



Personnel Action Form: General Directives

PLEASE DELETE THIS PAGE PRIOR TO SUBMISSION OF YOUR PAF TO THE PORTAL

NOTE: The guidelines in the grey text boxes are advisory only and are provided to assist you with some of the more frequent questions encountered.

The dates mentioned in the PAF and MAY MEMO are the suggested last dates that these events can occur for timely submission to the PAF portal. ↓

A draft of the entire application must be reviewed with your Chairperson ON OR BEFORE Friday, October 23, 2026, so that revisions may be made prior to submission to Interfolio ("the Portal") and the departmental/divisional review. This will guarantee that the PAF is appropriately prepared for the Departmental or Divisional review and prevents delays, re-meeting, etc., before being submitted to the next level of review.

- It is the SOLE RESPONSIBILITY of the applicant requesting this personnel action to follow the format specified in these instructions and be able to verify the integrity of all data presented.
- ALL EVIDENCE and information relating to this action must be included at the time the PAF is transmitted to the Departmental or Divisional Personnel and Budget Committee through the Portal. No documents or information may be added at a later stage of the personnel action process that was not considered by the original reviewing committee. Therefore, if materials are found to be missing at any point in the review process, applications may be returned to the lower-level committees for reconsideration. In order to avoid such errors, a draft of the application must be reviewed and discussed with the Chairperson prior to submission to the Portal. Chairpersons will be asked to certify that they have read the document and offered guidance to the applicant.

Follow up evidence IS permitted. If, after your PAF has been submitted to the PORTAL, you learn that a paper, grant, etc., that is listed as pending on the PAF has now been accepted, please inform your Chairperson and/or Dean of this development. If possible, provide your Chairperson with the email or letter confirming the acceptance, that will then be presented at the committees.

- All information requested for this form is to be completed according to the directions. Follow the prompts indicated in the keys next to the section. Use reverse chronological order where applicable.
- All applicants must complete the Cover Page and the Table of Contents. These pages must constitute the first two pages of your application. Remove this page prior to submission to the Portal.
- After the Chairperson and applicant together determine the form is complete and that the support material is compiled properly, the form should be converted to PDF format.

It is vital that the PAF be reviewed and discussed by the Chairperson and faculty member prior to submission to the Portal. Substantive changes should be completed to the satisfaction of the applicant and the chairperson/director prior to or immediately after the October 23, 2026 review. CHAIRPERSONS WILL BE REQUIRED TO CERTIFY THAT THEY HAVE MET, REVIEWED AND DISCUSSED THE PAF WITH THE FACULTY MEMBER.

- Once in PDF format, the PAF may be loaded onto the Portal for FINAL SUBMISSION to the Chairperson. The Chairperson will be responsible for moving the form through the Portal to the first committee for review.

The LAST day for submission is Wednesday, November 4, 2026.

Faculty members with a completed PAF do not have to wait until the due date to make their final submission. The PAF can be submitted any time beginning in mid-October as long as all the necessary procedures have been followed.



ST. JOHN'S UNIVERSITY

- NO PAPER COPIES will be needed, and all support material should be in PDF format and submitted to the Portal.
- The respective Chairpersons of all personnel committees are not to send out any other instructions.

Please have your chairperson email Karen Pennacchio (pennacck@stjohns.edu) if there are any questions.



Faculty Member Name: [Click or tap here to enter text.](#)

Department/Division: [Click or tap here to enter text.](#)

College/School: [Click or tap here to enter text.](#)

Date of initial full-time, tenure-track appointment at St. John's: [Click or tap here to enter text.](#)

Date of appointment or promotion to present rank: [Click or tap here to enter text.](#)

Do you have Tenure? Yes No

If **No**, what is your mandatory tenure decision date? June [Click or tap here to enter text.](#)

If **Yes**, date of tenure: [Click or tap here to enter text.](#)

Select the Nature of Action(s):

