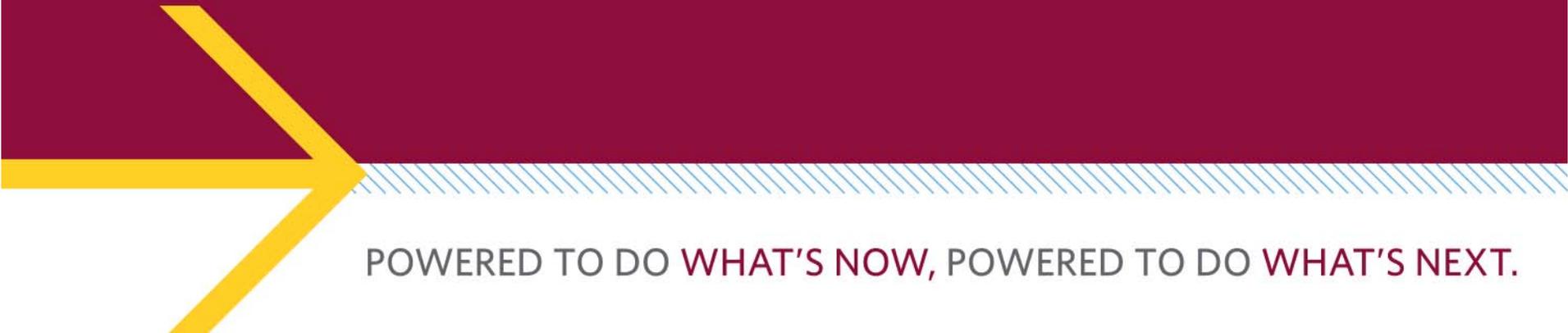


# UPC Contract Renewal Process Experience

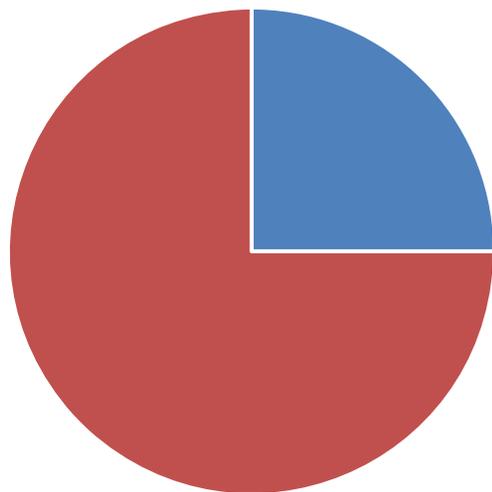
## Survey Results



POWERED TO DO WHAT'S NOW, POWERED TO DO WHAT'S NEXT.

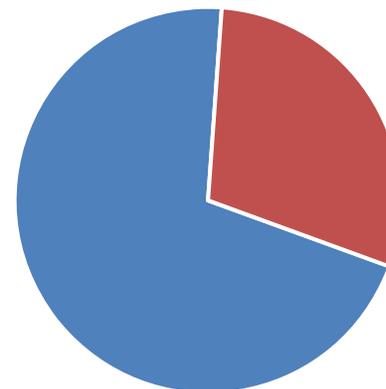
# Did you use any of the University's workshops or resources?

## Supportive Workshops and Resources



■ Yes ■ No  
N=20

## Were they helpful?



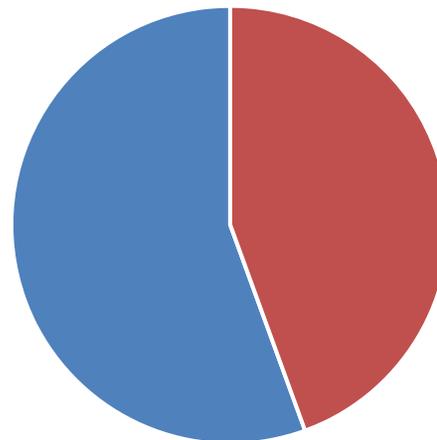
■ Yes ■ No  
N=17

## Which ones?

- Dossier Prep Workshop
- Teaching Portfolio Workshop
- CTiNL workshops
- Mentor

# Mentoring during dossier process?

Did you receive mentoring in the dossier process?



■ Yes ■ No

N=18

If yes, by whom?

