Tools in Review Promotion and Tenure for the RPT Administrator

Office of the Provost – Faculty Affairs
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Review Promotion and Tenure (RPT)

Agenda

- Users and Roles
 - Committee management
- Case Materials
 - Uploading and downloading documents
 - Requesting letters of evaluation
- > Case Management
 - Case Review Steps
 - Sending a case forward or backward

Users and Roles

- Administrators
- Committee Managers
- > Reviewers

Review Promotion and Tenure (RPT) is an online system which can facilitate reviews of faculty in a shared governance context. RPT assists in the process of managing reviews in accordance with university policies and procedures.

There are **three** main roles in the system to maintain consistency and transparency of reviews.

Users and Roles

- > Administrators
- Committee Managers
- > Reviewers

An **administrator** is usually the department/unit or college coordinator or administrative staff person that **manages** the review process by:

- maintains the documents for the review,
 - candidate information, external and collaborator letters and internal evaluation letters.
- conducts checks to ensure documents and review follows the guidelines and procedures, and
- submits the dossier to the next level of review.
- can view cases at any time <u>before</u> submitting to the next level of review.

Users and Roles

- Administrators
- Committee Managers
- > Reviewers

A **committee manager** is a committee chair of a *standing* or *ad-hoc* committee and can:

- upload documents to case,
- input the vote count of the committee,
- send forward or backwards a case, and
- manages the case during the case step of the committee's evaluation.

Users and Roles

- Administrators
- Committee Managers
- > Reviewers

Reviewers views/reads the candidate's materials, considers the criteria, deliberates and finalizes an evaluation.

Reviewers are given access to a case by an **Administrator** when it is ready for their review.

Reviewers can read or download documents when cases are accessible for their review. Faculty serving as reviewers are:

- External evaluators,
- Committee members,
- Department heads or directors
- Deans, and
- Provost

Users and Roles

- Administrators
- Committee Managers
- > Reviewers

Summary of Users and Roles

- Administrators (staff and personnel), manages the review process at their level from case documents to submission to the next level of review.
- Committee managers manages the review for a committee evaluating a case.
- Reviewers can read/download case materials and given access when the case is ready for their evaluation.

Users and Roles

- Administrators
- Committee Managers
- > Reviewers

For more information, please read the <u>Guide to Roles in RPT</u> from Interfolio.

Assigning roles:

- Administrators (staff and personnel) are assigned access by the Institutional Administrator after consultation with college or senior level personnel.
- Committee managers can be designated when assigning a committee to review a case.
- Reviewers are assigned by an administrator to have access at a case review step or sent a request for an evaluation to submit a letter to a case if external to the university.

We will transition to how to assign committee members to a committee.

Adding Committee Members

Administrators in RPT can add committee members to a committee.

Standing Committee
Ad-Hoc Committee

Determine if committee is:

- a standing committee (members will not change and will review all cases in a department, unit or college), or
- an ad-hoc committee (members are specific for a case and different for all cases in a department, unit or college)

Adding Committee Members

Administrators in RPT can add committee members to a committee.

Standing Committee

Ad-Hoc Committee

- Standing Committee (members will not change and will review all cases in a department, unit or college)
 - Find or create a standing committee in Users & Groups, under Committees
 - Add members to the committee and designate a committee manager by selecting the star icon next to the faculty member's name.
 - Edit committee membership in Users & Groups, if removing or changing the members to a standing committee.

Adding Committee Members

Administrators in RPT can add committee members to a committee.

Standing Committee

Ad-Hoc Committee

For detailed instructions, please see <u>How to Add Committee</u> <u>Members</u>.

- Ad-Hoc Committee (members are specific for a case and different for all cases in a department, unit or college)
 - Find the case for the ad-hoc committee to review, select Cases on the main menu and select the candidate's name.
 - Select Case Options and Edit Case. Navigate on the small menu to 3. Case Review Steps and select this option.
 - Find the **Case Review Step** for the ad-hoc committee's evaluation. Select **Edit** to enter the **Case Step Details**.
 - Select Add Committee, click radial button for Ad-Hoc Committee. Type the name of the committee in the text box.
 - Select Add Members to find and add faculty members.
 - Select Save.

