MICHIGAN STATE UNIVERSITY Office of the Provost

FORM ON PROGRESS AND EXCELLENCE RECOMMENDATION FOR REAPPOINTMENT, PROMOTION, OR TENURE ACTION

Name:				Da	te:
	Last	First	Middle		
Present Ra	nk		Appointmen	nt Basis	or AN
Primary Depa	artment Name	Second Department Name	Other De	pt. Name	
Primary Colle	ege Name	Second College Name	Other Co.	llege Name	
	en or Permanent Resider Agreement has been ap		(If NO, tenure cannot	be awarded unle	ess a Tenure Policy
Years of M	ISU tenure system facul	ty service as of next A	ugust 16 as:		
	ASSISTANT I	PROFESSOR A	ASSOCIATE PROFE	SSOR	
Highest De	egree	Institu	ıtion	Date: _	
	Training/Education/Ceriod Begin Date:		s with the date of appointment of	or most recent reappoin	ntment/promotion.
			RECOMMENDATIO CHAIR/SCHOOL D		RECOMMENDATION BY DEAN:
Reappoint a three years	s Assistant Professor for p	probationary period of			
Reappoint a	s Associate Professor and	award tenure			
Do not reap	point				
Promote to	Associate Professor and a	ward tenure			
Promote to	Professor and award tenur	e			
Promote to	Professor				
Do not pron	note				
Fixed Term (Same Rank	Associate Professors who	acquire Tenure			
Fixed Term	Professors Who Acquire	Tenure (Same Rank)			
Comments	:				
Prin	nary Chairperson/Director Signa	ture Second Chairp	person/Director Signature	Other Chair	person/Director Signature
Pr	imary Dean/Adm. Head Signatu	re Second De	ean/Adm. Head Signature	Other Dea	an/Adm. Head Signature
	Provost Signature				

Reappointment without tenure and non-reappointment for faculty with a probationary end date of August 15 of next year is effective August 16 of next year. Reappointment with tenure is effective the first day of the month following the Board of Trustees' approval. Promotion without granting tenure is effective July 1. Promotion plus granting tenure is effective the first day of the month following Board of Trustees' approval.

FORM ON PROGRESS AND EXCELLENCE SECTION 1A - ADDITIONAL INFORMATION

Committee Votes

	Summary of Committee Votes										
	Ι	Departme	nt/School ¹		College						
	Yes No Abstentions Total						Yes	No	Abstentions	Total	
# of votes											

External Review Letters (only required for promotions or the award of tenure)

		Recomme	nded by		
#	Reviewer Solicited	Candidate (Yes/No)	Unit (Yes/No)	Letter Included (Yes/No)	Reason solicited letter was not received ²
1	Name: Academic Rank, Title, Department: Institution*:				
2	Name: Academic Rank, Title, Department: Institution*:				
3	Name: Academic Rank, Title, Department: Institution*:				
4	Name: Academic Rank, Title, Department: Institution*:				
5	Name: Academic Rank, Title, Department: Institution*:				
6	Name: Academic Rank, Title, Department: Institution*:				
	Name:				
7	Academic Rank, Title, Department: Institution*:				
	Name:			_	
8	Academic Rank, Title, Department: Institution*:				

^{*}Note: An explanation is needed, as necessary, for non-peer/aspirant reviewer institutions and/or reviewers who have not attained the academic rank of the candidate.

¹ For units with multiple committees (e.g. reading committees), the vote reported should be from the committee that provides the ultimate recommendation to the chair/director.

² In cases in which an external letter writer indicates that she/he is unwilling to write a letter, please provide a copy of that communication, or indicate if it is not available.

FORM ON PROGRESS AND EXCELLENCE SECTION II - SUMMARY INFORMATION

Summary Ratings of Scholarly Contributions by Department Chairperson/School Director:

The purpose of this summary is to assess the candidate's performance in relationship to expectations across the functional areas of instruction, research and creative activities, and service within the academic and broader community. For relevant subfunctions, indicate the faculty member's performance by placing an "\scriv" under the most appropriate rating (from excellent to poor). Performance should be evaluated relative to most appropriate comparison group and to assigned duties as reflected in percentage of time. For example, the most appropriate level of comparison for the function of "research and creative activities" is a national/international comparison within the discipline.

