

# Preparation of Portfolios for Promotion to Full Professor

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## Dean's Instructions to Candidates and Tenure and Promotion Committees Jepson School of Leadership Studies

Summarized below are guidelines for the preparation of materials to be included in the portfolios that will serve as the basis for the promotion evaluation. These instructions are consistent with the responsibilities and expectations outlined in the By-Laws of the and in the *Faculty Handbook*.

### **1. The Tenure and Promotion Committee**

By March 15 of the year in which the candidate will be evaluated for promotion to Full Professor, the Dean will appoint a chair of the candidate's Tenure and Promotion Committee. This committee includes all tenured Full Professors of the Jepson School.

Ordinarily, the Dean, in consultation with the chair and the Jepson faculty on the committee, will appoint two additional members of the University faculty. The non-Jepson members of the committee should have expertise related to the candidate's research; customarily, the additional members will be from different departments in the University. Such additional committee members will be appointed by May 1.

### **2. External Reviews of Scholarship**

The committee will obtain a minimum of four external letters from tenured scholars outside the University, typically full professors, who are recognized as experts in the candidate's area(s) of research. By May 1, the candidate should provide the chair with the names and addresses of four or more potential reviewers. The candidate should also provide a brief explanation of his or her relationship to the reviewers. Dissertation directors, mentors, and close acquaintances are not appropriate external reviewers. Ordinarily, co-authors are not either. If there are potential reviewers whom the candidate believes should not be invited to comment, he or she should notify the review chair.

After consulting with the Dean, the candidate's Tenure and Promotion Committee will decide upon the final list of outside reviewers, which will include at least two names submitted by the candidate.

The chair should solicit letters from all external reviewers no later than May 15 in order to allow time for the reviewers to complete their work over the summer. By June 1, the candidate should provide six copies of his or her curriculum vitae and scholarly work to be sent to reviewers. Outside reviewers should be instructed not to make a recommendation with respect to promotion to Full Professor but, rather, to provide a specific and detailed analysis of work

completed since the candidate's tenure and promotion to Associate Professor. This analysis should focus on originality, creativity, and rigor. The reviewers should also address the candidate's potential for continued productivity.

### 3. Solicitation of Student Letters

The chair is responsible for the solicitation of student letters. The chair works with the Associate Dean for Student and External Affairs to generate a random list of 50 of the candidate's former students by April 1.. These students should be randomly chosen from classes taught by the candidate at the University since tenure and promotion to Associate Professor. Without seeing this list, a candidate may submit up to five names of former students that should not be included on the list and up to ten additional names of former students that should be included on the list. To assure a timely return of letters, the chair should solicit letters from all students on the list by May 15. A reminder letter should be sent to non-responders by July 15.

### 4. Solicitation of Service Letters

By May 1, the candidate should provide a complete list of all service activities since the candidate's tenure and promotion to Full Professor and the names of individuals in the University, professional associations, or other outside groups who are in a position to comment on the candidate's service contributions.

The chair should use this list to solicit letters from people such as the chairs of committees on which the candidate has served and deans or directors who oversee academic advising. The individuals contacted by the chair should be familiar with either a substantial project undertaken by the candidate or a steady and consistent contribution over a period of time.

To assure a timely return of letters, requests for service letters should be mailed by May 15.

### 5. Core Portfolio

This portfolio represents the core of a promotion case. The materials in the core portfolio are supported by the documents contained in the scholarship, teaching, and service portfolios described in Section 6 below.

The candidate is responsible for providing all the materials for Sections A-D below.

- **Section A: Curriculum Vitae.** An up-to-date vita, constructed to indicate clearly peer-reviewed work and work completed since the candidate's tenure and promotion to Associate Professor. Unpublished conference papers, works under review, or works-in-progress are to be distinguished from published materials or forthcoming material.
- **Section B: Scholarship Statement.** This document is the candidate's statement regarding his or her contribution to the understanding of leadership for scholars and, if relevant, practitioners or educators. It should provide a description of the candidate's scholarly accomplishments since the candidate's tenure and promotion to Associate Professor and his or her plans for future scholarship.
- **Section C: Teaching Statement.** This document is the candidate's statement regarding his or her contributions to students' understanding of leadership since

tenure and promotion to Associate Professor. It should include a critical assessment of his or her teaching. This assessment should address the “Guidelines for Teaching” in the *Jepson School of Leadership Studies Criteria, Guidelines and Procedures for Evaluating Candidates for Tenure and Promotion*.

- **Section D: Service Statement.** This document is the candidate’s statement regarding his or her role in the work of the Jepson School, the University, and his or her profession since tenure and promotion to Associate Professor.

The candidate provides labeled file dividers for Sections E-J. The chair of the candidate’s Tenure and Promotion Committee adds the following materials to these sections.

- **Section E: Annual Reviews.** This section includes copies of each of the candidate’s annual reviews and the Dean’s annual evaluations of the candidate since tenure and promotion to Associate Professor.
- **Section F: Tenure Review.** This section includes a copy of the tenure review letter.
- **Section G: Student Letters.** The chair should provide a list of all students asked to provide evaluations, as well as any explanations of why individual students declined to write, and the original letters received from students.
- **Section H: External Review Letters.** The chair should provide a copy of the candidate’s suggested reviewers, including the candidate’s explanation of any relationship with particular reviewers. For each outside reviewer who writes an evaluation, the chair should also provide the committee’s reasons for its choice. The committee’s statement of reasons should note any personal relationship between the reviewer and the candidate or between the reviewer and any member of the candidate’s Tenure and Promotion Committee. Finally, this section should include copies of the letters mailed to the outside reviewers and the original letters received from the outside reviewers.
- **Section I: Service Letters.** This section should include the original service letters.
- **Section J: Committee’s Letter of Recommendation.** This statement should evaluate the candidate’s teaching, scholarship, and service. In its evaluation, the committee should rely on Appendix VI of the University of Richmond *Faculty Handbook: The Jepson School of Leadership Studies Criteria, Guidelines and Procedures for Evaluating Candidates for Tenure and Promotion*.

