RESOLUTION REGARDING IMPLEMENTATION OF ACR 70

Background Rationale: The proposed additions to the Campus Administrative Manual are intended to resolve the problem created by the elimination of the 60/40 quota which maintained a balance between the available funds for promotions, and the number of promotions recommended. Implicit in ACR 70 is the removal of artificial restrictions to promotions. Rather promotions shall be recommended "...in recognition of competence, professional performance, and meritorious service during the period in rank," as specified in CAM 342.2B.

After the Academic Senate in the academic year 1975-76 failed to approve the recommendations of the Personnel Policies Committee to establish procedures to determine a means of denying promotion to persons already recommended for promotion on the basis of relative merit, the matter was referred to an Ad Hoc committee to be created to further consider the problem. In arriving at its recommendation the Committee carefully studied the suggestions considered by last year's Personnel Policies Committee from a variety of on- and off-campus sources including the school deans, individual faculty members who submitted alternative plans for consideration and discussed the various alternatives with a number of local faculty members.

Therefore the committee recommends a procedure which can accomplish the necessary budgetary limitation, while preserving among the faculty the reasonable expectation of promotion based on an evaluation of merit, once merit has been recognized at all of the consultative levels.

RESOLVED: That the following proposed CAM 342.2 changes be made:

j. Notices to faculty of approval of promotion, pending availability of funds, or non promotion are sent by the University President by May 1.

(Continued)
3. Procedure for Establishing a Priority List of Those Approved for Promotion by the University President

a. Because external fiscal constraints may impose limitations of funds for promotions, funds will be divided among the departments/programs by applying the wage-base formula used by the State to distribute funds among the campuses.

b. The appropriate group within a department/program will establish, in consultation with the department head, a priority list of its candidates for promotion based upon an evaluation of their relative merit.

c. If funds allocated to the department/programs are insufficient to support all promotions approved by the President, then those denied promotion due to lack of funds will be considered as approved for promotion the following year. Unless the appropriate group within the department/program the following year wishes to recognize another individual who is exceptionally meritorious by placing him/her at the top of the priority list, then those approved for promotion the previous year, but denied due to insufficiency of funds, will be placed at the top of the priority list, while retaining their priority order.

d. Unused funds within departments/programs will be pooled within the school and allocated sequentially to support the least cost promotions until funds are expended, except in the event that a department has insufficient funds to support even one promotion. In this case, the unused funds will be pooled to support one promotion in that department.