At the start of your third year, the FPC asks you to reflect on your progress towards tenure and promotion in a narrative format. This year you will submit an Annual Workload Reporting Form, but you will not submit an annual self-evaluation as you did last year. The purpose of this comprehensive review is as follows:

1. To provide the FPC with important information necessary for the performance review
2. To provide probationary faculty with important feedback about their progress towards meeting the requirements for tenure and promotion to Associate Professor.
3. To give faculty a chance to reflect on their progress and set specific goals that will ensure a successful tenure and promotion bid.

In this review, the committee evaluates your work in the areas of Teaching, Scholarship, and Service by examining your:

- Previous FPC evaluation letter
- Previous annual self evaluation
- Previous + current Annual Workload Report
- Course evaluations
- Course syllabi
- All letters submitted on your behalf (your departmental colleagues are required to submit)
- Current CV
- Review narrative

For ease of exposition and interpretation, please write about your teaching, scholarship and service in clearly delineated sections, following these prompts.

1. **Teaching Excellence**: Discuss your progress towards achieving excellence as an instructor. Highlight your success thus far in striving for excellence and discuss any challenges you have faced, noting how you have worked (or plan to work in the future) to overcome these challenges. What are your future goals for teaching and what steps do you plan to take, to achieve them?

2. **Scholarship**: Engagement in scholarly activities is an important part of our workload in the CAS. One peer-reviewed publication or its equivalent is required for tenure and promotion, along with evidence that your scholarly work will continue, post tenure. At Pacific University, we recognize that scholarship takes many forms and your entire scholarly portfolio may contain alternative forms of scholarship. Please see “The FPC Review- Overview & Guidelines” and Chapter 4 in the Faculty Handbook for further discussion of how to best represent your scholarly work to the FPC. Please discuss your progress and goals for meeting the “tenure bar” for scholarly productivity.

3. **Service to the college, university, and community**: Universities run, in no small part, on the service it’s members provide, as do professional organizations. Indeed, our communities are better places when we share our expertise with them. To achieve tenure and promotion you must show meaningful support of the university community. It is desirable to see colleagues who support their local and/or professional communities as well. Please discuss your progress towards meeting the university’s expectations for
tenure and promotion in regard to service, and/or what steps you may take in the near future to achieve this goal.

______________________________  ________________________
Signature                                           Date

My faculty mentor, assigned to me by the Faculty Development Committee (FDC)