

Article XXIII
Promotion Procedures

A. Faculty

1. Definition

Appointments to the faculty may be made in the ranks of lecturer, senior lecturer, instructor, assistant professor, associate professor, or professor. Promotion is the advancement of a faculty member from one of these ranks to the next. Lecturers may be promoted only to the rank of senior lecturer. There is no promotional step beyond senior lecturer. There is no right to receive promotion, but there is a right to fair consideration for promotion as prescribed in this Article.

2. Basis for Promotion Recommendation

A recommendation for promotion is based upon a candidate's qualifications in the light of specific department, school/college, and University considerations and not primarily upon length of service in rank. The assessments of a candidate's qualifications shall be based upon excellence in teaching and in scholarly achievement or, for a candidate in the creative or performing arts, in creative professional achievement. Consideration shall also be given to non-instructional service to the department, school/college, and/or University and/or public and/or professional service which benefits the University.

Assessments of a candidate's qualifications must take into consideration proven abilities, professional experience, and prospects for continued excellence and professional growth as appropriate to the candidate's current and contemplated ranks and shall take into consideration such unit, school/college, and University factors as are in force.

At no level in this procedure shall either a ranked list of candidates for Promotion or the vote tallies of the committee be forwarded. Written reasons for support or disagreement with the majority opinion of the committee are encouraged and shall be forwarded to the next level of review. A candidate may withdraw his/her name from consideration for promotion at any time.

3. Procedures

a. Recommendations for Promotion

Each department in the Schools/Colleges of Business Administration; Engineering; Fine, Performing, and Communication Arts; Liberal Arts and Sciences; Medicine; Pharmacy and Health Sciences; each of the Schools/Colleges of Education; Law; Nursing; Social Work; and the Library and Information Science Program shall delineate, as far as is practical and in a manner reflecting the particular mission and diverse characteristics of the unit, those factors that will be considered in the evaluation of the candidate's qualifications with respect to the criteria in Section A.2 of this Article and to those department and school/college factors that may have a bearing on the promotion recommendations. The factors shall distinguish among teaching, scholarship and service. However, such factors are not to be interpreted as standards. Department and school/college promotion factors statements must receive the approval of the dean/director of the school/college prior to implementation.

Applicants may submit evidence of scholarly achievement, teaching excellence, and service that has not been specifically listed under the factors. Similarly, promotion committees and

administrators may also consider evidence of scholarly achievement, teaching and service that has not been specifically listed under the factors.

No later than February 15 of a given year the President or his/her designee may request that a unit review its factors statement, and by no later than March 31 of that year the unit shall either reaffirm its current factors statement or submit a revised factors statement. The reaffirmed or revised statement must receive the approval of the dean/director of the school/college prior to implementation. If the dean/director and the unit are unable to agree upon a factors statement, the President or his/her designee shall appoint a committee of bargaining-unit members, using the procedures described in Article XXX, which shall advise the dean/director on the matter by September 15. The dean/director shall then develop the factors statement by September 30. Such a factors statement shall be in effect for the following academic year. The previous factors statement shall remain in effect prior to formal implementation of newly developed factors. If, for whatever reason, a factors statement has not yet been implemented, promotion applications from that unit shall be considered under the promotion criteria as specified in Section A.2 of this Article without reference to specific unit factors. The dean/director may also attach appropriate school/college/University factors to the unit factors statements. Factors used in a given case shall have been issued at least twelve months prior to their use and shall have been distributed to each faculty member in the unit.

A recommendation for a promotion from instructor to assistant professor may be processed without the involvement of the faculty promotion committees. If the recommendation for promotion is not approved by the dean/director or by the Provost or other designee of the President there may be no appeal or grievance filed. However, a subsequent recommendation for promotion may proceed through the procedures described in this Article, with the involvement of the faculty promotion committees, without prejudice.

Annually the unit promotion committee and the chair or dean/director (as appropriate) shall review each faculty member of the department/school/college with regard to the appropriateness of his/her rank.

b. Department Committee

The department tenure committees in the Schools/Colleges of Business Administration; Engineering; Fine, Performing, and Communication Arts; Liberal Arts and Sciences; Medicine; Pharmacy and Health Sciences shall also serve as the promotion committees and shall be responsible for evaluating candidates and for making promotion recommendations. A two-thirds affirmative vote of the eligible membership of the committee shall be required for a recommendation for promotion. No member of the committee shall participate in or vote on a promotion recommendation to a rank higher than his/her current rank. The department chair (or unit head), regardless of rank, shall chair the committee without vote. A committee representative shall be elected from the bargaining-unit members of the committee who shall serve as spokesperson for the committee. When the elected spokesperson does not agree with the recommendation of the department committee with respect to a specific candidate, the voting members of the committee may elect an alternative representative to serve as spokesperson for the committee with respect to that candidate.

