

The Senate of Michigan Technological University

PROPOSAL 11-70

PROPOSED PROMOTION POLICY

PREAMBLE

The Change-of-Status Committee realizes that no single promotional policy can be established for a University. Each College and Department should establish its own criteria for promotion subject to University approval. Recommendation for promotion should come from a faculty member's peers who are the best judges of his contribution to the academic community. A dual channel for recommendation for promotion is provided through the proposed establishment of a University promotion committee along with the present channel of communication. The Senate Change-of-Status Committee invites comments and suggestions on the following procedures before final submission to the Senate.

The Michigan Technological University Faculty Senate Change-of-Status Committee recommends that:

- I. Promotions shall not be made on an annual quota basis or to maintain a fixed ratio of ranks.
- II. Promotion shall be based on teaching, research, and creative ability.
- III. Promotions shall be initiated within the Department
 - A. by a departmental committee of at least three members, two elected by the department, the third to be the Department Head or his representative.
 - B. all faculty members shall be reviewed annually for promotion by the departmental committee.
 1. promotion criteria for each individual department shall be formulated by the department and approved by the University Promotion Committee, the Dean of the College, the Vice President of Academic Affairs, and the President of the University or their appointed representatives.
 2. if promotion is recommended, the faculty member shall be notified.
 3. if promotion is recommended, the name of the faculty member, together with supporting documentation shall be sent to:
 - a. the Dean of the College for review and recommendation, and
 - b. the University Promotion Committee for review and recommendation.
 1. The University Promotion Committee shall be composed of two tenured full academic professors exclusive of Department Heads

from each College and one from each school of the University selected by lot for a one-year term.

4. the comments and recommendations of the Dean and the University committee shall be sent separately to the Vice President of Academic Affairs, together with documentation, for action.
 - a. if promotion is not recommended the faculty member shall be advised, in writing, of the reason.
5. if promotion is recommended, the documentation and recommendations shall be forwarded to the President of the University for action.
 - a. if promotion is not recommended the faculty member shall be notified, in writing, of the reason.
6. if promotion is recommended the recommendations shall be forwarded to the Board of Control for final action.
 - a. if promotion is denied by the Board of Control, the faculty member shall be immediately advised, in writing, of the reason

Proposal Adopted by Senate: 8 April 1970
Rescinded by Proposal 6-72