

PUBLIC SOLICITATION

Promotion and/or Tenure

The Faculty Collective Agreement requires that in evaluating a faculty member's performance for promotion and/or tenure purposes, a public solicitation for letters must occur.

The purpose of the solicitation is to provide information about whether the candidate's performance of Academic Responsibilities (Teaching, Research and Service) meets the relevant criteria for promotion and/or tenure.¹

Professor Randall Pogorzelski is being considered for promotion to Associate Professor and the granting of tenure. Anyone wishing to make a written submission can do so until the File is closed. It is anticipated this will occur by **June 30**. Those engaged in the review of the Promotion and/or Tenure File may wish to refrain from providing a letter of support in order to avoid a perception of bias.

Unless you specifically indicate in your submission that your identity can be made known to the candidate (e.g., "My identity can be revealed to Professor Pogorzelski"), your identity will be kept confidential from the candidate. However, the *contents* of your letter will be revealed to Professor Pogorzelski by including in his Promotion and/or Tenure File a copy of your letter with all identification removed. Therefore, if you wish your identity to remain confidential, please phrase your letter such that your identity is not revealed by content. You should be aware that your letter in its entirety will be seen by the Promotion and Tenure Committee reviewing this case.

We appreciate your considered judgment of the candidate's qualifications.

This submission should be sent to:

Dr. Michael Milde, Dean
Faculty of Arts and Humanities
3R34, Arts and Humanities Building
Western University
London ON N6A 3K7

¹ The Faculty Collective Agreement requires that for the attainment of tenure, the candidate must have established a sufficiently strong record of performance in Teaching, Research and Service, evaluated with reference to the national and international standards within the candidate's discipline. The process for evaluation is in accordance with the relevant criteria in Clauses 3 through 4.3.2 of the Article *Promotion and Tenure* which may be found at https://www.uwo.ca/facultyrelations/pdf/collective_agreements/faculty.pdf