

2.9.10 Faculty Promotion Appeal

Any faculty member who has received denial of promotion, and believes that the decision violates College procedures, can file a letter of appeal to the College Director, stating with reasonable clarity the basis for the appeal. The appeal must be filed within sixty (60) days from the date of the decision by the Committee for Faculty Promotion.

Upon receiving the letter of appeal, the College Director will form an appeal committee consisting of one Department Head and two external Academics. At least two of the committee members should have a higher rank than the one the candidate for promotion is applying for. At least one of the committee members should have qualifications related to the qualifications of the appealing candidate. Any members who participated in the initial promotion procedure, must be excluded from the appeal committee. The appeal committee needs to reach to a decision within thirty (30) days from the date of the appeal.

The appeal committee will examine the grounds of appeal and will prepare a report for or against the grounds of appeal and reach a final recommendation. If the committee judges the appeal as warranted, it can grant the promotion to the faculty member with effect dating back to the date of the initial non-promotion decision. If the committee finds no grounds for the appeal, the case would be dismissed, and the initial decision to deny promotion, stands. The appeal decision is subject to no further appeal.