

PROMOTION LEGISLATION, March 1, 2002

INTRODUCTION:

promotion to the rank of Professor. Moreover, in reviewing departmental procedures across the college, we find many differences from one department to another. One

The Vice President for Academic Affairs and Dean of the Faculty initiates promotional consideration in the case of department Chairs. The department Chair or the Vice

procedures employed within the department when recommending a promotion.

c. By March 15 the Vice President for Academic Affairs and Dean of the Faculty shall provide Department Chairs with a list of faculty in their departments who have been at the rank of Associate Professor for seven years or more. The Vice President for Academic Affairs and Dean of the Faculty shall provide CAPT with a list of all faculty who have been at the rank of Associate Professor for seven years or more *All departments shall review eligibility of associate professors at least every two years after they have served seven years in rank.*

d. Candidates being considered for promotion shall be sent a written notice by the Chair of the CAPT that they are candidates for promotion.

RATIONALE: CAPT is concerned that some worthy candidates may be overlooked by their departments. Proposal 1 mandates regular, routine consideration of eligible faculty; proposal 2 permits the Dean to nominate a candidate even if the department does not

shall present the Chair's individual position as well as the department's. All these letters shall be forwarded to CAPT.

RATIONALE:

Some departments provide extensive documentation for a case and others do not; a department has more credibility if the case is fully documented. A Chair may be stimulated to deal more comprehensively and effectively with the range of positions in a

level; moreover, no summary can do justice to the nuances of any particular letter. We recognize that some departments wish to protect untenured or not-yet-promoted faculty, but such protection amounts to depriving those faculty of a public voice. We believe that citizenship in a community demands that, on occasion, we voice our opinions and be willing to stand behind them. CAPT proposes that faculty now mandated to participate in

- iv. *a cover sheet showing courses taught, sabbatical leaves, and any course releases over the previous six years.*
- v. *service credentials presented within the context of the broad statements about service in The Faculty Handbook (Article V, A). The candidate may wish to provide relevant documents and seek letters from committee Chairs or members who can speak about the quality and*

RATIONALE:

At present, departments are not consistent in the number of course evaluations presented;
this statement also...

5. RIGHT TO APPEAL:

At present, The Faculty Handbook does not specify recourse for a candidate who

believes his or her rights may have been violated in a Promotion case.

PROPOSAL:

If an individual denied recommendation for promotion may ask for a hearing before