The letter should also express the committee’s recommendation, including the reasons for this recommendation. It should report the views of each and every faculty member on the committee. However, the committee should make sure that the letter does not attribute evaluative comments to particular committee members, external reviewers, or other letter-writers.

A positive recommendation requires a majority vote. Tie votes result in negative recommendations. The letter should not convey the actual vote.

Before the letter goes to the Dean, it must be approved and signed by each member of the committee. The committee chair should send the Dean a separate, confidential letter reporting how each committee member voted.

The Dean should confirm that the committee's letter fulfills the University's nondiscrimination standard and contains no breaches of confidentiality. If the letter fails to meet these conditions, the committee will correct the letter.

In the case of a negative recommendation, the committee chair will share the committee's letter with the candidate. In the case of a positive recommendation, the committee chair will not share the letter of recommendation with the candidate but will inform the candidate of the committee's recommendation. University policy requires that the candidate be informed of the recommendation at approximately the same time that the recommendation is made to the Dean.

6. In addition to the Core Portfolio, the candidate should provide three supplemental portfolios. These supplemental portfolios provide evidence in support of the candidate's effectiveness as a teacher, scholar, and University citizen.
  - **The Teaching Portfolio** must include a list of all courses taught since tenure and promotion to Associate Professor, including enrollments; all student evaluations (both quantitative and narrative); syllabi and grade distributions for all classes; and any feedback from classroom visits.

The Teaching Portfolio may also include a small sample of items such as letters from former students; class assignments; student work such as graded papers, projects, or exams; and audiovisual recordings of classes.

- **The Scholarship Portfolio** should include copies of work that is published, in press, or under review, or has been presented at professional conferences since tenure and promotion to Associate Professor.
- **The Service Portfolio** should contain a list of all the candidate's Jepson School and University committee assignments, including advising responsibilities, since tenure and promotion to Associate Professor. It should also contain a list of service during this time to the candidate's discipline or profession, including service as a referee or reviewer.

## 7. Process Issues

- **Initiation of Candidacy.** Candidacy for promotion to Full Professor can be initiated by the individual faculty member or by the Dean, but it will be pursued only with the concurrence of the faculty member, who should confirm his or her intention early in the previous spring, thus allowing the committee chair to solicit the requisite materials for the review.
- **Length of the Portfolios.** The candidate's personal statements and supporting information should be concise and directly address the criteria for promotion to Full Professor.

- **Additions to Portfolios.** Once the portfolios are submitted, the candidate may not add to them, except in cases of new developments of major consequence, such as the receipt of a teaching award, notification of an extramural grant, or the acceptance of a manuscript for publication.
- **Access to Portfolios.** Submitted portfolios are considered to be part of the candidate's personnel file and may not be returned to the candidate during the remainder of the promotion evaluation.
- **Solicitation of Additional Information.** Sometimes the Dean or subsequent evaluators will solicit more information pertaining to the candidate's teaching, scholarship, or service. Both the Tenure and Promotion Committee and the candidate must be informed that such requests have been made.
- **Cases of Negative Committee Recommendation.** In the event that a committee does not recommend the candidate for promotion to Full Professor, the candidate may choose not to have the portfolio with a negative recommendation forwarded to the Dean. If the portfolio is not forwarded, no reason need be given to the dean.
- **Grievance Procedures.** The candidate will be advised of positive or negative recommendations at each stage of the process. When notified of a negative recommendation, a candidate may appeal to the Grievance Committee. Negative recommendations at any level of the promotion process can be appealed only on the basis of procedural irregularity or violation of the University's employment policies. The appeal must be made within fourteen days of notification of the negative recommendation. The tenure and promotion review process will be suspended until the Grievance Committee completes its report. Refer to the *Faculty Handbook* for more detail on grievance policy and procedure.

## 8. Deadlines

March 15	The candidate receives Dean's Instructions, and the Dean appoints a chair of the candidate's Tenure and Promotion Committee.
April 1	The Dean holds a meeting with the candidate, the Associate Dean for Academic Affairs, and the chair of the candidate's Tenure and Promotion Committee to discuss procedures.
April 1	The chair works with the Associate Dean for Student and External Affairs to generate a list of at least 50 of the candidate's former students.
May 1	The Dean, in consultation with the chair and the Jepson faculty on the committee, selects any additional committee members.
May 1	The candidate submits lists of potential external reviewers, up to 5 students not to solicit and up to 10 students to solicit for letters, and references for service activities.

May 15	The chair solicits external reviews, student letters, and service letters.
June 1	The candidate submits copies of updated curriculum vitae and scholarly work to be sent to external reviewers.
July 15	The chair sends a reminder letter to non-responders on the student list.
September 15	The candidate submits the portfolios to the chair. Committee begins review of portfolios.
October 15	The chair convenes the candidate's Tenure and Promotion Committee to arrive at a final recommendation regarding promotion to Full Professor.
November 15	The chair shares the recommendation with the candidate. In cases of a negative recommendation, the chair also shares the committee's letter of recommendation. The chair submits the candidate's portfolios and the committee's letter to the Dean.
December 8	The Dean submits a letter of recommendation regarding tenure and promotion to the Provost and shares the letter with the committee chair. The dean also informs the candidate of her recommendation.

*Approved by the Tenured Faculty, March 24, 2010*

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*Clarifying language added to Section 2; approved by Jepson Faculty, February 17, 2021*