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30.1 General

30.1.1 This Article applies to Renewal, Tenure and Promotion decisions.

30.2 Renewal, Tenure and Promotion Committee

30.2.1 By May 1 of each year, each Unit shall elect a standing Renewal/Tenure/Promotion Committee. The Committee shall elect its own Chair who shall be a voting member of the Committee. Members of the Committee shall be elected following a process of nomination of individual Members. Members of the Committee may be elected for staggered terms of more than one year. Members who intend to apply for Renewal/Tenure/Promotion shall not stand for election. Elections shall be conducted by a form of secret ballot. The Department Head in a departmentalized faculty and the Dean shall be excluded from such Committees. The Committee shall have a minimum of three (3) Members of the Bargaining Unit who shall be Tenure-track or Tenured Members, and the majority of the committee members shall be Tenured Members. Units that are too small to form representative committees (fewer than three (3) Members) should invite representatives from related Units to serve as members. All other Units may invite representatives from cognate or related Units to serve on the Committee.

30.2.2 The provisions of Appendix O apply if the applicant for Renewal/Tenure/Promotion is an Aboriginal person.

30.2.3 Where practicable, the Committee shall be reflective of differences in rank and gender. The Committee shall appoint a Tenured Member as the Committee’s Equity Representative per Article 24. The Committee should always have at least one member who is at or above the highest rank being applied for by an RTP applicant, and where a Committee has no such member, remedial steps will be taken to secure such a member. The Parties agree that Renewal, Tenure and Promotion process shall be in accordance with the principles stated in Article 24.1.

30.2.4 A student representative from the undergraduate and/or the graduate level in the Unit or a related program may also be named to the Committee through procedures developed by the Unit.

30.2.5 All members of the Committee (including students) shall familiarize themselves with Article 18 (Conflict of Interest, Conflict of Commitment and Reasonable Apprehension of Bias). Committee members shall not participate in the deliberations or recommendations of any application where they are in a conflict of interest as per
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Article 18 or where there may be a reasonable apprehension of bias. No student whose graduate supervisor of record is a candidate or a member of the Committee shall serve on the Committee. Committee members excluded for reasons of conflict of interest/conflict of commitment or because there is a reasonable apprehension of bias shall resign from the Committee and shall be replaced if the process of reviewing the applications has not yet commenced.

30.2.6 Committee members shall maintain confidentiality regarding the Committee’s deliberations and decisions. Committee members who knowingly violate this requirement of confidentiality shall be removed from the Committee.

30.2.7 Notwithstanding Article 30.2.6, Committee members may disclose potential violations of the Agreement to the QUFA Grievance Officer or QUFA Labour Relations Officer, or to the Faculty Relations Office in the Office of the Provost and Vice-Principal (Academic).

30.3 Renewal/Reappointment, Tenure and Promotion Committees for Members in Clinical Departments in the Faculty of Health Sciences

30.3.1 The Renewal/Reappointment, Tenure and Promotion processes of Members in clinical Departments in the Faculty of Health Sciences shall conform to all provisions of the Agreement in all respects except the following:

(a) The Member may suggest to his or her Dean the group(s), Unit(s), or office(s) that the Member regards as most competent to assess his/her Renewal/Reappointment, Tenure or Promotion file. Individuals in the named group(s), Unit(s) or office(s) need not necessarily be Members.

(b) Should there be a disagreement between the Member and the Dean regarding the named group(s), Unit(s) or office(s), the matter shall be referred to the JCAA.

(c) The election of an RTP Committee need only occur when a Member has notified his/her Unit Head of his intent to apply as per Article 30.7.3 in which case an election must occur by July 15.
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30.4 Remedial Processes for Committees

30.4.1 If, for any reason, a Unit has failed to follow the procedures stipulated in Article 30.2 or Article 30.3, remedial measures may be taken as approved by the JCAA. Remedial processes for Committees are outlined in Appendix D.

30.5 Eligibility

30.5.1 A faculty Member in the final year of an Initial Tenure-track appointment (normally three (3) years) is entitled to be considered for Renewal of appointment for a further three (3) years.

30.5.2 In exceptional cases, the Member may be considered for Renewal earlier than the final year of the Initial Tenure-track appointment. Such consideration must be agreed to by the Member and the Dean before the assessment begins.

