

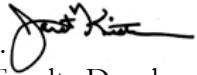


FLORIDA STATE UNIVERSITY
OFFICE OF FACULTY DEVELOPMENT AND ADVANCEMENT

March 27, 2017

MEMORANDUM

To: Academic Deans and Department Chairs/School Directors

From: Janet Kistner, Ph.D. 
Vice President for Faculty Development and Advancement

Subject: 2017/2018 Promotion and Tenure Process

I am pleased to announce that beginning with the 2017/2018 promotion and tenure cycle, the entire review and approval process will be managed online. The Office of Faculty Development and Advancement staff worked with Enterprise Resource Planning (ERP) staff to envision and design a unique workflow process that will improve the promotion and tenure experience for faculty candidates and reviewers, department and college staff, and members of the University Promotion and Tenure Committee.

Department and college staff have been undergoing training in the new workflow system and are ready to assist faculty with their eBinders. The new system will be available for the 2017/2018 promotion and tenure cycle on **Friday, March 31, 2017**.

As you review the tenure-track faculty members within your unit who are below the rank of tenured full professor, you will be determining who is eligible to be considered for promotion and/or tenure during the 2017/2018 promotion and tenure process. The deadline for deans to submit all promotion and/or tenure eBinders to the Office of the Vice President for Faculty Development and Advancement for review by the University Promotion and Tenure Committee is **Friday, October 20, 2017**.

Workshop on Promotion and Tenure

A workshop focusing on preparing candidate materials and other elements of the process for **faculty** members will be presented by the Office of the Vice President for Faculty Development and Advancement on **Monday, April 10, 2017, from 3:30 p.m. to 5:00 p.m.** in Dodd Hall Auditorium (DHA 103). Please encourage relevant faculty to attend this workshop. Administrators and staff are welcome to attend as well.

Election of Promotion and Tenure Committee Members

Members of the Promotion and Tenure Committees at all levels are responsible for advising the President regarding whether each candidate meets the University criteria for promotion and/or tenure. It is important that these elected representatives are among the most experienced and qualified faculty members who are committed to reading and evaluating the files of all candidates in an independent manner. The FSU Constitution states that tenure consideration must “originate with the appropriate department or unit that shall have an elected faculty committee, of whom a majority of the members shall be tenured faculty” (Article VI, Section B.1.a., b., and c.). Tenure-earning faculty may be elected to departmental committees as long as the majority of the members are tenured; the

Faculty Senate Steering Committee has affirmed that this section also applies to colleges without departments. In colleges with departments or schools, the college committee must be comprised of tenured faculty only. The dean's eligibility to function in relation to the college promotion and tenure committee is subject to the governing bylaws of the college.

The spouse/partner/family member of a candidate may serve on a committee, **but may not be present for, or participate, in the discussion of the binder and may not vote on the candidacy of his or her spouse/partner.**

The University Promotion and Tenure Committee is composed of tenured faculty members only, with at least one elected representative from each college. Deans are not eligible for election to the University Promotion and Tenure Committee.

Members of promotion and tenure committees must be prepared to respond to questions about the records of candidates from their departments, schools or colleges. During meetings of promotion and tenure committees at all levels, committee members may ask for clarification of material presented in a candidate's file and may discuss the documents contained, or referenced in, those files. A committee member may not advocate for or against a candidacy; all members should exercise their own independent evaluations of each record.

No candidate for promotion and/or tenure may serve on promotion and tenure committees, except at the departmental level under exceptional circumstances. Election results for college representation on the University Promotion and Tenure Committee are due to the Office of the Vice President for Faculty Development and Advancement by **Friday, September 15, 2017.**

University Criteria for Promotion and/or Tenure **[Faculty Handbook, Section 5](#)**

University Promotion Criteria

- Promotion to the rank of associate professor shall be based on recognition of demonstrated effectiveness in teaching, service, scholarly or creative accomplishments, and recognized standing in the discipline and profession, as attested to by three letters from outstanding scholars outside the University.
- Promotion to the rank of professor shall be based on recognition of superior teaching, service, scholarly or creative accomplishments of high quality and recognized standing in the discipline and profession, as attested to by three letters from outstanding scholars outside the University.
- Although the period of time in a given rank is normally 5 years, demonstrated merit, not years of service, shall be the guiding factor. Promotion is not automatic, nor is it regarded as guaranteed upon completion of a given term of service. Early promotion is possible where there is sufficient justification. Typically, an assistant professor is considered simultaneously for promotion and tenure during the 6th year of service.

