

HIGHLIGHTS OF CHANGES TO REAPPOINTMENT, CONTINUING APPOINTMENT, TENURE AND PROMOTION LANGUAGE/PROCESSES IN THE NEW COLLECTIVE AGREEMENT

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October 27, 2020

Based on Joint Presentation on Changes With New CA by Helga Hallgrímsdóttir, FA and Michele Parkin, FR Fall 2019



This is not a comprehensive review of all changes in the Collective Agreement related to reappointment, continuing appointment, tenure and promotion. It is intended to provide an overview of the most important changes.

If you have further questions you are encouraged to review the relevant sections of the Collective Agreement, or contact the Faculty Association or Faculty Relations with your questions.

Evaluation of Members

Some revisions to criteria to be considered in evaluation of Teaching, Research, Scholarly Activity and Service

- New – Scholarly Activity -- 10% of Teaching Faculty Workload -- SOTL, scholarship to maintain currency in field and enhance research-enriched teaching. Can include research within the discipline if used to enhance research-enriched teaching – can be further defined in FEP and Unit Standard
- Clarity on accounting for Alternative or Reduced Workloads in evaluation (eg Reduced Workload can reduce quantitative expectations for promotion, also see FEP and Unit Standard)
- Student Course Experience Surveys (CES), when used, are on basis of frequency distribution, not average or mean. Consideration is to be given to issue of bias and response rate.

27. Reappointment, Promotion and Tenure

- Revision to requirements for Continuing Appointment; For Associate Teaching Professors, 3 peer reviews, no less than 18 months old, done in accordance with FEP guidelines and peer reviewer approved by Dean.
- Continuing Appointment of Assistant Teaching Professors and Reappointment of Limited Term requires 2 peer reviews.

28. Tenure

- Granting of tenure requires meeting the standard for tenure *and* for promotion to Associate. Denial of tenure and promotion results in a terminal year.
- Transition provisions: those going up for T+P in 2019, 2020 and 2021 may be tenured without promotion to Associate.
- Articulation of standard required for granting tenure to Teaching Professor

32. Appointments, Reappointments, Promotion & Tenure Committees

Changes to composition

- Tenure/Promotion file – max 1 Teaching Stream Member unless for Teaching Professor, then at least 1.
 - Where candidate's research emphasizes community engaged scholarship, every effort should be made to include a Member with expertise
 - Where candidate's research occurs in clinical setting, every effort should be made to include a Member with expertise
 - Odd number of voting members or tie breaking mechanism
 - Committee to be as inclusive as possible, ensuring representation of qualified members of equity seeking groups
- Requirement for training of committee in employment equity practices and institutional expectations
 - Requirement to plan for and record means through which concerns related to equity will be addressed throughout committee's work to outline processes to ensure effective employment equity practices
 - Requirement to articulate rules to ensure confidentiality of committee's work

33. Consideration Process for Reappointment, Continuing Appointment, Promotion and Tenure

- Consolidation of former sections into one chronological process
- FEP can set timelines for process provided not later than required in CA and can identify form in which information is to be provided
- For Teaching Stream, 2 peer reviews can replace up to one referee letter
- Referees must be at or above rank candidate is being promoted to. Exceptions on Dean's approval.
- One referee for Teaching Stream promotion may be UVic faculty
- Committee may not consider information that is not in the File or identified in the FEP or Unit Standard (eg external resources/indices).

33. Cont'd

Process Changes -

- Committee *must* request meeting with candidate if committee requires additional information or is considering a negative recommendation
- Requirements for content of Recommendation Report and process for its development made more clear (must include process followed, summary of all factors significant to assessment in relation to CA, FEP and US criteria, etc.)
- Dean reviews file for propriety of process and to form own recommendation
 - Dean may remit back to committee to correct procedural irregularities, including reconstitution of the committee and reconsideration in the case of a COI or RAB
 - Dean may write to committee for clarification, committee responds in writing (copies to candidate). Candidate may provide written response to Dean's recommendation to Provost.

33. President's Consideration

- President may consult with VPAC or VPR and result is recorded in Promotion File.
- If President is considering a decision which differs from the Unit Committee, the file is referred to University Academic Appointments Committee (UAAC).
- The President may also refer file to UAAC if considering a decision which differs from any recommendation received.
- Dates are extended if Dean sends back for correction of procedural errors (20 working days) and if the UAAC reviews file.

QUESTIONS?