The recommendations of the committee for promotion, together with its written assessments and supporting documents, shall be forwarded to the department chair or administrator of equal function.

c. Department Chair

Upon receipt of the department committee recommendations the chair or administrator of equal function shall attach his/her written assessments and recommendations and shall forward both sets of recommendations and assessments to the dean/director of the

school/college. The chair shall inform the department committee of his/her recommendation. The chair, after consultation with the department committee, may also initiate recommendations for promotion which, along with supporting documents and written assessments, shall be forwarded to the dean; the committee may also forward its assessments and supporting documents to the dean. The chair shall notify the faculty member of the department committee's recommendation and the chair's own recommendation prior to forwarding them to the dean. In cases where promotion is not recommended, the committee and/or chair may forward a statement explaining the decision to the dean/director.

If there are fewer than three persons on the promotion committee who are eligible to vote, the chair shall possess the authority and functions of the department committee. The chair will consult with those tenured faculty members who hold rank higher than that of the candidate prior to arriving at a positive or negative decision. The chair shall notify both the candidate and the tenured faculty members who hold rank higher than that of the candidate of his/her recommendation.

d. School/College Committee

The school/college tenure committee shall also serve as the school/college promotion committee and shall be responsible for evaluating candidates and for making promotion recommendations for only those candidates who have been recommended by the department committees and/or the chair or administrator of equal function and for those candidates who have appealed to the school/college committee. (In the Eugene Applebaum College of Pharmacy and Health Sciences, the college promotion committee is elected separately from the college tenure committee.)

An affirmative vote equal to two-thirds times the number of faculty committee members shall be required for a recommendation for promotion. No member of the committee shall be considered for promotion. The dean or his/her designee shall chair the committee without vote. A committee representative shall be elected from among the bargaining-unit members of the committee who shall serve as spokesperson for the committee. When the elected spokesperson does not agree with the recommendation of the school/college committee with respect to a specific candidate, the voting members of the committee may elect an alternative representative to serve as spokesperson for the committee with respect to that candidate.

The recommendations of the committee shall be forwarded to the dean/director together with its assessments and supporting documents. Any time a department chair appears before the college committee, s/he shall be accompanied by the elected departmental committee representative.

In the Schools/Colleges of Education; Law; Nursing; Social Work; and in the Library and Information Science Program, the school/college committee may initiate promotion recommendations. The recommendations of these committees for the granting of promotions, together with written assessments and supporting documents, shall be forwarded to the dean/director. No member of these committees shall participate in or vote on a promotion recommendation to a rank higher than his/her rank.

e. Dean/Director

Upon receipt of the school/college committee recommendations the dean/director shall attach his/her recommendations to those of the committee. The dean/director shall inform the members of the school/college committee of his/her recommendations. In the Schools/Colleges of Education; Law; Nursing; Social Work and in the Library and Information Science Program, the dean/director shall provide written assessments along with his/her recommendations. Those recommendations that have received the endorsement of the

school/college committee and/or the dean/director shall be forwarded, along with the supporting documents and assessments, to the President or his/her designee.

The dean/director, after consultation with the appropriate department and school/college committees, may also initiate recommendations for promotion which, along with supporting documents and assessments, shall be forwarded to the President or his/her designee. The dean/director shall notify the faculty member of the school/college committee's recommendation and the dean/director's own recommendation prior to forwarding them to the President or his/her designee.

B. Academic Staff

1. Definition

Classifications within the academic staff consist of a general classification title and a series of ranks within that classification. A promotion within an Academic-Staff classification is an advancement from one sequential level to the next higher level in that classification.

2. Minimum Service and Degree Requirements

For academic staff there shall be a minimum of three years at each level prior to eligibility for promotion to the next level. In exceptional circumstances and upon the recommendation of the dean/director/vice-president and with the approval of the President or his/her designee, a member of the academic staff may receive a promotion in fewer than three years. The failure to recommend or grant such approval is not subject to the Grievance Procedure (Article XVII).