Reappointment

Termination of probation

Tenure

Promotion

OTHER THAN REAPPOINTMENT, have you requested this personnel action within the last three years? Yes No

If **Yes**, Date: [Click or tap here to enter text.](#)

For Tenure and/or Promotion Only: Do you intend to avail yourself of the option of personal appearance? Yes No

CHECKLIST: YOU MUST REVIEW THIS WITH YOUR CHAIRPERSON PRIOR TO FINAL PORTAL SUBMISSION

- Date of appointment, rank, last personnel action, promotion and tenure – are they correct?
- Percentage of contributions to papers, presentations, grants, etc. are completed
- Consistent identification of co-authors and their contributions
- Chairperson's and Dean's teaching evaluation & Chairperson summary of course evaluations submitted
- Evidence of teaching effectiveness

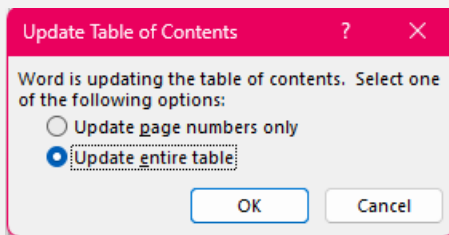


Table of Contents

Order your application according to this alphabetical listing.
Include page numbers by click "update" on the Microsoft
Word automatic Table of Contents.

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***NEW* for PAF cycle 2026-27. Please use the automated Table of Contents by highlighting and right clicking the TOC, selecting "Update Field" from the menu and then "Update entire table".**



You no longer have to type page numbers manually.

Attach Sections P (Teaching Evaluations), Q (Chairperson's Summary of Course Evaluations), and R (Teaching Portfolio) into the designated sections within the Portal.



Biographical Information: A, B, C, D, and E

Section A: Educational Background/Certifications

- Enables committee members to see the time between certifications
- CONTINUING EDUCATION CREDITS ARE NOT THE FOCUS OF THIS SECTION
- Clinical Pharmacy Practice faculty members should include residency training program/s in this section

(i) College, University, etc.

Institution	Degree (Diploma)	Field of Concentration	Dates of Attendance or Date of Degree Conferral

(ii) Certifications with year(s) (if applicable)

Certification(s) & original date	Recertification required (yes or no)	Date(s) of recertification (or N/A)	Next recertification date (or N/A)

Section B: Teaching Experience

(i) List all FULL-TIME teaching experience AT OTHER INSTITUTIONS in reverse chronological order. Librarians should list full-time academic/research library experience.

Other Institution	Title or Academic Rank	Date of Employment (From – To)

(ii) List all teaching experience (including promotions) at **St. John's University** in reverse chronological order. Distinguish Part-Time and Full-Time employment with (PT) or (FT) after the entry.

School or College	Rank	From - To	Years Served	PT/FT



Section C: Professional Experience

(if none, so state):

List your significant and relevant academic and professional experience (other than teaching) in reverse chronological order. Indicate the name of the organization, your title, dates of employment, responsibilities and whether employment was full time or part time.

An end date is needed for this section.

Name (Organization)	Your Title	Date(s) of Employment (from – to)	Responsibilities	FT/ PT

Section D: Academic Awards and Honors

(if none, so state): List all academic awards and honors you have received in reverse chronological order.

- **GENERALLY, this section does not grow much over the course of the PAF.**
- **Begin with awards received for college-level work.**
- **A Fulbright/s should be in this section (cross reference it with the lectures or research if needed).**
- **Faculty Recognition Awards should be in this section.**

Title of Award	Date Awarded	Description of Honor

Section E: Significant/Distinguished Achievements

Write a paragraph about what you consider to be your most distinctive achievement/s (teaching, research and/or service) to the field and/or to the College/University.

