

BINGHAMTON UNIVERSITY  
INTERNAL PROMOTION PROCEDURE FOR PROFESSIONAL UUP EMPLOYEES

STATEMENT OF PURPOSE

Management and the UUP bargaining unit at Binghamton University share the responsibility of supporting and retaining a strong, creative, and proactive workforce. The workforce of our University is the core element of future success and prosperity, and the parameters outlined in this document have been devised with the goal of acknowledging the value of the employees who devote their professional lives to Binghamton University. We believe that the concept of internal career development is an integral ingredient in employee morale and institutional success and we seek to provide existing employees with the opportunity of first consideration for eligible, vacant positions as they become available. We understand that building and maintaining an excellent workforce is in part achieved by providing equal opportunity to all persons in employment consideration and recognize the need to balance affirmative action commitments with the concept of internal promotion.

The promotional opportunities in this plan will be consistent with employee development, qualification and job performance. Guidance and criteria for professional employee consideration is provided by the Policies of the Board of Trustees, Article XII, Title C, consistent with Affirmative Action requirements to provide upward mobility for women, minorities, veterans, persons with disabilities and regardless of sexual orientation.

ELIGIBILITY

Professional employees currently in the unit represented by UUP with at least one (1) year of service on the basis of a term, permanent or temporary appointment are eligible to apply for promotional opportunities under this plan. In the case of a temporary appointment, it includes only those who have come to their position as a result of an approved affirmative action process. "Professional employee" is defined by the *Policies of the Board of Trustees*, Article II, section 1 (1). For this purpose, one year of service is defined as one year of current or prior service at Binghamton University in a position represented by UUP or in a position in any class of employees defined in paragraph two of this section.

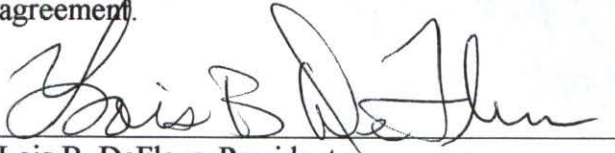
Binghamton University employees who are represented by CSEA, Council 82, NYSCOPBA, or PEF or who are designated management confidential, or Research Foundation employees or Binghamton Foundation employees with at least one (1) year of service on the basis of a term, permanent or temporary appointment are also eligible to apply for consideration, but will only be considered after eligible UUP professional employees have been considered.

SPECIAL NOTE:

Members of UUP who have achieved permanent appointment status may apply and be considered as an internal candidate for vacancies at the same SL level even though they may not meet the posted minimum educational requirements of the position.

POSITIONS COVERED IN THIS PLAN

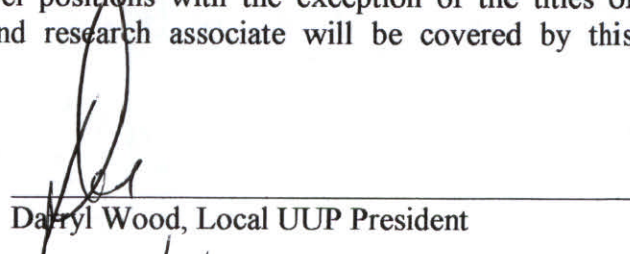
All UUP professional vacancies, including entry level positions with the exception of the titles of college physician, director of physical education and research associate will be covered by this agreement.



Lois B. DeFleur, President

Date

12/3/07



Darryl Wood, Local UUP President

Date

12/11/07