University Tenure Criteria

- The criteria for awarding tenure are the same as those for promotion to the rank to which the candidate is being considered for promotion (or the rank held by the candidate if the candidate is not being considered for promotion). Tenure, however, is guaranteed neither by

promotion nor by previous attainment of the rank of associate or full professor.

Section 5 of the *Faculty Handbook*, Chapter 6C2R-4.034 of the *Florida State University Regulations*, and Article 10 of the *BOT-FSU UFF Collective Bargaining Agreement* contain provisions regarding evaluation of faculty. All individuals considered for promotion or tenure must also be evaluated in accordance with the written departmental, school, and college policies, procedures, and criteria for faculty evaluation.

Faculty members who are earning eligibility for tenure or promotion must be given assignments throughout this period of their career that provide equitable opportunities (in relation to other faculty in the same department, school or college) to meet the required University criteria and departmental or school standards for promotion and tenure. These criteria include performance in all three areas of teaching, research or creative activity, and service. The balance of these three areas will vary throughout faculty members' careers and among the various fields and disciplines.

Evidence regarding scholarly and creative activities is typically the most difficult for promotion and tenure committees to judge. Over the years, promotion and tenure committees have looked for evidence related to national (or international) standing. For promotion to Associate Professor, the expectation is that the candidate clearly **is becoming** recognized nationally as a scholar or creative artist in their discipline; for Professor, the expectation is that the candidate **has become** so recognized. Of course, the evidence for this standing is different in different fields. The FSU Constitution seeks to accommodate the variety of disciplinary practices throughout the range of academic fields among the faculty by requiring that the University Promotion and Tenure Committee have at least one representative from each college.

Please remind your faculty members of the University criteria listed above as well as your internal (departmental and/or college) standards. The required written departmental and college statements of standards for promotion and/or tenure must be compatible with University criteria and the *BOT-FSU UFF Collective Bargaining Agreement*.

Who is eligible for consideration?

- "Promotion-eligible" faculty members include all faculty members below the rank of full professor.
- "Tenure-eligible" faculty members are those who will be in their fifth (5th), sixth (6th), or seventh (7th) year of tenure-earning service in 2017/2018. Departments normally consider faculty for tenure during the 6th year of service, including any prior service credit granted at the time of initial employment or any visiting time agreed to count as tenure-earning. Departments may consider faculty members for *early tenure* during the 5th year of tenure-earning service, provided the faculty member submits a written request that is approved by the appropriate Dean. An explanation for early tenure is included in the Dean's letter.
- Typically, assistant professors are considered simultaneously for promotion and tenure during the sixth (6th) year of service. Consideration for early promotion is also possible prior to the sixth (6th) year of service when sufficiently justified by demonstrated merit.
- eBinders will be submitted for all faculty members in their sixth (6th) or seventh (7th) year unless a written request is forwarded to the Office of the Vice President for Faculty Development and Advancement.

Withdrawal from consideration:

- The candidate may withdraw his or her eBinder within five (5) working days of being informed of the results of the secret ballot vote of the committee at every level, of the secret ballot vote of the tenured faculty, of the chair and/or dean, and the university committee, regardless of the results of the vote. The withdrawal request must be in writing.

File submitted:

- **Main eBinder:** One main eBinder is prepared for each candidate, including those who are being considered for both promotion and tenure. The main eBinder is produced within the online workflow system.
- **Publications or Creative Activity Binder:** Copies of the candidate's publications (or evidence of their creative activities) are placed in a separate hard-copy binder. This binder is **not** forwarded to the University Promotion and Tenure Committee, but can be requested by this committee.
- See Attachment I for a description of the required content for each section of the main eBinder.

Who is responsible for the preparation and progression of the eBinder?

