

# GENESEO

## Professional Staff Request for Review of Salary Increase or Promotion

### Section I. Applicant Information

<b>Applicant's Name:</b> _____	
<b>Department:</b> _____	
<b>Please indicate one option for which you are applying by checking a box below (see <i>Reclassification and Promotion of Positions Policy</i>):</b>	
<input type="checkbox"/> <b>Request for Promotion</b> (with change in budget title, salary grade level, and salary increase) I wish to apply for consideration for <b>promotion</b> as a consequence of <u>an increase in the scope and complexity</u> of assigned duties and responsibilities that are both significant and permanent.	
<input type="checkbox"/> <b>Request for Salary Increase</b> (without a change in budget title or salary grade level) I wish to apply for consideration for a <b>salary</b> increase as a consequence of <u>a permanent and significant increase</u> in duties and responsibilities.	
<b>Applicant Signature</b> (Not required if application is filed by immediate supervisor on behalf of employee)	<b>Date Forwarded</b>
<b>Attachments:</b> Please attach the following documents supporting your promotion or salary increase request: <input type="checkbox"/> Cover letter indicating specific/detailed rationale for the request <input type="checkbox"/> Copy of current performance program <input type="checkbox"/> Copy of at least the last two performance programs or as many as you believe necessary to demonstrate the change in duties and responsibilities <input type="checkbox"/> Organization chart <input type="checkbox"/> Other supporting documentation (may include performance evaluations, letters of recommendations from colleagues, etc.)	

### Section II. Review and Recommendations

<b>Immediate Supervisor (Print Name):</b>	<b>Date Received:</b>
<input type="checkbox"/> Agree	
<input type="checkbox"/> Disagree	List reason(s) required if you disagree – please attach additional statement if necessary:
Signature	Date Forwarded
<b>Please return a copy of this form to the employee as proof of review at this level and forward to the next level as indicated below.</b>	

<b>Next Level Supervisor (if applicable) (Print Name):</b>	<b>Date Received:</b>
<input type="checkbox"/> Agree	
<input type="checkbox"/> Disagree	List reason(s) required if you disagree – please attach additional statement if necessary:
Signature	Date Forwarded
<b>Please return a copy of this form to the employee as proof of review at this level and forward to the next level as indicated below.</b>	

<b>Human Resources:</b>	<b>Date Received:</b>
<input type="checkbox"/> Agree	
<input type="checkbox"/> Disagree      List reason(s) required if you disagree – please attach additional statement if necessary:	
Signature	Date Forwarded
<b>Please return a copy of this form to the employee as proof of review at this level and forward to the next level as indicated below.</b>	

<b>Vice President:</b>	<b>Date Received:</b>
<input type="checkbox"/> Approved	
<input type="checkbox"/> Promotion denied; however, a salary increase is appropriate and approved	
<input type="checkbox"/> Denied (may be appealed to College Review Panel – Form attached)*	
<input type="checkbox"/> Criteria not met (more appropriate for DSI and other merit based programs)	
<input type="checkbox"/> Permanent increase in duties and responsibilities was not sufficiently significant	
<input type="checkbox"/> Increase in scope and complexity of duties and responsibilities was not sufficiently significant	
<input type="checkbox"/> Other (explanation attached)	
Signature	Date Forwarded
<b>Please return a copy of this form to the employee after final review. If the request is denied, attach a copy of the College Review Panel form. If the request is approved, forward the form to the College President.</b>	

### Section III. Approval

<b>President</b>	
<input type="checkbox"/> Promotion is approved (with change in budget title, salary grade level, and salary increase)	
<input type="checkbox"/> Salary Increase is approved (without change in budget title, or salary grade level)	
<input type="checkbox"/> Denied*	
Signature	Date

The decision by the college president for promotion shall be final, provided, however that a decision by the college president which is claimed by the applicant to be arbitrary or capricious may be appealed on such basis to the University Review Board by such person in accordance with appropriate provisions stated in Appendix A-28 in the Agreement between United University Professions (UUP) and the State of New York.

The decision to provide a salary increase is within the discretion of the college president and the college president’s decision shall be final.

\*Applications for promotion which are disapproved may not be resubmitted for a period of either eighteen (18) months, or until the employee’s performance program has been changed, whichever is sooner, following disapproval by the College Review Panel, by the president or if an appeal is taken to the University Review Board, by that Board.