

To: West Chester University Faculty
From: Jeffery L. Osgood, Jr., Executive Vice President & Provost (interim)
Margaret Ervin, President, WCU-APSCUF
Re: Faculty Evaluation Considerations – Impact of Rescinded Federal Grants
Date: April 23, 2025

Recent actions by the federal government to rescind or suspend grant funding have had a significant and deeply disruptive effect on faculty research and scholarly activity. We recognize the serious professional consequences this poses—particularly for faculty whose scholarship, service, and creative work are closely tied to federal funding. We recognize the challenges this presents, particularly for those faculty undergoing tenure, promotion, or fifth-year reviews.

In light of these developments, the following guidance is offered for both faculty and those serving as evaluators:

“Due to the unexpected rescission of federal grant funding, faculty member X’s planned research or scholarly agenda was substantially interrupted. This included the cancellation or deferral of planned projects, disruption of ongoing research activity, and limitations in their ability to engage student collaborators, travel for fieldwork, or submit additional proposals. These circumstances were beyond the faculty member’s control. Despite these challenges, the faculty member made the following adjustments and contributions: [insert adaptations or alternative scholarly outputs here]. Reviewers are reminded to give full consideration to these extraordinary barriers when evaluating the faculty member’s work during the affected period.”

We encourage faculty who have been impacted by the loss of federal grant funding to provide a thoughtful narrative in their review materials. This narrative should outline the nature of the grant, the specific ways in which its rescission affected their scholarly agenda, and any resulting changes to research timelines, student engagement, or dissemination plans. Faculty are also encouraged to reflect on how they adapted their work in response to these disruptions, including any alternative forms of scholarship, reallocation of effort, or new directions pursued during the review period. Providing this context will help ensure that evaluators can assess the faculty member’s contributions holistically, with fairness, sensitivity, and an understanding of the broader challenges under which the work was conducted.

We remain committed to ensuring that all evaluations reflect the totality of a faculty member’s accomplishments and the conditions under which their work has been completed. Faculty may include or reference this memorandum in their tenure, promotion, or evaluation materials, as appropriate