaching effectiveness.
 - ii. Scholarship, research and other creative activity
 - a. published books, articles and papers; musical compositions; paintings, sculpture; works of performing art; papers presented at meetings of professional societies; and research and creative activity that has not yet resulted in publication, display or performance.
 - b. An explanation and other appropriate information on the quality and/or ranking of publication and creative activity outlets.
 - iii. Service that is related to and furthers the mission of the University (if appropriate, please include a statement as to how the department/school views service for junior faculty).
 - iv. Other assigned university duties and responsibilities.

PLEASE BE CAREFUL TO NOT USE NAMES OF EXTERNAL REVIEWERS IN YOUR LETTER IF THE CANDIDATE HAS WAIVED THE RIGHT TO REVIEW. IF YOU NOTICE NAMES OF EXTERNAL EVALUATORS HAVE BEEN USED BY PREVIOUS COMMITTEE REVIEWERS, YOU SHOULD SEND THE CASE BACKWARD AND NOTIFY THE COMMITTEE CHAIR TO REVISE THEIR LETTER TO EXCLUDE IDENTIFYING INFORMATION. SHOULD THE CASE PROGRESS FORWARD USING NAMES OF REVIEWERS WHEN IT IS NOT PERMITTED, THE CASE WILL BE SENT BACK TO THE APPROPRIATE LEVEL OF REVIEW UNTIL THE CHANGE IS MADE.

The candidate may attach a brief response within 5 days of receipt of the added material. The ePortfolio cannot move forward for 5 days after the candidate has received the letter unless, before the 5 day period has expired, the candidate indicates there will be no response. The response should be filed in the same section as the letter being responded to and easily identifiable by document title.

II. Certification of Review of Waiver Selection and Use of Evaluator Information

To ensure identifying information of external evaluators was appropriately used or withheld, the Chairperson/Director will fill out and sign the *Certification of Review of Waiver Selection and Use of Evaluator Information* form and attach it along with their recommendation letter in Interfolio. The form is attached to the end of this document.

19. REPORT OF THE COLLEGE PROMOTION AND TENURE COMMITTEE

A memorandum reporting the numerical results of the poll of the College Promotion and Tenure Committee, a copy of which is to be sent to the faculty member*. Committee member names, voting and non-voting, must be listed in the memo. The written report, however, shall preserve the anonymity of the voting but shall also convey, as best as can be discerned, **the reasons for the vote**. Faculty members can only abstain from voting when there is a conflict of interest. A written explanation of the conflict of interest must be included with the written report and uploaded to Interfolio.

***PLEASE BE CAREFUL TO NOT USE NAMES OF EXTERNAL REVIEWERS IF THE CANDIDATE HAS WAIVED THE RIGHT TO REVIEW. IF YOU NOTICE NAMES OF EXTERNAL EVALUATORS HAVE BEEN USED BY PREVIOUS COMMITTEE REVIEWERS, YOU SHOULD SEND THE CASE BACKWARD AND NOTIFY THE COMMITTEE CHAIR TO REVISE THEIR LETTER TO EXCLUDE IDENTIFYING INFORMATION. SHOULD THE CASE PROGRESS FORWARD USING NAMES OF REVIEWERS WHEN IT IS NOT PERMITTED, THE CASE WILL BE SENT BACK TO THE APPROPRIATE LEVEL OF REVIEW UNTIL THE CHANGE IS MADE.**

The candidate may attach a brief response within 5 days of receipt of the added material. The ePortfolio cannot move forward for 5 days after the candidate has received the letter unless, before the 5 day period has expired, the candidate indicates there will be no response. The response should be filed in the same section as the letter being responded to.

Certification of Completeness of Promotion and Tenure Portfolio Documentation

The College P&T Committee Chair will review the packet contents and ensure that all materials required are included in the packet before sending forward to the next stage of review. Once the College P&T Committee Chair has reviewed the packet materials, they will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio. The form is attached to the end of this document.

If the College P&T Committee Chair receives an incomplete packet, they shall notify the candidate via email and list the missing materials to be attached. The College P&T Committee Chair will then unlock those appropriate sections in Interfolio so the candidate may include the remaining documents and re-submit. The sections will automatically lock upon resubmission. The College P&T Committee Chair, after confirming all missing

documents have been received and all sections are locked, will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio before sending the case forward to the next stage of review. **The University Promotion and Tenure Committee will reject incomplete files.**

Certification of Review of Waiver Selection and Use of Evaluator Information

To ensure identifying information of external evaluators was appropriately used or withheld, the College P&T Committee Chair will fill out and sign the Certification of Review of Waiver Selection and Use of Evaluator Information form and attach it along with their recommendation letter in Interfolio. The form is attached to the end of this document.