All academic staff hired after August 1, 1992, must possess the master's degree or higher to be eligible for promotion to salary grade level 3 or higher (as defined in Article XII).

3. Basis for Promotion Recommendations

- a. A recommendation for promotion is based upon a candidate's qualifications in light of specific department, division, school/college and University considerations and not primarily upon length of service in rank.

For academic staff in tenure/tenure-track positions, the assessments of a candidate's qualifications shall be based on excellence in job performance, and excellence in appropriate scholarly and professional achievement.

For academic staff not on a tenure-track appointment, the assessments of a candidate's qualifications shall be based on excellence in job performance. Excellence in professional achievement is also required, but is given secondary weight in promotional decisions. Excellence in scholarly achievement, at the option of the Academic-Staff member, will be considered but is not required.

For both tenure-track and non-tenure-track academic staff, consideration shall also be given to non-instructional service to the department, division, school/college and/or University and/or public and/or professional service which benefits the University and shall take into consideration such unit, school/college, and University factors as are in force.

Assessments of a candidate's qualifications must take into consideration proven professional abilities, professional experience and potential for continued professional growth and leadership as appropriate to the candidate's current and contemplated ranks.

A unit (school, college, or division) where Academic-Staff personnel are assigned shall delineate, as far as is practical, and in a manner reflecting the particular mission and diverse

characteristics of the unit, those factors that will be considered in the evaluation of the candidate's qualifications with respect to the above criteria and those unit factors that may have a bearing on the promotion recommendations. They shall distinguish among job performance, scholarship (as appropriate), professional achievement, and service. However, such factors are not to be interpreted as standards. Within a unit, members belonging to the same classification may choose to develop factors that are more specific to their classification while consistent with the unit factors statement. The minimum number of academic staff for a classification factors statement is three. Academic-Staff unit and classification factors statements must receive the approval of the dean/vice-president of the school/college or the equivalent administrator in other units prior to implementation.

Applicants may submit evidence of scholarly or professional achievement, job performance, and service that has not been specifically listed under the factors. Similarly, the promotion committees and administrators may also consider evidence of scholarly (at the option of the applicant) or professional achievement, job performance, and service which has not been specifically listed under the factors.

No later than February 15 of a given year the President or his/her designee may request that a unit review its factors statement, and by no later than March 31 of that year the unit shall either reaffirm its current factors statement or submit a revised factors statement. The reaffirmed or revised statement must receive the approval of the dean/vice-president of the school/college/division prior to implementation. If the dean/vice-president and the unit are unable to agree upon a factors statement, the President or his/her designee shall appoint a committee of bargaining-unit members, using the procedures described in Article XXX, which shall advise the dean/vice-president on the matter by September 15. The dean/vice-president shall then develop the factors statement by September 30. Such a factors statement shall be in effect for the following academic year. The previous factors statement shall remain in effect prior to formal implementation of newly developed factors. If, for whatever reason, a factors statement has not yet been implemented, promotion applications from that unit shall be considered under the promotion criteria as specified in Section B.3 of this Article without reference to specific unit factors. The dean/vice-president may also attach appropriate school/college/division/University factors to the unit factors statement. Factors used in a given case shall have been issued at least twelve months prior to their use and shall have been distributed to each Academic-Staff member in the unit.

In the event that an Academic-Staff member does not concur with the factors delineated by the dean/vice-president in those units which do not have promotion committees, the individual may request, within thirty days of issuance of the factors, a review by a University Academic-Staff Review Committee. This committee shall be constituted as an ad hoc committee to be convened by the President or his/her designee as the need arises. Membership on the committee shall consist of six Academic-Staff bargaining-unit members selected in accord with Article XXX.

Annually, in units which have a unit promotion committee, the unit promotion committee and the dean/vice-president shall review each Academic-Staff member with regard to the appropriateness of his/her rank. In units which do not have a unit promotion committee the office of the dean/vice-president shall perform this function.

At no level in this procedure shall either a ranked list of candidates for promotion or the vote tallies of the committees be forwarded. Written reasons for support or disagreement with the majority opinion of the committee are encouraged and shall be forwarded to the next level of review. A candidate may withdraw his/her name from consideration for promotion at any time.