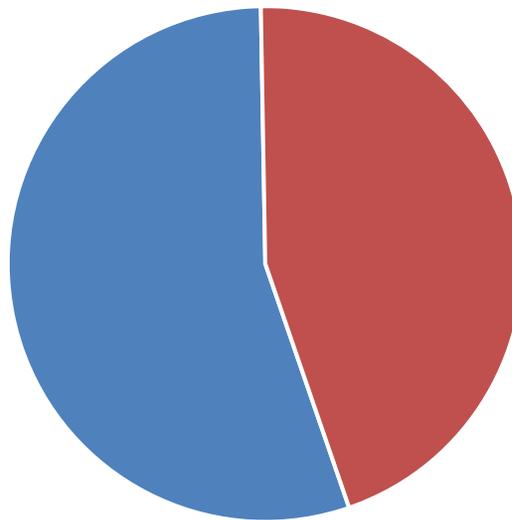
- Other faculty (9)
- Program Director (1)
- Dean (2)
- Assigned Mentor (2)

If not, why not?

- Not one available.
- Not many who had previously went through the process.
- No formal program; sought out a few senior colleagues.

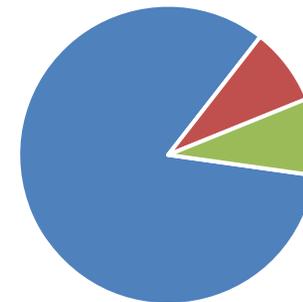
# Pre-submission

Did you meet with your PD or Dean to review your dossier before you submitted it?



■ Yes ■ No  
N=20

If so, was it helpful? Did it prompt revisions or additions?

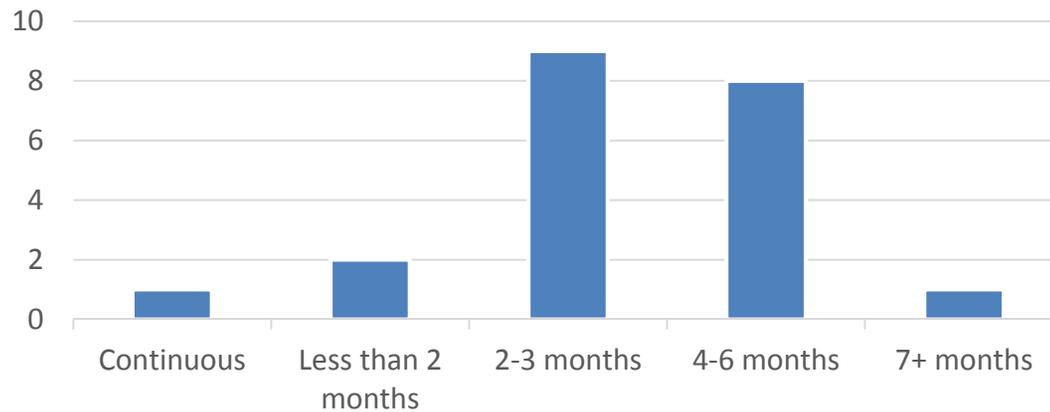


■ Yes ■ No ■ N/A

N=13

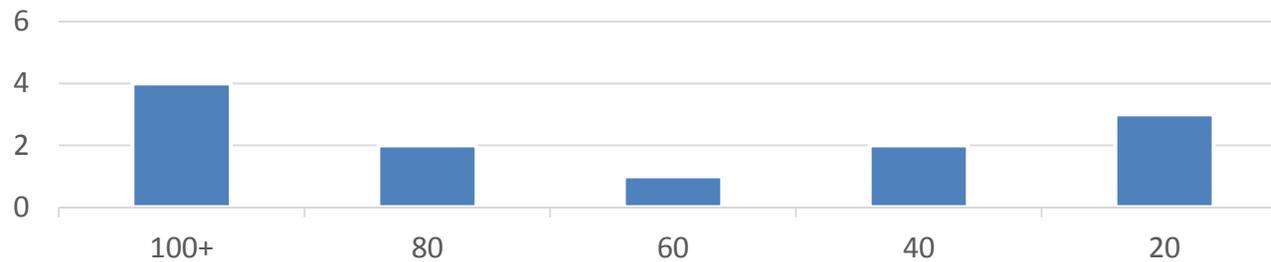
# Questions about preparation time

How long in advance of the deadline did you begin assembling your dossier?



N=21

How many hours did you spend assembling your dossier?