20. DEAN'S LETTER OF EVALUATION, CERTIFICATION OF COMPLETENESS, AND CERTIFICATION OF REVIEW OF WAIVER SELECTION AND USE OF EVALUATOR INFORMATION

- I. The ePortfolio is to be evaluated in keeping with the approved criteria and is to include:
 - A. The Dean's recommendation (a clear statement of support or non-support) including, if appropriate, an explanation of any special conditions of the application.
 - B. A **detailed** discussion of supporting evidence for the recommendation based on, but not limited to:
 - i. Teaching effectiveness
 - ii. Scholarship, research and other creative activity
 - iii. Service that is related to and furthers the mission of the University (if appropriate, please include a statement as to how the college views service for junior faculty)
 - iv. Other assigned university duties and responsibilities

PLEASE BE CAREFUL TO NOT USE NAMES OF EXTERNAL REVIEWERS IF THE CANDIDATE HAS WAIVED THE RIGHT TO REVIEW. IF YOU NOTICE NAMES OF EXTERNAL EVALUATORS HAVE BEEN USED BY PREVIOUS COMMITTEE REVIEWERS, YOU SHOULD SEND THE CASE BACKWARD AND NOTIFY THE COMMITTEE CHAIR TO REVISE THEIR LETTER TO EXCLUDE IDENTIFYING INFORMATION. SHOULD THE CASE PROGRESS FORWARD USING NAMES OF REVIEWERS WHEN IT IS NOT PERMITTED, THE CASE WILL BE SENT BACK TO THE APPROPRIATE LEVEL OF REVIEW UNTIL THE CHANGE IS MADE.

The candidate may attach a brief response within 5 days of receipt of the added material. The ePortfolio cannot move forward for 5 days after the candidate has received the letter unless, before the 5 day period has expired, the candidate indicates there will be no response. The response should be filed in the same section as the letter being responded to.

II. Certification of Completeness of Promotion and Tenure Portfolio Documentation

The Dean will review the packet contents and ensure that all materials required are included in the packet before sending forward to the next stage of review. Once the Dean has reviewed the packet materials, they will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio. The form is attached to the end of this document.

If the Dean receives an incomplete packet, they shall notify the candidate via email and list the missing materials to be attached. The Dean will then unlock those appropriate sections in Interfolio so the candidate may include the remaining documents and re-submit. The sections will automatically lock upon resubmission. The Dean, after confirming all missing documents have been received and all sections are locked, will fill out and sign the *Certification of Completeness of Promotion and Tenure Portfolio Documentation* form and attach it in Interfolio before sending the case forward to the next stage of review. **The University Promotion and Tenure Committee will reject incomplete files.**

III. Certification of Review of Waiver Selection and Use of Evaluator Information

To ensure identifying information of external evaluators was appropriately used or withheld, the Dean will fill out and sign the *Certification of Review of Waiver Selection and Use of Evaluator Information* form and attach it along with their recommendation letter in Interfolio. The form is attached to the end of this document.

21. PRESIDENT'S DECISION LETTER

The President's decision letter will be added to the ePortfolio once the review has been completed by the Provost and a recommendation has been made and certified by the Board of Trustees. The candidate will receive the President's decision letter via mail, electronically and hardcopy. A copy will be stored in the ePortfolio in addition to the personnel file.

FLORIDA ATLANTIC UNIVERSITY

PROMOTION AND TENURE TIMELINES

2023-2024

December 8, 2023

ePortfolios sent forward for review by the
University Promotion and Tenure Committee

March 2024	University Promotion and Tenure Committee recommendations to the Provost
April 2024	Provost Recommendations to the President President certifies to the FAU BOT that all procedures in University Regulation 5.006 (Tenure Procedures) have been followed.
May 2024	Letters will be sent to candidates notifying them of the final decision.

PLEASE STRUCTURE COLLEGE TIME LINES TO INSURE COMPLIANCE WITH THE DECEMBER SUBMISSION TO THE UNIVERSITY PROMOTION AND TENURE COMMITTEE. **THE NAME OF THE CHAIRPERSON OF EACH COLLEGE PROMOTION AND TENURE COMMITTEE IS TO BE PROVIDED TO ARCADIA CALLAHAN (EMAIL ABETANCOURT@FAU.EDU) IMMEDIATELY UPON FORMATION OF THE COMMITTEE.**

COMPREHENSIVE CURRICULUM VITAE PROMOTION AND TENURE ePORTFOLIOS

Together with your department/college, you are responsible for the accuracy and clarity of your CV. It should observe the guidelines below for content and formatting. Please ensure that a representative of your department/college reviews your CV before it is circulated.

Name

Institutional Affiliation

Contact Information

Education/Employment History

Provide a brief chronological account (most recent to least recent) of your higher education history and all post baccalaureate employment relevant to your academic discipline.

Scholarship/Research/Creative Activity

For all refereed and non-refereed publications in print, or under review, please provide full citations (do not abbreviate journal titles), including beginning and ending page numbers. In case of works in press or under review, include number of manuscript pages.