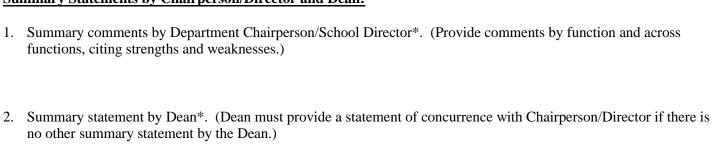
Performance Ratings

		of mance i					
Function	Sub-Functions	Assignment % of Time	Excellent	Very Good	Avg.	Below Avg.	Poor
INSTRUCTION	Undergraduate*						
	Graduate*						
	Non-Credit Instruction						
	Academic Advising						
RESEARCH & CREATIVE ACTIVITIES	Research & Creative Activities						
SERVICE	Academic: Within Scholarly and Professional Organizations						
	Academic: Within the University						
	Within the Broader Community:						
OTHER	Other (specify)						
OVERALL RATING		100%					

^{*} Include credit courses only, on and off campus.

FORM ON PROGRESS AND EXCELLENCE SECTION II - SUMMARY INFORMATION (continued)

Summary Statements by Chairperson/Director and Dean:



INSERT **Letter from Department Head**

(If desired, but must also fully complete Sections II and III)

INSERT Letter from Department RPT Committee (Preferred, not required)

INSERT Letter from College RPT Committee (To be added by FAD)

FORM ON PROGRESS AND EXCELLENCE SECTION III A - INSTRUCTION

Summary Evaluation of Instruction by Department Chairperson or School Director:

Evaluate the faculty member's scholarly contributions in **instruction**. Dimensions to be addressed may include (but are not limited to):

- Credit instruction, on and off campus; course and curriculum development; experimental curricula; development of instructional materials such as textbooks or software; technology enhanced instruction;
- Non-credit instructional activities including the development of certificate programs, community programs, extension programming, etc.;
- International instruction such as instruction abroad, comparative/international courses on campus, etc.;
- Patient care activities in support of instruction;
- Academic advising (making clear what the appropriate responsibilities and expectations are); and
- Instructional activities in professional/clinical, extension, international, or urban arenas.

The evaluation should address the scholarship, significance, impact, and attention to context of the faculty member's accomplishments as evidenced, for instance, in: SIRS forms; peer evaluation of instruction; evaluations by affected groups; teaching portfolios, including course syllabi, examinations; websites, etc.; publications and presentations related to pedagogy; guest lectures and visiting/adjunct appointments; grants received in support of instruction; and instructional awards or other forms of professional/alumni recognition.

FORM ON PROGRESS AND EXCELLENCE SECTION III B - RESEARCH AND CREATIVE ACTIVITIES

Summary Evaluation of Research and Creative Activities by Department Chairperson or School Director:

Evaluate the faculty member's scholarly contributions in **research and creative activities**. Dimensions to be addressed may include (but are not limited to):

- Discovery of new knowledge, including creative activities, and originality of approach;
- Development of innovative problem-solving strategies or methodologies;
- Application and dissemination of knowledge, including extension activities;
- Patient care activities in support of research and creative activities; and
- Research and creative activities in outreach, professional/clinical, extension, international, or urban arenas.

The evaluation should address the scholarship, significance, impact, and attention to context of the faculty member's accomplishments as evidenced, for instance, in: publications, presentations, poster sessions, websites, etc.; performances and exhibits; scores, showings, recordings, and curatorial activities; citations of one's work by others; evaluations by peers and affected groups including comments by outside evaluators, journal editors, referees, etc.; grants received in support of research; and research awards or other forms of professional/alumni recognition.

FORM ON PROGRESS AND EXCELLENCE SECTION III C - SERVICE WITHIN THE ACADEMIC AND BROADER COMMUNITY

Summary Evaluation of Academic Service by Department Chairperson or School Director:

- 1. Evaluate the faculty member's scholarly contributions in **service within the academic community**—within professional and scholarly organizations or within the University. Dimensions to be addressed may include (but are not limited to):
- *Membership in professional organizations/societies external to the University;*
- Role as editor of scholarly or professional journal or other similar publication;
- Leadership role in internal academic governance and/or in external professional organizations;
- *Membership on department/school, college and university governance committees;*
- Ad hoc service involvement in special study groups/committees, service on internal/external review panels, member of grievance panels, etc.; and
- Academic service activities in outreach, professional/clinical, extension, international, or urban arenas.

