

University of Houston Clear Lake

MEMORANDUM OF ADMINISTRATIVE POLICY

SECTION: Human Resources

AREA: General

SUBJECT: Promotion and Transfer of Staff

MAP 02.A.14

1. PURPOSE

This document outlines the policy regarding the promotion, lateral transfer, and demotion of employees at the University of Houston-Clear Lake, in keeping with fair employment practices.

2. POLICY

The University of Houston-Clear Lake is committed to equal opportunity and affirmative action in all employment practices, including promotion and transfer of staff. The policy of the University of Houston-Clear Lake is to ensure equal opportunity in all its educational programs and activities, and all terms and conditions of employment, without regard to age, race, color, disability, religion, national origin, ethnicity, military status, genetic information, sex (including gender and pregnancy) or any other legal protected status law (such as discrimination and/or retaliation based on antisemitism¹), except where such a distinction is required by law. Additionally, the University of Houston-Clear Lake prohibits discrimination in all aspects of employment and educational programs on the basis of sexual orientation, gender identity, or gender expression. For the UH System's Official Non-Discrimination Statement, see [SAM.01.D.05 – Equal Opportunity and Non-Discrimination Statement](#).

3. DEFINITIONS

- 3.1. **Demotion**: A demotion is a change in duty assignment from a position in one classification to a position in another classification in a lower pay grade. Such a demotion may involve a decrease in compensation.
- 3.2. **Lateral Transfer**: A lateral transfer is considered to be a move to another position with the same classification level (pay grade) and salary range. There is no change of pay associated with a lateral transfer.
- 3.3. **Promotion**: The movement of an employee from one pay grade to a higher pay grade as a result of a change in duty assignments and title and may involve higher

¹ Antisemitism “means a certain perception of Jews that may be expressed as hatred toward Jews. The term includes rhetorical and physical acts of antisemitism directed toward Jewish or non-Jewish individuals or their property or toward Jewish community institutions and religious facilities.” TEX. GOV'T CODE § 448.001(2).

level of responsibility and qualifications. It may involve an increase in compensation.

4. POLICY PROVISIONS

- 4.1. Staff employees must successfully complete their probationary period to be eligible to apply for promotion or transfer to other positions within their own department or other departments. Exceptions to this provision must be granted by both the department head or designee of the employee's current department and the employing department on a case-by-case basis.
- 4.2. In the event an employee is being considered for promotion or transfer to a position in a different department, the hiring supervisor will consult with the present employer and coordinate the promotion or transfer through the university human resources department prior to making a firm commitment to the employee.
- 4.3. In the event an employee is promoted or transferred to a different department, any compensatory time balance must be cleared before the effective date of the promotion or transfer, in accordance with the [System Administrative Memorandum 02.B.02 - Overtime and Compensatory Time](#) unless the receiving department agrees in writing to accept the liability.
- 4.4. Employees accepting such promotions or transfers are expected to give their present employer at least two weeks' notice of their intention to transfer.

5. Salary Administration Guidelines

- 5.1. If an employee is promoted to a position in a higher pay grade, the employee's current salary, past salary increases, position in rate range, and relationship to other internal personnel will be considered in determining the appropriate promotional increase. The university human resources department must approve all promotional increases prior to the salary increase being communicated to the employee.
- 5.2. If an employee transfers laterally to a position within the university, the salary rate will not change. Exceptions to the no rate change rule may be made by the university chief human resources officer or designee if the duties of the new job or other work-related factors justify a higher salary within the salary range of the compensation plan. The new salary must be equitable with that of other comparable positions within the department and the campus.
- 5.3. If an employee transfers to a position in a lower pay grade, such a change may involve a decrease in compensation. Each recommendation to transfer an employee to a lower pay grade, regardless of recommended salary, shall be submitted by memorandum through administrative channels to the university chief human resources officer or designee for approval. Such approval must be

obtained prior to commitment to the employee involved or preparation of any budget or personnel documents.

5.4. Interest in an employee by another department shall not be considered as justification for granting the employee a salary increase or a change in classification of the present position.

6. REVIEW AND RESPONSIBILITY

Responsible Party: Associate Vice President of Human Resources

Review: Every five years on or before September 1

7. APPROVAL

Approved: /Martin Baylor/
Interim Vice President for Administration and Finance

/Richard Walker Ed.D./
President

Date: May 29, 2024

REVISION LOG

Revision Number	Approval Date	Description of Changes
1	12/06/00	Approved by University Council
2	12/211	Last reviewed by University Council
3	02/04/21	Adapted from UH SAM 02.A.14. Approved by ULC.
4	11/29/2023	To align with SAM 01.D.07, updated non-discrimination statement and removed component when referring to UHS universities.
5	05/23/2024	To align with SAM 01.D.07, updated non-discrimination statement.