

# Process Guide for Promotion of Fixed-Term Faculty

(non-tenure-eligible faculty)

Academic Affairs Manual (ACD) policies governing faculty promotion: [ACD 506-05](#)

Note: for all stages, do not lock documents and do not use an electronic signature (e.g. Adobe Sign, Adobe Certificate, DocuSign, font) to sign forms. JPEG signature is accepted.

## Candidate Responsibilities

- Step 1. Submission of materials.** Candidate checks with unit chair/director to determine the unit's submission deadlines for the following materials. According to the unit deadline, candidate submits electronic copies (PDF) of the following to the unit:
- a. **CV.** A full and comprehensive curriculum vitae with page numbers and candidate's name on each page.
  - b. **Personal statement.** A personal statement up to four pages in length, single spaced, 12 pt. font with page numbers and candidate name on each page. The personal statement provides reviewers with evidence of excellence in teaching, research, and service as applicable to the candidate's area(s) of assignment as articulated in the job description for the candidate; and how the candidate's teaching, research, and service activities (as applicable) have built the foundation for continued professional growth.
  - c. **Publications/creative materials.** Any candidate whose job description includes an expectation of research/scholarship shall also submit publications/creative materials as follows:
    - i. Candidate completes the [Confirmation of Publications/Creative Materials Selections](#) by listing four publication titles or descriptions of creative activity reflecting his/her research, scholarship and/or creative activities; please include citation information as applicable and PDF page numbers on the form.
    - ii. Candidate provides unit with electronic copies of publications/creative materials identified on the [Confirmation of Publications/Creative Materials Selections](#). If applicable, submit one copy of the CD or DVD of copyrighted material which cannot be scanned (e.g. music, film, etc.).
    - iii. Candidate signs and submits [Confirmation of Publications/Creative Materials Selections](#) to the unit. Include a blank page with a note if there are no publications/creative materials.
  - d. **Evidence of teaching and mentoring.** Any candidate whose position description includes an expectation of teaching shall include evidence of excellence in teaching and mentoring. These materials are in addition to the [Summary of Student Evaluation of Instruction](#) provided by the unit, and are included in the *Teaching Evidence* section. Candidates should work with their unit chair/director to identify appropriate materials that would effectively demonstrate an engaged effort to improve/sustain excellence in teaching and mentoring.

The dossier should include at least three different types of evidence of teaching excellence, one of which must be the candidate's *Summary of Student Evaluation of Instruction* as required by ABOR policy. Other types of evidence may include, but are not limited to:

- i. recent, objective, and substantive peer or director evaluations of teaching
- ii. teaching or mentoring honors/awards
- iii. scholarship with a focus on pedagogy
- iv. evidence of student success through a sequence of courses
- v. evidence of mentoring such as student theses and dissertations (especially to completion)
- vi. papers co-authored with students and projects with student collaborators
- vii. evidence of student career success related to the candidate's teaching or mentoring
- viii. examples of effective teaching innovation by the candidate
- ix. peer review of student portfolios

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- x. other evidence determined to be appropriate by the chair/director in consultation with the candidate
- xi. facilitation of workshops on learning outcome assessment or other pedagogical topics

Evidence should not include student comments on evaluations, course materials (syllabi, sample tests), or other subjective materials. Material in this category should be selected carefully as the quantity of material counts toward the page/size limit described in the *Supporting Materials* section.

- e. **Supporting materials (optional).** If applicable, based on the candidate's job description, candidate submits electronic (PDF) supporting materials to unit. Supporting materials may include a total of 50 pages not to exceed 10MB of additional electronic material highlighting excellence in teaching, research, and/or service. Letters of support from faculty members outside the candidate's academic home are included in this section and are not confidential. A faculty member who will review and vote on the candidate should not contribute such a letter. (Note that the materials in item (d) are counted within this page/size limit.) Candidate completes, signs, and submits the [Confirmation of Optional Supporting Materials](#) sheet to the unit. Indicate on form if there are no materials included in this section. Include citation information as applicable and PDF page numbers on the form.