- Faculty members are not required to prepare their own eBinders; they are, however, expected to participate in preparation of the eBinder.
- **The main eBinder should meet all requirements of Attachment I before it is submitted to the Office of the Vice President for Faculty Development and Advancement.**
- The department chair (or dean) and the candidate will review the eBinder and will electronically sign the Summary Cover Sheet(s) before the eBinder is submitted to the next level of review.
- The candidate is responsible for confirming that the eBinder is complete. The candidate's electronic signature on the eBinder Summary Cover Sheet(s) certifies that the eBinder is complete and that the candidate has had an opportunity to assist in its preparation. The electronic signature of the department chair (or dean) on the Summary Cover Sheet(s) certifies that the department chair (or dean) has completed his or her responsibility to prepare the eBinder in compliance with University procedures, that the candidate has had the opportunity to review the eBinder, and that all materials in the eBinder are valid and accurate.
- At this point, the eBinder is ready for review. During the review process, the only documents that may be added are the department chair's and/or dean's letter evaluating a candidate, the candidate's response to those letters if needed (with the exception of items described below) and the narrative explanations summarizing the meetings of each committee in the process.
- The only other acceptable additions by the candidate to the completed eBinders are: proof of an article accepted for publication, documentation of a new grant approval, or documentation that a creative activity has been accepted for viewing. Please see Attachment 1 regarding the placement of these specific items.
- Evaluations must be based on the record as revealed in the eBinder. **It is inappropriate for anyone (including deans, department chairs, school directors, faculty colleagues, other committee members, or candidates) to submit materials independently or to request conferences with committee members reviewing an eBinder.**

Candidate opportunity to take action following results:

- Candidates will have 5 business days to upload a response after the results of the department committee and department chair decision (if applicable), the area committee decision (if applicable), and the college committee and dean's decision. Candidates should monitor the progression of their binder through the online system paying special attention to system email notifications.

Recording results:

- The reason (or reasons, in case of a tie) cited most frequently for negative secret ballots from committee members will be recorded on the Reasons for Negative Committee Review Ballots page within the online workflow. Only the official reasons designated by the University Committee for a negative ballot may be used (see Attachment I).
- Results of the tenured faculty vote are only indicated on the Summary Cover Sheet for Tenure; no reasons for any negative ballots will be noted.
- Following the meeting, the chair of each promotion and tenure committee must prepare and upload a Summary of Discussion which explains the actions taken by the committee.

Note on abstentions:

- A faculty member who accepts election to a promotion and tenure committee at any level accepts the responsibility of reviewing and evaluating all eBinders considered by the committee.
- Abstentions are limited to situations involving real or perceived conflicts of interest (familial relations or substantial professional or financial entanglements that prevent judging the candidate objectively).
- Absences from campus that result in a failure to ballot during the review process should be recorded as "absent not voting," not as an "abstention."
- Abstentions and absences are listed separately on the *Summary Cover Sheet(s)*.
- A spouse/partner/family member who serves on a committee shall also recuse him or herself from the discussion of the candidate.

Information unique to tenure candidates:

Vote of the tenured faculty:

- **Recommendations for tenure shall begin with the faculty member's supervisor. They must also include a poll by secret ballot and a narrative explanation written by the department chair or college dean summarizing the meeting of the tenured members of the faculty member's department or college.** The review by the tenured faculty will be conducted before the eBinder is submitted to the next level and the results will be indicated on the Summary Cover Sheet for Tenure. After the secret ballot vote and narrative of the tenured faculty is compiled and uploaded, the candidate is provided five (5) working days to withdraw his or her eBinder.

Adjustments of tenure service record:

- Tenure service credit transferred from another institution must be agreed upon in writing by the dean of the college at the time of the original appointment, and must be explained in the Dean's letter. Prior to the time the faculty member becomes eligible to be considered for

tenure (i.e., prior to their 5th year of service) by the department/school or college promotion and tenure committee, the faculty member has one opportunity to withdraw all or a portion of this service credit.

