

Secretariat

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GUIDELINES FOR ELECTRONIC SUBMISSION OF TENURE DOSSIERS 2023-2024

As per the regulations, tenure candidates must submit their internal and external packages to Dr. Lucy Brown at tenure.secretariat@mcgill.ca by September 1 (7.12.2 Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff/ 3.35 of Regulations Relating to the Employment of Librarian Staff).

As with all tenure materials, internal and external packages must be submitted in electronic format.

Instructions for Tenure Candidates

You are expected to upload your internal and external packages (tenure dossier) to a specified SharePoint space using the file format and naming convention described in tables 1.1 and 1.2 below. Access to the space will be provided to you during the summer, along with instructions on uploading.

You should use the format and file structure listed below, when putting together your dossier.

Internal Packages
Table 1.1 Academic Staff: Internal Package

Dossier Component	Format	File Name
Table of Contents	PDF	01_int_FirstnameLastname_tableofcontents
Impact of Covid-19	PDF	02_int_Impact_covid19
Curriculum Vitae	PDF	03_int_FirstnameLastname_cv
Personal Statement	PDF	04_int_FirstnameLastname_personalstatement
Teaching Portfolio	PDF	05_int_FirstnameLastname_teaching
Record of Research	PDF	06_int_FirstnameLastname_research
Record of General Contributions	PDF	07_int_FirstnameLastname_service
Appendices	PDF	08_int_FirstnameLastname_appendix-1 If there is more than one file, please number them sequentially. For example: 09_int_FirstnameLastname_appendix-2
Additional Materials such as books, publications and recordings (optional)	PDF	Please begin with the next sequential number. For example: 10_int_FirstnameLastname_additionalmaterials-date If there is more than one file, please number them sequentially. For example: 11_int_FirstnameLastname_additionalmaterials-date 12_int_FirstnameLastname_additionalmaterials-date, etc. You may also include as part of the file name whether the file contains additional materials for ‘teaching’, ‘research’ or ‘service’.

You may choose instead to organize your appendices to be at the end of the dossier submission, keeping with the naming convention described above, but changing the numbering scheme so that the files will be ordered differently.

In the course of consideration for tenure, your dossier will be downloaded for review by a number of reviewers, including UTC and DTC members. It is the strong preference of some of the reviewers to view the dossier as a single file. Accordingly, we ask that you include a consolidated file of your entire internal dossier entitled "int_FirstnameLastname_entire_dossier". This consolidated file should therefore include all of the information that you are providing in all of the separate files.

Note that the Table of Contents feature in Adobe cannot be read by all reviewers and should not be used.

Adding supplemental information to internal packages after initial submission and until November 15

As provided for in the regulations, a candidate may, under specific circumstances, submit new material to the Secretariat after the initial submission, and by November 15. The material will be added to the internal package (7.13 to 7.15.2 of the Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff).

It is the responsibility of:

- **Candidates** to ensure that any material they add to their package is submitted in electronic format to the Secretariat as well as to the Chair of the appropriate committee (Departmental/Library and University Tenure Committees);
- **Chairs of the Departmental/Library and University Tenure Committees** to ensure that any material they add to a candidate's package is submitted in electronic format to the Secretariat, with a copy to the candidate.

These submissions to the Secretariat must be made electronically. These submissions should be sent as PDF attachments to tenure.secretariat@mcgill.ca.

Adding supplemental information to internal packages after November 15, at the request of the DTC, UTC or the President

As per article 7.15.1 and 7.15.2 of the Regulations Relating to the Employment of Tenure Track and Tenured Academic Staff, after November 15 of the year of tenure consideration, at the request of the DTC, the UTC or the President, new evidence relating to any category of Academic Duties may be submitted by the candidate, but only to clarify an issue that arises during the course of the deliberations. The candidate shall file with the Secretariat a copy of all additional material submitted, which shall be included in the tenure dossier.

Submissions to the Secretariat must be made electronically. These submissions should be sent as PDF attachments to tenure.secretariat@mcgill.ca.

Table 1.2 Librarians: Internal Package

Dossier Component	Format	File Name
Table of Contents	PDF	01_int_FirstnameLastname_tableofcontents
Impact of Covid-19	PDF	02_int_Impact_covid19
Curriculum Vitae	PDF	03_int_FirstnameLastname_cv
Personal Statement	PDF	04_int_FirstnameLastname_personalstatement
Position Responsibilities	PDF	05_int_FirstnameLastname_position
Annual Performance Recognition Reports	PDF	06_int_FirstnameLastname_performance reviews
Record of Professional and Scholarly Activities	PDF	07_int_FirstnameLastname_professional&scholarlyactivities
Record of Other Contributions	PDF	08_int_FirstnameLastname_othercontributions
Appendices	PDF	09_int_FirstnameLastname_appendix-1 If there is more than one file, please number them sequentially. For example: 10_int_FirstnameLastname_appendix-2
Additional Materials (including a portfolio of teaching activities,	PDF	Please begin with the next sequential number. For example: 11_int_FirstnameLastname_additionalmaterials-date

if any, optional)		<p>If there is more than one file, please number them sequentially. For example:</p> <p>12_int_FirstnameLastname_additionalmaterials-date 13_int_FirstnameLastname_additionalmaterials-date, etc.</p> <p>You may also include as part of the file name whether the file contains additional materials for ‘responsibilities’, ‘scholarly activities’ or ‘service’.</p>
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You may choose instead to organize your appendices to be at the end of the dossier submission, keeping with the naming convention described above, but changing the numbering scheme so that the files will be ordered differently.