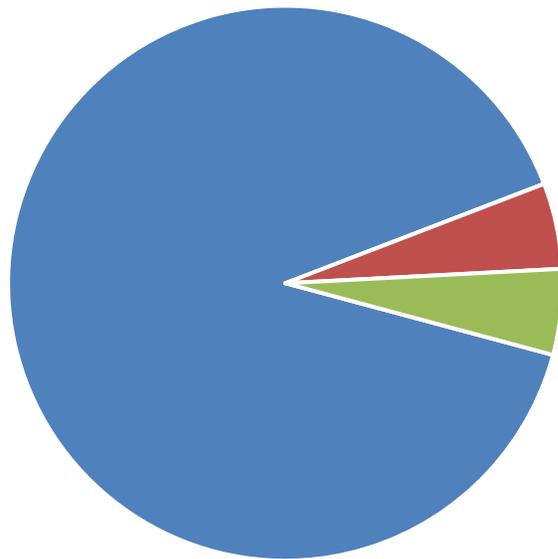
N=20

# Comments about the Review timetable

- January 15<sup>th</sup> is rushed, given that those with an August 15<sup>th</sup> deadline have the summer to prepare.
- The schedule was not available to me. It needs to be more clear.
- Timeframe between the 2<sup>nd</sup> dossier and tenure/long-term contract needs to be revisited. There is less than 1 year in between.
- I suggest that the first dossier be due in January rather than August.
- I feel like I was in constant “evidence and assembly” mode with little time to actually do research.

# Mode of dossier submission, *Part 1*

Did you submit your dossier online, hybrid or in hard copy?



■ Online ■ Hybrid ■ Hard copy

N=20

If you submitted a hard copy, why?

- BB site crashed with my images.
- Encouraged by Dean
- Ability to print as a single document.
- A reviewer requested hard copy.

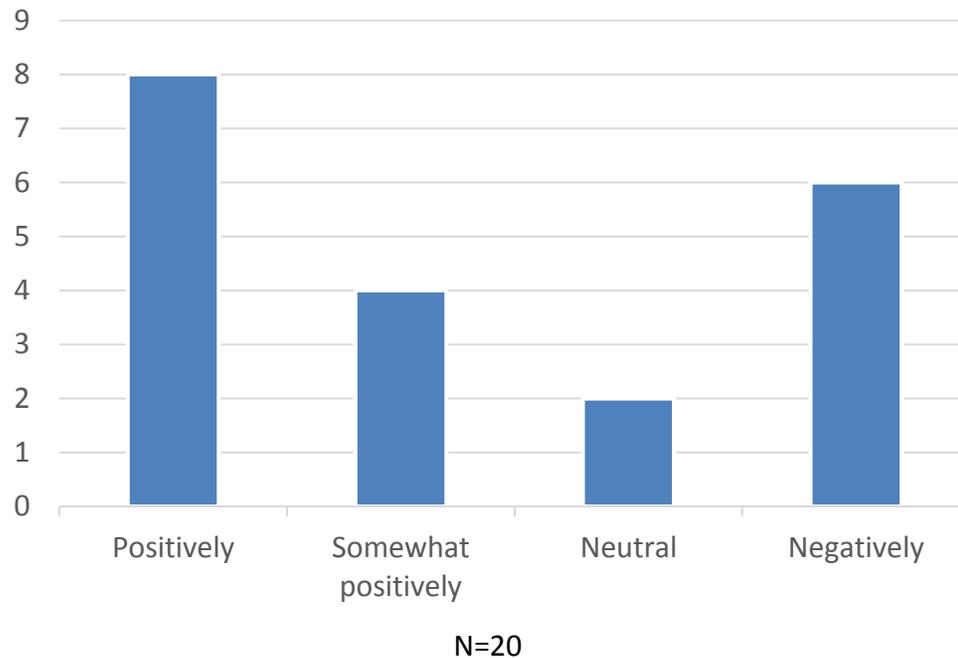
# Mode of dossier submission, *Part 2*

If you submitted online, do you have comments?

Positive	Negative
Constructive	BB does not work.
BB was familiar, so submission was easy.	Need guidelines.
Organization in BB was clear.	The expected content and organization was unclear.
Need to revisit standard template and whether multiple docs and folders or single doc.	Online application and user interface was frustrating and awkward.
Could we consider box.com?	Multiple folder in the template and uploading was tedious.
Online submission was convenient and saved time.	Obtaining student evaluations was challenging.
Sample templates were helpful.	

# Thoughts about a word count or page limit

If the dossier guidelines had a word count or page limit, would you regard this positively or negatively?