- **Any agreement to adjust the tenure status of the candidate must be included in the Dean's letter.** Agreements may include withdrawal of prior service credit, mid-year hire agreement, agreement to count visiting time as tenure-earning, parental leave agreement, Article VI agreement (for administrative assignment), or extension of the tenure-earning period due to a qualifying personal circumstance (e.g., childbirth or adoption, personal injury or illness, care of ill or injured dependents, elder care, death of closely related family member resulting in need for extended dependent care).

Seven-Year Rule:

- The FSU Constitution provides in Article VI, Section B.7.a(1), that no person “may remain in the service of the University as a nonpermanent member of the faculty of any college, school, or other academic unit in any rank or combination of ranks for a total of more than seven years” (Seven-Year Rule). This includes the instructor, assistant professor, associate professor, and professor ranks, and visiting appointments in those ranks. The rule applies to all service time, whether tenure-earning or not. All or part of the time in visiting appointments at the rank of assistant professor or above may be accepted as tenure-earning if mutually agreed upon in writing by the academic dean and the faculty member at the time of appointment to a tenure-earning position. If a faculty member has held a visiting appointment(s) for more than one year and transferred no tenure-earning time from another institution, it will be necessary to accept some of the visiting time as tenure-earning in order to make the faculty member eligible for tenure consideration before the seven-year maximum is reached.

Timeline and Summary of Dates:

February/March 2017	Department and College Staff training on the promotion and tenure workflow in myFSU-HR. This will replace the staff workshop for this year.
March 31, 2017	New Promotion and Tenure Workflow open for the 2017/2018 cycle.
Monday, April 10, 2017	Faculty Promotion & Tenure Workshop 3:30 p.m. - 5:00 p.m.; Dodd Hall Auditorium (DHA 103)
September 15, 2017	Send the name(s) of the college representative(s) who will serve on the University Promotion & Tenure Committee to Melissa Crawford, mucrawford@fsu.edu
October 13, 2017	Colleges send a summary of actions to Ms. Crawford (i.e., number of eBinders being submitted; number of withdrawals from consideration). Include each candidate's name, department, and category for consideration (promotion to associate professor only, promotion to associate professor and tenure, promotion to professor only, promotion to professor and tenure, and tenure only). <ul style="list-style-type: none">• Candidates who wish to withdraw from consideration (at the department or college level) must do so in writing; a copy of the withdrawal must be sent to Ms. Crawford.• If no eligible candidate withdrew from consideration, please submit a written statement to that effect.
October 20, 2017	Promotion & Tenure eBinders due to Melissa Crawford, the Office of the Vice President for Faculty Development and Advancement representative for review.
Mid October – 2017	Organizational meeting of the University Promotion & Tenure Committee
November/December 2017	University Promotion & Tenure Committee will review binders
December 11, 2017	University Promotion & Tenure Committee meeting to recommend promotion and tenure
December – 2017	Advice from the University Promotion & Tenure Committee will be forwarded to the Provost and President for final action; candidates will be informed in writing of the Committee's advice (with copy to the department chair and dean)
January/February – 2018	President will notify the candidates in writing of final action (with copy to department chair and dean)

Attachment I

Organization and Preparation of Promotion and Tenure eBinders

As stated in the Promotion and Tenure memo, beginning with the 2017/2018 promotion and tenure cycle the entire process will be online as part of a customized workflow through myFSU-HR. Below are instructions on how to compile the eBinder. The promotion and tenure eBinder will be divided into 4 (or 5) sections.

Section 1 – Summary Cover Sheets

- Summary Cover Sheet for Promotion
- Reasons for Negative Committee Reviewer Ballots – Promotion
- Summary Cover Sheet for Tenure
- Reasons for Negative Committee Reviewer Ballots – Tenure
- Agreements to Adjust Tenure Status
- Early Tenure Agreement

Section 2 – General Information

- Dean's Letter
- Candidate's Response to Dean's Letter (optional)
- Department Chair's Letter
- Candidate's Response to Chair's Letter (optional)
- Department Committee Summary of Discussion
- Tenured Faculty Summary of Discussion
- Area Committee Summary of Discussion (only for Colleges with area committees)
- College Committee Summary of Discussion
- Cover Sheet for Outside Letters Section
- Sample Letter Sent to Outside Reviewer
- Outside Letters (Cover Sheet and Letter)
- Department/College Promotion and Tenure Criteria
- Curriculum Vitae (FEAS)
- In Press Acceptance (optional)
- Courses Taught

