

**Tenure and Promotion Review Process**  
**Calendar for Dossier Preparation**

<b>Recommended dates</b>	<b>Individual(s)</b>	<b>Faculty Manual section</b>	<b>Actions</b>
<b>January – February</b>	Initiator, candidate	4.VII.B	Initiator confers with prospective candidate. In cases of promotion and early tenure, prospective candidate provides current CV to initiator and, if necessary, identifies preferred version of department Statement on Significant Scholarly/Artistic Work.
<b>January – February</b>	Initiator, tenured members	4.VII.B	In cases of promotion and early tenure, initiator meets with tenured members of the department(s) who possess a rank equal to or greater than the rank for which the prospective candidate would be considered.
<b>March 1</b>	Initiator	4.VII.C	Initiator(s) sends written notification of candidate's name to the Dean of the College.
<b>Early March</b>	Candidate	4.VII.E.5, 11	Candidate provides department Initiator with portfolio of instructional materials for review by tenured members and peer reviewers of teaching.
<b>Early March</b>	Candidate	4.VII.E.5	Candidate selects tenured member of the department(s) to serve as peer reviewer of teaching.
<b>Early March</b>	Initiator, tenured members	4.VII.E.5	Initiator(s) consults tenured members to select additional tenured member of the department to serve as peer reviewer of teaching.
<b>Early March</b>	Initiator, candidate, tenured members	4.VII.E.5	Initiator, candidate, and tenured members confer to select a third tenured member of the St. Olaf faculty to serve as peer reviewer of teaching; third reviewer may be a member of the candidate's department or a member of another department.
<b>Early March</b>	Initiator	4.VII.E.5	Initiator contacts prospective peer reviewers of teaching and secures their agreement to participate.
<b>Mid-March – late April</b>	Peer reviewers	4.VII.E.5	Peer reviewers of teaching can interview candidate, review instructional materials, and observe instruction <i>(particularly if a course is only offered in the spring)</i> .
<b>Late April</b>	Initiator, candidate, tenured members	4.VII.E.8	Initiator(s), candidate, and tenured members begin consultations to identify potential external reviewers to recommend to the Dean of the College. Candidate begins compiling portfolio of professional materials for the Dean of the College to send to external reviewers.
<b>May 1</b>	Initiator, Dean of the College	4.VII.E.8	Initiator submits ordered list <i>(approximately 10)</i> of potential external reviewers to the Office of the Dean, including complete contact information (full name, email address, mailing address, telephone) and rationale for each reviewer. At least one should be an individual with whom the candidate has had no prior relationship. The Dean of the College solicits the external reviews and provides them to the initiator on the shared drive as they are received.
<b>Early May</b>	Candidate	4.VII.E.3	Candidate updates CV for external reviewers and St. Olaf colleagues submitting statements for the dossier.

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<b>Early May</b>	Candidate, admin supervisor	4.VII.E.10	If applicable, candidate confers with administrative supervisor to identify up to 3 constituents of the candidate's administrative unit to serve as reviewers. Administrative supervisor sends constituent reviewers' names to initiator.
<b>Mid-May</b>	Initiator, candidate, IE&A	4.VII.E.6	Initiator(s) and candidate collaborate to submit sampling request form to IE&A, enabling IE&A to select the sample of students and alumni for the student review of teaching process, which commences in the summer.
<b>Mid-May</b>	Dean of the College	4.VII.E.2	Dean of the College provides dossier folder on the shared drive and places an electronic copy of any letters of guidance from previous reviews in the dossier.
<b>May 15</b>	Initiator	4.VII.E.8	Initiator(s) submits electronic copies of candidate's CV and the department(s) Statement on Significant Scholarly/Artistic Work (OR the scholarly/artistic work section of the Joint Statement of Expectations), and electronic copies of the candidate's portfolio of professional work to the Dean of the College. <i>(This is important to have ready so it can be sent to the external reviewers as soon as they agree to participate in the review.)</i>
<b>Mid-June – mid-Sept</b>	Initiator	4.VII.E.9, 10 & 11	Solicitation of statements from St. Olaf colleagues outside the department by initiator(s); If applicable, solicitation of statements from peer and constituent reviewers of administrative work by initiator(s); Solicitation of statements of recommendation and rationale from tenured members of the department by initiators.
<b>Mid-June – mid-Oct</b>	Candidate, initiator	4.VII.E.4	Candidate may consult with initiator(s) concerning possible content and direction of Professional Statement.
<b>Early Sept</b>	Candidate	4.VII.E.5, 11	Candidate provides initiator(s) with updates to portfolio of instructional materials for review by peer reviewers of teaching and tenured members.
<b>Mid-Sept</b>	Initiator	4.VII.E.9, 10, 11	Initiator(s) completes solicitation of statements from St. Olaf colleagues outside the department(s), reviewers of administrative work (if applicable), and tenured members of the department(s).
<b>Mid-Sept – early Nov</b>	Initiator, non-tenured members	4.VII.E.12	Initiator(s) solicits opinions of full-time, non-tenured members of the department(s) who have completed at least two prior years of full-time service at the College (during the candidate's yrs. of service), for reference in initiator's statement of recommendation and rationale.
<b>Early Oct – early Nov</b>	Peer reviewers	4.VII.E.5	Peer reviewers of teaching interview candidate, review instructional materials, and observe instruction.

