

## PROMOTION DOCUMENT COMPARISON

From: Ad Hoc Executive Committee Sub-committee on Promotion  
Document Comparison (Don Bailey, Mary Crisp, Ron Veenker)

This report contains a brief comparison of the University Guidelines for Promotion, 1/26/81, from the Office of the Vice President for Academic Affairs (henceforth designated UGP) and the Rank and Promotion Policy, FSW 1:3 4/10/80, as amended and passed by the Senate last May (henceforth designated FS).

### 1. Exception Clauses

UGP: Exceptions to these criteria may be made in situations where there are unusual justifications.

FS: While the guidelines stated above will serve a majority of cases, the university recognizes that there will be faculty whose professional achievement and contribution to the university call for advancement apart from consideration of degrees earned or years served. Faculty who have exceptional achievements but no traditional terminal degree or who have not served the minimum number of years are urged to apply for promotion. Department heads should be responsible for being alert to exceptional merit and make their recommendations accordingly.

### 2. Specific Guidelines Regarding Criteria

Both UGP and FS contain the following statement:

Demonstrated achievement appropriate for this rank in teaching effectiveness, research/creative activity, University/community service.

The phrase "appropriate for this rank: is certainly not very precise. Were the recommendations of FS to be carried out, a committee of faculty and administration in each college would draft specific guidelines appropriate for the disciplines represented in that college. While UGP contains no statement with reference to specific criteria, it would fall the lot of the individual departmental faculty committees on rank and promotion to decide upon and apply standards for the disciplines represented in the department.

### 3. Associate Professor

UGP: Academic qualifications: The earned doctorate or the appropriate terminal degree in the professions.

FS: Persons having completed two years of work beyond the master's degree or holding the earned doctorate...

#### 4. Assistant Professor

UGP: Academic qualifications: The earned doctorate or one or more years of advanced work above the master's level largely in one field of concentration.

FS: Persons holding the master's degree, the earned doctorate...

#### 5. Procedures for Promotion

UGP: A departmental faculty committee (no head) will make recommendations to the department head. The head will forward his recommendation and that of the committee to the college dean. The dean will review the materials and forward them with his recommendation to the Vice President who will in turn do the same, referring his recommendation to the President. The President's decision will be forwarded to the Board of Regents.

FS: A file containing all relevant material as set in the college guidelines (including peer evaluation) will be forwarded with the department head's recommendation to the college dean. The dean will review and recommend to the Vice President who will recommend to the President who forwards his decision to the Board of Regents.

Faculty may submit new material to the file at any time during the procedure. Faculty may see the file at any time. If the faculty member is not recommended for promotion, the administrator making such a recommendation shall inform him/her, as well as administrative personnel below, including written statements in support of the decision.

#### 6. Review Committee

UGP: The committee will be appointed by the President from among the senior professors of the faculty and will advise the president on procedural matters only.

FS: The committee will be elected by faculty from faculty of various ranks and may deal with substantive as well as procedural matters.