Section 3-Evidence of Achievement

- Summary of Major Accomplishments, 1-page maximum
- Discussion of Teaching/Research/Service, 6 pages maximum
- Student Responses to SPCI#13
- SPCI Summary Forms
- Sample Syllabi, 2 maximum
- Scholarly/Creative work, 2 maximum
- Other evidence, 5 pages maximum

Section 4-Evaluative Materials

- 2nd Year Review
- 4th Year Review
- Progress Towards Promotion and/or Tenure Letters

Section 5-Late Additions (optional)

The only acceptable additions to the completed files are: proof of an article accepted for publication; documentation of a new grant approval; or documentation that a creative activity has been accepted for viewing.

Organization of the Main eBinder

Section 1-Summary Cover Sheets

1. Summary cover sheet for promotion

Only the department or college delegate may fill out the summary cover sheet for promotion. Please include the number of years in rank, dates of employment and history of ranks at FSU (tenure-earning time only) and the annual percentages of effort. If the delegate has the AOR role for the department (or college), the year will be a hyperlink to that year's most recent fully approved AOR.

2. Reasons for negative committee reviewer ballots – promotion

Indicate the reason (or reasons, in case of a tie) that was cited most frequently for any negative secret ballot received from all applicable promotion and tenure committees.

3. Summary cover sheet for tenure

Only the department or college delegate may fill out the summary cover sheet for tenure. If a candidate is being considered for both promotion and tenure, the dates of employment and history of ranks at FSU (tenure-earning time only) and the annual percentages of effort will carry over to the summary cover sheet for tenure. Please include the years of service credit towards tenure at FSU and any years of service credit towards tenure transferred to FSU at the time of original appointment. Check the "Other Service Credit Adjustments" box, if applicable.

Special note: The secret ballot vote of the tenured faculty members in the department (or college without departments) is **required** for all tenure considerations.

4. Reasons for negative ballots – tenure

Indicate the reason (or reasons, in case of a tie) that was cited most frequently for any negative secret ballot received from all applicable promotion and tenure committees.

5. Agreements to adjust tenure status

Examples include an offer letter reflecting tenure credit at the time of hire; an agreement to withdraw all or a portion of tenure credited at the time of hire; additional agreement to adjust the tenure status, including agreement to count visiting time as tenure-earning; mid-year hire agreement, parental leave agreement, or Article VI agreement, etc.

6. Early Tenure Agreement

If the candidate is being considered for early tenure (during the 5th year of service), include the written agreement from the Dean.

Section 2-General Information

1. Dean's Letter

The dean must provide an objective evaluative review of the candidate's record. The first paragraph must address:

- College Committee vote;
- Agreement to adjust years of tenure service credit, if applicable;
- Agreement to allow candidate to seek early tenure, if applicable.
- The Tenured Faculty vote is optional if discussed in the Department Chair's letter.
- State the year and explain the circumstances of the delay, if the candidate is in the 6th or 7th year of service.

In colleges without departments, the Dean's letter must also include the items listed below for the Department Chair's letter.

2. Candidate's response to dean's letter (optional)

The candidate **must be afforded at least 5 working days to upload a response** to the Dean's letter.

3. Department Chair's Letter (included in dean's letter for colleges without departments)

The department chair's letter **must** address the following:

- The departmental committee vote (this must be in the first paragraph).
- The tenured faculty vote (this must be in the first paragraph).
- Summary and objective evaluation of the candidate's teaching, scholarly or creative activity, and service.
- Statements on teaching must be consistent with other evidence in the binder (such as the SPCI reports) or an explanation given for any discrepancies.
- A description and an evaluation of the journals, books, presses, and reviews associated with the candidate's work. This quality assessment of the journals and presses must be included in the department chair's/school director's (or dean's letter) and must contain a statement of the relative standings of the scholarly/creative venues in which the candidate's publications or performances appear.
- A clear analysis of how the candidate's publications can be attributed to various stages of the academic career.
- A description of the role that books play at each stage in the publication process in meeting the departmental promotion and tenure standards.
- A report of any honorarium paid, if applicable, to the author of any outside letter of recommendation for promotion and/or tenure.

