

Originating Committee: Tenure, Promotion & Privileges

Date Forwarded by FSEC to Senate: 1/27/26

Date of First Reading: 2/17/26

Date of Second Reading: 4/21/2026

Action at Second Reading: Passed (Yea: 61, Nay: 0)

Whereas, The University's Policies, Procedures, and Criteria for Faculty Personnel Actions (PPCFPA) govern all procedures associated with appointment, tenure, and promotion (ATP) and other faculty personnel actions; and

Whereas, in their current form, the PPCFPA provide general guidance on the structure and content of faculty dossiers but do **not clearly specify which sections of a dossier may be updated after an application has been formally submitted to the first reviewing body**; and

Whereas, ambiguity regarding permissible updates during different stages of the review process has resulted in **inconsistent practices across departments, schools, and decanal offices**, creating inequities in faculty evaluation; and

Whereas, clarification is especially important for **time-sensitive scholarly achievements**, such as:

- publications accepted after dossier submission,
- grant awards received after dossier submission,
- performances, exhibitions, or creative works scheduled or completed mid-cycle,
- corrections of factual errors inadvertently included in the original submission; and

Whereas, the Faculty Senate is responsible for reviewing and recommending modifications to personnel policies to ensure fairness, transparency, and procedural consistency,

Therefore Be It Resolved, that the University shall amend the PPCFPA to explicitly define what kinds of updates candidates may submit after their dossier has been officially forwarded for review, and specify how such updates are to be submitted;

And be it further resolved, that other than the indicated allowable updates that no narrative rewrites, additions to statements of teaching/research/service philosophy, or major re-framing of the dossier are permitted once the dossier has passed to the first reviewing committee, except for corrections of factual errors;

And be it further resolved, that the Faculty Senate request the Provost and the Senior Associate Dean for Faculty Affairs modify the PPCFPA as indicated in the attached modified copy of the PPCFPA, reflecting the above changes, to be adopted as the authoritative version, effective for all personnel reviews beginning with the next evaluation cycle;

And be it further resolved, that the Faculty Senate requests the Office of the Provost and the Office of Faculty Affairs with updating all digital resources, training materials, and templates to reflect these changes;

And be it finally resolved, that all reviewing bodies (department committees, chairs, deans, school- or college-level committees, provost-level reviewers, and any advisory panels) be required to acknowledge and consider approved updates as part of their review.