

HOMEWOOD ACADEMIC COUNCIL Lecturer, Senior Lecturer, Associate Teaching Professor and Teaching Professor Appointment and Promotion Checklist

Approved by the HAC on 6/1/2011, rev. 4/4/2012, 12/14/2016, and 1/1/2022

Please review the attached checklist during preparation of the dossier to ensure all necessary items are present. Guidelines and rules concerning the solicitation of letters from external referees and the confidentiality of the review are provided in the below documents that can be found on the Academic Council's website: <http://academiccouncil.jhu.edu/appointments-promotions/>

The *Academic Council Procedures Manual Description of Academic Titles* [ACPM] and *Titles Table II*

Departmental Dossier

The department dossier includes a letter from the Department Chair, Head, or Director; or Director of a Center/Program/Institute with previously approved authority to hire teaching positions to the appropriate Dean. The letter should include:

A request for the appointment or promotion specifying the requested title, start date, and term of appointment consistent with the ACPM and titles tables therein, available at <http://academiccouncil.jhu.edu/appointments-promotions/> .

- The rationale for the proposed appointment or promotion
- The responsibilities of this rank in the department/center/program/institute and the candidate's qualifications for this rank
- In the case of a department, the letter must contain:
 - a summary of the faculty's views about the candidate's contributions to teaching;
 - a report of the vote of the tenured, tenure-track and eligible teaching faculty within the department;
- In the case of a center, program, or institute the letter must contain:
 - an assessment of the candidate's teaching, including the views of the teaching faculty in the center at or above the rank of the position sought;
 - a list of the members of the center, program, or institute's internal appointment and promotion committee of faculty;
 - a tally of the vote of the internal appointment and promotion committee
- The candidate's significant interactions outside the department, if applicable
- A teaching assessment in which the quality and quantity of teaching is evaluated. Such evaluation could take the form of, for example, student feedback, senior/supervisor observation, appraisal, or reflective self-evaluation
- *For promotion only*—describe any variance from normal promotion schedule
- The letter should provide a critical but balanced evaluation of the candidate's qualifications under the specific criteria for the position as specified in the ACPM.
- The letter should summarize reference letters if they are required for the rank. *Note: Request letters to referees should use the template provided on the Academic Council website. The number, rank, and institution of referees must meet the requirements specified for the position in the ACPM.* The letter should indicate those points made by the referees that the committee found most persuasive—both for and against the promotion or appointment.

- For those cases where reference letters are required, the letter should include the following information
 - Table of referees with institutional affiliation, rank, and response status
 - How referees were selected
 - How the number, rank, and institution of referees meets the requirements for the position as specified in the ACPM
 - The role of the candidate, if any, in the selection of referees
 - List of documents provided to the referees
 - **All substantial affiliations with the candidate should be reported (e.g. thesis or postdoctoral advisor, research collaborator, co-author, faculty colleague)**
 - Documentation of correspondence with the referees, such as sample letters or emails to late respondents. (If phone calls are placed, these too must be documented with extreme care taken not to lobby for or against the candidate).
- A minority report, if any

Teaching Dossier

A teaching dossier should be provided, as required by the ACPM, containing at least:

- A current and dated **curriculum vitae** which should include **ALL** of the applicable items on the checklist
- **A teaching statement**, detailing the candidate's teaching philosophy and classroom practice, pedagogical accomplishments, program coordination (if applicable), curriculum development (if applicable), staff mentorship (if applicable), and goals, and discussing how or she or he will continue to advance the teaching mission of the Department, center, program, or institute
- Selected course syllabi
- **A teaching evaluation summary**, compiled by the department of all available evaluations for courses taught at Johns Hopkins or at previous institutions, but also including other rubrics and metrics of evaluation, for example, qualitative student feedback, senior/supervisor observation, appraisal, etc.
- **Other materials** (including, in the case of Associate Teaching Professor and Teaching Professor, evidence of leadership and service internal to and external to the institution, respectively)

For appointments only

An affirmative action report should be completed with the following issues addressed:

- efforts to recruit women and minorities;
- specific measures taken to ensure that the search process was as inclusive as possible

For target of opportunity appointments, the justification for a targeted hire should be explained

HOMEWOOD ACADEMIC COUNCIL
Lecturer, Senior Lecturer, Associate Teaching Professor, and Teaching Professor
Appointment and Promotion Checklist

Candidate:

Department:

Rank:

Effective Date:

Department Dossier

- ☐ **Department Letter** addressing
 - ☐ Requested title, start date, term
 - ☐ Rationale for appointment/promotion
 - ☐ Responsibilities of proposed rank
 - ☐ Qualifications for proposed rank
 - ☐ For Departments:
 - ☐ Summary of faculty view of candidate's contribution to teaching
 - ☐ If full-time, why not tenure-track
 - ☐ Number of voting faculty & tally of vote
 - ☐ For Centers/Programs/Institutes:
 - ☐ Summary of faculty view of candidate's contribution to teaching
 - ☐ List of internal appointment and promotion committee
 - ☐ Number of voting faculty & tally of vote
 - ☐ Candidate's external interactions (if applicable)
 - ☐ Teaching assessment, summarizing course evaluations
 - ☐ Explanation of any variance from normal promotion schedule
 - ☐ Evaluation of the candidate's qualifications under the specific Criteria set forth in the ACPM
 - ☐ Summary of referee letters
 - ☐ Referee information
 - ☐ Number of referees
 - ☐ Table of all referees requested, with affiliation, rank, and response status
 - ☐ How referees were selected and their appropriateness
 - ☐ Compliance of referee number, rank, and institution with ACG requirements
 - ☐ Candidate role in the selection of referees
 - ☐ List of documents provided to the referees
 - ☐ List of substantial (known) affiliations between candidate and referee

Appended items

- ☐ Sample letter to referees
- ☐ Letters from referees
- ☐ Other (e.g. letters of appraisal from scholars holding a lower rank than candidate)

☐ **Correspondence with Referees**

☐ **Minority Report**, if any

Teaching Dossier

Curriculum vitae:

Professional recognition

- ☐ List of awards, prizes, fellowships (if any)

Publications and Presentations

- ☐ Co-authors and page numbers for all scholarly publications or DOI** for unpaginated web publications

Teaching information

- ☐ List of courses taught each semester

- ☐ Number of students/class

Program Management (if applicable)

- ☐ Number of courses supervised
- ☐ Number of staff supervised
- ☐ Description of staff mentorship activities

List of Service

- ☐ Service to department (list)
- ☐ Service to university (list)
- ☐ Service to the profession (list)

Funding (if applicable)

- ☐ List of grants and contracts with PI status, agency, dates and levels of funding
- ☐ List of fellowships or other scholarly support

Other Scholarly and Technical Output (if applicable)

- ☐ List of patents
- ☐ Software and other technical work
- ☐ Artistic work

☐ **Teaching Statement**

☐ **Selected course syllabi**

☐ **Teaching Evaluation Summary**

☐ **Selected relevant publications**

☐ **Other materials**

For Appointments Only

- ☐ Affirmative Action report
- ☐ Copy of advertisements
- ☐ List of journals in which advertisements were placed
- ☐ Copies of correspondence with relevant departments in the field
- ☐ Steps taken to make the search process inclusive to women and minorities

** DOI = Digital Object Identifier (see <http://www.doi.org>).