4. Candidate's response to the Department Chair's Letter (optional)

Candidates **must be afforded at least 5 working days to upload a response** to the Department Chair's letter.

5. Department Committee Summary of Discussion (only for Colleges with departments)

A narrative explanation provided by the departmental committee summarizing the meeting and vote.

Example:

Summary of Meeting – Department

The Department of ____/School of ____ Promotion and Tenure committee met and reviewed ____ for promotion (and/or tenure). A majority of the committee members expressed that the candidate's binder provided evidence that he/she should/should not be granted promotion and/or tenure.

Comments were made regarding the candidate's strength/weakness in the area of ____, as evidenced by ____.

6. Tenured Faculty Summary of Discussion

A narrative explanation provided by the tenured faculty summarizing the meeting and vote.

Example:

Summary of Meeting – Tenured Faculty

The Tenured Faculty of the Department of ____/School of ____ met and reviewed ____ for tenure. A majority of the committee members expressed that the candidate's binder provided evidence that he/she should/should not be granted tenure. Comments were made regarding the candidate's strength/weakness in the area of ____, as evidenced by ____.

Note that in some cases, the department committee and tenured faculty meetings occur simultaneously.

7. Area Committee Summary of Discussion (only for Colleges with area committees)

A narrative explanation provided by the area committee in the promotion process summarizing the meeting and vote.

Example:

Summary of Meeting – Area Committee

The ____ Area committee reviewed ____ for promotion (and/or tenure). A majority of the committee members expressed that the candidate's binder provided evidence that he/she should/should not be granted promotion and/or tenure. Comments were made regarding the candidate's strength/weakness in the area of ____, as evidenced by ____.

8. College Committee Summary of Discussion

A narrative explanation provided by the college committee in the promotion process summarizing the meeting and vote.

Example:

Summary of Meeting – College Committee

The College of ____ Promotion and Tenure committee reviewed ____ for promotion (and/or tenure). A majority of the committee members expressed that the candidate's binder provided evidence that he/she should/should not

be granted promotion and/or tenure. Comments were made regarding the candidate's strength/weakness in the area of ____, as evidenced by ____.

9. Cover Sheet for Outside Letters Section

- Only the delegate or Department Chair (or Dean) may upload documents pertaining to the outside letters.
- Include the Department Chair's (or Dean's) description of the solicitation process for outside letters. The candidate should have some role in selecting reviewers of his or her work. This role should be agreed upon by the department (or college) and should be consistent between its candidates.
- Indicate the number of outside letters solicited. A minimum of three (3) letters is required, and **it is strongly advised that a minimum of (5) five letters be solicited**. All solicited letters must be uploaded to the Outside Letters section of the eBinder.
- Indicate total number of replies.
- A "decline to write" is not counted as a reply on the Cover Sheet for Outside Letters.

10. **Sample Letter Sent to Outside Reviewer**

(see Appendix A for Sample Wording for Requesting Outside Letters)

Letters requesting evaluations:

- a) must be impartial, emphasizing the need for an objective assessment of the candidate's professional standing and an evaluation of the quality of the candidate's contributions to the field, as well as any comments concerning teaching and service, if known to the outside reviewer;
- b) must request a statement of whether or not the outside reviewer would support the candidate for promotion and/or tenure at FSU. The request for a letter may include department and college guidelines for promotion and/or tenure (bylaws), but sending them is not required.
- c) must include the statements that Florida Statutes may consider evaluation responses "open to the public," and that "University Promotion and Tenure Committee rules stipulate that all responses to letters soliciting evaluation for promotion or tenure purposes must be included in the candidate's binder." (Use the sample wording in Appendix A in preparing these letters of request.)

Be sure the sample letter is a copy and that it is signed.