- **This should be a strategically chosen accomplishment/s in one or all three faculty responsibilities – teaching, research, and service. If you choose to highlight all three accomplishments, please limit them to one paragraph each.**
- **Generally, this section does not build from year to year, but it may evolve (slightly or considerably).**
- **If the accomplishment is large enough you may decide to keep it as is – an unusual case (ex: Nobel Peace Prize).**
- **Include your role as a director or coordinator and cross reference it with Section N (only describe it in one section – not both)**
- **Tip: This is a good place to highlight evidence of teaching effectiveness.**



1st and 2nd years must fill out F or G because EVERYONE should have a plan, but you are not expected or required to fill out H, I, J or K (unless you have something to put in).

Research: F or G, H, I, J, and K

If you are a member of the faculty of SJC (inc. Core Studies), EDU, TCB or CPHS, please complete **F**.

If you are a member of the faculty of CCPS or LIB, please complete **G**.

If applicable, please describe research efforts that support an equitable teaching and learning environment.



Your ideas and how you will begin to implement = seeds

Section F: Research Prospectus

(to be completed by ALL faculty members in St. John's College of Liberal Arts and Sciences (inc. Core Studies), The School of Education, The Peter J. Tobin College of Business, and College of Pharmacy and Health Sciences):

In a brief narrative below, describe your plan to contribute to scholarship, research or creative activity in your discipline.

OR

Section G: Plan for Professional Growth

(to be completed by faculty members in the Collins College of Professional Studies, the University Libraries, and faculty in the category of Professor of the Practice in the Peter J. Tobin College of Business):

In a brief narrative below, describe your plan to achieve professional growth in your discipline.

WHETHER YOU COMPLETE SECTION F or SECTION G – THE INSTRUCTIONS ARE THE SAME

- You will only be filling out ONE of these. DELETE the other letter and its instructions from your PAF and put N/A for whichever one you deleted in your table of contents.
- A PLAN FOR GROWTH: You provide an overarching plan (ideas/seeds) appropriate to your discipline (maybe academic, maybe professional)
- From year to year the basic narrative may stay the same, but the wording should be updated to reflect progression commensurate with your current request for reappointment, promotion or tenure.
- It can be a glimpse into what you EVENTUALLY want to happen - what you are planning to do and/or what you have already started doing.
- If you had a Research Leave where you worked on current projects, it goes here.
- Keep your descriptions readable for members of the committees who are not in your discipline. Long equations are not meaningful to those outside of your discipline.



<p>KEY: Identifiers</p> <p>Your Name: BOLD</p> <p>Colleague (SJU): <i>(SJU) and Italics</i></p> <p>Student UG: Underline <u>UG</u></p> <p>Student (Grad Level): Underline <u>GRAD</u></p> <p>Other: So indicate with ***</p>	<p>KEY: Quality of Publication</p> <p>IPR = Internationally Peer Reviewed NPR = Nationally Peer Reviewed RPR = Regionally Peer Reviewed LPR = Locally Peer Reviewed X = Not Peer Reviewed</p>
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You will notice "KEYS that appear throughout the PAF. Please USE THE DESIGNATIONS. It keeps the PAF neat and uniform.

If you do not find the designation you need, you can add one to the Key - JUST BE CONSISTENT!

Section H: Significant Research

1st and 2nd year applicants at the rank of Instructor or Assistant Professor, only fill out if applicable (if none, so state).

H(i) Describe below in narrative form your significant research, indicating dates where possible.

THIS SECTION SHOULD BE A NARRATIVE

Try to avoid redundancy with F or G by focusing more on what activities have begun... using actual examples ...the seeds (ideas from the sections above) have started to produce results, some you let grow, others you may get rid of and start on a different path...



H(ii) List articles and/or books submitted but not yet accepted for publication (your "pipeline") in reverse chronological order and include copies of same as part of your support material. In the case of co-investigated or co-authored research or submitted publications, you MUST indicate the identity of the person according to the chart below and each person's percentage of contribution to all work.

THIS SECTION SHOULD BE A LISTING

Date Submitted, Title of Article/Journal, Book and Publisher (Use proper bibliographical format for your discipline), Length of Article, Authors/Co-Authors + Percent (%) of Contribution, Quality of Publication (Use Key)

ONLY FOR ITEMS ACTUALLY SUBMITTED. THIS IS A LIST that looks like a BIBLIOGRAPHY.

