

Tenure and Promotion Review Process
Suggested Calendar for Dossier Preparation - Revised May 2011

Suggested dates	Individual(s)	Faculty Manual section	Actions
<i>January – February</i>	Initiator, candidate	4.XI.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
<i>January – February</i>	Initiator, tenured members	4.XI.B	In cases of promotion and early tenure, initiator meets with tenured members of the department who possess a rank equal to or greater than the rank for which the prospective candidate would be considered
March 1	Initiator	4.XI.C	Initiator sends written notification of candidate's name to the Dean of the College
<i>Early March</i>	Candidate	4.XI.E.5, 11	Candidate provides department AAA with portfolio of instructional materials for review by tenured members and peer reviewers of teaching
<i>Early March</i>	Candidate	4.XI.E.5	Candidate selects tenured member of the department to serve as peer reviewer of teaching
<i>Early March</i>	Initiator, tenured members	4.XI.E.5	Initiator consults tenured members to select additional tenured member of the department to serve as peer reviewer of teaching
<i>Early March</i>	Initiator, candidate, tenured members	4.XI.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
<i>Early March</i>	Initiator	4.XI.E.5	Initiator contacts prospective peer reviewers of teaching and secures their agreement to participate
<i>Mid-March – late April</i>	Peer reviewers	4.XI.E.5	Peer reviewers of teaching interview candidate, review instructional materials, and observe instruction
<i>Mid-March – early April</i>	Initiator, candidate, tenured members, IR&E	4.XI.E.6	Initiator, candidate, and tenured members select student committee and prepare questions for student review of teaching questionnaire. *Candidate identifies one member of student committee *Tenured members identify two members of student committee *Initiator secures agreement from all identified students to serve and from one of the students to serve as chair *Initiator, candidate and tenured members develop one additional question (if any) for student review of teaching questionnaire *Initiator notifies IR&E of the names of the student committee members and the department's additional question (if any) *IR&E convenes student committee to review department question and prepare one of their own (if any) *IR&E facilitates agreement between department and student committee on final wording of any additional questions
<i>Mid-April – late April</i>	IR&E, initiator, candidate	4.XI.E.6	IR&E sends partially-completed sampling request form for selecting student review of teaching sample to initiator; initiator collaborates with candidate to provide remaining information
<i>Late April</i>	Initiator, candidate, tenured members	4.XI.E.7	Initiator, candidate, and tenured members begin consultations to identify prospective external reviewers Candidate begins compiling portfolio of professional materials for the Dean of the College to send to external reviewers
<i>Late April – early May</i>	Candidate	4.XI.E.3	Candidate may submit revised draft of CV to initiator and Associate Dean for feedback and suggestions
<i>Early May</i>	Candidate	4.XI.E.8	Candidate provides initiator with names of St. Olaf colleagues from outside the candidate's department(s) to be invited to contribute statements to dossier concerning the candidate's contributions to organizational effectiveness and community life of the college.
<i>Early May</i>	Candidate	4.XI.E.9	If applicable, candidate provides initiator with name of St. Olaf colleague with comparable administrative experience to serve as a peer reviewer of the candidate's administrative work.

