

**ATTACHMENT 3**

*MOTION: The Faculty Senate recommends to the President and Provost of the University that Operations Manual Sections III-10.1a(4)(b); III-10.1(a)(4)(c); III-10.2; and III-29.5f(2)(b) should be amended to conform to the following policy:*

“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 initial appointment or promotion to the rank currently held or those standards currently in effect, whichever the faculty member elects. However, the initial standards may not be applied if they are older than the time specified as normal time at rank (adjusted to account for any extension, family leave or illness leave granted to the faculty member) and new standards have taken effect since the initial appointment or promotion. For assistant professors, the normal time in rank is six years and for associate professors, seven years (see Operations Manual, III-10.5). In the event that the initial standards are inapplicable, the standards to be applied will be those which are currently in effect for the department, or those which were in effect for the department at a time three years prior to the promotion decision, whichever the faculty member elects. The faculty member shall make an election under this section by the end of the academic year prior to the academic year in which the faculty member is considered for promotion.”