Examples – please adjust to suit your discipline in any way you and your chairperson see fit – NOTE THE REVERSE CHRONOLOGICAL ORDER

7/15/22, *Market Segmentation and Stuff*, Market Segmentation Journal Volume 3, 2010 p 8-10, Jenny Smith (75%), Jones, Jason (25%)(SJU), NPR
11/29/21, *Why Risk Matters in Coastal Areas*, American Institute of Insurance Exposures, Volume 112, p 83-110, Clara Bell (100%) IPR

- Resubmitted articles should include original submission date, revision request dates, and dates of resubmission to the publisher or Journal.
- Be consistent with your entries. Entries should include all of the elements above in a consistent, neat fashion.

H(iii) Indicate the title of your doctoral dissertation, if applicable.



Section I: Publications

1st and 2nd year applicants at the rank of Instructor or Assistant Professor, only fill out if applicable (*if none, so state*).

<p>KEY: Identifiers</p> <p>Your Name: BOLD</p> <p>Colleague (SJU): <i>(SJU) and Italics</i></p> <p>Student UG: Underline <u>UG</u></p> <p>Student (Grad Level): Underline <u>GRAD</u></p> <p>Other: So indicate with ***</p>	<p>Key: Quality of Publication (more than one designation may be used if needed)</p> <p>IPR = Internationally Peer Reviewed NPR = Nationally Peer Reviewed RPR = Regionally Peer Reviewed LPR = Locally Peer Reviewed X = Not Peer Reviewed SP = Self Published Online publication (So state) PFP = peer reviewed proceeding FP = full paper published in proceedings AP = abstract/description in proceedings</p>
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Recognition of your scholarship OR professional contribution as evidenced by PUBLICATIONS (someone bought the flowers and published them!)

Be consistent with your entries. Entries should include all of the elements above in a consistent, neat fashion.



INSTRUCTIONS:

- For publications, list in reverse chronological order beginning with this November and working backward to last Oct/November all publications or manuscripts accepted for publication within those dates. Using the chart below to distinguish your publication as a book (authored, edited), articles (peer-reviewed, invited, etc.), book chapters, proceedings, abstracts, other. In the case of co-investigated or co-authored research or submitted publications, you **MUST** indicate the identity of the person according to the chart below and each person's percentage of contribution to all work.
- For journal articles, clearly indicate the title, Journal, date (month and year), volume and pagination.
- For book(s), include the name of the publisher. List a publication as a book **ONLY** if it is completely authored, co-authored or edited by you. Sections/chapters must be indicated separately.
- If an article or book has been submitted and accepted but not published, please scan the letter of acceptance on to the end of the PAF or place it in the support material.
- Proceedings and abstracts cross listed in this section must have the appropriate designations from the key above.

Be very precise with how you categorize and record proceedings – disciplines vary.

I(i) Current Year's PUBLICATIONS (FOR THIS PAF CYCLE): Use **reverse chronological order** starting with this November and working backwards to last October/November.

Title of Publication & Publisher (To the Best of your Knowledge, use proper Bibliographical Format for your Discipline), Title of Article/Journal, Book and Publisher, Authors/Co-Authors + Percent (%) of Contribution, Length of Article (if applicable), Quality of Publication (Use Key)

Only articles that have been accepted in the timeframe (approximately October 2025 – November 2026 or since the last submission of the PAF) should be indicated in this section.

Hyperlinks may be inserted in entries listed that link to OFFICIAL ONLINE VERSIONS of a published article. *N.B.: Earlier versions of Adobe Acrobat that convert Word Documents to PDF format DISCONNECT hyperlinks in the process. Check to ensure the links do not disconnect.

.jpg photographs or other graphics that consist of Fine Arts equivalent to "Publications" can be referenced and then submitted with the support material or can be hyperlinked directly here. The Committees will be able to access and view them from the Portal in either format.



