

MEMORANDUM

TO: Faculty Senate Members

FROM: Craig H. Taylor, Senator *CHT*
Dept. of Sociology, Anthropology, and Social Work

SUBJECT: Proposed Promotion Policy

DATE: February 18, 1981

While I am in agreement with allowing faculty within a department to determine appropriate criteria for promotion, I see a problem in making this a once-and-for-all change. It is possible that initial requirements might be unrealistically stringent.

To maintain checks on the process and to achieve an orderly, phased pursuit of excellence I would like to see us adopt the following resolutions:

1. That each department's requirements for promotion be submitted to outside review for possible reduction.
2. That such review determine that proposed requirements for a rank are not inconsistent with the qualifications of those persons already holding the rank in that department. (For example, it might be required that at least 50% of the full professors in a department are, or would have been, qualified under the proposed requirements for that rank. Lacking that, the proposed requirement would be judged unrealistic considering existing standards of the department.)
3. That provision be made for periodic review of each department's requirements at 3- or 4-year intervals to determine whether raising of requirements had become justified.