



University Libraries

2019 - 2020

Promotion and Tenure Guidelines

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PROMOTION AND TENURE GUIDELINES

Achieving Promotion and Tenure at The University of South Alabama is a multi-step process that begins in the Department and ends with the Board of Trustees. This document describes the Promotion and Tenure policies, procedures, and criteria of the University Libraries. The Guidelines are maintained on the Marx Library website at <https://www.southalabama.edu/departments/library/librarydocs.html>

University policies pertaining to Promotion and Tenure are set forth in the **USA Faculty Handbook** and found on the Division of Academic Affairs website: http://southalabama.edu/departments/academicaffairs/resources/policies/tenurepromotionguidelines.jan2_017.pdf.

Section 3.4 of the **USA Faculty Handbook** outlines the rank structure for library faculty and the criteria for promotion to each rank.

TENURE

The parties involved in the tenure process rely on the principles and criteria as defined in the **USA Faculty Handbook** (Section 3.11). The review process for awarding tenure is conducted during the faculty member's final year of probationary service. The criteria are the same as for promotion plus the additional important consideration of collegiality within the Candidate's Library or department and within the University Libraries and USA community. The Review Committee requires evidence of adequate performance in all areas. To be adequate, the Candidate must provide evidence of effective job performance, in instructional effectiveness where applicable; research, scholarship, and creative activity; and professional service to the University Libraries and University community, with evidence of potential for continued achievement.

PROMOTION

The parties involved in the promotion process at the Library/unit, University Libraries, and University levels rely on the principles and criteria as defined in the Faculty Handbook (Section 3.10). Further clarifications in librarian roles/titles and responsibilities are outlined in the **USA Faculty Handbook** (Section 3.4). These criteria involve consideration of the quality of teaching, the level of scholarship judged by national standards, and the regular performance of duties, including the ability to participate in a healthy learning environment. The degree of professional achievement is thereby evaluated in job performance, and in instructional effectiveness, where applicable; research, scholarship, and creative activity; and professional service to the department/Library, University Libraries, University, and where appropriate, the Community.

ELECTRONIC PROMOTION AND TENURE

The University Libraries adhere to the University Electronic Promotion and Tenure Guidelines. The procedures explaining access, uploading responsibilities, security roles, file naming, and uploading documents are maintained on the Division of Academic Affairs website at: <http://www.southalabama.edu/departments/academicaffairs/promotiontenure.html>. A summary of the guidelines and procedures are provided in this document for each level of review.

EXTERNAL REVIEW

An external review of the Candidate's scholarship and professional contributions will be included in all tenure and/or promotion applications except that External Reviewers are not required for promotion to Senior Instructor Librarian. Obtaining the reviews will be the responsibility of the Promotion Review and Tenure Review Committee Chair.

Selection of Reviewers

Appropriate sources for external review must be reviewers of the appropriate rank. External Reviewers should hold the rank of Associate Librarian / Associate Professor or Senior Librarian / Professor or the equivalent to review applicants for tenure and/or promotion to Associate Librarian. External Reviewers should hold the rank of Senior Librarian / Professor or the equivalent to review applicants for promotion to Senior Librarian. External Reviewers must be professionally competent to evaluate the academic credentials of a candidate. External Reviewers who have a conflict of interest or appearance of one or whose objectivity may be questioned may not serve in this role. External Reviewers should not be a former teacher, a personal friend of the Candidate, or a co-worker in research and publication activities.

The Candidate should prepare a list of appropriate sources for External Review. This list may contain names of specific people or names of libraries where External Reviewers may be identified. In addition to the list submitted by the Candidate, a list of appropriate sources for External Review must be submitted by the Promotion Review and Tenure Review Committee Chair and by the tenured faculty of the University Libraries (Faculty Handbook 3.11.4.3). The Chair of the Promotion Review and Tenure Review Committee(s) will endeavor to select one name from each list for a total of 3 external reviewers. The External Reviews will be a component of all levels of the review process. NOTE: Letters sent to External Reviewers should include the following information:

1. Introductory statement about the Candidate and the tenure and/or promotion process at the University of South Alabama (USA).
2. Background information on USA and the University Libraries and the Candidate's Letter of Intent for Tenure and/or Promotion.
3. The Candidate's Digital Measures Promotion and Tenure Report, Curriculum Vitae, and other pertinent information from the Candidate's file.
4. Samples of published works or similar evidence of the quality of the Candidate's scholarship provided by the Candidate. Each External Reviewer should be provided with the same representative set of the Candidate's scholarly or creative materials.
5. A request that External Reviewers:
 - a. State the nature of any acquaintance with the Candidate;
 - b. Provide an assessment of the significance and quality of the Candidate's scholarly and/or creative works and other professional accomplishments; and

- c. Comment on the Candidate's recognition or standing among peers and the likelihood that the Candidate will emerge as a librarian whose work is known and respected by leaders in the field.
6. A statement that letters from External Reviewers are treated as confidential and that Candidates will not be shown the external letters. Candidates will only be notified of the names of those selected to serve as External Reviewers after the promotion and tenure process has been completed.
7. The deadline for receipt of the letter from the External Reviewer.
8. The solicitation letter should be signed by and should request return to the Chair of the Committee.

The solicitation letter should not request support for a recommendation of promotion or tenure; the External Reviewer should not be asked to assess whether the Candidate should be promoted or tenured (an External Reviewer may, of course, volunteer such an opinion). The outside evaluation focuses on professional accomplishments and scholarly or creative achievements. The decision to promote depends on more than these factors.

PROCEDURES

Candidate

The Candidate bears the primary responsibility for the presentation of material in support of tenure and/or promotion. University and University Libraries guidelines for the Promotion and Tenure Portfolio should be used to organize the Candidate's materials. For tenure, candidates may include materials produced throughout an academic career. For promotion, candidates should clearly distinguish materials produced before and after the last promotion. Important dates associated with the tenure and/or promotion process are summarized at the end of this document.

External Review

Not later than August 30 of the academic year during which the Candidate will be considered for tenure and/or promotion, the Candidate submits digitally in PDF format a list of names or libraries who may serve as External Reviewers, and the following items to the Chair of the Promotion Review and Tenure Review Committee(s): (1) a letter of application for consideration for promotion and/or tenure addressed to the Executive Director; (2) a Digital Measures Promotion and Tenure Report and Curriculum Vitae generated from Digital Measures; and (3) samples of published works or similar evidence of the quality of the Candidate's scholarship.

Document Submission Instructions

A Candidate applying for consideration for both promotion and tenure should submit the same Digital Measures Promotion and Tenure Report and Portfolio for each area of application. Prior to submission, the Candidate receives email notification from Academic Affairs of Google Drive access with instructions for uploading of documents.

The following documents are required from all candidates applying for tenure and/or promotion:

Digital Measures Promotion and Tenure Report

A digital copy of the Candidate's Promotion and Tenure Report from Digital Measures (<https://www.digitalmeasures.com/login/usouthal/faculty>) must be included that reflects time-in-rank. Time- in-rank requirements refer specifically to service at the University of South Alabama at a specified rank (Faculty Handbook; Section 3.4.1)

1. Log in to Digital Measures. Under Manage Activities menu click "Run Reports".
 - Step 1. Select and click "Promotion and/or Tenure Report" from the dropdown list.
 - Step 2. Select and enter the appropriate date range.
 - Step 3. Select the file format as Microsoft Word (.doc) and page size as "Letter".
 - Step 4. Click "Run Report".
2. An MS Word file will be generated that you can save and edit.
3. Go to the top of the MS Word file and type in your response to the following statements: "Candidate for promotion to:" and/or "Candidate applying for tenure:"

The Candidate is responsible for reviewing the report, ensuring all electronic links are active, and making all needed changes on the report electronically. Once the Candidate is satisfied that the report accurately reflects his or her activities and accomplishments, a copy of the report should be electronically saved from MS Word as a PDF file for uploading to Google Drive as DMReport.pdf.

Tenure and/or Promotion Portfolio

The following documents must be organized and included in the Candidate's digital portfolio report:

Table of Contents. A list of contents as the first entry in the portfolio.

Letter of Eligibility from the Executive Director of Libraries. A copy of the Tenure and/or Promotion notification letter received from the Executive Director of Libraries.

Letter of Application Addressed to Executive Director of Libraries. A cover letter of application providing the Candidate's self-assessment concerning eligibility for and specifying what the Candidate is applying for (tenure and/or promotion).

Curriculum Vita. A copy of the Candidate's vita generated from Digital Measures reflecting accomplishments across the entirety of the career.