11. **Outside Letters #1, #2, #3 ...**

- Only the delegate or Department Chair (or Dean) may upload documents pertaining to the outside letters.
- Include the Individual Cover Sheet for Each Outside Letter Requested and original signed letter from outside reviewer combined into one PDF for each letter. Each cover sheet and letter should be uploaded as separate letters.
- Outside letters must be from outside the University, not just outside the candidate's department or college.
- Outside letters must be signed. If the letter is received by email, include the email message. Electronic signatures are accepted.

- To avoid doubt of possible bias, all professional relationships between the candidate and external reviewer must be acknowledged and justified (see [*Individual Cover Sheet for Each Outside Letter Requested*](#)).

Outside Letter

Number of outside letters required

- A candidate being considered for both promotion **and** tenure needs only **one** set of letters.

Promotion to associate professor

- A minimum of (3) three outside letters, requested by the department chair (or dean), is required for promotion to associate professor. **It is strongly advised that a minimum of (5) five letters be solicited.**
- These letters must come from outstanding scholars in the candidate's field who hold the rank of professor and are from outside Florida State University, unless justified in writing by the chair (or dean) that the writers have equivalent national standing.

Promotion to professor

- A minimum of (3) three outside letters, requested by the department chair (or dean, for colleges without departments), is required for promotion to professor. **It is strongly advised that a minimum of (5) five letters be solicited.**
- These letters must come from outstanding scholars in the candidate's field who hold the rank of professor and are from outside Florida State University, unless justified in writing by the chair (or dean) that the writers have equivalent national standing.

Tenure

- A minimum of (3) three outside letters, requested by the department chair (or dean) is required for tenure nomination. **It is strongly advised that a minimum of (5) five letters be solicited.**
- These letters must come from outstanding scholars in the candidate's field who hold the rank of professor and are from outside Florida State University, unless justified in writing by the chair (or dean) that the writers have equivalent national standing.

Include the following for each outside letter solicited:

1. [*Individual Cover Sheet for Each Outside Letter Requested*](#)
The department chair must adhere to the rules governing outside letters. Professional relationships with the candidate are **explicitly prohibited** for outside reviewers **unless explained** by the chair. The Area or College committee should return the eBinder to the department when these rules for external review appear disregarded; this decision should not occur at the university level.
 - a) Indicate the name and title of each person from whom letters were requested.
 - b) Indicate any relationship between the candidate and the reviewer.
 - c) If the external reviewer is not a tenured full professor, include justification of equivalent national standing.
 - d) The chair must certify that no professional relationships exist between the candidate and the external reviewer **or must provide a justification that the**

external review letter contains an unbiased assessment despite such a relationship. Relationships include, but are not limited to, student-teacher, colleagues in graduate school, former departmental colleagues, collaborators and/or co-authors.

2. Outside Letter from Reviewer

No reply received for outside letter

If no reply was received to a request for an outside letter, the chair should upload a statement to that effect in place of the letter. If the evaluator declined to write a letter, the evaluator's response (if in writing) or an explanation from the chair should be included.

12. Department/College Promotion and Tenure Criteria

A copy of the department's and/or college's current promotion and tenure criteria and procedures (as approved by the department and college, and reviewed by the Vice President for Faculty Development and Advancement).

13. Curriculum Vitae ([FEAS](#))

The candidate must upload an updated and finalized Curriculum Vitae in the format approved by the University Promotion and Tenure Committee. The Committee has approved the use of the Faculty Expertise & Advancement System (FEAS) for this purpose. ([See Appendix B.](#))

- **Required:** Include a one-sentence description of each published work since employment at FSU, or since last promotion at FSU, as well as a statement that identifies the status of any co-authors and their institutions, (graduate student, colleague, etc.).

14. In Press Acceptance

Faculty must upload a copy of the acceptance letter or email from the journal or publisher for each "in press" paper or book. Faculty may also include a copy of the work in this section. If candidate does not have any "in press" acceptances, please upload a statement stating to that effect.

15. Courses Taught

List of courses taught in the **preceding three (3) years**, with enrollments in each, organized by semester (most recent to oldest), including Directed Individual Study, Seminar, Dissertation, and Thesis, as well as any Summer courses.

