

Everybody Asks Raymond

About the Promotion Process for CLTs



Q. Are employees in the College Laboratory Technician series eligible for promotion like faculty?

- A. College Laboratory Technicians and Senior College Laboratory Technicians (“CLTs”) are eligible for promotion, but the process for the promotion of CLTs is different from the process for promotion of faculty.

Q. How is the process different?

- A. Members of the faculty are primarily evaluated for promotion based upon the criteria of teaching effectiveness, scholarship and professional growth, and service. These essential criteria do not change from Assistant Professor to Associate Professor to Professor although the faculty member’s effectiveness under these criteria will have grown so as to justify a promotion to the higher title. This is not the case with CLTs. The job description for a senior CLT is different from that of a CLT and the job description for a Chief CLT is different from that of a Senior CLT. Thus, before there is a promotional opportunity for a CLT, there has to be a need for a Senior CLT and the Senior CLT position must be created or a vacancy must exist. Similarly, before there is a promotional opportunity for a Senior CLT, there has to be a need for a Chief CLT and the Chief CLT position must be created or a vacancy must exist.

Q. Assuming a Senior CLT or a Chief CLT position is created, must an incumbent be promoted?

- A. No. The College could choose to conduct a search to fill the position, in which case the incumbent could choose to apply for the position.

Q. Are there percentage limitations on the number of employees in the three CLT titles that would prevent a CLT from being promoted to a higher CLT title?

- A. Article 22 (Increased Promotional Opportunities) of the PSC/CUNY collective bargaining agreement sets percentage goals on each campus for the three titles: 65% in the College Laboratory Technician title, 25% in the Senior College Laboratory Technician title and 10% in the Chief College Laboratory Technician title. The University has agreed that the 10% goal for the Chief College Technician title would not be used as a ceiling or maximum and that it would entertain legitimate requests for the creation of Chief CLT positions even if it meant that there would be more 10% of the CLTs in that title.