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section

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Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section

The sections of the dossier for the candidate's packet (dossier):

- Section 1 Summary Data
- Appendix A Shared Appointment (if applicable)
- Section 2, 2A Summary Workload and Pandemic Impact Statement
- Section 3 Criteria
- Section 4, 4A, 4B Curriculum Vitae, List of Collaborators, and Representative Work
- Section 5 Candidate Statement
- Section 6, 6A, 6B Teaching Portfolio
- Section 7, 7A, 7B Portfolio for Leadership, Extension, Service, and Innovation
- Section 8 Graduate or Other Interdisciplinary Program Membership and Contributions

Sections in bold type are uploaded by the department or unit.

Other sections can be directly submitted by the candidate into RPT.

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section

The sections included in the Internal Section of a case:

- Section 8A Graduate or Other Interdisciplinary Program
 Evaluations from Chair and Departmental/Unit Committee
- Section 9 Peer Observation and Nomination for Provost Award for Innovations in Teaching
- Section 10, 10A, 10B Independent External Reviewers and Collaborators Letters
- External Evaluations <u>Requests for External Evaluations</u>
- Section 11 Internal Evaluations
 - Department/Unit Committee Report
 - Department Head/Director's Letter
 - College Committee Report
 - Dean/Administrator's Letter
 - University Advisory Committee Report
 - Provost Final Decision

The **Internal Section** of a case is not shared with the candidate and cannot be seen during the review process of a case.

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section
 - External Evaluations

External Evaluations can be requested in the system using the Request for External Evaluation button. (Multiple external reviewers can be solicited at one time. However, upon initiating the request form, it must be submitted in the same session, as the form cannot be saved.)

- Encourage the department head/directors to send a preliminary communication to reviewers
 - Verify availability.
 - Confirm the forthcoming system message with formal solicitation and access to candidate's packet (dossier).
 - A finalize the list of reviewers after sending the preliminary communication. This list is used for the request form.

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section
 - External Evaluations

To complete the Request for External Evaluation form, the following information is needed:

- First and Last Name of Reviewer(s)
- Institutional Email Address(es)
- Contact name and email address, in case reviewers have questions.
- Copy/Paste Appendix D Letter (use CTRL+C to copy and CTRL+SHIFT+V to paste) into message text box.
 - Use revised version of <u>required template letter</u>.
 - Customized salutation with the merge code if sending the request form to multiple reviewers. A merge code is in the template letter.
 - System does not support digital signatures or images. Do not copy/paste images. A system error will occur. (continue to next slide)

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Candidate Packet (Dossier)
- Internal Section
 - External Evaluations

- Click +Add Files to select the case materials for reviewers to view or download. Refer to the <u>required template letter</u> (<u>longer version</u>) for the list of case materials.
- Deadline for Evaluation (This is a hard deadline. The reviewer's access to case materials and upload area for letter will removed after the deadline.)
- Allowing external reviewer to submit 1 additional file for abbreviated CV.
 - This file can be removed when the brief biography template is complete and uploaded to the case materials.
- Default access to view submitted evaluation by external reviewer to <u>"Administrators & Entire Committee"</u>
- Select Submit when ready to send request.

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Uploading documents
- Downloading documents

Documents for the Candidate's Dossier (Packet) and Internal Section are uploaded in Case Materials.

- Find the section and click Add File
- Drag and drop or Upload a PDF or MS Word file to the area
- Click Save
- Wait for the system to fully upload. A hyperlink will appear on the document title when the file is done uploading.
- Click the hyperlink to view the file in the RPT viewer and confirm the contents

Case Materials are organized into two parts.

Administrators in RPT manage the documents for cases.

- Uploading documents
- Downloading documents

Documents for the Candidate's Dossier (Packet) and Internal Section can be downloaded in Case Materials.

- Check the small box next to the document's name. To download multiple documents at once, please check boxes next to the documents to download.
- Select Download, choose Download PDF or Download ZIP.
 Multiple documents can be downloaded as a single pdf or separated by section in a ZIP folder.
- A brief message will appear at the bottom of the screen and an email message will be received when the documents are ready for download.
- Go to Home on the left side panel menu, in Tasks, select Your
 Files Are Ready for Download, click Download next to the case
 under Actions. The pdf or zip will download to your computer.

Case Review Steps manages the workflow of the review process.

Case review steps provide access and instructions to internal committees, department heads, directors and deans when cases are ready for their review.

Administrators in RPT send cases forward or backward.

- Sending Forward a Case
- Sending Backward a Case

Institutional Administrator creates the case review steps for 3rd Year Retention, Promotion and Tenure, Continuing Status and Promotion, Career-track Promotion and Track Transfers through the university templates for these types of review.

