

Revision of the University Guidelines for Appointment, Promotion, and Tenure

Please note that the changes and additions are underlined.

1. Clarify definition of "Abstentions", add sentence to abstentions bullet after "No abstentions are allowed" at each level of review: PTU p. 29, School/College p. 31, University p. 35, Appeals Committee p. 37:

"Once a quorum is declared, all members in attendance must vote. Any ballot not clearly marked approve or deny will be considered a "NO" vote".

2. Conflict of interest in P&T guidelines, Glossary, p. 10.

Conflict of interest: a faculty member with a conflict of interest that would preclude his/her ability to render a fair and objective recommendation for a candidate's appointment or a fair and objective review of a candidate's request for promotion and/or tenure must recuse himself/herself from participation in the recommendation/review process. Such conflicts of interest may include those individuals who have an intimate relationship with the candidate (such as a spouse) or those with professional/business conflicts of interest.