

New Year's Day  
Martin Luther King Day  
Presidents' Day  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day

Independence Day  
Labor Day  
Columbus Day  
Veterans Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day  
Day after Christmas

20.2. If any twelve-month Faculty Member or ten-month non-teaching bargaining unit member is required to work on a holiday, or if a holiday falls on a day on which he/she is not regularly scheduled to work, he/she shall be granted equivalent time-off approval of which shall not be unreasonably withheld, provided that:

- a. Such time-off shall be utilized during the calendar year in which it is accrued.
- b. No additional pay shall be substituted for such time-off.

## **ARTICLE XXI.**

### **PROMOTION**

Promotion is defined as the advancement in rank by a teaching Faculty Member within the college. The normal expectation for promotion from Instructor to Assistant Professor is after three (3) years of service.

#### **21.1. ELIGIBILITY FOR PROMOTION**

21.1.1. Candidates for promotion to a higher rank shall be screened by the Faculty Advisory Promotion Committee (the "F.A.P.C.") for compliance with minimum, objective qualifications which shall be published by the Board or its designee and as set forth in Appendix A.

If the requirement of three (3) years industrial experience is waived in whole or in part when an employee is first hired, such waiver shall carry forward with respect to the basic qualification for promotion, but shall not be applicable to industrial experience requirements under any equivalent. It is acknowledged that teaching personnel are no longer required to complete VIE-143, Teaching of Technical Subjects.

21.1.2. The F.A.P.C. recommendations shall be submitted and reviewed by the President who shall submit his/her recommendations to the Board. In exceptional circumstances, after consultation with the F.A.P.C., the President may recommend a waiver of qualifications to the Board. Fulfillment of the minimum formal requirements for promotion to a higher rank shall determine eligibility for promotion only, and shall guarantee no right to a promotion, which right shall remain with the sole discretion of the Board.

## **21.2. CRITERIA FOR PROMOTION**

21.2.1. In granting a promotion to a higher academic rank, the criteria for ranking eligible candidates and the weights attributed to such criteria shall be as determined by the Board or its designee and as contained in Appendix A, subject to paragraph 21.2.2 below.

21.2.2. After consultation with the Federation, such criteria may be changed by the Board, provided the revised criteria are distributed at least two (2) months before an evaluation is conducted for the purpose of any such promotion.

## **21.3. FACULTY ADVISORY PROMOTION COMMITTEE**

21.3.1. The Board recognizes the important role of the F.A.P.C. in the promotion process. The F.A.P.C. and the President shall meet to consult after the submission of its final recommendations and may meet to consult before such submission. After receiving the recommendations of the F.A.P.C., the President may consult System Office administrative personnel and other Presidents. Subsequent to such discussions and prior to submitting his/her recommendations to the Board, the President shall notify the F.A.P.C. of his/her recommendations.

21.3.2. Discussion among the Presidents and System Office administrative personnel shall be for the general purpose of coordinating recommendations with a view towards uniformity of administration, and may include discussion of budgetary considerations and the requirements of collective bargaining agreements and Board policy. Such discussion does not involve substantive review of the merits of individual applicants.

21.3.3. The President's final recommendations are submitted by the Chancellor to the Board at the June meeting.