(ii) Prior years' PUBLICATIONS (BEFORE THIS PAF CYCLE): Copy and paste last year's "current" to the top of this section.

Title of Publication & Publisher (To the Best of your Knowledge, Use proper Bibliographical Format for your Discipline), Title of Article/Journal, Book and Publisher, Authors/Co-Authors + Percent (%) of Contribution, Length of Article (if applicable), Quality of Publication (Use Key)

Anything that was previously accepted and published and appeared on a prior PAF should be located here. Each year as you complete your PAF, simply copy and paste last year's CURRENT into the top of this section. This frees (I)(a) for your most recent entries and helps to "build" your PAF.

You may FURTHER ORGANIZE lists of entries beyond basic reverse chronological order. For example, you may break down the list with year sub-headings, 2019, 2017, 2014.....etc.

2019 *Market Fragmentation*, *Fragmentation Journal* Volume 9, p 8-10, Jenny Smith (100%) (NPR)
1962 *Silent Spring*. Greenwich, CT: Fawcett, 1962. Carson, Rachel (95%) and Jenny Smith (5%). (NPR)

(I)(iii) PATENTS AND PATENT APPLICATIONS: LIST ALL patents/patent applications (use **reverse chronological order**).

Name/Title of Patent Authors/Co-Authors + Percent (%) of Contribution, Date Submitted (If Pending Approval), Date Registered

(I)(iv) GALLERY APPEARANCES (use **reverse chronological order**). Each medium should fill out this section as it deems appropriate using **reverse chronological order** as the main guideline (if helpful, use categories below or add additional explanation/categories).

Print/Photo Appearances by Year in Reverse Chronological Order (Give "From" and "To" dates if applicable), Catalogue According to Media Format, Gallery Name (If Applicable)

.jpg photographs or other graphics of Gallery Work, can be referenced and then submitted to the Portal as support material, or can be hyperlinked directly here. The Committees will be able to access and view them either way.



Section J: Program Appearances/Attendance



Recognition of your scholarship OR professional contribution
* AS evidenced by PRESENTATIONS (somebody bought the flowers and wants them to talk!)

KEY: Identifiers	Key: Roles
Your Name: BOLD	R = research paper presenter
Colleague (SJU): <i>(SJU) and Italics</i>	M = moderator
Student UG: Underline <u>UG</u>	S = speaker or panelist
Student (Grad Level): Underline <u>GRAD</u>	O = session organizer
Other: So indicate with ***	P = poster session presenter
	E = executive board member
	D = discussion or respondent
	A = paper presented by colleague in your absence

CURRENT YEAR'S PROGRAM APPEARANCES. List all program appearances with pertinent dates. Use the keys above to indicate your role. Also identify collaborator/s as colleague, faculty member, student or other. List titles of papers presented at each meeting with appropriate bibliographical notation; abstracts, proceedings, etc. If a paper was later published, it should be cross listed under publications "I."

CROSS REFERENCING: There is always opportunity to cross reference, ex: you presented a paper which was then published. Indicate this with a cross-reference note (paper published – see I). For example, if you received a Fulbright Scholarship that involved lectures, indicate this with a cross-reference to Section E.

J(i) THIS PAF: CURRENT YEAR'S CONFERENCE and PROGRAM APPEARANCES with PARTICIPATION (*reverse chronological orders starting this November and working backwards to last October/November*)

Date(s) of Conference, Name of Program or Conference (Include Location) & Title of Paper Presented (If Applicable), Category (Local, Regional, National, International, etc.), Role (See Key)

Appearances = some type of ACTIVE participation

- Please use this section for academic conferences only. (If you presented at a Center for Faculty Success and Development (CFSD) workshop that information should be presented in "Service". If you attended a CFSD workshop that information should be presented in "Other".) N.B. Core Studies faculty members please see "L (iii)"
- If you made regular Appearances or give multiple Lectures this can be listed as ONE ENTRY with the appropriate date range.
- Podcasts: if you are the speaker list it as "Active Conferences" with "Speaker" designation and make a note in a parenthetical describing the podcast.

