

Article TPRP 27 PROMOTION

All references to "Employee" in this Article shall pertain to those members of the Bargaining Unit who are Teaching Professionals or Resource Professionals. Employees hired new to University as Teaching Professionals or Resources Professionals effective fall 2010, will use the guidelines and compensation for promotion and tenure in this Collective Bargaining Agreement. Any Employee hired prior to fall 2010 and not yet promoted and tenured to Associate Professor may use the guidelines and compensation in this Collective Bargaining Agreement or the previous Collective Bargaining Agreement and must indicate her/his choice in writing to the Department Chair, Dean, and Provost/Vice President for Academic Affairs no later than 30 days after the ratification of this Collective Bargaining Agreement. Employees applying for promotion to Professor will, effective September 1, 2011 use the guidelines and compensation in this Collective Bargaining Agreement.

27.01 An Employee shall be eligible for consideration for promotion if she/he meets the following requirements.

(a) Degree

(1) To be eligible for consideration for promotion to the rank of Associate Professor, an Employee must possess a terminal degree or a professional degree from an accredited graduate or professional school.

(2) To be eligible for consideration for promotion to the rank of Professor, an Employee must possess a terminal degree or a professional degree from an accredited graduate or professional school.

(b) Years of Service

(1) An Employee's application for promotion to Associate Professor will occur when she/he applies for tenure. The same criteria and requirements for tenure (see Article 28) shall apply to promotion to Associate Professor. Compensation for applying concomitantly for promotion to Associate Professor and tenure or for applying for promotion to Professor is covered in Article 21.

(2) An Employee may apply for consideration for promotion to the rank of Associate Professor in her/his sixth year of full-time service at the University at the rank of Assistant Professor. This consideration for promotion shall occur concomitantly with the Employee's consideration for tenure.

(3) An Employee may apply for consideration for promotion to the rank of Professor in her/his sixth year of full-time service at the University at the rank of Associate Professor.

27.02 Consideration for Promotion on the Basis of Exception

(a) An Employee who does not satisfy either (1) the degree requirements or (2) years of service requirements specified in Section 27.01 above may apply for consideration for promotion on the basis of exceptional teaching/ performance of primary duties, research/creative activity, or service.

(b) An Employee who applies for consideration for promotion on the basis of Article 27.02.a. shall present evidence in support of her/his claim of exceptional performance to the Department Personnel Committee and the Department Chair.

(c) If the Department Personnel Committee and the Department Chair concur that the Employee should be recommended for promotion, written recommendations, supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria within this Agreement, shall be prepared and transmitted by the Department Chair and the Department Personnel Committee as provided in Section 27.06. through 27.08. below.

(d) If the Department Personnel Committee or the Department Chair makes a negative recommendation for promotion, the Employee shall not be considered for promotion until the next succeeding period of evaluation for promotion. If, within two weeks of the receipt of a negative recommendation and as a result of consultation by the Union and the University, it is determined that a procedural error has been made in the evaluation of the Employee, the error will be corrected and the evaluation process will begin anew. If the Employee subsequently applies for consideration for promotion as an exception to the degree requirements or years of service requirement for promotion, her/his application shall be considered and transmitted as provided in Section 27.04. through 27.08. below.

(e) In the event of a negative recommendation by either the Department Personnel Committee or the Department Chair on a request for exception, the Department Chair shall provide the Employee with her/his recommendation and reasons and the recommendation and reasons of the Department Personnel Committee. The reasons shall be based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria in this Agreement.

27.03 An eligible Employee must apply to the Department Chair prior to the commencement of the promotion process in order to be considered for promotion. The evaluation period for promotions shall be the period since the beginning of the evaluation that resulted in the Employee's promotion to her/his current rank at the University. If the Employee has received no promotion at the University, the evaluation period for promotion shall be the period since her/his most recent appointment to a Bargaining Unit position at the University, unless otherwise stipulated (see 27.01.b.2).

27.04 The Department Personnel Committee shall submit a written promotion recommendation for each eligible Employee to the Department Chair. The written recommendation shall be supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria in this Agreement.

27.05 The Department Chair shall prepare a written promotion recommendation for each eligible Employee. The written recommendation shall be supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria in this Agreement. The Department Chair shall provide each Employee considered for promotion with a copy of her/his promotion recommendation and reasons and the promotion recommendation and reasons of the Department Personnel Committee. Within three working days of receipt of the recommendations and reasons, an Employee may submit a written request for reconsideration of a negative recommendation to the Department Chair. The

request shall be granted and the Department Chair shall provide the Employee with a written statement of the result of the reconsideration by the Department Personnel Committee and/or Department Chair. Within two working days of receipt of the result of reconsideration, an Employee may withdraw her/his application for consideration for promotion by written notification to the Department Chair.

27.06 The evaluation portfolios, promotion recommendations, and reasons of Department Chairs and Department Personnel Committees shall be reviewed by the appropriate Dean/Director, if any, beyond the level of the Department. The Dean/Director, if any, beyond the level of the Department, shall submit a written promotion recommendation for each eligible Employee to the Provost/Vice President for Academic Affairs. Negative recommendations shall be supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in The Article on Evaluation and Evaluation Criteria in this Agreement. The Dean/Director, if any, beyond the level of the Department, shall provide a copy of her/his promotion recommendation, with supporting reasons in the event of a negative recommendation, to the Employee being evaluated.

27.07 The Provost/Vice President for Academic Affairs shall present all evaluation portfolios, promotion recommendations and supporting reasons to the University Personnel Committee. The University Personnel Committee shall submit a written promotion recommendation to the Provost/Vice President for Academic Affairs for each eligible Employee. Negative recommendations shall be supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria in this Agreement. The Provost/Vice President for Academic Affairs may review recommendations with the University Personnel Committee. A copy of the University Personnel Committee recommendation, with supporting reasons in the event of a negative recommendation, shall be provided to the Employee. If the University Personnel Committee makes a negative recommendation and the Department Personnel Committee has made a positive recommendation, the Employee may submit a written request for reconsideration of the University Personnel Committee's negative recommendation to the University Personnel Committee within three working days of receipt of the recommendation and reasons. The request shall be granted, and the University Personnel Committee shall provide the Employee with a written statement of the result of the reconsideration.

27.08 The Provost/Vice President for Academic Affairs shall review with the University President all evaluation portfolios, promotion recommendations and supporting reasons submitted for eligible Employees. The University President shall provide each eligible Employee considered for promotion with a written decision by May 1. A negative decision shall be supported with written reasons based on evaluation criteria, application of criteria, and materials as specified in the Article on Evaluation and Evaluation Criteria in this Agreement.

27.09 The number of Employees who hold a particular rank at the University shall not be grounds for denial of a promotion to an eligible Employee who has otherwise satisfied evaluation criteria as specified in the Article on Evaluation and Evaluation Criteria in this Agreement.