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## Unit Responsibilities

**Step 2. Confirmation of unit criteria.** Unit confirms that the unit criteria (as mentioned in [P22](#), "Fixed-term Faculty Promotion Requirements") have provost approval.

- a. The approved document (complete bylaws or policies/procedures) should include the criteria and each level of approval (faculty, dean, provost).
- b. Bookmark the first page of the unit document and the first page of the criteria.
- c. If unit criteria are not applicable, please include a page which indicates that.
- d. Unit document is included in the *Unit and College Criteria* section.

**Step 3. Teaching activities.** For candidates whose job description includes an expectation of teaching activities, unit compiles and completes the [Confirmation of Teaching Evidence](#), and the [Summary of Student Evaluation of Instruction](#), and may include any other data directly related to course evaluations.

- a. Student comments should not be included.
- b. Comparative data of teaching evaluation summary and description of the rating scale are required.
- c. All teaching evaluation scores from multiple units should be included. Teaching evaluation scores for cross-listed courses can be merged as long as it is noted on the form under additional information.
- d. All years of teaching evaluation scores at ASU should be included for faculty applying for promotion. List all academic-year courses taught since hire at ASU (limit to previous ten years). If ten years of data at ASU is not available, please include course information from previous institutions, if available.
- e. Academic-unit-directed peer visit reports can be inserted in the *Teaching Evidence* section by the unit.
- f. *Summary of Student Evaluation of Instruction* is the first document in the *Teaching Evidence* section and does not count toward the 50 page/10MB size limit.
- g. Unit bookmarks the first page of each item listed on the *Confirmation of Teaching Evidence*
- h. Units are strongly encouraged to review the completed *Confirmation of Teaching Evidence* and the *Summary of Student Evaluation of Instruction* data, as well as all other evidence provided which documents effective teaching (peer reviews, etc.) with candidate prior to unit personnel committee review of case materials.

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- Step 4. Submission to the unit personnel committee.** Unit submits electronic candidate file to unit personnel committee. File includes:
- Materials submitted by candidate in Step 1.
  - Confirmation of Teaching Evidence*, which includes the *Summary of Student Evaluation of Instruction* and other evidence of effective teaching.
  - Table of Sponsored Accounts*, if applicable (instructional information in *Important Reminders* section). Include a blank page with a note if no sponsored account information is available or applicable.
  - Position description for the candidate.
  - Complete bylaws or policies, with unit criteria bookmarked.
- Step 5. Addition of unit committee letter(s).** Unit adds signed internal letters with voting results and page numbers to the electronic case file from the following levels of review. If the committee vote is not unanimous, explicitly state the minority view in a separate section of the letter. Contextualize the vote in terms of the unit bylaws.
- Unit personnel committee letter, signed by all members of the committee. If a separate signature page is necessary, include a sentence about the action that is being taken with the candidate's name at the top of the signature page.
  - As applicable, a letter from a center director or non-home unit chair/director (in the case of a joint appointment). Such letters should represent an independent recommendation. Center directors who submit an internal letter and who belong to the candidate's home unit may not vote on the case within the home unit.
- Step 6. Addition of chair/director letter.** Unit submits complete file to unit chair/director for review and recommendation. Signed unit chair/director letter, including page numbers, is added to the electronic case file. See [Best Practices: Academic Unit Letter](#).
- Step 7. APA form.** Unit completes [Request for Academic Personnel Action Form](#) with all appropriate signatures and adds to electronic case file.
- Step 8. Oral statement.** It is recommended that the chair/director provide an oral statement of the strengths and weaknesses of the case to the candidate based on the reviews at the academic unit level; the candidate may choose to withdraw from further consideration at this point. If the candidate chooses to withdraw from further consideration, the chair/director contacts the dean as soon as possible. The dean then the contacts the provost's office as soon as possible.
- Step 9. Submission to the college.** By the deadline established by the supervising college, the unit submits electronic PDF portfolio of each case to college for review and recommendation. All sections below are PDFs (no other formats or folders).
- The PDF portfolio shall include sections titled and ordered as follows:
    - 01\_APA form\_Last NameFirst Initial**
    - 02\_Curriculum vitae\_Last NameFirst Initial**
    - 03\_Personal Statement\_Last NameFirst Initial**
    - 04\_Job Description\_Last NameFirst Initial**
    - 05\_Unit and College Criteria\_Last NameFirst Initial** (bookmarked)
    - 06\_Internal Letters\_Last NameFirst Initial** (personnel committee followed by unit chair/director)