30.5.3 A faculty Member holding a Renewed Tenure-track appointment shall normally be considered for Tenure in the final year of his/her Renewed appointment.

30.5.4 In exceptional cases, the Member may be considered for Tenure and Promotion earlier than the final year of the Renewed Tenure-track appointment. Such consideration must be agreed to by the Member and the Dean before the assessment begins.

30.5.5 In the case of Members in Renewed Tenure-track appointments, applications for Tenure and Promotion to the rank of Associate Professor shall proceed together.

30.5.6 A Member who, during the Initial Tenure-track appointment, has become a parent may elect to have the Renewal decision postponed for a year for each such birth or adoption. A Member who, during the Initial Tenure-track appointment, has taken Sick Leave of at least sixty (60) days (or such lesser period if the Member can demonstrate that the period of Sick Leave has had substantial impact on the Member’s research capability) may elect to have the Renewal decision postponed for the same amount of time the Member was on leave (rounded up in years). In other exceptional cases, Members may request consideration be delayed one (1) year and if granted the Initial Tenure-track appointment shall be extended by one (1) year. Due consideration to such requests shall be given.

30.5.7 A Member who, during the Renewed Tenure-track appointment, has become a parent may elect to have the Tenure decision postponed for a year for each such birth or adoption. A Member who, during the Renewed Tenure-track appointment, has taken
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Sick Leave of at least sixty (60) days (or such lesser period if the Member can demonstrate that the period of Sick Leave has had substantial impact on the Member’s research capability) may elect to have the Tenure decision postponed for the same amount of time the Member was on leave (rounded up in years). In other exceptional cases, Members may request consideration be delayed one (1) year and if granted the Renewed Tenure-track appointment shall be extended by one (1) year. Due consideration to such requests shall be given.

30.6 Criteria

30.6.1 Renewal for Tenure-track faculty shall be granted when there is clear evidence of a commitment to academic excellence, some demonstrated professional growth, and the prospect (based on the record of accomplishments to date) of future development, as reflected in the following:

(a) A record as a good teacher; and

(b) Clear evidence of high quality scholarly or creative work which is normally, but not necessarily, demonstrated by presentation or publication in a suitable academic or artistic forum. Writing and research with respect to pedagogy and innovative teaching shall be assessed as scholarly activity. The diverse backgrounds of Members and the type of scholarship appropriate to their research areas shall be taken into account when assessing the quality of scholarly or creative work.

30.6.2 In a decision about Renewal, there shall be a presumption in favour of Renewal. In order to refuse an appointment, the University must be able to demonstrate that the weight of evidence is in favour of non-Renewal.

30.6.3 Tenure as defined in Article 25.1.2.3 shall be granted when there is clear evidence of demonstrated professional growth and the promise of future development as reflected in the following:

(a) A record as a very good teacher committed to academic and pedagogical excellence;

(b) A record of high quality and expert peer-assessed scholarly or creative work which is normally demonstrated by presentation or publication in a suitable academic or artistic forum; writing and research with respect to pedagogy and innovative teaching shall be assessed as scholarly activity; the diverse
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backgrounds of Members and the type of scholarship appropriate to their research areas shall be taken into account when assessing the quality of scholarly or creative work; and

(c) A record of professional, University or community service which has contributed to the Department, Unit, Faculty, University or broader academic community.

30.6.4 In order to be granted Tenure as defined in Article 25.1.2.3, the Member must show that the evidence favours granting Tenure.

30.6.5 Promotion is the recognition by academic peers and the University of increased status of the Member in her/his discipline. A faculty Member will be assessed for Promotion on her/his contributions to teaching, research and scholarship, and service to the Department, Unit, Faculty, University, and the broader academic community.

30.6.6 In order to be promoted to the rank of Professor, the Member must show that the evidence favours granting the promotion.

30.6.7 Subject to Article 30.6.5, the normal expectations for Promotion to the following faculty ranks are as follows:

(a) **Assistant Professor:** The Member must be a good teacher. In those disciplines where a Ph.D. is usually required, the Member normally will have completed the doctorate. Otherwise, evidence of the successful initiation of research and scholarly work or comparable professional or creative work is required. Writing and research with respect to pedagogy and innovative teaching shall be assessed as scholarly activity. The Member's participation in the operation of the Department, Unit, Faculty or University or contributions to her/his profession may be taken into consideration. Any tenure track Member who was initially appointed with the rank of Lecturer because he/she had not yet obtained his/her Ph.D. shall be appointed with the rank of Assistant Professor upon obtaining this degree without the need to apply for promotion under this Article.