Administrators for college and senior units creates the case review steps for the *Career-Track Promotions for Lecturer Titles* through a college or senior unit-level template.

Case Review Steps manages the workflow of the review process.

Case review steps provide access and instructions to internal committees, department heads, directors and deans when cases are ready for their review.

Administrators in RPT send cases forward or backward.

- Sending Forward a Case
- Sending Backward a Case

To view the Case Review Steps for any case,

- Go to Cases and click the candidate's name
- Select Case Options
- Click Edit Case,
- Select 3. Case Review Steps on the small menu to the right, or
- Scroll down on the Case Summary page to view all case review steps.

Case are moved through the **case review steps** until a final decision is complete.

The steps with committees and internal reviewers are where members and individuals are **given access to the case**. To grant or remove access from committees and internal reviewers, <u>cases are sent</u> <u>forward and backward</u>.

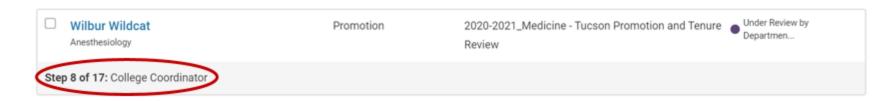
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Case review steps provide access and instructions to internal committees, department heads, directors and deans when cases are ready for their review.

Administrators in RPT send cases forward or backward.

- Send Forward a Case
- Send Backward a Case

To begin, please note the current review step on the **Cases** page.



- To move forward a single case (or multiple cases) to one or more case review steps, please select the small check box next to the candidate's name on the Cases page.
- Note the new menu at the top of the Cases page with the option to Move Forward. Select **Send Forward**.
- A new screen will appear, please **uncheck the box** to *not notify* committees or internal reviewers.
- Select Send.

The **Cases** page will refresh and the case should show the case review step under the candidate's name.

To send a case backwards, repeat the steps above, but select
 Send Backward in the menu.

Case Details is where:

- Instructions are provided for administrators, committee managers, internal reviewers and committee members.
- Administrators input committee votes
 - Committee members cannot not input votes in RPT.
- Committee members create and view each other's comments

Wilbur Wildcat

Unit

University of Arizona RPT Sandbox

Template

2020-2021_University Promotion Review TEST Template

Status

Under Review by Department Committee change

Case Materials

Case Details

Reviewing as

Department Committee (Placeholder)



Please review candidate materials, external reviewer letters, finalize solicitation prevaluation in section 11. Please include final vote count in evaluation letter.

If candidate submitted section 8, please include evaluation in section 11 report.

If candidate submitted section 9 and the evaluation letter from the chair of the G department or unit committee evaluation in section 9.

Case Details is where:

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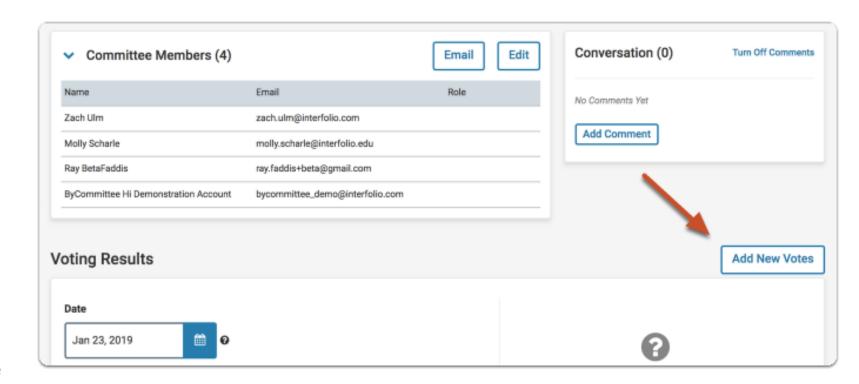
Case Details change when a case is moved forward or backward during the review.

Case Details instructions can be customized for each internal reviewer or committee at the Case Review Step.

Coordinators (or RPT Administrators) have access to add documents and manage the review **until the case is submitted to the next level** of the review process (college/senior unit or university).

