

PROMOTION ELIGIBILITY
1992-93

Background Statement: The 1992-93 budget does not contain funds for merit salary adjustments (step increases) for faculty unit employees. Current eligibility criteria for "normal promotion" include four merit salary adjustments. Since some faculty are unable to secure a fourth step increase for 1992-93, they would not meet the criteria to be considered for "normal promotion." An alternative is to consider the period of five academic years in rank prior to the effective date of the promotion, in lieu of four merit salary adjustments.

WHEREAS, Section 342.2B.7 of the Campus Administrative Manual defines the eligibility criteria for "normal promotion" to associate professor or associate librarian when both of the following conditions hold:

- (1) the applicant is tenured or the applicant is also applying for tenure.
- (2) the applicant has received four Merit Salary Adjustments (MSA's) (while an assistant professor or senior assistant librarian) or the applicant has reached the maximum salary for assistant professor or senior assistant librarian.

WHEREAS, Section 342.2B.7b of the Campus Administrative Manual defines the eligibility criteria for "normal promotion" to professor or librarian as:

...the applicant has received four MSA's (while an associate professor or associate librarian) or the applicant has reached the maximum salary for associate professor or associate librarian.

WHEREAS, Merit salary adjustments are not funded for faculty unit employees for the 1992-93 fiscal year,

WHEREAS, It is not the intent of Academic Senate to disqualify faculty from "normal promotion" because of lack of funding for merit salary adjustments,

WHEREAS, Faculty promotion eligibility lists must be established by October 1, 1992, therefore, be it

RESOLVED: Academic rank faculty members and librarians who were recommended for their fourth merit salary adjustment for the 1992-93 academic year are eligible to apply for "normal promotion" as if the merit salary adjustment had been funded.

Endorsed by the Executive Committee of the Academic Senate
Date: September 22, 1992