(b) **Associate Professor:** For Members in Tenure-track appointments the criteria for the granting of Tenure shall apply. Article 30.6.3 outlines the expectations for Tenure.
(c) **Professor:** The Member must either combine:

(i) scholarly or creative work judged to be distinguished with very good teaching; or

(ii) continuing high quality scholarly work with exceptional contributions in teaching; or

(iii) scholarly or creative work judged to be distinguished with exceptional contributions in teaching.

The Member is also expected to have made a contribution to the successful operation of the Department, Unit, Faculty or University via her/his administrative service responsibilities. Contributions to her/his profession also are relevant. Writing and research with respect to pedagogy and innovative teaching shall be assessed as scholarly activity.

Any positive recommendation with regard to promotion to the rank of Professor shall clearly indicate whether the recommendation is made on the basis of the criteria described at Article 30.6.7 (c)(i) or 30.6.7 (c)(ii) or 30.6.7(iii).

30.6.8 Extraordinary contributions in either

(a) teaching, or

(b) research, scholarly and/or creative activity,

shall compensate for a lesser involvement in the other area or service, provided that there has been a satisfactory level of contribution in all areas.

30.6.9 In cases where the applicant’s required responsibilities in teaching (as noted in the letter of appointment) are minimal, primary emphasis shall be placed on scholarship/research. Teaching that is undertaken shall be assessed on the basis of whatever information as to quality is available.

30.6.10 In cases where the applicant’s required responsibilities in scholarship/research (as noted in the letter of appointment) are minimal, primary emphasis shall be placed on teaching. Scholarship/research that is undertaken shall be assessed on the basis of whatever information as to quality is available.
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30.7 Notification

30.7.1 By May 1, a notice shall be placed in For the Record by the Office of the Provost and Vice-Principal (Academic) announcing an August 15 deadline for applications for Renewal, Tenure or Promotion and referring to the procedures in this Article.

30.7.2 By May 15, the Unit Head shall

   (a) notify all Members of the Unit of the Promotion deadlines for the coming year;

   (b) provide written notification of the notice of the Provost and Vice-Principal (Academic) to all Members within the Unit; and

   (c) notify all Members eligible for Renewal or Tenure in writing of their eligibility, and in that notice draw their attention to Appendix O. If the Unit Head uses e-mail to notify the Member, it shall be followed up by a letter. The Unit Head shall make reasonable efforts to ensure that the Member has received timely notice.

30.7.3 By July 1, the Member must notify the Unit Head of her/his intent to apply for Renewal, Tenure or Promotion, and if so whether the Member wishes to invoke the provisions of Appendix O.

30.7.4 The Unit Head shall notify the Renewal/Tenure/Promotion Committee of any application for Renewal, Tenure or Promotion as soon as possible so that the Committee can schedule its deliberations and begin the process of selecting and soliciting the views of students and referees. The Unit Head shall also advise the Committee whether the Applicant has invoked the provisions of Appendix O.

30.8 Referees

30.8.1 For Renewal, there shall be three (3) referees, at least one (1) of whom shall be external to the University.

30.8.2 For Tenure or Promotion to Associate Professor, there shall be four (4) referees, at least three (3) of whom shall be external to the University.

30.8.3 For Promotion to Professor, there shall be five (5) referees, at least four (4) of whom shall be external to the University.
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30.8.4 Referees must be suitably qualified with expertise in the candidate’s discipline, impartial, appropriate, and capable of making an assessment. Where appropriate, referees should also have international stature. The referee shall be at arm’s length from the candidate.

30.8.5 Within a reasonable time of receiving notification of the Member’s application, and no later than July 15, the Unit Head shall arrange a meeting with the Member to give advice on the preparation of the application and to discuss the suitability of potential referees.

30.8.6 The Member shall provide a list of prospective referees to the Committee no later than July 31. The total number of referees proposed by the Member must be greater than the number of letters from referees required pursuant to Article 30.8.1, Article 30.8.2 or Article 30.8.3.

30.8.7 The Committee shall also suggest names of prospective referees who are at arm’s length from members of the Committee.