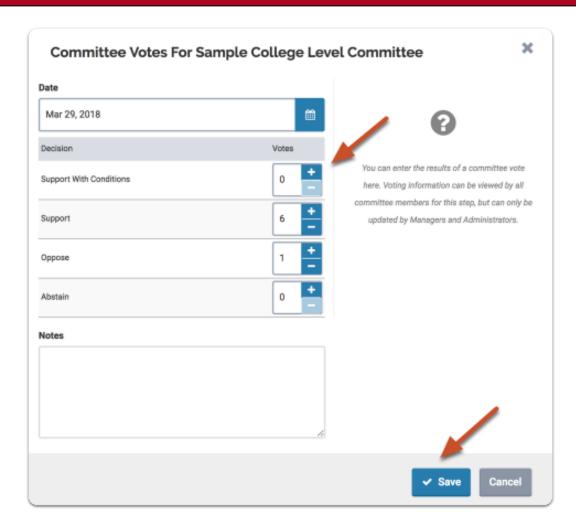
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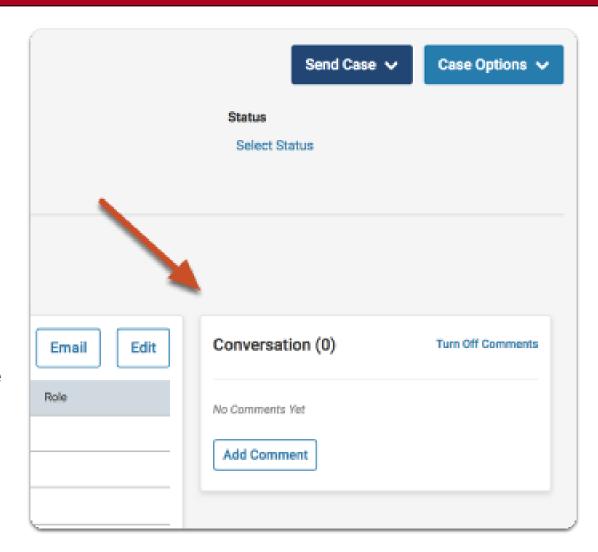
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More information on Voting Results can be viewed here: https://product-help.interfolio.com/m/33238/l/503742-record-the-results-of-a-committee-vote.

Case Details is where:

- Instructions are provided for administrators, committee managers, internal reviewers and committee members.
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Review Promotion and Tenure – Information and FAQs

Before the candidate's materials are submitted, please check the following:

- Check with department head/director or committee chair if candidate's materials are the final documents to initiate the review.
- Is the candidate's materials searchable for phrases or words? If not sure, before uploading a pdf, please use the OCR tool in Adobe Acrobat Professional DC to recognize text. Once complete, save and upload to the appropriate section.
- Only the documents uploaded to the Candidate Packet (or dossier) are shared with external reviewers. Add the candidate's materials to the system before requesting external evaluations.

Candidate Dossier (or Packet) – Department/unit coordinator will add the documents to the sections in bold. Candidates can direct submit information to other sections.

- Section 1 Summary Data
- Appendix A Shared Appointment
- Section 2, 2A Summary of Workload of Assignment and Pandemic Impact Statement (required)
- Section 3 Dept/Unit and College Criteria
- Section 4, 4A, 4B Curriculum Vitae, List of Collaborators and Representative Work
- Section 5 Candidate Statement (signed by candidate with affirmation statement)
- Section 6, 6A, 6B Teaching Portfolio, Information on Teaching and Advising, Supporting Documentation
- Section 7, 7A, 7B Portfolio for Leadership, Extension, Service and Innovation (optional for career-track and P&T, required for CS&P)
- Section 8 Graduate or Interdisciplinary Program Membership and Contributions (optional).

FAQ #1

- How are the case details, case review steps and moving a case forward or backward related to managing a review?
 - Case review steps are the workflow of the review process. Cases follow the review steps when they are moved forward or backward through the system. These steps imitate the review process.
 - Case review steps manage the case details (instructions) or actions and provide access to case materials for internal reviewers and committees when the case is ready for evaluation.