Digital Measures Tenure and Promotion Report.

Faculty Annual Reports for all years since appointment at the University of South Alabama (for tenure) or for all years since last promotion (for promotion).

Letters of Support. Candidates may include statements of support from university and professional colleagues, students, and others who can provide substantive evaluations of the merits of the Candidate's professional activities and achievements.

Review Committees

The University Libraries Promotion Review and Tenure Review Committees are guided by University policies as outlined in the **USA Faculty Handbook**. Members of the faculty charged with review and evaluation of their colleagues' applications for tenure and/or promotion are responsible for the strictest professionalism and confidentiality during and after the review process. The University Libraries Promotion Review and Tenure Review Committees reach their decisions by discussion and secret written vote concerning each Candidate.

The University Libraries Tenure Review Committee is normally comprised of all tenured faculty members in the Libraries, excluding Administrative Faculty. Library Directors who have faculty members under review do not participate in Committee review of and voting concerning faculty members under their area of supervision.

The University Libraries Promotion Review Committee is comprised of faculty members, except Assistant Librarians, senior in rank to the Candidate, excluding Administrative Faculty. Library Directors who have faculty members under review do not participate in Committee review of and voting concerning faculty members under their area of supervision.

The University Libraries Tenure Review Committee and the University Libraries Promotion Review Committee are separate entities, though there may be overlapping membership. An exception is the review of Candidates seeking promotion from Instructor to Senior Instructor, where membership on the University Libraries Promotion and Tenure Committees is identical and may be combined for the purposes of the reviews under a single Chair.

The review process begins with email notification to committee members from Academic Affairs of Google Drive access for review of a Candidate's portfolio. The Committee reviews all materials with the understanding that evidence of continuing scholarly/research/creative productivity as well as job performance, and instructional effectiveness, as applicable, are the foundation of all Promotion and Tenure recommendations.

The members of the Committee(s) will review all materials submitted by the Candidate with the following understanding:

Evidence and assessment of scholarly publications, professional development, service, collegiality, and job performance are the foundation of tenure and promotion recommendations (see USA Faculty Handbook section 3.10 and 3.11.4). Assessment is expected to consider a wide range of variables including but not limited to:

1. The degree to which a Candidate's job performance, instructional, scholarly, and service activities advances professional development, knowledge in the field, and librarianship.
2. The impact factor of scholarly works.
3. The type of venues where exhibits, posters, workshops, or demonstrations are presented.

4. The increasing level or quality of work and activities expected of librarians as they advance from Assistant to Associate Librarian and from Associate to Senior Librarian, or from Instructor Librarian to Senior Instructor Librarian rank. These expectations are outlined below, with the inclusion of information on Librarian Rank from the *USA Faculty Handbook* appearing in italics.

A qualitative evaluation of the Candidate's activities is essential for the granting of promotion. (See Section 3.10.1 of the USA Faculty Handbook). The Promotion Review Committee should focus on the Candidate's record based on performance in the three areas described in the criteria for evaluation for the entire period of service relevant to promotion to the rank under consideration. However, in its deliberations, the Promotion Review Committee takes into consideration the information in the annual reports relevant to the period under review. The committee should look for increased quality performance in all three categories over the years of service being considered, keeping in mind that high-quality job performance is the most important area as it counts for 60% or more of the annual evaluation.

USA Faculty Handbook

3.4 Librarian Rank

3.4.1 Professional Librarians

Professional librarians at the University of South Alabama shall have faculty status equivalent in all respects, including eligibility for tenure, to that status enjoyed by those in the departments of instruction, but professional librarians shall not hold professorial rank per se. Although faculty status for professional librarians carries all the rights and privileges of the instructional faculty, three aspects of faculty status must not be misunderstood. First, although the ranks of professional librarians and their suggested instructional counterparts may be established, the rank structure of professional librarians and the rank structure for members of the faculty whose primary function is instruction and research shall be denominated differently (see below). Second, although carrying different designations, no differences are intended, nor shall any be made. Third, the ranks of professional librarians differ from those of the instructional staff because of the basic differences in function. Consequently, the criteria for promotion are different. The library ranks and their instructional counterparts are as follows:

<u>Library Rank</u>	<u>Counterpart Rank</u>
<i>Instructor Librarian</i>	<i>Instructor</i>
<i>Senior Instructor Librarian (non-tenure only)</i>	<i>Senior Instructor (non-tenure only)</i>
<i>Assistant Librarian</i>	<i>Assistant Professor</i>
<i>Associate Librarian</i>	<i>Associate Professor</i>
<i>Senior Librarian</i>	<i>Professor</i>

Rank at the time of appointment will be determined by educational credentials and professional experience. Only those with terminal degrees are eligible for Assistant, Associate and Senior Librarian rank. In accordance with the policy of the Association of College and Research Libraries, the Master's Degree in Library Science from an institution accredited by the American Library Association is considered the appropriate terminal degree for librarians employed in the academic setting. Tenure determinations will be made for professional librarians in accordance with the policies in effect for the instructional ranks on an equivalent basis. Promotion in rank will occur on the basis of performance and merit as determined by the stated criteria for promotion, both general and specific, included below.

3.4.2 Instructor Librarian and Senior Instructor Librarian

These ranks constitute the beginning level of professional librarianship and performance of professional duties. A supervisor for adequacy and compliance with instructions reviews professional work performed. Some professional functions are performed independently but within a limited scope. Administrative responsibility is not required at this level.

Minimum Qualifications: A minimum of a master's degree appropriate to the position is required. The ranks of Instructor Librarian and Senior Instructor Librarian are open to persons who have not met the requirements for appointment or promotion to the Assistant Librarian, Associate Librarian, or Senior Librarian ranks. Persons holding the rank of Instructor Librarian may be promoted to Senior Instructor Librarian only after a minimum probationary period specified in section 3.14.2, and are subject to the same requirements for promotion outlined in 3.14.3, and 3.14.4.

3.4.3 Assistant Librarian

This rank includes all positions that involve application of professional knowledge, responsibility for performance of others, and independent professional judgment. Persons in this position assist in policy-making decisions and perform independently; a supervisor is available for consultation when necessary. Assistant Librarian is the minimum rank for department heads.

Minimum Qualifications: A Master's Degree in Library Science from an ALA-accredited program or an equivalent terminal degree. Persons holding this rank perform professional duties with considerable autonomy and serve their profession, the University, and the community.

<http://www.southalabama.edu/departments/academicaffairs/resources/policies/facultyhandbook2017.pdf>

Promotion from Assistant Librarian to Associate Librarian

An Assistant Librarian under consideration for promotion to Associate Librarian should demonstrate maturity and a quality job performance, and should have begun to make noteworthy contributions in the area of professional development and service. The Assistant Librarian's record in research/professional development should show a genuine contribution to the profession and to personal professional growth. She or he should have achieved a level of competence, which gives evidence of maturity, insight, and credibility in all professional

endeavors. Positions requiring specialized knowledge or skills may require the librarian to have an additional advanced degree, certification, or course work.

USA Faculty Handbook

3.4.4 Associate Librarian

This rank independently performs complex professional duties and supervises the activities of others. It also requires considerable subject expertise or depth in areas of librarianship or related areas with evidence of strong research potential. The person in this rank participates actively in professional contributions to the Libraries and the institution, as well as attainment of a high level of bibliographic activities in research or in other professional endeavors.

Minimum Qualifications: A Master's Degree in Library Science from an ALA-accredited program or an equivalent terminal degree, at least seven years of professional library experience or six years of USA service at the rank of Assistant Librarian, and appropriate administrative and supervisory experience. An additional graduate degree lends evidence of subject knowledge, although other evidence may be acceptable.

<http://www.southalabama.edu/departments/academicaffairs/resources/policies/facultyhandbook2017.pdf>

Promotion from Associate Librarian to Senior Librarian

An Associate Librarian under consideration for promotion to Senior Librarian should show a sustained career effort illustrated by sustained superior performance. She or he should have built on prior activities in the area of job performance, service, and professional development and undertaken new initiatives. This rank independently performs complex professional duties and supervises the activities of others. Promotion to Senior Librarian is related to significant contributions as a mentor to other librarians and/or leadership in the University Libraries.

USA Faculty Handbook

3.4.5 Senior Librarian

This rank includes the highest levels of professional responsibility. It has responsibility for staffing and assigning duties, for recommending establishment of or changes in policy; and for establishing procedures within the parameters of library regulations.