The evaluation should address the scholarship, significance, impact, and attention to context of the faculty member's accomplishments as evidenced, for instance, in: *committee accomplishments* (policies, reports, organizational changes), evaluation by committee colleagues/chairperson or organization executive officers, and service awards or other forms of professional/alumni recognition.

- 2. Evaluate the faculty member's scholarly contributions in **service within the broader community**. Dimensions to be addressed may include (but are not limited to):
- Application of scholarship to voluntary roles in community-based organizations;
- Establishment of community links, voluntary leadership roles in community-based organizations;
- Success in achieving grants and other forms of support for community service activities;
- Success in completing assignments and projects for community service activities;
- Responsiveness to societal needs and attention to the assets and goals of external groups;
- Effectiveness in promoting the inclusion and advancement of diverse groups;
- Development and evaluation of innovative approaches, strategies, technologies, and systems of service delivery.
- Broader community service activities in professional/clinical, extension, international, or urban arenas.

The evaluation should address the scholarship, significance, impact, and attention to context of the faculty member's accomplishments as evidenced, for instance, in: *publications, programs offered; presentations, performances, exhibits, broadcasts, websites, brochures and other print materials, and collection development; grants received in support of community activities; evaluations by affected groups including comments by outside evaluators, conference organizers, and/or media representatives.*

FORM ON PROGRESS AND EXCELLENCE SECTION III D - ADDITIONAL REPORTING

Summary Evaluation of Candidate's Special Foci by Department Chairperson or School Director:

Where appropriate, evaluate the faculty member's scholarly activities and contributions **across the functional areas** of instruction, research and creative activities, and service within the academic and broader community. While the faculty member's accomplishments may be reported under any of the functional areas or on the additional reporting page (D-IVD), this space provides an opportunity for special comments where the faculty member's work shows integration across the functions or has had a particular focus. This is also the appropriate place for discussion of any contributions or accomplishments that do not naturally fit elsewhere.

FORM ON PROGRESS AND EXCELLENCE SECTION IV A - INSTRUCTION

The faculty member is encouraged to use a range of evidence demonstrating instructional accomplishment, which can be included in portfolios or compendia of relevant materials.

1. Undergraduate and Graduate Credit Instruction:

Record of instructional activities for at least the past six semesters. Include only actual participation in credit courses (on- or off-campus instruction) or virtual university on-line courses. In determining the "past six semesters," the faculty member may elect to exclude any semesters during which s/he was on leave; additional semesters may be included on an additional page. Fill in or, as appropriate, attach relevant print screens from CLIFMS*.

Semester and Year	Course Number	Credits (Number or Var)	Number of Sections Taught Lec Rec Lab	Number of Students	Number of Assistants **	Notes

2. Non-Credit Instruction:

List other instructional activities including non-credit courses/certificate programs, licensure programs, conferences, seminars, workshops, etc. Include non-credit instruction that involves international, comparative, or global content delivered either to domestic or international groups, either here or abroad.

^{*}Consult departmental staff who are authorized to enter data on the web-based CLIFMS (Course Load, Instruction, Funding and Modeling System) system and can search for course sections and enrollments by faculty name, per semester.

^{**}May include graduate and undergraduate assistants, graders, and other support personnel.

FORM ON PROGRESS AND EXCELLENCE SECTION IV A - INSTRUCTION (continued)

3. Academic Advising:

supplementary materials such as recruitment activities, international student advising, evidence of peer recognition, and evidence of student recognition.
Undergraduate:
Graduate:
Graduate/Professional:
Other:

b. Candidate's undergraduate advisees (if applicable to individual under review):

	Freshman	Sophomore	Junior	Senior
Number of current undergraduate advisees				

 ${f c.}$ Candidate's graduate/graduate-professional advisees (limit to principal advisor or committee chairpersonship status):

	Masters	Doctoral	Professional
Number of students currently enrolled or active			
Number of graduate committees during the reporting period			
Degrees awarded during the reporting period			
Degrees awarded during career			

FORM ON PROGRESS AND EXCELLENCE SECTION IV A - INSTRUCTION (continued)

4. List of Instructional Works:

List publications, presentations, papers, grants received (refer to Form D-IVE), and other works that are primarily in support of or emanating from instructional activity.