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Early May	Candidate, admin supervisor	4.XI.E.9	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.
Mid-May	Dean of the College	4.XI.E	Dean of the College provides dossier binder to initiator.
June 1	Initiator, Dean of the College	4.XI.E.7	Initiator submits ordered list of prospective 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 as they are received.
Early June – mid-June	Candidate	4.XI.E.3	Candidate updates CV for external reviewers and St. Olaf colleagues submitting statements for the dossier
June 15	Initiator	4.XI.E.7	Initiator submits five copies of candidate's CV and the department Statement on Significant Scholarly/Artistic Work (OR the scholarly/artistic work section of the Joint Statement of Expectations), and six copies of the candidate's portfolio of professional work, to the Dean of the College
Mid-June – mid-Sept	Initiator	4.XI.E.8	Initiator solicits statements from St. Olaf colleagues outside the department
Mid-June – mid-Sept	Initiator	4.XI.E.9	If applicable, initiator solicits statements from peer and constituent reviewers of administrative work
Mid-June – mid-Sept	Initiator	4.XI.E.10	Initiator solicits statements of recommendation and rationale from tenured members of the department
Mid-June – mid-Oct	Candidate, initiator	4.XI.E.4	Candidate may consult with initiator concerning possible content and direction of Professional Statement
Early Sept	Candidate	4.XI.E.5, 10	Candidate provides departmental AAA with updates to portfolio of instructional materials for review by peer reviewers of teaching and tenured members
Mid-Sept	Initiator	4.XI.E.8, 9, 10	Initiator completes solicitation of statements from St. Olaf colleagues outside the department, reviewers of administrative work (if applicable), and tenured members
Mid-Sept – early Nov	Initiator, non-tenured members	4.XI.E.11	Initiator solicits opinions of full-time, non-tenured members of the department who have completed at least two years of service at the College, for reference in initiator's statement of recommendation and rationale
Early Oct – early Nov	Peer reviewers	4.XI.E.5	Peer reviewers of teaching interview candidate, review instructional materials, and observe instruction
Mid-Oct	Candidate, initiator, Associate Dean	4.XI.E.4	Candidate may provide a draft of professional statement for review by initiator, Associate Dean, and others chosen by candidate
Mid-Oct	IR&E	4.XI.E.6	After 60% of student reviews of teaching have been returned, IR&E provides to initiator, and initiator makes available to tenured members: *Individually-completed student review questionnaires *Sampling information and aggregate profile of respondents *Quantitative summary of student review results
Late Oct	IR&E	4.XI.E.6	IR&E provides to the initiator: *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)
Nov 1	Candidate	4.XI.E.4	Candidate's professional statement due to initiator and made available to tenured members

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Nov 1	Colleagues outside department	4.XI.E.8	Statements from St. Olaf colleagues outside the department due to initiator
Nov 1	Administrative supervisor, constituents, & peer	4.XI.E.9	If applicable, reviews of administrative work from supervisor, constituents and administrative peer due to initiator
Nov 15	Peer reviewers	4.XI.E.5	Peer reviews of teaching due to initiator
Nov 15	Dean of the College	4.XI.E.7	Any external reviews of scholarly/artistic work received after the requested deadline are provided to initiator
Nov 15	Tenured members	4.XI.E.10	Statements of recommendation and rationale from tenured members of the department due to initiator
Nov 15	Initiator	4.XI.E.1-10	Initiator compiles all evidence in dossier: *Department Statement on Significant Scholarly/Artistic Work OR Joint Statement of Expectations (for joint appointments) *Written evaluations from the candidate's comprehensive reappointment reviews (if available) *Candidate's CV *Candidate's professional statement *Peer reviews of teaching (3) *Individually-completed student review of teaching questionnaires *IR&E description of sample *IR&E quantitative summary of student review results *Student committee qualitative summary of student review results *External reviews of scholarly/artistic work (2-4) *Statements from St. Olaf colleagues outside the department (3) *Reviews of the candidate's administrative work (if applicable) by supervisor, constituents (1-3), and administrative peer *Statements of recommendation and rationale by tenured members of the department *If applicable, initiator's explanation of conflict of interest for any tenured member who does not provide a statement
Nov 15 – 21	Initiator	4.XI.E.11	Initiator prepares statement of recommendation and rationale and adds statement to dossier
Nov 22	Initiator	4.XI.F	Initiator provides completed dossier to Associate Dean
Late Nov	Associate Dean	4.XI.F	Associate Dean prepares statement of recommendation and rationale
Dec 1	Associate Dean	4.XI.F	Completed dossier and Associate Dean's statement due to the Dean of the College