Minimum Qualifications: A Master's Degree in Library Science from an ALA-accredited program or an equivalent terminal degree; at least twelve years of professional library experience or three years of USA experience at the Associate Librarian rank; demonstrated administrative and supervisory ability; and a subject specialization where appropriate, evidenced by a graduate degree in the subject field or the equivalent in training or experience. Promotion to this rank requires outstanding achievements in bibliographical activities, in research, or in other professional endeavors.

<http://www.southalabama.edu/departments/academicaffairs/resources/policies/facultyhandbook2017.pdf>

The University Libraries Promotion Review and Tenure Review Committee(s) written report(s) must include evaluation of the Candidate's work by the members of the Committee, in light of the stated criteria for each rank outlined within the **USA Faculty Handbook**, and include a summary of the External Reviews. In the case of split decisions, the recommendations must clearly represent the majority and minority viewpoints. Every member of the Promotion Review and Tenure Review Committee(s), including the Committee Chair, must sign the report(s).

The Chair of the Promotion Review and Tenure Review Committee(s) must prepare separate Promotion and Tenure reports, as appropriate. The Committee Chair, on behalf of the Committee(s), must submit a written narrative report that includes the sense of the deliberations and the decisions of the Committee(s) (including a tally of all votes as "yeas," "nays," and "abstentions") that specifically addresses job performance/instructional effectiveness; research, scholarship, and creative activity; and professional service, and in the case of tenure, collegiality. The Committee Chair uploads the narrative report(s) via Google Drive as Reviews.pdf. The appropriate Library Director or unit supervisor will be granted access to the Google drive as outlined in the calendar included in this document.

COMMITTEE CHAIR

The University Libraries Promotion Review and Tenure Review Committee Chair's report(s) for promotion and/or tenure and justification for the recommendation(s) should be carefully documented and provide a considered statement assessing the Candidate's strengths and weaknesses in job performance, and in instructional effectiveness, where applicable, research and creative activities, service and, when appropriate, collegiality. The statement should address all relevant criteria and assess the extent to which the Candidate meets them.

The Promotion and Tenure Committee(s) Chair is responsible for each of the following:

1. Sends a standard letter to sources selected to be External Reviewers requesting a review of the Candidate's professional contributions and scholarship (see note in the section of this document on External Reviews).
2. Uploading External Reviewers' letters to the Google drive as Reviews.pdf.
3. Evaluates the Candidate's portfolio and develops a narrative report(s) in association with members of the Committee(s).
4. With the appropriate Library Director or unit supervisor, presents Candidate with the Committee recommendation(s), excluding information concerning the Committee vote(s) and any identifying information concerning External Reviewers, and provides the Departmental Review Notification Form, to be signed by the Candidate within one week and initialed by the Library Director or unit supervisor, as specified in the **USA Faculty Handbook**.

As outlined on the form, and in the **USA Faculty Handbook**, the Candidate has seven days to sign the Promotion & Tenure Departmental Review Notification Form indicating

that he or she chooses to proceed with the application with no changes; to include additional materials supporting the application; or to withdraw the application from consideration. If the Candidate wishes to include additional materials supporting his/her candidacy, he/she will have one week to submit the materials to the Executive Director as a .pdf attached to an email. This evidence, and the accompanying email, will be added to the portfolio by the Executive Director where it must be clearly indicated in an extra section of the portfolio.

5. Forwards hard-copies of the original signed Promotion & Tenure Departmental Review Notification form, External Review letters (include: envelope if mailed or printed copy of the accompanying email from the External Reviewer if received electronically), Promotion Review and Tenure Review Committee(s) report(s) to the Executive Director of Libraries.
6. Uploads to Google Drive as Reviews.pdf External Review letters and the Promotion Review and Tenure Review Committee(s) narrative report(s).

LIBRARY DIRECTOR OR UNIT SUPERVISOR

The Library Director or library unit supervisor within whose Library or library unit a Candidate is assigned

1. Meets with the Candidate and the Committee Chair to review the recommendations of the Promotion Review and Tenure Review Committee(s), and to obtain the signed Promotion & Tenure Departmental Review Notification Form.
2. Prepares and uploads his or her written recommendation and justification to Reviews.pdf in the Candidate's Google drive folder.

