

After many years of discussion and revision, Senate V gave approval to a rank and promotion policy, subsequently adopted by the Board of Regents. This approval was accompanied, however, by some informal verbal understandings (V FSW: 001.2: 11/12/81) and some expressions of concern, particularly relating to the criteria for "demonstrated achievement" in each rank. In a letter to President Zacharias dated December 3, 1981 and subsequently distributed to the Senate, Vice-President Davis went a long way toward alleviating the concerns about criteria by recommending that the basic responsibility for drafting specific criteria should be vested in the departments and department heads, subject to review by academic deans, the Vice-President for Academic Affairs and the President and final approval by the Board of Regents.

Reassured by this action last year, the Senate is now disturbed to find that the implementation of the rank and promotion policy by the academic deans appears in some instances to be violating the spirit, if not the letter, of the procedures established. While of course deans are not expected automatically to rubber stamp any and all recommendations for promotion from departments, in several cases, primarily involving research, deans seem to be substituting their own understanding of the meaning of significant research or publication and the relative weight that research is to have among the three criteria of teaching, research, and public service, not only without any consultation with their departments but without even any prior announcement on how they intend to interpret those terms. The result is that faculty who previously would have been almost certainly promoted and who have received the enthusiastic recommendation of their peers and thus, apparently, have fully met those criteria in the eyes of their department, are being denied promotion on what seems to be a matter of unilateral, arbitrary definition. At the very least, it seems to us that the deans owed the members of their faculty a clear, prior statement of their policy in these matters.

The adverse decisions on promotion have had a serious effect upon faculty morale. Since such decisions have such importance to faculty members both professionally and more and more (with the increases in salary increments for promotion) economically as well, the Senate urges the deans of Academic Services, Business, Education, Ogden, and Potter to call meetings in their respective colleges to discuss their interpretation and implementation of the rank and promotion policy, and to give faculty an opportunity to ask questions with the goal of achieving a greater mutual understanding.