

PUBLIC SOLICITATION

PROMOTION and TENURE

Dr. David Calnitsky – Department of Sociology

The Faculty Collective Agreement requires that in evaluating a faculty member's performance for promotion and tenure purposes, a public solicitation for letters must occur.

The purpose of the solicitation is to provide information about whether the candidate's performance of Academic Responsibilities (Teaching, Research, and Service) meets the relevant criteria for promotion and tenure.¹

Dr. David Calnitsky is being considered for promotion and tenure to Associate Professor. Anyone wishing to make a written submission can do so until the file is closed. It is anticipated this will occur by Friday, September 1, 2023. Those engaged in the review of the Promotion and Tenure File may wish to refrain from providing a letter of support in order to avoid a perception of bias.

Unless you specifically indicate in your submission that your identity can be known to the candidate, your identity will be kept confidential from the candidate. The contents of your letter will be revealed to Professor Calnitsky by including in their Promotion and Tenure File a copy of your letter with all identification removed. If you wish your identity to remain confidential, please phrase your letter such that your identity is not revealed by content. You should be aware that your letter in its entirety will be seen by the Promotion and Tenure Committee reviewing this case.

We appreciate your considered judgement of the candidate's qualifications.

Please address your submission to the Dean and send to Gayle Finlay by email to gayle.finlay@uwo.ca or by mail to:

Gayle Finlay
Department of Sociology
SSC 5314
Western University
1151 Richmond Street
London, Ontario, N6A 5C2

¹ The Faculty Collective Agreement requires that for Promotion and the granting of Tenure, the candidate must have established a sufficiently strong record of performance in Teaching, Research, and Service, evaluated with reference to the national and international standards within the candidate's discipline. The process of evaluation is in accordance with the relevant criteria in Clauses 3 through 4.3.3 of the Article *Promotion and Tenure* which may be found at: https://www.uwo.ca/facultyrelations/faculty_relations/faculty/collective_agreement.html