30.8.8 At least half the required number of referees selected per Article 30.8.1, Article 30.8.2 or Article 30.8.3 shall come from the list of names proposed by the Member and at least one (1) shall be proposed by the Committee pursuant to Articles 30.8.7 and Article 30.8.9.

30.8.9 If the Committee cannot choose at least half the required number of referees from the Member’s list, it shall ask the Member to submit the names of additional prospective referees to the Committee.

30.8.10 The Member shall inform the Committee in writing of the nature of the relationship she/he has with all individuals nominated to be referees.

30.8.11 The Unit Head shall request reports from the referees and advise them of their option of remaining anonymous. The referees shall be sent the candidate’s full curriculum vitae and teaching dossier (if applicable). The Member shall select significant scholarly work or examples of creative work which shall be sent to the referees. Referees shall be informed that they may request any additional pieces of work that appear on the curriculum vitae if they need those materials to make an informed evaluation of the candidate’s scholarly/creative work. The Member shall provide any requested materials.
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30.8.12 Referees must submit their letters to the Unit Head’s office staff. The Unit Head shall only access referee letters upon receipt of a recommendation from the Committee in accordance with Article 30.14.6. If a selected referee does not submit a letter, the Unit Head shall solicit a letter from another referee on the proposed list of referees developed pursuant to Articles 30.8.6 through 30.8.9. Should a letter from the previously selected referee be subsequently received, whichever letter arrives first shall be placed in the file and the other letter shall be excluded from the file.

30.9 Member’s Application File

30.9.1 By August 15, the Member shall provide the following materials to the Committee:

(a) An up-to-date curriculum vitae;

(b) A separate summary of teaching experience for faculty Members (which may be in the form of a teaching dossier and which may include surveys prepared pursuant to Article 29.4);

(c) Copies (if feasible) of all relevant scholarly or creative work (or at least citations for such work) and a description of any work in progress; and

(d) A summary of the Member’s administrative service responsibilities and professional service.

The Member at her/his discretion may also provide a letter of introduction to her/his materials.

30.9.2 The Unit shall reimburse the Member for the costs of the preparation of duplicate copies on a receipted basis.

30.10 Students

30.10.1 The Committee shall develop a list of the Member’s students and former students who may be contacted to solicit their views on the Member. The Member shall be shown the list of students and former students who may be contacted. The Member may strike out up to twenty-five (25) per cent of the names of students without having any obligation to provide reasons for so doing. The Committee shall randomly select an appropriately sized number of names from the list remaining and solicit their views in writing on the Member.
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30.11 Colleagues

30.11.1 By September 15 the Member’s Application File as described in Article 30.9.1 and, if the Member permits, any other material submitted for this purpose shall be made available for review within the Unit so that colleagues may submit to the Committee written and signed opinions on the merits of the application. “Colleagues” includes current Members and non-Bargaining Unit clinical faculty within the Unit but does not include members of the Committee, Department Heads, Deans, Associate Deans and students. Where the candidate has a joint appointment or cross appointment, the documentation noted above shall be made available to the relevant Units.

30.12 Material from the Official File

30.12.1 Prior to October 15, the Unit Head shall provide to the Member information from the Member’s Official File that is relevant to the application, subject to Article 28.6.2. The University Surveys of Student Assessment of Teaching (USATs) shall be included in the Renewal/Tenure/Promotion File in any application for Renewal, Tenure or Promotion. The Member shall have ten (10) working days to respond to any material included from the Member’s Official File and may provide additional relevant materials as well as a written response. The Unit Head shall forward to the Committee the material specified in this Article along with the Member’s response.

30.13 Renewal/Tenure/Promotion File

30.13.1 The Renewal/Tenure/Promotion File shall consist of all materials provided by the Member pursuant to Article 30.9.1, and all other material, reports and assessments compiled under Article 30.8.11, Article 30.10.1, Article 30.11.1, and Article 30.12.1.

30.13.2 At the request of a referee submitting a report under Article 30.8.11, and automatically when a student submits an assessment under Article 30.10.1 the report or assessment shall be masked by deleting the letterhead and signature block to maintain anonymity. If it is determined that a student has identified her/himself or another student in the body of an assessment, that identification will also be masked.