FAQs #2-4

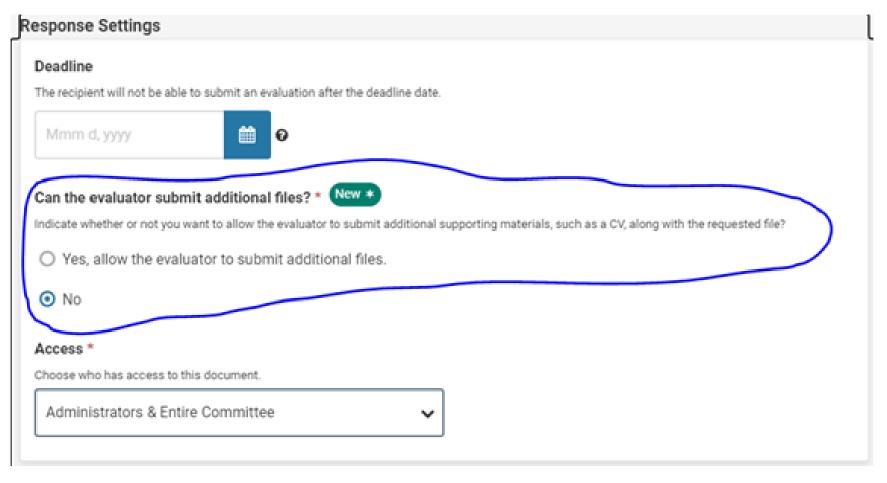
- What does the 'Lock' button on the sections for the Candidate Packet (or Dossier) mean and will it be used?
 - > The Lock button enables or disables candidates submitting documents (or revised documents) to the Candidate Packet (or Dossier) section.
 - > Please use the lock button to secure documents after the candidate submits or when it is passed the due date for submission.
 - > The Lock button should be used in 2021-2022 review period.
- What if candidate submit their Collaborator List in Section 4 and not in 4A?
 - ➤ Please send back the CV and ask the candidate to re-submit it the CV and list of collaborators separately in the appropriate section and subsection.
 - For departments and units that are beginning the selection process for external reviewer names, the collaborator list of the candidate is uploaded to the case as a separate document. This is needed for the coordinator, head or director to check the names on the suggested lists of external reviewers making sure none are collaborators of the candidate.
- There are some documents in the Candidate Packet (or Dossier) that are labeled as 'required' and some as 'optional.' If a document is not uploaded to a 'required' area, does this mean the case cannot move forward to the next case step?
 - > Documents labeled as 'required' **are not connected to completing the steps** for the review in the RPT. However, documents should follow the dossier template requirements.

FAQs #5-9

- How can I view the message sent to external reviewers?
 - > When an external evaluation request is sent, it is captured in the <u>activity log</u> of the case. Click the link to learn how to view this information in the case.
 - Is it possible to send a test request in the live case to view what external reviewers will see?
 - Please run test in the RPT sandbox only. The request for evaluation area is available on test cases in the sandbox. Sending a test request in the live case can result in the test being permanently part of the candidate's review record.
- Do external reviewers need a login to upload their letter to the system?
 - External reviewers do not need to login to Review Promotion Tenure. After the reviewer selects 'accept' in the request email sent, the link allows them access to view the candidate's materials shared and upload their letter.
- Can I upload the required letter and send this in the request to external reviewers in the system?
 - ➤ It is preferred to upload the sample letter in Section 10 and copy/paste the required letter language into the message body of the request for external evaluation.
- Can external reviewers upload more than one document?
 - External reviewers can upload multiple documents. See next slide.
- Can external reviewers send their brief biography as a separate file?
 - Yes, external reviewers can upload their brief biography and letters as separate files. See next slide.

FAQs #5-9 continued

When initiating a **Request External Evaluation**, select the option "Yes" under Response settings to answer the question "Can the evaluator submit additional files?" Select the number of files the reviewers will upload.

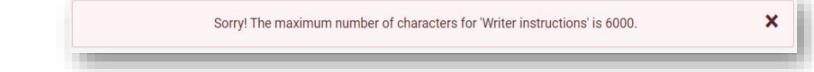


FAQs #10-12 continued

- The required letter states for external reviewers to send their brief biography. Can the language in the required letter be revised to direct external reviewers to upload their evaluation letter and brief biography as two separate files in the system?
 - > Yes, this is considered a minor revision to the required letter and is acceptable due to the change of using RPT for sending external evaluations.
- Can more than one email be typed in the "reply to" text box when requesting an evaluation?
 - Ø Only a single email address can be typed in the reply to box. Use the email of the person that can answer the reviewer's questions, if reviewers decide to reply.
- I get an immediate decline after sending the request for evaluation to some external reviewers. Why does this happen?
 - Interfolio has been notified of this situation. It is unknown why this is happening randomly within cases. Please contact the reviewer outside of RPT to confirm if they indeed declined the request. If the reviewer did not decline, please ask the reviewer to find the original email from the system and select the 'accept' button. If the reviewer does not see the buttons in the email, please ask them to email a screen shot of the message to you and then forward the screen shot to asya@arizona.edu.