Academic-Staff members who have attained employment security status may request an annual written review of job performance. When an annual review is held, the report must

contain, at the least, the following components: (a) standards of performance for the particular position; (b) identification of the specific appraisal factors; (c) accomplishments in job performance, professional achievement, and, at the option of the staff member, scholarly achievement; (d) identification of areas of growth and major strengths; (e) identification of future expectations and areas of improvement; and (f) unexpected changes in job status that affected performance. The employee shall receive at least two weeks notice prior to the annual review. After receiving the written review, the staff member may, within two weeks, attach for the file any areas of disagreement with the review.

- b. For an Academic-Staff member opportunities for promotion shall also be made available as authorized position vacancies occur within an Academic-Staff member's classification.

As such vacancies occur, they shall be communicated under existing University policies. A vacancy may be filled by promotion, by reclassification, or by appointment from outside the University. If a vacancy is filled by a promotion from within the unit the vacancy need not be communicated, except that in Academic-Staff units which do not have Academic-Staff promotion committees, the vacancy shall be communicated within the unit.

Applicants for an existing vacancy shall be judged upon their qualifications and according to the duties and responsibilities of the vacant position.

- c. Vacant positions in the academic staff may be filled at a level which is determined by the University.

4. Procedures

- a. Academic-Staff Promotion Committees

In each unit (i.e., school, college, or division), the academic staff shall elect a committee of bargaining-unit Academic-Staff members holding tenure or employment security status which shall be responsible for evaluating candidates and for making promotion recommendations. (In units with Academic-Staff tenure/ESS committees, the tenure/ESS committees may also serve as the promotion committees.) A two-thirds affirmative vote of the eligible membership of the committee shall be required for a recommendation for promotion. No member of the committee shall participate in or vote on a promotion recommendation to a rank higher than his/her current rank. The dean/vice-president or his/her designee shall chair the committee without vote. A committee representative shall be elected from the bargaining-unit members of the committee who shall serve as spokesperson for the committee. When the elected spokesperson does not agree with the recommendation of the Academic-Staff unit committee with respect to a specific candidate, the voting members of the committee may elect an alternative representative to serve as spokesperson for the committee with respect to that candidate.

The recommendations of the committee shall be forwarded to the dean/vice-president together with its written assessments and supporting documents.

- b. Dean/Vice-President

Upon receipt of the committee recommendations the dean/vice-president or his/her designee shall attach his/her recommendations and written assessments to those of the committee. The dean/vice-president shall inform the members of the committee of his/her recommendations. Those recommendations that have received the endorsement of the Committee and/or the dean/vice-president shall be forwarded, along with the supporting documents and written assessments, to the President or his/her designee.

The dean/vice-president or his/her designee, after consultation with the committee, may also initiate recommendations for promotion which, along with supporting documents and written assessments, shall be forwarded to the President or his/her designee. The dean/vice-president shall notify the candidate of the unit committee's recommendation and the dean's/vice-president's own recommendation prior to forwarding them to the President or his/her designee.

If there are fewer than three persons on the promotion committee who are eligible to vote, the dean/vice-president shall possess the authority and functions of the Academic-Staff promotion committee. In such units, the dean/vice-president shall consult with those Academic-Staff members holding tenure or employment security status who hold rank higher than that of the candidate when a candidate is being considered for promotion and prior to arriving at a positive or negative decision. The dean/vice-president shall notify both the candidate and the Academic-Staff members holding tenure or employment security status who were consulted of his/her recommendation.

C. Office of the President

The Office of the President shall review all recommendations for promotion forwarded from the various schools, colleges, and divisions for the purpose of making a final decision upon whether to grant or to recommend promotion in accordance with the authority delegated to the President by the Board of Governors.

1. The University Faculty Tenure and Promotion Committee

The University Faculty Tenure and Promotion Committee shall advise the President or his/her designee on faculty promotion cases for which s/he seeks counsel.

2. The University Academic-Staff Promotion Committee

The University Academic-Staff Promotion Committee shall advise the President or his/her designee on Academic-Staff promotion cases for which s/he seeks counsel. For a candidate on tenure track or holding tenure or continuing service, the University Academic-Staff Tenure Committee described in Article XXII.D.3.b shall serve as the University Academic-Staff Promotion Committee. For candidates on employment-security track or holding employment security status, the University Academic-Staff Promotion Committee may consist of the University Academic-Staff Tenure Committee without the requisite tenured librarian and tenured archivist.

