TO: The Academic Senate
FROM: Faculty Affairs Committee
SUBJECT: PT&R Document Section 4.2.1b
PURPOSE: For Action by the Academic Senate

ACTION REQUESTED: That the Academic Senate Adopt the Proposed Change to the Promotion, Tenure, and Retention Policy and Procedures; effective upon the signature of the President

4.2.1 Except as stipulated in Section 4.2.2 below, a faculty member will be eligible to apply for promotion after he or she has:

(a) served a minimum of either five (5) years as an assistant professor or four (4) years as an associate professor, or,
(b) reached the maximum salary for his or her rank/classification, or,
(c) met any other criteria established as sufficient by the current CBA.

However, before receiving tenure, a faculty member shall not normally be promoted and cannot be promoted beyond the rank of Associate Professor.

BACKGROUND
INFORMATION: FAC has been asked by the Academic Senate Chair to review PT&R document section 4.2.1b, and propose a method for clarifying the language under 4.2, Eligibility to apply for promotion. Currently, the policy and procedures document requires that to be eligible to apply for promotion under ordinary expectations:

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(a) served a minimum of either five (5) years as an assistant professor or four (4) years as an associate professor, or,
(b) reached the maximum salary for his or her rank/classification, or,
(c) met any other criteria established as sufficient by the current CBA.

However, before receiving tenure, a faculty member shall not normally be promoted and cannot be promoted beyond the rank of Associate Professor.
The language is unclear as to whether “the maximum salary for his or her rank/classification” refers to the candidate’s SSI maximum salary or the maximum salary for the candidate’s rank.

At our January 18th meeting, FAC discussed the implications of this confusion, noting that faculty hired at higher salaries would reach their SSI maximum more quickly than their peers. While understanding that numerous factors contribute to the differences among the salaries at which faculty are hired, FAC concluded that confusion regarding this language could lead to an inequity in the eligibility for promotion.

To resolve this problem, FAC recommends that the following change be made to the PT&R Policy and Procedures:

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   (b) reached the maximum salary for his or her rank/classification, or,
   (c) met any other criteria established as sufficient by the current CBA.

However, before receiving tenure, a faculty member shall not normally be promoted and cannot be promoted beyond the rank of Associate Professor.