EXECUTIVE DIRECTOR OF LIBRARIES

1. Provides the Candidate with a notification letter that specifies whether the Candidate is eligible for tenure or promotion or both. If the Candidate is eligible for consideration for promotion, the appropriate rank should be specified.
2. Uploads via Google Docs the signed Departmental Review Notification Form, and a .pdf of any supplemental materials and the accompanying email from candidate (if applicable) to the Google drive.
3. Reviews the recommendations of the Promotion Review and Tenure Review Committee(s), the Library Director or library unit supervisor, and External Review letters, and prepares and uploads the Executive Director's written recommendation to the Google drive for review by the Provost/Senior Vice President for Academic Affairs, who forwards his/her recommendation to the President and Board of Trustees for review.

4. The original copies of the External Review letters, Promotion Review and Tenure Review Committee(s) report(s), and the signed and dated Departmental Review Notification Form are held in the office of the Executive Director of University Libraries.

TIMELINE

Summer 2019

Executive Director informs Candidate(s) of eligibility for consideration for tenure and/or promotion.

Candidate schedules a meeting with their Library Director or their appropriate library unit supervisor, and the University Libraries Executive Director to review Tenure and/or Promotion Guidelines.

The Executive Director appoints the Chair of the Promotion Review and Tenure Review Committee(s) and schedules a meeting to review evaluation procedures.

August 2019

- 16 Candidate submits letter of intent for applying for promotion and/or tenure to the Executive Director of University Libraries.
- 23 Executive Director sends names of all candidates applying for consideration for Promotion and/or Tenure to the University Libraries faculty.
- 30 Candidate and tenured faculty of the University Libraries senior in rank (as appropriate) digitally submit to the Chair of the Promotion and Tenure Committee a list of appropriate sources for external review.
- 30 Candidate digitally provides the Chair of the Promotion and Tenure committee with a letter of intent, Digital Measures report, Curriculum Vitae generated from Digital Measures, and sample materials as evidence of the Candidate's scholarly performance for inclusion in letters requesting review by External Reviewers.

September 2019

- 13 Chair of the Promotion Review and/or Tenure Review Committee(s) contacts selected External Reviewers, invites them to participate in the review process, and provides materials from Candidate to External Reviewers who agree to provide confidential reviews.

List of candidates and their tenure and or promotion review committees due to Academic Affairs.

University Libraries Electronic Promotion and Tenure Timeline due to Academic Affairs.

October 2019

- 25 The Executive Director schedules a meeting of the members of the Promotion Review and Tenure Review Committee(s).

November 2019

- 15 Candidate given access to Google Drive to upload DMReport.pdf and Portfolio.pdf.

December 2019

- 9 Candidate's access to Google Drive removed.
Chair of Promotion and Tenure Committee(s) given access to Google Drive to load Reviews.pdf.
- 16 Promotion Review and Tenure Review Committee(s) given access to Google drive.

January 2020

- 17 Promotion Review and Tenure Review Committee(s) complete their evaluation(s). The Committee Chair sends a hard copy of the Committee's written review(s) to the appropriate Library Director or library unit supervisor and uploads these materials via Google Drive to the Reviews.pdf. document.
- 21 Promotion and Tenure Committee(s) access removed.
- 21 Library Director or library unit supervisor given access to Google drive for Candidates under their area of supervision.

February 2020

- 7 Recommendations of Library Directors or library unit supervisor are completed. Library Directors and library unit supervisor have met with all Candidate(s) under their area of supervision and obtained signed Departmental Review Notification Form(s), providing Candidates with seven days to complete and return the form. Information concerning committee votes is not provided to Candidates.
- 7 Library Director and unit supervisor access to Google drive removed.
- 7 Executive Director of University Libraries given access to Google drive.

28 Executive Director uploads signed Departmental Review Notification Form(s), and any additional supporting materials received from Candidate within one week of the Candidate's notification of the Committee review, and the accompanying email (if applicable) to the Google drive, completes reviews for all University Libraries Candidates applying for consideration for promotion and/or tenure and uploads his/her reviews. Original letters, forms and other materials are retained in the office of the Executive Director of University Libraries.

March 2020

2 Executive Director's access to the Google drive removed.

June 2020

University Board of Trustees formally approves those Candidates recommended for promotion and/or tenure. Candidates are notified of the actions taken by the Board of Trustees.

August 2020

15 Promotion and/or tenure becomes effective.