3. General Provisions

The President or his/her designee shall submit to the committees and the committees shall consider those cases in which his/her decision is not to recommend promotion. The President or his/her designee is not required to submit to the University Academic-Staff Promotion Committee those cases that are "promotions to vacancies" for academic staff. (See Section B.2.b.)

If the committee disagrees with the President's or his/her designee's decision not to recommend promotion by a two-thirds vote of the committee membership, the committee's recommendation will be transmitted to the President. The President or his/her designee may also seek the committee's counsel on other promotion decisions.

Whenever a dean/vice-president appears before either of the University committees, s/he shall be accompanied by the elected unit committee representative. When the candidate is a member of the academic staff from a unit that does not have a unit committee, s/he may select a representative to accompany the dean/vice-president.

The President retains the ultimate right to grant or to recommend promotion. However, if the President initiates a faculty promotion recommendation between the last and first days of the academic year as defined in the Letter of Agreement dated August 13, 1992, s/he will, when practicable, first consult with the promotion committee in the appropriate unit.

If the President does not recommend for promotion any faculty member or Academic-Staff member who received an endorsement for promotion from the school/college/division promotion committee and/or the dean/vice-president; or any Academic-Staff member from a school/college/division which does not have a promotion committee who received an endorsement for promotion from the University Academic-Staff Promotion Committee, the candidate may request in writing from the President or his/her designee, within fifteen days after written notice, the compelling substantive reason(s) for not endorsing the school/college/division, dean/vice-president, or University committee (as appropriate) recommendation. The President or his/her designee will provide such reason(s) within thirty days. This paragraph does not apply to those cases which are "promotions to vacancies" for members of the academic staff.

Each year the President or his/her designee shall establish a time schedule for the submission of promotion recommendations to the President or his/her designee, except for recommendations for "promotions to vacancies" for academic staff which may be submitted at any time.

D. Appeal Procedures

1. Notification

A faculty member or Academic-Staff member shall receive, upon request, written notification from the chair/dean/director/vice-president (as appropriate) if s/he is not being recommended for promotion.

2. Initiation of Appeal Procedures

a. Faculty

According to length of full-time service in rank at Wayne State University as follows— instructor, lecturer, after three years in rank; assistant professor, after five years in rank; and associate professor, after eight years in rank—faculty members may initiate the appeal procedures described in Sections D.3, D.4.a, and D.5 of this Article.

b. Academic Staff

Academic-Staff members may initiate the appeal procedure described in Sections D.4.b and D.5 of this Article according to length of full-time service in rank at Wayne State University as graded in Article XII. For promotion to Grade 2 or Grade 3, length of service in rank shall be three years; for promotion to Grade 4, five years; and for promotion to Grade 5, eight years.

3. Appeal of Faculty Department Decisions

If neither the department committee nor the department chair (or administrator of equal function) recommends promotion, the candidate may, within fifteen days after written notice of the decisions, request, in writing, a reconsideration of the decision by the department promotion committee and/or by the chair. The candidate may, at his/her option, appear before the committee.

If on reconsideration the chair and/or the department promotion committee decide to recommend the candidate for promotion, then the chair shall notify the candidate of the decisions and shall forward the recommendations in the usual manner. But if after reconsideration the chair and the

department promotion committee both reaffirm their negative recommendations, then the chair shall notify the candidate of the decision not to recommend promotion.

In the event that neither the department committee nor the chair recommends promotion of a candidate, the candidate may, within fifteen days after written notice of the decision, request the chair to forward to the dean/director of the school/college his/her application for promotion, which was submitted to the department, along with supporting documents. The candidate may forward, through the chair, whatever additional material s/he deems appropriate. The candidate may also designate two tenured faculty members to appear before the school/college committee in his/her behalf.

The dean and the school/college committee will consider the application in the normal manner.

4. Appeal of the School/College/Division Decision

a. Faculty

If neither the school/college committee nor the dean/director recommends promotion, the candidate may, within fifteen days after written notice of the decision, request, in writing, reconsideration by the school/college promotion committee and/or the dean. The candidate may appear before the school/college committee along with the department's committee representative or, in the event that the departmental committee did not recommend promotion, a tenured faculty member.

If on reconsideration the dean/director and/or the school/college promotion committee decide to recommend the candidate for promotion, then the dean/director shall notify the candidate of the decisions and shall forward the recommendations in the usual manner.