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**07\_Teaching Evidence\_Last NameFirst Initial \*** (*Confirmation of Teaching Evidence, Summary of Student Evaluation of Instruction*, followed by other evidence with bookmarks)

**08\_Table of Sponsored Accounts\_Last NameFirst Initial \***

**09\_Publications/Creative Material\_Last NameFirst Initial \*** (*Confirmation of Publications/Creative Materials Selections* followed by materials in the order in which they appear on the form with bookmarks)

**10\_(Optional) Supporting Materials\_Last NameFirst Initial** (*Confirmation of Optional Supporting Materials* followed by supporting materials, with bookmarks, in the order in which they appear on the form)

**11\_Addendum\_Last NameFirst Name** (if applicable, [Confirmation of Addendum Materials](#), followed by materials (with bookmarks) that were added to the file after the original submission by the candidate.

- b. PDF portfolio should be saved and titled using the following naming convention:  
COLLEGE–UNIT–LastNameFirstName – ActionAcademicYear (e.g. CLAS-PSY-SmithJane-Promotion2012-13)
- c. If possible, unit should reduce PDF and use the text recognition option before submitting to the college.
- d. PDF portfolio should be uploaded to a secure site as directed by each college.
- e. No hard copy file is required.

*\*as applicable based on the candidate's job description*

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## College Responsibilities

- Step 10. Submission to the college personnel committee.** College submits PDF portfolio to college personnel committee. File includes:
- a. Materials submitted to and by the unit as outlined in previous steps.
  - b. College criteria (as mentioned in [P22](#), “Fixed-term Faculty Promotion Requirements for Bylaws”) which have provost approval.
    - i. The approved document (complete bylaws or policies/procedures) should include the criteria and each level of approval (faculty, dean, provost).
    - ii. Bookmark the first page of the unit document, the college document, and the criteria within those documents.
    - iii. College document is then added to *Unit and College Criteria* section.
- Step 11. Addition of college committee letter(s).** College adds the college committee letter, with voting results and page numbers, signed by all members of the committee. The letter is added to the end of the *Internal Letters* section of the PDF portfolio. If the committee vote is not unanimous, explicitly state the minority view in a separate section of the letter. Contextualize the vote in terms of the unit bylaws.
- Step 12. Addition of dean letter.** College submits PDF portfolio to dean for review and recommendation. Signed dean’s letter, including page numbers, is added to PDF portfolio at the end of the *Internal Letters* section.
- Step 13. APA form.** College reviews for accuracy and updates the [Request for Academic Personnel Action](#) (APA) form with all appropriate signatures and adds to the PDF portfolio replacing the previous APA form.
- Step 14. Oral Statement.** It is recommended that the supervising dean provide an oral statement of the strengths and weaknesses of the case to the candidate based on the reviews at the college level; the candidate may choose to

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withdraw from further consideration at this point. The dean then the contacts the provost's office as soon as possible.

