

**1408.00 FACULTY CAREER PLAN POLICY**

This is a plan for the appointment, advancement, and compensation of faculty members of Northwestern Michigan College. It is designed to facilitate the recruitment and retention of excellent instructors, to clarify terms of appointment, and to establish principles that recognize professional achievement. The career plan combines three ideas valued by the college:

1. It is reasonably objective and predictable.
2. It recognizes experience and academic preparation.
3. It provides advancement based on professional achievement.

The career plan is subject to approval and modification as defined by the then-current Board of Trustees and Staff Policies.

**AUTHORIZATION OF STAFF POLICY**

President's authorization:           Timothy J. Nelson           Date Authorized:   6/17/04