30.13.3 Unsolicited material from students and others shall not be included in the Renewal/Tenure/Promotion File nor be considered by the Committee except where it forms part of a teaching dossier submitted by the Member.
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30.13.4 The Member shall have access to the Renewal/Tenure/Promotion File, subject to Article 30.13.2, and shall have a reasonable opportunity to respond in writing to any material in the Renewal/Tenure/Promotion File at the following points in the process:

(a) After any new material is added to the file;

(b) Before the file is considered by the Committee;

(c) Before the file goes to the Department Head (if applicable);

(d) Before the file goes to the Dean; and

(e) Before the file goes to the Principal.

30.13.5 After the Renewal/Tenure/Promotion File has been submitted to the Committee, the Member can only add new material to the file, other than a written response to a recommendation or to other material added pursuant to Article 30.13.4, if the new material that the Member is adding is sufficiently significant that it might affect the recommendation or decision. The Dean may also add new material to the file, other than material specified in Article 30.14.9 and Article 30.14.12, if the new material that the Dean is adding is sufficiently significant that it might affect the recommendation or decision.

30.13.6 If at any stage of the RTP process the Member submits material or a response which includes an interpretation of the Collective Agreement or past practice, the Committee/Head/Dean/Principal (as the case may be) shall immediately deliver a copy of the material or response to the Faculty Relations Office. The Committee/Head/Dean/Principal (as the case may be) shall, before considering the RTP File, allow up to ten (10) working days for the Faculty Relations Office to submit a response, which response shall be placed in the RTP File.

30.14 Recommendations

30.14.1 All recommendations shall be made only on the basis of information in the Renewal/Tenure/Promotion File and the applicable criteria.

30.14.2 The assessment of teaching effectiveness for the purpose of Renewal, Tenure or Promotion shall be subject to Article 29.
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30.14.3 By November 15, the Renewal/Tenure/Promotion File shall be available to all Committee Members. The Committee shall meet to assess all materials in the Renewal/Tenure/Promotion File. All Committee members shall review the Renewal/Tenure/Promotion File in order to participate in the formulation of the recommendation.

30.14.4 In the case of an emerging negative recommendation at the Committee level, the Member must be informed promptly with clearly stated reasons. The Member shall have ten (10) working days to submit a written response or any additional relevant material, all of which shall be added to the Renewal/Tenure/Promotion File.

30.14.5 In the case of a positive recommendation, or following receipt of the Member’s response to an emerging negative recommendation, the Committee shall form a recommendation in writing with reasons in accordance with the appropriate criteria. The recommendation shall clearly indicate whether the Committee supports or is opposed to the granting of Renewal/Tenure/Promotion.

30.14.6 By December 15 in departmentalized Faculties, and by January 15 in non-departmentalized Faculties, the Committee Chair shall forward to the Member the written recommendation of the Committee with its reasons and any dissenting view(s), and submit to the next level (the Department Head in a departmentalized Faculty or the Dean in a non-departmentalized Faculty), the Renewal/Tenure/Promotion File including the written recommendation of the Committee with its reasons and any dissenting view(s).

30.14.7 The following procedures apply in departmentalized Faculties only:

(a) After receiving the recommendation of the Committee and before reviewing the Renewal/Tenure/Promotion File, the Department Head shall provide the Member with seven (7) days to respond to the Committee’s recommendation.

(b) The Department Head shall form a recommendation on the merits of the file based on the material in Article 30.14.6 and any response made by the Member per Article 30.14.7(a). The recommendation shall clearly indicate whether the Department Head supports or is opposed to the granting of Renewal/Tenure/Promotion.

(c) In the case of an emerging negative recommendation at the Department Head level, the Member must be informed promptly with clearly stated reasons. The Member shall have ten (10) working days to submit a written
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response or any additional relevant material, all of which shall be added to the Renewal/Tenure/Promotion File.

(d) Prior to making a recommendation that would differ from that of the Committee, and after receiving any written response or additional materials pursuant to Article 30.14.7 (c), the Department Head shall discuss her/his concerns with the Committee.

(e) In the case of a positive recommendation, or following receipt of the Member’s response to an emerging negative recommendation, the Department Head shall form a recommendation in writing with reasons in accordance with the appropriate criteria.

(f) By January 15, the Department Head shall forward to the Member the Department Head’s written recommendation with reasons, and submit to the Dean the Renewal/Tenure/Promotion File, including

(i) the written recommendation of the Committee with its reasons and any dissenting view(s), and the Member’s response to the Committee’s recommendation (if any); and

(ii) the Department Head’s written recommendation and reasons.