J(ii) THIS PAF: CURRENT CONFERENCE/PROGRAMS attended without active participation

Date(s) of Conference, Name of Program or Conference, Category (Local, Regional, National, International)

Attendance = no active participation



J(iii) *Prior* conference attendance with active participation (**reverse** chronological order) INSTRUCTIONS: COPY AND PASTE last year's "current" to the top of this section

Date(s) of Conference, Name of Program or Conference (including location) & Title of Paper Presented (if applicable), Status (Local, Regional, National, International, etc.), Role (See Key)

J(iv) *Prior* conferences/programs attended without active participation (reverse chronological order) INSTRUCTIONS: COPY AND PASTE last year's "current" to the top of this section

Date(s) of Conference, Name of Program or Conference, Status (Local, Regional, National, International etc.)

In the event you cannot document your participation at a prior conference, your signature on the certification portion of the PAF will serve as presumed validation of your contribution.

- **You may FURTHER ORGANIZE lists of entries beyond basic reverse chronological order. For example, you may break down the list with Year Sub-headings, 2022, 2021, 2019, 2016...2012.. etc.**



Section K: Sponsored Projects and Programs

Specify any grants applications. Include all relevant information such as project title, award (dollar amount), name of funding source, meaning is it internally (SJU) or externally funded, status of the grant (P-Pending F- funded- UF Unfunded) and the award period of funded grant. If necessary, use the key below to identify any collaborators and include percent contribution. Please use **reverse chronological order** from date of submission.

Your Name: **BOLD**

Colleague (SJU): *(SJU) and Italics*

Student UG: Underline UG

Student (Grad Level): Underline GRAD

Other: So indicate with ***

Title of Grant Application (include date submitted) – *if not the sole author, enumerate all collaborators here and define each person's percent (%) contribution*, \$USD Amount (with number of years), Internal (SJU) or Name of the Source of Funding, Status (P-Pending; F- Funded; UF- Unfunded), Award Period

List all grants for which you applied: funded or unfunded.

- Include the period of the grant award (yrs.)
- Follow up to existing evidence permitted (if possible, w/ documentation in T)
- Please clearly delineate if the grant is internal or external



Service: L, M, and N

Section L: Sustained Service to the University, School and Departmental or Divisional Committees

(if none, so state)

If applicable, please mention any service activities related to community groups, councils, committees, and centers whose work reflects the University commitment to an equitable and inclusive teaching and learning environment.

<u>Key: Roles</u>	<u>Description (use more than one if needed)</u>
<ul style="list-style-type: none"> • D: Departmental/Division Level • S: School/College Level • U: University Level 	<ul style="list-style-type: none"> • COM: Committee Activity • ADM: Administrative Assignment • ACAD: Academic Assignment

L(i) THIS PAF: SUSTAINED Service (List in **reverse** chronological order (starting this October and working backwards to last November) your service on Department/Division, School and University committees (give names of committees and dates of service). Include administrative assignments that you have had at St. John's, using the chart above to categorize each activity.

Committee (name in full), Level (See Key), Description (See Key), Dates of Service (From: mm/dd/yr; To: mm/dd/yr), Indicate Special Position (If applicable)

General Rule: If you have NOT received a stipend for a sustained activity it belongs in "Service". If you DID receive a stipend, it belongs in "Other" (there are exceptions to this rule)

- **Examples of Items for Service:**
 - o ~~Mentor for student thesis, doctoral committee~~ (moved into Teaching section)
 - o Spearheading initiatives related to the plans of the College or University. Elaborate with a description if you deem it necessary.
 - o Member of EIC or ACEI
 - o SAFE Zone project
 - o Member of the P&B
 - o Member of the University Senate
 - o Special Committees due to the Pandemic (department/college), ATF membership (university)
 - o Member of RESPECT
- **It may be possible to Cross-Reference Degree Programs you have founded in "Teaching"**
- **Items that should NOT be included in Service:**
 - o Attendance at Convocations
 - o Attendance at Graduation
 - o Attendance at Open Houses (*N.B.: UNLESS CONSIDERABLE WORK IS DONE in a PROMINENT ROLE: So-Elaborate)
 - o Attendance at Department meetings
 - o Attending a PAF presentation

L(ii) Prior Years' PAF: Sustained Service COPY AND PASTE last year's "current" to the top of this section.