- Step 15. Submission to the provost's office.** By the deadline established by the university, the college submits electronic PDF portfolio of each case to the university for review and recommendation.
- a. The PDF portfolio shall include sections titled and ordered as follows:
    - 01\_APA form\_Last NameFirst Initial**
    - 02\_Curriculum Vitae\_Last NameFirst Initial**
    - 03\_Personal Statement\_Last NameFirst Initial**
    - 04\_Job Description\_Last NameFirst Initial**
    - 05\_Unit and College Criteria\_Last NameFirst Initial**
    - 06\_Internal Letters\_Last NameFirst Initial** (unit personnel committee, unit chair/director, college committee, dean)
    - 07\_Teaching Evidence\*** (*Confirmation of Teaching Evidence, Summary of Student Evaluation of Instruction*, followed by other evidence with bookmarks)
    - 08\_Table of Sponsored Accounts\_Last NameFirst Initial \***
    - 09\_Publications/Creative Material\_Last NameFirst Initial \*** (*Confirmation of Publications/Creative Materials Selections* followed by materials in order they appear on the form with bookmarks)
    - 10\_(Optional) Supporting Materials\_Last NameFirst Initial** (*Confirmation of Optional Supporting Materials* followed by supporting materials in order they appear on the form with bookmarks)
    - 11\_Addendum\_Last NameFirst Name** (if applicable, [Confirmation of Addendum Materials](#), followed by materials (with bookmarks) that were added to the file after the submission by the unit to the college.
  - b. PDF portfolio should be saved and titled using the following naming convention:  
COLLEGE–UNIT–LastNameFirstName – ActionAcademicYear  
(e.g CLAS-PSY-SmithJane-Promotion2012-13)
  - c. If possible, unit should reduce PDF and use the text recognition option before submitting to the university.
  - d. PDF portfolio should be uploaded to a secure college-specific site on provost's share drive as directed by the university; notify the provost's office by email that the file has been updated.
- Please do not submit these documents via hard copy.
- \* as applicable based on the candidate's job description

- Step 16. Decision letters.** By the deadline established by the university, the provost's office will release decision letters to the colleges. The letters will be address to the deans, so you may want to plan to send a letter from the dean to each candidate.

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## IMPORTANT REMINDERS

- A *Table of Sponsored Accounts* shall be included in the case file for those faculty members whose job expectations include research activities. Prior to initial internal review, the unit secures from the dean's office the *Table of Sponsored Accounts* taken from *ASU Faculty Dashboard*. No changes should be made to the table. A candidate may include more information or clarification in the curriculum vitae or in supporting materials. Table should reflect activity from calendar year 2000 or time

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of hire (see example below).

Year	Proposals	Awards	Expenditures	FA Income
2000	\$464,000.00	\$119,121.00	\$98,681.55	\$19,000.74
2001	\$195,775.92	\$179,178.00	\$158,595.37	\$21,197.72
2002	\$255,783.00	\$115,000.00	\$127,826.19	\$18,945.33
2003	\$537,000.00	\$115,001.00	\$116,331.12	\$22,091.65
2004	\$72,844.00	\$120,344.00	\$112,868.86	\$22,317.17
2005	\$59,359.00	\$125,485.00	\$141,536.84	\$28,009.11
2006	\$437,072.00	\$151,287.00	\$141,614.92	\$27,407.72
2007	\$14,887.00	\$96,476.00	\$94,875.21	\$18,211.40
2008	\$60,961.00	\$89,286.00	\$113,080.19	\$21,451.78
2009	\$477,820.13	\$175,473.00	\$176,051.56	\$15,465.45
2010	\$16,256.00	\$97,192.00	\$86,713.37	\$14,254.67
2011	\$0.00	\$85,000.00	\$73,516.52	\$13,546.73
2012	\$377,501.00	\$85,000.00	\$71,536.03	\$13,257.78
2013	\$0.00	\$0.00	\$19,256.16	\$3,542.82

- Each level of review should provide a substantive evaluation of the case and directly address questions arising at earlier levels of review. Internal letters *should not* repeat case details that have already been addressed. Rather, evaluate the case, correct misstatements, substantiate or challenge claims, and provide additional information. Be scrupulous about providing evidence and documentation for important assertions about the case, and be sure to contextualize these assertions (acceptance rates in journals, significance of specific awards in your field, etc.).
- Internal letters should explicitly articulate the role of the fixed-term faculty member in relation to unit goals and mission and should address the strengths and weaknesses of the candidate's performance in relation to the candidate's job description. If the committee vote is not unanimous, explicitly state the minority view in a separate section of the letter. Contextualize the vote in terms of the unit bylaws or policies/procedures.
- There will be no additional materials accepted for fixed-term faculty seeking promotion as they should have their case intact prior to making application. If a significant new achievement occurs, the dean can discuss the possibility of those materials being added with the provost's office.