5. Other Evidence of Instructional Activity:

Cite other evidence of instructional productivity such as works/grants in progress or under review (refer to Form D-IVE). Address instructional goals and approaches; innovative methods or curricular development; significant effects of instruction; and curatorial and patient care activities, etc. Include evidence of instructional awards and peer recognition (within and outside the university).

FORM ON PROGRESS AND EXCELLENCE SECTION IV B - RESEARCH AND CREATIVE ACTIVITIES

1. List of Research/Creative Works:

Attach a separate list of publications, presentations, papers, and other works that are primarily in support of or emanating from Research and Creative Activities. Indicate how the primary or lead author of a multi-authored work can be identified. The list should provide dates and, in particular, accurately indicate activity from the reporting period. Items to be identified:

- 1) Books
- 2) Book chapters
- 3) Bulletins or monographs
- 4) Articles
- 5) Reviews
- 6) Papers and presentations for learned professional organizations and societies
- 7) Artistic and creative endeavors (exhibits, showings, scores, performances, recordings, etc.)
- 8) Reports or studies

Indicate peer-reviewed or refereed items with a "*".

Indicate items with a significant outreach component with a "**" (determined by the faculty member)

2. Quantity of Research/Creative Works Produced:

During the reporting period:

For each of the categories listed in question one above, list the number of research and creative works produced.

	1	2	3	4	5	6	7	8
During the reporting period								
During career								

4.	Other Evidence of Research/Creative Activity:
	Cite other evidence of research and creative productivity such as: seminars, colloquia, invited papers; works/grants in

3. Number of Grants Received (primarily in support of research and creative activities; refer to Form D-IVE):

Cite other evidence of research and creative productivity such as: seminars, colloquia, invited papers; works/grants in progress or under review (refer to Form D-IVE); patents; formation of research-related partnerships with organizations, industries, or communities; curatorial and patient care activities, etc. Include evidence of peer recognition (within and outside the university).

During career:

FORM ON PROGRESS AND EXCELLENCE SECTION IV C - SERVICE WITHIN THE ACADEMIC AND BROADER COMMUNITY

1. Service within the Academic Community

a. Service to Scholarly and Professional Organizations:

List significant committee/administrative responsibilities in support of scholarly and professional organizations (at the local, state, national, and international levels) including: elected and appointed offices held; committee memberships and memberships on review or accreditation teams; reports written and submitted; grants received in support of the organization (refer to Form D-IVE); editorial positions, review boards and ad hoc review requests; and programs and conferences planned and coordinated, coordinated or served on a panel or chaired a session. Include evidence of contributions (e.g., evaluations by affected groups or peers).

b. Service within the University:

List significant committee/administrative responsibilities and contributions within the University. Include service that advances the University's equal opportunity/affirmative action commitment. Committee service includes: appointed and elected university, college, and department ad hoc or standing committees, grievance panels, councils, task forces, boards, or graduate committees. Administrative responsibilities include: the direction/coordination of programs or offices; admissions; participation in special studies or projects; collection development, care and use; grants received in support of the institution (refer to Form D-IVE), etc. Describe roles in any major reports issued, policy changes recommended and implemented, and administrative units restructured. Include evidence of contributions (e.g., evaluations by peers and affected groups).

FORM ON PROGRESS AND EXCELLENCE SECTION IV C - SERVICE WITHIN THE ACADEMIC AND BROADER COMMUNITY (continued)

2. Service within the Broader Community:

As a representative of the University, list significant contributions to local, national, or international communities that have not been listed elsewhere. This can include (but is not restricted to) outreach, MSU Extension, Professional and Clinical Programs, International Studies and Programs, and Urban Affairs Programs. Appropriate contributions or activities may include technical assistance, consulting arrangements, and information sharing; targeted publications and presentations; assistance with building of external capacity or assessment; cultural and civic programs; and efforts to build international competence (e.g., acquisition of language skills). Describe affected groups and evidence of contributions (e.g., evaluations by affected groups; development of innovative approaches, strategies, technologies, systems of delivery; patient care; awards). List evidence, such as grants (refer to Form D-IVE), of activity that is primarily in support of or emanating from service within the broader community.

FORM ON PROGRESS AND EXCELLENCE SECTION IV D - ADDITIONAL REPORTING

1. Evi dence of Other Scholarship:

Cite evidence of "other" scholarship as specified on p. 2 in the "summary rating" table (i.e., functions outside of instruction, research and creative activity, and service within the academic and broader community). Address the scholarship, significance, impact, and attention to context of these accomplishments.