Committee (name in full), Level (see key), Description (see key), Dates of Service (From: mm/dd/yr; To: mm/dd/yr), Indicate Special Position (if applicable)



L (iii) Workshops/Seminars Conducted for Faculty Colleagues

Only SJC-Department of Core Studies need to complete this section. All others may choose to or remove it from their PAF.

List, in **reverse chronological order**, specialty workshops and seminars devoted to the core specialty for faculty of schools and colleges of the University. Use the chart below to categorize your involvement in each activity.

<i>Key: Roles</i>
R: Report Presenter
M: Moderator
S: Speaker/Panelist
O: Session Organizer
D: Discussant or respondent
A: Report presented by colleague in your absence

<p>This section is to be filled out ONLY by members of SJC-Core Studies who need to meet this statutory requirement. All others may remove it from the PAF or put N/A next to it.</p>
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L (iii) (a) THIS PAF: CURRENT CORE SPECIALTY WORKSHOPS/SEMINARS with participation (**reverse** chronological orders starting this November and working backwards to last Oct./November).

Date(s) of Workshop/Seminar, Name of Workshop/Seminar, Title of Report Presented (If Applicable), Role (See Key)

L (iii) b) THIS PAF: CURRENT CORE SPECIALTY WORKSHOPS/SEMINARS attended without active participation

Date(s) of Workshop/Seminar, Name of Workshop/Seminar

L (iii)(c) Prior year's Workshops/Seminars attendance with active participation COPY AND PASTE last year's "current" to the top of this section

Date(s) of Workshop/Seminar, Name of Workshop/Seminar, Title of Report Presented (If Applicable), Role (See Key)

L (iii) (d) Prior year's Workshops/Seminars attendance without active participation COPY AND PASTE last year's "current" to the top of this section

Date(s) of Workshop/Seminar, Name of Workshop/Seminar



Section M: Membership in Professional Societies

(if none, so state).

M (i) List the following in **reverse chronological order** through the present day. Include any position held in these organizations with dates.

Professional Association / Society (Full Title), Category (Local, Regional, National, International, etc.), Dates of Membership (From – To),
Indicate any special position (if applicable: From – To)

M (ii) Listings in biographic publications. Use reverse chronological order.

Section N: Other Relevant Activities

(if none, so state).

List any other activities below that you consider relevant or of importance which were not covered in the above categories.

Sub-headings should be created under any title of your choosing. Please use reverse chronological order within any grouped listings. Feel free to include a brief description of what certain items in "Other" entailed. *Caution: Avoid the appearance of "Padding".

- Edited Publications
- Media Appearances
- External Consulting of an academic or professional nature
- Testifying before a Governing Body, or as an Expert (may be cross-referenced under "Significant Achievements")
- Consulting on sensitive matters of National Security or government decision-making
- Peer Reviewer of distinguished Academic Journal(s)
- Panel Reviewer of a Grant Agency
- Book Reviewer
- Editor of INTERNAL peer reviewed journal
- Your role as a director or coordinator and cross reference it with Section E (only describe it in one section – not both)



Teaching: O, P, Q, and R



Note: All full-time faculty hired after 2007-2008 must maintain a current teaching portfolio that is updated annually and therefore MUST complete "R". All other applicants may choose to do a Portfolio, but it is not required.

Section O: Courses Taught

All applicants will complete O regardless of whether or not they are creating a teaching portfolio.

O (i) Write one paragraph about your teaching.

