

## PUBLIC SOLICITATION

## PROMOTION

Dr. Kaitlynn Mendes – Department of Sociology

The Faculty Collective Agreement requires that in evaluating a faculty member's performance for promotion 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.<sup>1</sup>

Dr. Kaitlynn Mendes is being considered for promotion to 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 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 Dr. Mendes by including in their Promotion 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](mailto:gayle.finlay@uwo.ca) or by mail to:

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

<sup>1</sup> 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](https://www.uwo.ca/facultyrelations/faculty_relations/faculty_collective_agreement.html)