

FACULTY MEETING  
April 30, 2021

ix. Candidates for promotion may solicit letters on their behalf from reviewers familiar with their credentials from outside the college. Such letters may come directly to PC, or go to the Department Chair or Program Director and then to PC as part of the candidate's dossier. Letters mandated by the department/program must also be transmitted to PC.

**Rationale:** The Promotions Committee recommends these small but strategic changes to language, which are justifiable and important in several respects. First, they bring the Handbook into alignment with what has become common practice at the college. Second, transparent communication and standardized guidance concerning the building of personnel review files help to level the playing field. It is possible that what is common practice is not reliably understood by or communicated to all members of our community. The specific mandating of three