In the course of consideration for tenure, your dossier will be downloaded for review by a number of reviewers, including UTC and LTC members. It is the strong preference of some of the reviewers to view the dossier as a single file. Accordingly, we ask that you include a consolidated file of your entire dossier entitled “int_FirstnameLastname_entire_dossier”. This consolidated file should therefore include all of the information that you are providing in all of the separate files.

Note that the Table of Contents feature in Adobe cannot be read by all reviewers and should not be used.

Adding supplemental information to internal packages after initial submission and until November 15

As provided for in the regulations, a candidate may, under specific circumstances, submit new material to the Secretariat after the initial submission, and by November 15. The material will be added to the internal package (3.38 to 3.39.2 of the *Regulations Relating to the Employment of Librarian Staff*).

It is the responsibility of:

- **Candidates** to ensure that any material they add to their package is submitted in electronic format to the Secretariat as well as to the Chair of the appropriate committee (Departmental/Library and University Tenure Committees);
- **Chairs of the Departmental/Library and University Tenure Committees** to ensure that any material they add to a candidate’s package is submitted in electronic format to the Secretariat, with a copy to the candidate.

Submissions to the Secretariat must be made electronically. These submissions should be sent as PDF attachments to tenure.secretariat@mcgill.ca.

Adding supplemental information to internal packages after November 15, at the request of the LTC, UTC or the President

As per article 3.39.2 and 3.39.3 of the *Regulations Relating to the Employment of Librarian Staff*, after November 15 of the year of consideration, at the request of the Library Tenure Committee, the University Tenure Committee or the President or her or his delegate, new evidence relating to any category of academic duties may be submitted by the candidate, but only to clarify an issue that arises during the course of the deliberations. The candidate shall file with the Secretariat a copy of all additional materials.

Submissions to the Secretariat must be made electronically. These submissions should be sent as PDF attachments to tenure.secretariat@mcgill.ca.

External Packages

The following tables (2.1 and 2.2) indicate the preferred file formats and naming conventions for standard package components. Please avoid adding electronic folders other than those specified below.

Tables 2.1 Academic Staff: External Package

Dossier Component	Format	File Name
Table of Contents	PDF	01_ext_FirstnameLastname_tableofcontents
Curriculum Vitae	PDF	02_ext_FirstnameLastname_cv
Personal Statement	PDF	03_ext_FirstnameLastname_personalstatement
Record of Research	PDF	04_ext_FirstnameLastname_research
Record of General Contributions	PDF	05_ext_FirstnameLastname_service

Appendices	PDF	06_ext_FirstnameLastname_appendix-1 07_ext_FirstnameLastname_appendix-2
Additional Material (optional)	PDF	08_ext_FirstnameLastname_additionalmaterial-date, etc. You may also include as part of the file name whether the file contains additional information for “research” or “service”.

Candidates **must** ensure that **total size** of their **external package** is **less than 10MB** in order to enable efficient electronic transfer to external evaluators. Email servers may limit the size of the files that can be received. Files under 10MB typically transmit without any technical issues; however, *this is not a guaranteed and the Secretariat may ask candidates to reduce their file sizes further.*

It is highly recommended that candidates save their PDF documents in “reduced size” PDF format.

In the course of consideration for tenure, your dossier will be downloaded for review by a number of external reviewers. It is the strong preference of some of the reviewers to view the dossier as a single file. Accordingly, we ask that you include a consolidated file of your entire external dossier entitled “ext_FirstnameLastname _entire_dossier”. This consolidated file should therefore include all of the information that you are providing in all of the separate files.

Tables 2.1 Librarians: External Package

Dossier Component	Format	File Name
Table of Contents	PDF	01_ext_FirstnameLastname_tableofcontents
Curriculum Vitae	PDF	02_ext_FirstnameLastname_cv
Personal Statement	PDF	03_ext_FirstnameLastname_personalstatement
Position Responsibilities	PDF	04_ext_FirstnameLastname_position
Record of Professional and Scholarly Activities	PDF	05_ext_FirstnameLastname_professional&scholarlyactivities
Record of other contributions	PDF	06_ext_FirstnameLastname_othercontributions
Appendices	PDF	07_ext_FirstnameLastname_appendix-1 08_ext_FirstnameLastname_appendix-2
Additional Material (excluding the teaching portfolio, if any)	PDF	09_ext_FirstnameLastname_additionalmaterials-date, etc. You may also include as part of the file name whether the file contains additional materials for ‘responsibilities’, “scholarly activities” or “service”.

Candidates **must** ensure that **total size** of their **external package** is **less than 10MB** in order to enable efficient electronic transfer to external evaluators. Email servers may limit the size of the files that can be received. Files under 10MB typically transmit without any technical issues; however, *this is not a guaranteed and the Secretariat may ask candidates to reduce their file sizes further.*

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In the course of consideration for tenure, your dossier will be downloaded for review by a number of external reviewers. It is the strong preference of some of the reviewers to view the dossier as a single file. Accordingly, we ask that you include a consolidated file of your entire external dossier entitled “ext_FirstnameLastname _entire_dossier”. This consolidated file should therefore include all of the information that you are providing in all of the separate files.

About Confidentiality

A secure repository is used by Secretariat to manage tenure packages for the tenure committee members. Access to, and use of, this password-protected site is restricted to authorized users only, including the members of each Departmental/Library Tenure Committee and for each University Tenure Committee and their designated administrative staff. The authorized users agree that the documents and the information contained therein will be treated with the utmost confidentiality and with due respect of the applicant’s privacy. The use or handling of any part of the information is restricted to the authorized user.