

The New Tenure and Promotion Language

October 1, 2012

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The 2012 Collective Agreement language regarding Tenure and Promotion will only become operational in a year's time. Even when the new system is in place, members presently employed at Carleton can elect to apply for tenure and promotion in the old or the new system.

The new language provides many benefits.

Mentorship

- ⊗ Every new employee will get a half-course remission from their normal teaching load
- ⊗ They will also receive a start-up research fund appropriate to their discipline
- ⊗ New members will have an initial meeting with their Dean or designate to review what is expected of them to be successful when they eventually apply for tenure and promotion
- ⊗ Every year leading up to the application for Tenure and Promotion, the pre-tenure employee will complete a pre-tenure annual review. The chair or director of his or her unit will review the report and meet with the employee. The chair will then report on the progress towards Tenure and Promotion and his or her written review will be placed in the employee's file.
- ⊗ This documentation will allow the pre-tenure employee to know whether they are progressing well towards Tenure and Promotion. If all the reports are positive, it will be hard to deny Tenure and/or Promotion

Transparency and Clarity

- ⊗ Every school and department will prepare a set of guidelines about what is expected in their discipline to achieve Tenure, Promotion to Associate Professor, and Promotion to Full Professor. Each discipline will formulate standards appropriate to their practice.
- ⊗ The standards for Tenure and Promotion to Associate Professor will be clearly different.
- ⊗ These guidelines will be reviewed by a two-person committee to make sure that they are appropriate and fair.
- ⊗ CUASA will receive a copy of each set of standards and review them to make sure that they are consistent with the Collective Agreement.
- ⊗ Candidates for Tenure and/or Promotion can only be evaluated in relation to the Approved Standards.

Process

- ⊗ In their fourth year of service, each candidate will prepare one dossier for both Tenure and Promotion to Associate Professor. (Candidates can also apply earlier or later if they request a deferral. There is a lot of flexibility in terms of the timeline.)
- ⊗ The candidate will submit the dossier to the Departmental Tenure and Promotion Committee who will make a recommendation.
- ⊗ The dossier will then be presented to the Faculty Tenure and Promotion Committee. This committee is the final stop for Tenure decisions but promotion decisions will also be reviewed at the University Promotion Committee.
- ⊗ If a candidate is strong enough to receive Tenure but not Promotion to Associate Professor, the Department Tenure and Promotion Committee can make a recommendation to award solely Tenure. The Faculty Tenure and Promotion Committee can award Tenure without Promotion to Associate Professor. The faculty member can then apply for Promotion to Associate Professor at a later date.
- ⊗ The University Promotions Committee will, for the first time, be composed of eight faculty employees elected by CUASA members along with the eight others appointed by the President.
- ⊗ The University Promotions Committee will award Promotion to Associate Professor and to Full Professor.

Protections

- ⊗ Under Article 5, the employer engages to safeguard employees who need protection under the Ontarians with Disabilities Act, the Ontario Human Rights Code or the Occupational Health and Safety Act. For the first time, our Collective Agreement states that their needs will be considered in altering their workload and modifications will be made so that they can meet the criteria for Tenure and Promotion.
- ⊗ CUASA now receives all letters offering employment and so we can monitor any requirements made of new employees as well as making sure that all new employees get adequate start-up research funding and their half-course reduction of teaching load in the first year of their employment.
- ⊗ In the event of a denial of Tenure and/or Promotion, the appeal will now be heard by a committee of fellow faculty employees elected by CUASA members rather than named through the Clerk of Senate.
- ⊗ Appellants will have the right to make an oral presentation to the Appeal Committee.
- ⊗ Where the Committee believes that expert knowledge is required to make a fair decision, with the consent of the appellant, it can create an external review committee.