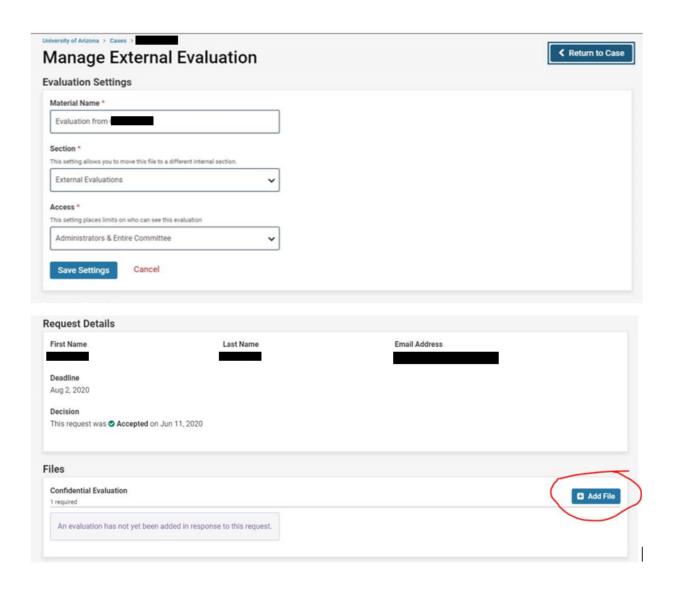
FAQs #13-14 continued

- Can an electronic signature be included in the message body of the request for external evaluation?
 - An electronic or image signature file cannot be included in the body of the message to reviewers because this will cause an error of exceeding the maximum character limit. Remove the copied electronic or image from the message body and continue with the request.



- What if an external reviewer sends their letter and brief biography as email outside of the RPT? Can I upload the letter on their behalf?
 - Yes, you can. A recent feature upgrade is now available. Click "Edit" in the row of the request, select "Edit Settings" and you can upload, rename, replace submitted letters and set the visibility for external evaluations. See next slide for visual of new feature.

FAQs #14 continued



FAQs #15-16 continued

Recently, there have been some common questions regarding functions in Review, Promotion and Tenure and forwarding cases to submit for the college level review.

Please share with your department or unit coordinators and managers.

 Can external and collaborators letters be submitted or added if the case is forwarded to the department or unit committee?

Yes, letters can be submitted and added to a case. Please inform the committee via email regarding the pending letters. Please confirm all external review letters are discussed in the committee evaluation before adding this letter and forwarding the case to the next step.

 Committee members or internal reviewers are receiving an error message after trying to login with the link in the RPT email. Do they have access to view the case material?

When forwarding cases to internal reviewers and committee members, please uncheck the box to send email notification from RPT. The embedded links in the system emails are not working properly. We are working with the vendor to these fix the links and will send a communication when the links are working. When committee members and internal reviewers are using the links in the email notification from RPT, the login error message is received. Please email committees and internal reviewers outside of RPT regarding cases being ready for their review. Direct them to the UAVitae (https://uavitae.arizona.edu/) website to use the red button to login to view cases.

Review Promotion and Tenure – New Information

New Information for 2021-2022

As department/unit coordinators complete the department level review, cases are sent forward to the step for submission to the college-level review. Final Preparation and Submission to College-Level is the submission for the college or senior unit review.

Before forwarding the case to the college level, remove the department status and do not add the college status to the case. When cases are forwarded to the step *Final Preparation and Submission Step*, please note the following:

- Department/unit coordinators will retain access to the case.
- College coordinators work closely with the department/unit coordinators on correcting procedural errors or documentation before sending forward the case to the college/senior unit committee.
- Please note the title in this transition step. Do not rely on the step number (#) because these can vary depending on the type of review.
- Department/Unit Committee's Evaluation
 Department Head or Director's Evaluation
 Final Preparation and Submission to College-Level
 College Committee's Evaluation

Resources to Interfolio's Review, Promotion and Tenure User Guide for additional information.

- Adding documents to a case.
- Moving a case backward or forward.
- Requesting external evaluations.
- Selecting a status for a case.

Questions, Comments or Need Help?

If you have any questions, please contact the University Coordinator for Faculty Affairs.

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