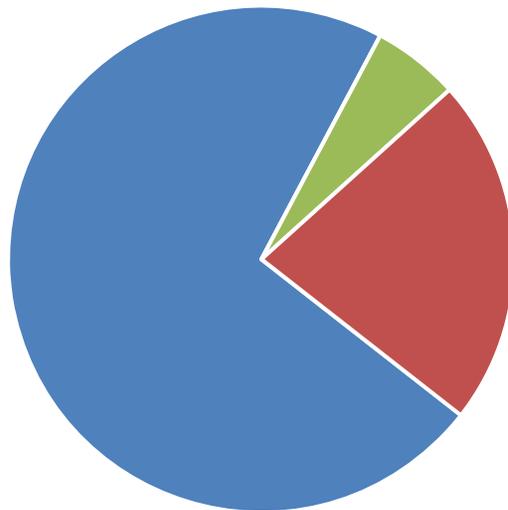


## Comments:

- Prefer suggested size/content, not hard limit.
- Overall guidelines about content must be improved.
- Standardized dossier format would be a welcomed change.
- Not clear about what content should be never mind word count.
- It would be nice to know the expectation.
- Need a general page limited for self-reflection.

# Were there professional benefits?

Were there professional benefits to the dossier submission and review process?



■ Yes ■ Neutral ■ No

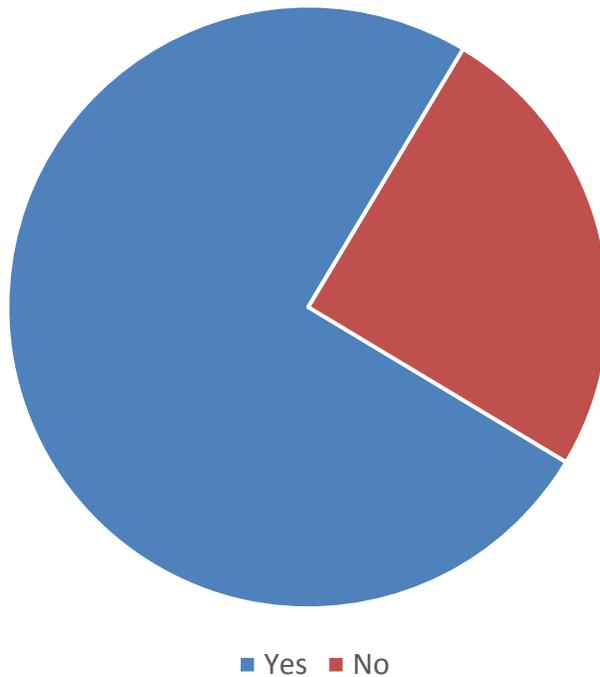
N=18

## Comments:

- Teaching portfolio is useful with prompted about improving teaching.
- Useful to consider body of work at once.
- Useful to critically evaluate your own work.
- Good opp. to reflect on the past and think about the future.
- Outside reviewers were a good opportunity.
- Periodic assessments are useful to fulfilling expectations.
- Get to know other colleagues through workshops and sessions.
- The feedback was motivating.

# Did you find challenges?

Did you find challenges to the dossier submission and review process?



N=16

## Comments:

- Time commitment.
- Transition to online dossier.
- Documentation of accomplishments.
- Strategizing about the writing because of vague expectations.
- Blackboard challenges, e.g. uploading, structure, etc.
- Other technical difficulties, e.g. working with online evaluations was challenging.
- New dossier requirements.

# How can the process be improved?

- Requirements should be different by discipline.
- Change from initial 5-year to an initial 7-year contract.
- Need more formal explanation/orientation to the process.
- Very important to get feedback before the dossier is submitted. Sample dossiers would be helpful.
- More thorough integration with FAR, so dossier become a derivative of the FAR.
- Fewer review periods.
- Many reviewers have expectations different than the guidelines.
- More time between 2<sup>nd</sup> 2-year contract and tenure/long-term contract review.
- Access to peer evaluations.
- Mentoring program within colleges/schools.

# Sample of final comments

- FAR with Dean are beneficial.
- Candidates who are new academia may need more mentorship to the culture and expectations.
- Tenured faculty should have some form of review after tenure.
- For the process to be valuable to the candidate, the feedback needs to be clear and substantiated by the dossier.
- Volume of work and intensity of pressure for tenure/long-term contract is high and the rewards are low. Post-review: it is hard to stay motivated.
- Too much pressure. Not enough positive support.
- Need more oversight and quality control.
- The process was open and smooth. The timetable is very clear.
- We need to keep the language for professional development open, and not a one-size-fits-all. We have a wide variety of very talented faculty. Keeping the language open, and providing some examples specific to the college or contract type, makes the process clearer and easier for those who have not had much experience writing dossiers