Publications in Print - Publications should be listed in separate categories by date of publication (most recent to least recent) within the following categories:

- Refereed Journal Articles
- Books
- Book chapters
- Textbooks
- Other (book reviews, encyclopedia articles)

For all publications in print please provide full citations (do not abbreviate journal titles), including beginning and ending page numbers

For all co-authored works: provide full names of all authors, in the exact order as they appear in the printed copy. Indicate any undergraduate students who are listed as primary or co-authors in your publications. Also, the extent of the candidate's contribution to the work must be clearly explained in the scholarship section of the candidate's ePortfolio; supporting documentation from co-authors may be supplied as needed.

Works in Press ("in press" means written, reviewed, accepted, and waiting for publication. Please include full citations, anticipated date of publication, and number of manuscript pages.)

Works currently under review (i.e., not yet accepted for publication) should be included if the work is complete and has been submitted for review; please include number of manuscript pages and the Journal to which it has been submitted.

Work currently under development but not yet submitted should **not** be included.

If a work under review is accepted for publication before your ePortfolio has been forwarded by the department (or equivalent unit) to the next level for review, you should notify the department (or equivalent unit) committee chairperson. The department (or equivalent unit) may then consider the work “in press” and update the ePortfolio accordingly. The work should be placed in the ePortfolio by the department representative while the ePortfolio is under departmental review; by the department’s college representative to the college committee while the ePortfolio is under review by that committee; and by the college representative to the university committee once the ePortfolio has been forwarded to the Office of the Provost, but before the University Promotion and Tenure Committee has acted on it.

Where co-authoring is extensive and **not** typical in the field, a major collaborator (lead or corresponding author) from your research team should indicate in a letter the contributions made by the candidate to the work (one letter may address multiple publications by the team, if applicable). Where co-authoring is common in your field, it would be helpful to indicate that in your statement on scholarship. Be sure to indicate publications co-authored with graduate and undergraduate students. Edited volumes should be clearly identified.

Refereed Presentations and Proceedings should be listed separately by date within the following categories:

- International
- National
- Regional/local

Indicate whether a conference paper eventually resulted in publication. Indicate any undergraduate students who are listed as primary or co-presenter within each category (International, National, and Regional/Local).

Non-Refereed Publications, Presentations and Proceedings

Achievements should be listed by date within the following categories:

- Publications
 - Articles, books, book chapters, other
- Presentations
- Performances
- Exhibitions
- Projects
- Other

Include full citations/descriptions and clearly identify the status of works in progress. Indicate any undergraduate students who are listed as primary or co- authors, presenters, performers, exhibitors etc. within the categories.

Presentations and proceedings should be listed separately by date within the following categories:

- International
- National
- Regional/local

Indicate whether a conference paper eventually resulted in publication.

Internally published technical reports, workbooks, etc. should be separate from publications.

Creative Activities and Achievements should be listed by date within the following categories:

- Publications
- Presentations
- Performances
- Exhibitions
- Projects
- Other

If creative works do not fit in the above categories, please clearly group creative achievements under categories that best characterize your work and are broadly accepted in your discipline and academic community.

Include full citations/descriptions and clearly identify the status of works in progress.

Grants

Please list internal and external grants separately from most recent to least recent. It is recommended that you also list proposals that were not funded. If you list unsuccessful applications, those should be clearly differentiated from successful ones. Pending proposals should be listed with the amount requested and the notification date. For each successful grant, you should identify your status – PI, co-PI, other, as well as the roles of other participants on the grant. You also should indicate the percentage of your time that is supported by the grant. If a grant supports programmatic or group work, you should clarify your precise role in the work. You should indicate the amount received (total direct costs and annual budget) and the coverage period of successful grants, as well as the funding agency and the title of the proposal.

External

- Funded

- Pending
- Not-funded (recommended but optional)

Internal

- Funded
- Pending
- Not-funded (recommended but optional)

Courses Taught at FAU

List all courses taught. Identify any new courses you have developed.

Supervision of Graduate Students - Identify all masters and doctoral candidates supervised, completion dates, and thesis/dissertation titles, indicate any graduate students who are listed as primary or co-authors, presenters, performers, exhibitors etc. within the categories.

Supervision of Undergraduate Students - Identify all undergraduate students supervised as part of their honors thesis and directed independent research. Include completion dates and thesis or research project titles, indicate any undergraduate students who are listed as primary or co-authors, presenters, performers, exhibitors etc. within the categories.

Advising Activities – Identify all undergraduate and graduate advising activities.

Service and Professional Development

List all significant service assignments and activities, as well as professional development activities, in separate categories by date.

Service to the Institution:

- Department/School service
- College service
- University service.

Service to the Discipline/Profession

Service to the Community/Public

Professional Development

Honors and Awards

Identify the honor or award, year awarded, and the supporting organization.

Certification of Review of Waiver Selection and Use of Evaluator Information

I have reviewed the Waiver of Right to Review External Letters form in _____'s (candidate name) promotion and/or tenure portfolio and certify that, based on the candidate's selection, I have/have not used identifying information of the external evaluators in my letter of recommendation for promotion and/or tenure.

Signature of Department P&T Chair

Date

Signature of Department/School
Chair/Director

Date

Signature of College P&T Chair

Date

Signature of Dean

Date