This list may include courses taught for more than three years if considered appropriate by the candidate and chair (or dean) to clarify the record. **This report can be generated from the Faculty Expertise & Advancement System ([FEAS](#)) by using the "Courses Taught Summary" of the Teaching Summary Report.**

Section 3-Evidence of Achievement

1. Summary of Major Accomplishments (1-page maximum)

- A summary (one-page maximum) of the candidate's major accomplishments; the summary should carry the heading "Candidate's Summary of Major

Accomplishments" followed by the body of the statement.

- This statement should not be in letter format.
- No free-response comments from the SPCI or student comments from any source should be included in the candidate's statement.

2. Discussion of Teaching, Research and Service (6 pages maximum)

- If desired, statements or letters from FSU faculty colleagues giving evidence on teaching may be included in the maximum 6 pages.
- No free-response comments from the SPCI or student comments from any source should be included in the candidate's statement.
- See [Appendix C](#) for additional information.

3. Student Responses to SPCI #13

A chart of student responses to SPCI #13 ("overall assessment of instructor") for the preceding three years generated from the Faculty Expertise and Advancement System ([FEAS](#)) by using the SPCI Summary Report.

4. SPCI Summary forms

- SPCI Course Evaluation Summary forms for each course taught during the preceding three years, most recent to oldest. (<https://fsu.evaluationkit.com/>).
- No free-response comments from the SPCI or student comments from any source should be included.

5. Sample Syllabi

One or two sample syllabi from courses taught during preceding three years.

6. Scholarly or Creative Works

One or two scholarly or creative works.

7. Other Evidence (optional-5 pages maximum)

- No free-response comments from the SPCI or student comments from any source should be included.
- The Collective Bargaining Agreement states that evidence of effective performance of assigned responsibilities could, for example, include syllabi and peer evaluations of teaching, which may be uploaded here or in the Discussion of Teaching, Research and Service. Peer evaluations are not mandatory, but are permissible.

Section 4-Evaluative Material

1. The 2nd and 4th Year Reviews

The required narrative from the P&T committee that summarizes the review (2nd and/or 4th, as the case may be) from the committee should be uploaded.

2. Progress Toward Promotion and/or Tenure Letters

Upload the progress toward tenure letters and/or progress toward promotion letters (most recent to oldest). At the discretion of the candidate, prior progress toward promotion and/or tenure appraisals may be included.

Section 5-Late Additions

The only acceptable additions to the completed files are: proof of an article accepted for publication; documentation of a new grant approval; or documentation that a creative activity has been accepted for viewing. Delegates will be able to upload any late additions for the candidate.

Publication binder (submitted to Department and College only):

Departments and Colleges may continue to utilize a hard-copy publications binder for the review of the candidate's scholarly or creative activity if they chose to do so. The front and spine of the "Publications" (or "Creative Activity") binder should be labeled and should include tabs to organize the published work.

All appropriate publications and/or creative works listed in the CV are included.

Digitally-Published Scholarship

Digitally published scholarship, including articles published in open access journals with review process and acceptance, may be counted in the tenure and promotion process subject to the same criteria as print journals. Such materials should be submitted with appropriate documentation regarding the acceptance and review process. Peer-reviewed digitally published scholarship will be regarded in the same way as peer-reviewed scholarship in traditional print form, in terms of considering a faculty member's candidacy for tenure and promotion.

Resources

(Forms and other resources are located on the Office of the Vice President for Faculty Development and Advancement website at <http://www.fda.fsu.edu/Faculty-Development/Promotion-and-Tenure>)

- [Reasons for Negative Ballots for Promotion and/or Tenure](#)
- [Cover Sheet for Outside Letters](#)
- [Individual Cover Sheet for Each Outside Letter Requested](#)
- [Appendix A-Sample Wording for Requesting Outside Letters](#)
- [Appendix B-Curriculum Vitae – Faculty Expertise & Advancement System \(FEAS\)](#)
- [Appendix C-Writing Personal Statements](#)
- [Appendix D-Teaching Summary Report \(FEAS\)](#)