2. <u>Integration across Multiple Mission Functions</u>:

Discuss ways that your work demonstrates the integration of scholarship across the mission functions of the university—instruction, research and creative activities, and service within the academic and broader community.

3. Other Awards/Evidence:

Cite other distinctive awards, accomplishments of sabbatical or other leaves, professional development activities, and any other evidence not covered in the preceding pages. (If the reporting period differs from the usual review period, then justify and support that period here.)

FORM ON PROGRESS AND EXCELLENCE SECTION IV E - GRANT PROPOSALS

List grant proposals submitted during reporting period relating to teaching, research and creative activities, or service within the academic and broader community.

Include grants in support of outreach, international, urban, and extension activities.*

		,						
					Status			
	Name of Granting Agency (Grantor:) Focus of Grant (Focus:)	Date Submitted	\$ Amount Requested	Pending	\$ Amt Funded	Not Funded	to Faculty Candidate	Principal/Co- Investigators (if not faculty candidate)
I.	Instruction							
	Grantor:							
	Focus:							
		T	1			1		
	Grantor:							
	Focus:							
II.	Research/Creative Activity							
	Grantor:							
	Focus:							
		T	ı	1		1	T	
	Grantor:							
	Focus:							
	Grantor:							
	Focus:							
	Grantor:							
	Focus:	1	<u> </u>	1		1	,	
TIT.	a. Service – Academic Community							
	m 21.100 Headeline Community	l .	1	ı		I	1	L

^{*}Anyone with an MSU NetID and password can print Proposal and Award reports that may be attached to this page. See <u>Job Aid for Form D – RA028</u> for proposal reporting, and <u>Job Aid for Form D – RA026</u> for award reporting

FORM ON PROGRESS AND EXCELLENCE **SECTION IV E - GRANT PROPOSALS**

					Status			
	Name of Granting Agency (Grantor:) Focus of Grant (Focus:)	Date Submitted	\$ Amount Requested	Pending	\$ Amt	Not Funded	\$ Amount Assigned to Faculty Candidate (if Applicable)	Principal/Co- Investigators (if not faculty candidate)
	Grantor:							
	Focus:							
		Γ	T	1			1	T
III.	b Service – Broader Community							
	i. MSU Extension							
	Grantor:							
	Focus:							
	: D. f	Γ	T					T
	ii. Professional/Patient Care Activities Grantor:]		
	Focus:							
	iii. International Studies and Programs							
	Grantor:							
	Focus:		<u> </u>					
		Т	T	1				Т
	vi. Urban Affairs Programs							
	Grantor:							
	Focus:							
	Out							
	v. Other							
	Grantor:							
	Focus:							
1								

^{*}Anyone with an MSU NetID and password can print Proposal and Award reports that may be attached to this page. See <u>Job Aid for Form D - RA028</u> for proposal reporting, and <u>Job Aid for Form D</u> – RA026 for award reporting 17

INSERT Reflective Essay (Five page limit, firm)

INSERT **CV**

(No required format, AAMC format recommended)

INSERT **External Reviews**

INSERT Annual Reviews from Each Year of the Review Period

(in order from most recent, must include page with explanation for any missing years)

INSERT Annual Review 2022

INSERT Annual Review 2021

INSERT Annual Review 2020

INSERT COVID-19 Impact Statement (optional)

Academic Portfolio Divider Template

Professor - Tenure System

This template was last updated on 5/17/2023.

Instructions

Use this template to create the dividers for your Academic Portfolio.

- 1. Remove any pages for criteria that you will not address. Make sure to retain pages for all "basic" or required criteria for your appointment type.
- 2. In a separate folder location¹, assemble the artifacts that you will use as evidence that each criterion is met. Organize subfolders according to the areas of review and criteria. (Hint: open the Navigation Pane in this document for a quick list of areas of review and criteria.)
 - a. Save each artifact as a .pdf.
 - b. Use Adobe Acrobat Reader to add comments and annotations to artifacts to direct the reviewer's attention. Make sure the title of the artifact is at the top of the first page of the artifact.
- 3. On each divider page in this document, write 1-2 brief paragraphs summarizing your case that the criterion is met.
- 4. Below the paragraphs, list the titles of the artifacts that support your case in the order they should be presented.
- 5. Submit this file and the folder of artifacts to your departmental RPT staff person with your other dossier components.

