

SPECIFICATIONS OF PROMOTION STANDARDS

There is another problem with the operations manual.

The following statement specifying which standards are to be applied in promotion cases reads as follows:

"Candidates for promotion s will be evaluated under relevant, clearly defined standards of the faculty member's department that were in effect at the time of the faculty member's most recent appointment, promotion, or reappointment (See III-29.5d(4)b), second paragraph).

The problem is what constitutes "most recent appointment," and in particular whether the three-year review of probationary faculty constitutes an "appointment." The prevailing sentiment is that what is intended is the initial appointment to the current rank, except that some maximum time should be specified to prevent faculty from being evaluated under very old criteria. There is also a problem with the operations manual reference, which appears to be incorrect.

Therefore, please consider the following revision.

"A candidate for promotion shall be evaluated under relevant, clearly defined standards of the faculty member's department that were in effect at the time of the faculty member's appointment or promotion to the rank currently held, except that these standards will not be older than the time specified as normal time at rank. For assistant professors, this is six years and for associate professors, seven years (see III-10.5)."