Write more if you do not have a teaching portfolio. Back it up with "evidence" in your support material if possible. Community Engaged Learning and Learning Communities can be mentioned here with a cross-reference in Service.

O (ii) List courses taught over a two-year period by title. Please separate by semester. If applicable, indicate how many sections were taught, whether it was a new course or new preparation and if it was graduate or undergraduate. Indicate which, if any, courses were not taught at St. John's.

Semester (ex. Fall 2025, Spring 2026)	Course Title and Number	# of Credits	New Prep. (Y/N)	New Course (Y/N)	UG or GR	# of students	Institution where Course was Taught (if not SJU)



Section P: Chairperson and Dean Classroom Evaluation

All applicants should attach these forms to the PAF even if they are also including them in the teaching portfolio.

Observation summaries should include how the faculty member has created an inclusive environment demonstrated by pedagogical methods, classroom presentations or student engagement strategies that reflect the University's commitment to an equitable and inclusive teaching environment.

Upload current year only of the DEPARTMENTAL/DIVISIONAL Classroom evaluation to the Portal. Previous evaluation forms can be included in the support materials - if you so choose.

Upload current year only of the DEAN'S classroom evaluation form. Previous evaluation forms can be included in the support materials - if you so choose.

Section Q: Chairperson Summary of Course Evaluations

All applicants should attach these forms to the PAF even if they are also placing them in the teaching portfolio.

Upload the CHAIRPERSON'S SUMMARY, comments and recommendations as well as your responses to the Portal. Please note that this does not apply to first-year faculty in all ranks.

CHAIRPERSON SUMMARIES SHOULD NOT CONTAIN NUMBERS

Section R: Teaching Portfolio

All full-time faculty hired after 2007-2008 must maintain a current teaching portfolio that is updated annually.

The teaching portfolio will include the following items:

- A brief narrative statement by the faculty member with appendices that provide support for the claims made in the narrative. The teaching narrative should be used to address teaching philosophy and a description of the evolution of the faculty member's teaching.
- A dossier of materials, such as course outlines, syllabus, reading lists and sample corrected work.
- A description of teaching improvement activities.
- Student evaluations:
 - **Required:** Chairperson summary data information regarding student evaluations (if uploaded to the Portal, there is no need to duplicate here)
 - **Optional:** Supplemental material for student evaluations can include – full evaluation data, reflections on evaluations, and student correspondence.

Only FT faculty members hired after 2007-2008 must complete a Teaching Portfolio. All others may choose to do so.

The Teaching Portfolio should be submitted to the Portal as a separate document.



Certification and Support Materials

Section S: Certifications

Candidate Certification

I affirm and declare the following:

I am the person whose name was entered on the Cover Page of this form.

The statements made on this application are true and correct.

I have not knowingly and/or willfully made false statements on this application.

Signature

Date

Chairperson Certification

I certify that I have met with the candidate, read and reviewed the application, and provided guidance with respect to this PAF.

Signature

Date

Section T: Index of Support Materials

Attach an index of the support material you are providing to the end of this PAF.

OTHER TIPS

- It is ok to cross-reference: The University recognizes that Service, Research & Teaching CAN overlap on occasion. The solution is to CROSS-REFERENCE them with CARE. If overused it will look like you are padding your portfolio.

Example: Teaching in a Community Engaged Learning course may include serious research you are conducting on site with your class. In this case, put it in Teaching and Cross Reference it in Research. It is perfectly acceptable to list all three of these items under their respective headings as long as they are cross-referenced parenthetically.

- Make your PAF easy to read – not too technical

- Pleasing to the eye

- Although neatness helps- substance is always valued over form! So if your accomplishments do not fit neatly into a section on this form, as long as you express them somewhere in a neat, readable fashion, the committee will consider them.

- Use last year's PAF and add to it this current year's accomplishments.

- This is a word document – you can add headings or categories as necessary, however, don't overdo it – it is the statutory requirements for your rank that must be illustrated.