In those schools/colleges which are the initiating units, the faculty members denied promotion shall have the right to appeal the decisions to the President or his/her designee and the University Faculty Tenure and Promotion Committee.

b. Academic Staff

If neither the Academic-Staff promotion committee nor the dean/vice-president recommends promotion, the candidate may, within fifteen days after written notice of the decision, request, in writing, reconsideration by the promotion committee and/or the dean/vice-president. The candidate may, at his/her option, appear before the promotion committee. The candidate may bring with him/her a member of his/her unit holding tenure or employment security status.

If on reconsideration the unit promotion committee and/or dean/vice-president decide to recommend the candidate for promotion, then the dean/vice-president shall notify the candidate of the decisions and shall forward the recommendations in the usual manner. But if after reconsideration the unit promotion committee and the dean/vice-president both reaffirm their negative recommendations, the dean/vice-president shall notify the candidate of the decision not to recommend promotion and the candidate may, within fifteen days, forward his/her application for promotion, along with supporting documents, to the President or his/her designee.

In those units without Academic-Staff promotion committees and where there is no recommendation for promotion, the candidate may, within fifteen days after written notice of the decision, request reconsideration by the dean/vice-president and may, at his/her option, meet with the dean/vice-president. The candidate may bring a member of the academic staff holding tenure or employment security status with him/her. If after reconsideration the dean/vice-president reaffirms his/her negative recommendation, the candidate may, within

fifteen days, forward his/her application for promotion, along with supporting documents, to the President or his/her designee.

5. Grievance

If, in the opinion of the candidate and the Association, the failure to recommend promotion was, at any level, based substantially on the candidate's exercise of his/her constitutional rights or was due to a violation of this Agreement, the candidate may file a grievance at Step One of the Grievance Procedure (Article XVII). If the grievance proceeds to arbitration, the arbitrator's authority shall be limited to a determination of whether the alleged violation did occur. If the arbitrator finds that a violation as specified in this section did occur, the matter shall be referred to the appropriate University Tenure and Promotion Committee and the Provost or other designee of the President. The committee, with the Provost or other designee of the President as chair, shall re-examine the promotion application in its original form and in light of the factors in force at the time of the original application and in light of the arbitrator's findings. Both the Provost or other designee of the President and the committee shall submit written recommendations to the President. Then the President shall conduct an appropriate review and may, in his/her review of the case, consult with qualified scholars from outside the University. In such cases the President shall, within six months of receipt of the decision of the Provost or other designee of the President and the committee, send written notification of the results of his/her review to both the candidate and the Association. The President's decision shall be final and is not subject to grievance.

E. Faculty in Centers and Institutes

1. Applications for promotion for faculty members appointed in centers/institutes shall be made to an initiating committee composed of three members from the tenure committee of the department or school/college committee where the tenure line resides and three members elected by the tenured faculty in the center/institute. These six members, along with the director of the center/institute and the chair/dean of the unit where the tenure line resides, shall constitute the committee. If faculty members are appointed in more than two departments or centers/institutes, the initiating committee shall consist of an equal number of tenured members from the department in which the tenure line resides and from the departments/centers/institutes in which the faculty members' duties are distributed. The director and the chair shall serve without vote. This combined committee shall determine the procedure for selecting external evaluators. The director(s) and the chair shall serve without vote. This combined committee shall determine the procedure for selecting external evaluators. A two-thirds vote of the eligible faculty members of the committee shall be required for a recommendation for promotion. Committees considering applications for promotion for faculty with appointments in centers/institutes shall apply the center/institute, department (if applicable), school/college and University factors in making their decisions. The faculty member will be considered in the same manner as other promotion applicants.
2. In departmentalized schools/colleges, the recommendations by the initiating committee, the department chair, and the center/institute director will be forwarded to the dean of the unit where the tenure line resides and the school/college promotion committee. The dean's recommendation and the school/college promotion committee's recommendation, along with that of the center/institute director(s), and the initiating committee will be forwarded to the President or his/her designee.
3. In non departmentalized schools/colleges, the recommendations of the initiating committee, the school/college promotion committee where the tenure line resides, the dean of the school/college where the tenure line resides and the center/institute director(s) will be forwarded to the President or his/her designee.

4. A committee representative shall be elected from among the bargaining-unit members of the initiating committee who shall serve as spokesperson for the committee. This elected spokesperson must agree with the recommendation of the initiating committee.

G. Grievance Limitation

Except as specified in this Article, all matters related to promotions are not subject to the Grievance Procedure (Article XVII).