Background Rationale: For years, before it was eliminated by ACR 70, the 60/40 rule maintained a "balance" between the available funds for promotion and the number of promotions recommended. Implicit in ACR 70 is the removal of artificial restrictions to promotion. Rather promotions shall be recommended "... in recognition of competence, professional performance, and meritorious service ..." as specified in CAM 342.2.B. Procedures to re-establish the "balance" between available promotion funds and the number of promotions recommended previously prepared by both an ad hoc ACR 70 Committee and the Personnel Policies Committee have not found acceptance.

Therefore, the present Personnel Policies Committee, after due consideration of prior studies, recommends the following procedures which can accomplish the necessary budgetary limitations, once merit has been recognized at all 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 nonpromotion are sent by the University President by May 1.

Insert between 342.2.B.2 and 342.2.C:

3. Procedure for distribution of funds for 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 school/division and/or departments at the pleasure of the faculty within the school/division proportional to the number of people eligible to be promoted. This procedure will be subject to review every fourth year by the faculty within the school/division.

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

c. If applicable, smaller fractional positions shall be pooled for departments which do not have funds for at least one promotion (if needed). Then fractional positions which require the least additional funds shall receive funds from positions that require additional but unavailable funds at the school level. This process will be repeated at the University level with the Academic Vice President making decisions on allocation of fractional positions.
d. If applicable, ties (promotions needing identical additional funds) shall be resolved at school levels by procedures established by the school/division prior to the promotion cycle. University-wide ties, between schools, shall be broken by a random selection.