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<b>Early Oct - before fall break</b>	Candidate, initiator, Associate Dean	4.VII.E.4	Candidate may provide a draft of professional statement for review by initiator(s), Associate Dean(s), and others chosen by candidate.
<b>October 15</b>	Candidate	4.VII.E.4	Candidate's professional statement due to initiator(s) and made available to tenured members.
<b>Mid-Oct</b>	IE&A	4.VII.E.6	IE&A provides to initiator(s), and initiator(s) makes available to tenured members: *Individually-completed student review questionnaires *Sampling information and aggregate profile of respondents *Quantitative summary of student review results
<b>Late Oct</b>	IE&A	4.VII.E.6	IE&A provides to the initiator(s): *Any individually-completed questionnaires received after the deadline (these are made available to the tenured members) *Student committee qualitative summary of student review results. (this is <i>not</i> made available to the tenured members)
<b>Nov 1</b>	Colleagues outside department	4.VII.E.9	Statements from St. Olaf colleagues outside the department(s) due to initiator(s). ( <b>Tenure reviews require statements from 3 colleagues; promotion reviews require a single statement.</b> )
<b>Nov 1</b>	Administrative supervisor, constituents, & peer	4.VII.E.10	If applicable, reviews of administrative work from supervisor, constituents and administrative peer due to initiator(s).
<b>Nov 15</b>	Peer reviewers	4.VII.E.5	Peer reviews of teaching due to initiator(s).
<b>Nov 15</b>	Dean of the College	4.VII.E.8	Any external reviews of scholarly/artistic work received after the requested deadline are provided to initiator(s).
<b>Nov 15</b>	Tenured members	4.VII.E.11	Statements of recommendation and rationale from tenured members of the department due to initiator(s).

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<b>Nov 15</b>	Initiator	4.VII.E.1-11	<p>All evidence in dossier is compiled by initiators(s):</p> <ul style="list-style-type: none"> <li>*Department Statement(s) on Significant Scholarly/Artistic Work OR Joint Statement of Expectations (for joint appointments)</li> <li>*Letters of guidance from the candidate's previous comprehensive reappointment reviews</li> <li>*Candidate's CV</li> <li>*Candidate's professional statement</li> <li>*Peer reviews of teaching (3)</li> <li>*Individually-completed student review of teaching questionnaires</li> <li>*IE&amp;A description of sample</li> <li>*IE&amp;A quantitative summary of student review results</li> <li>*Student committee qualitative summary of student review results</li> <li>*External reviews of scholarly/artistic work (2-4)</li> <li>*Statements from St. Olaf colleagues outside the department(s) (3)</li> <li>*Reviews of the candidate's administrative work (if applicable) by supervisor, constituents (1-3), and administrative peer</li> <li>*Statements of recommendation and rationale by tenured members of the department(s)</li> <li>*If applicable, initiator's explanation of conflict of interest for any tenured member who does not provide a statement</li> </ul>
<b>Nov 15 – 21</b>	Initiator	4.VII.E.12	Preparation of statement of recommendation and rationale and adds statement to dossier by initiator(s).
<b>Nov 22</b>	Initiator	4.VII.G	Completed dossier provided by initiator(s) to Associate Dean(s). <i>(FM states "on or before Dec.1" but our preference is Nov. 22)</i>
<b>Late Nov</b>	Associate Dean	4.VII.G	Statement of recommendation and rationale of Associate Dean(s): begin preparations.
<b>Late Nov</b>	Dean of the College		Provides de-identified student/alumni survey feedback to the candidate in advance of candidate's meeting with the Associate Dean(s).
<b>Dec 1</b>	Associate Dean	4.VII.G	Completed dossier and Associate Dean's/s' statement due to the Dean of the College.