MAXIMUM SIZE OF COMPLETED DOSSIER (ACADEMIC PORTFOLIO AND OTHER REQUIRED DOCUMENTS): 500 PAGES

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¹ On OneDrive, Google Drive, your hard drive, etc.

Instruction

I.1 Longitudinal Participation in Instruction

Evidence of longitudinal participation in the direct instruction and non-credit instructional programs of the department, college or university.

Summary of case

List of artifacts

I.2 Excellence in Instruction

Evidence of excellence in instruction by:

- a. Student course evaluations
- b. Written evaluations from learners and colleagues
- c. Receipt of department, college, university, regional national or international instructional awards

Summary of case

List of artifacts

1.3 Amount of Advising and Mentoring

Evidence of the number and duration of advising and mentoring contacts with undergraduate students, graduate students, graduate professional students, resident physicians and/or junior faculty in the department, college or university.

Summary of case

I.4 Excellence in Advising

Evidence of excellence in advising and mentoring by

- a. evaluations from past and/or current trainees/protégés
- b. receipt of honors and/or awards by past and current trainees/protégés

Summary of case

I.5 Course or Curriculum Development

Evidence of participation in course or curriculum development, or assessment programs of the department, college, or university.

Summary of case

I.Prof.2 Invited Teaching

Evidence of having been invited to present outside their course (seminars/lectures on campus, in the community and at other institutions).

Summary of case

I.Prof.3 Instructional Leadership

Evidence of having successfully assumed a leadership role in the instructional activities of the department, college or university.

Summary of case

I.Prof.4 Instructional Awards and Peer Recognition

Evidence of having received instructional awards and peer recognition within and/or outside the University.

Summary of case

Research, Creative and Scholarly Activity

R.1 Longitudinal Body of Original Work

Evidence of having identified and conducted a *longitudinal* body of original research and scholarship in an area consistent with the missions of the college and university.

Summary of case

R.2 Grants

Evidence of a longitudinal track record of securing peer-reviewed grants as a Principal Investigator from federal agencies or foundations to support research and scholarly activities.

Summary of case

R.3 Peer-Reviewed Publications

Evidence of publications of research and scholarly activities as senior/corresponding/lead author in quality refereed journals.

Summary of case

R.4 Peer-Reviewed Presentations

Evidence of dissemination of research and scholarly projects at relevant peer-reviewed professional meetings.

Summary of case

R.5 Professional Societies

Evidence of participation in relevant professional organizations and societies.

Summary of case

R.6 Other Peer Recognition

Evidence of invited presentations, symposia, research awards or other forms of peer recognition as a respected authority in the area of research and scholarship.

Summary of case

R.Prof.2 National Recognition

Evidence of having achieved national recognition for research by:

- a. Serving regularly as a member of a relevant grant review study section or advisory group.
- b. Assuming a leadership position in a relevant professional organization or society.
- c. Assuming a leadership role in research and scholarly activities of the department, college or university.
- d. Receiving college, university, regional, national or international awards and recognition for excellence in the area of research and scholarship.

Summary of case

Service

S.1 Professional Service

Evidence of excellence in professional service by serving:

- a. as a reviewer for relevant peer-reviewed journals
- b. on relevant study section(s)
- c. as a member of a program committee for a national or international conference or professional meeting

Summary of case

S.2 Institutional Service

Evidence of excellence in institutional service as elected or appointed member of department, program or college ad-hoc or standing committee.

Summary of case

S.3 Patient Care Service

For clinical faculty only

Evidence of excellence in delivering patient care by patient satisfaction or senior colleague evaluation.

Summary of case

S.Prof.2 Professional Service Leadership

Evidence of serving in a leadership position for a national professional organization.

Summary of case

S.Prof.3 College and University Service

Evidence of serving as an elected member of a college or university standing committee.

Summary of case

S.Prof.4 Community Service

Evidence of serving in a volunteer position for a relevant local, regional, or national community service agency.

Summary of case

S.Prof.5 Professional and Institutional Service Awards and Recognition Evidence of receiving awards, honors or other recognition for college, university, national or international excellence in service.

Summary of case

S.Prof.6 Clinical Service Awards and Recognition

For clinical faculty only

Evidence of receiving awards, honors or other recognition for clinical excellence.

Summary of case

INSERT **Additional Reporting**

(Bookmark documents for Additional Significant Contributions)