30.14.8 After receiving the recommendation from the Committee and the Department Head (if applicable) and before reviewing the Renewal/Tenure/Promotion file, the Dean shall provide the Member with ten (10) working days to respond to the Committee’s recommendation (in non-departmentalized Faculties) or to the Department Head’s recommendation (in departmentalized Faculties).

30.14.9 The Dean shall form a recommendation on the merits of the case based on the material in Article 30.14.6 or Article 30.14.7(f) (as applicable), and any response made by the Member per Article 30.14.8. The Dean may delegate to the appropriate Associate Dean or Vice-Dean the responsibility to make the recommendation.

30.14.10 In the case of an emerging negative recommendation at the Dean’s level, the Member must be informed promptly with clearly stated reasons. The Member shall have ten (10) working days to submit a written response or any additional relevant material, all of which shall be added to the Renewal/Tenure/Promotion File.
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30.14.11 Prior to making a recommendation that would differ from that of the Committee or the
Department Head (if applicable), and after receiving any written response or
additional relevant materials pursuant to Article 30.14.10, the Dean shall discuss
her/his concerns with the Committee and/or the Department Head (if applicable).

30.14.12 In the case of a positive recommendation, or following receipt of the Member’s
response to an emerging negative recommendation, the Dean shall form a
recommendation in writing with reasons in accordance with the appropriate criteria.

30.14.13 By March 1, the Dean shall forward to the Member the written recommendation of the
Dean with reasons and submit to the Principal the Renewal/Tenure/Promotion File,
including

(a) the written recommendation of the Committee with its reasons and any
dissenting view(s), and the Member’s response to the Committee’s
recommendation (if any);

(b) if applicable, the Department Head’s written recommendation and reasons
and the Member’s response to the Department Head’s recommendation (if
any); and

(c) the Dean’s written recommendation and reasons.

30.15 Decision-Making

30.15.1 After receiving the recommendation from the Dean and before reviewing the
Renewal/Tenure/Promotion File, the Principal shall provide the Member with ten (10)
days to respond to the Dean’s recommendation.

30.15.2 The University Promotion Advisory Committee as described in Article 30.16 shall
provide written advice to the Principal as to whether, on the basis of the file, an
applicant has met the criteria for Promotion to Professor. This advice shall be placed
in the Promotion file.

30.15.3 The Principal shall consider the Renewal/Tenure/Promotion File, including all
recommendations and all responses from the Member. The decision shall be made
only on the basis of information in the Renewal/Tenure/Promotion File, the applicable
criteria, and in cases of Promotion to Professor the advice of the University Promotion
Advisory Committee.
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30.15.4 The Principal shall grant or deny Renewal, Tenure or Promotion and shall inform the Member of the decision in writing, including reasons for any denial, by April 1 for Renewal, by April 15 for Tenure or Promotion to Associate Professor and by May 15 for Promotion to Professor.

30.15.5 If the decision of the Principal differs from the recommendation of the Committee, Head, or Dean, the Principal must explain to them in writing the reasons for the disagreement.

30.15.6 Subject to the above, any Renewal, Tenure or Promotion decision may be delegated to the Provost and Vice-Principal (Academic).

30.15.7 Successful applications for Renewal, Tenure and/or Promotion shall be announced by the Provost's Office in For the Record.

30.16 The University Promotion Advisory Committee

30.16.1 The University Promotion Advisory Committee shall be chaired by the Provost and Vice-Principal (Academic) or delegate and composed of six (6) Professors and the University Advisor on Equity. The six (6) Professors shall be selected in the following way:

(a) Two (2) Professors who are Deans or their delegates;

(b) Two (2) Professors elected by the Senate; and

(c) Two (2) Professors who are Members selected by the Association.

30.16.2 Members of the University Promotion Advisory Committee shall familiarize themselves with Article 18 (Conflict of Interest, Conflict of Commitment and Reasonable Apprehension of Bias). Members shall not participate in the deliberations or recommendations of any application where they are in a conflict of interest or where there may be a reasonable apprehension of bias. Members of the Committee shall not participate in any matter in which they have had a prior involvement.

30.16.3 Members who serve on the University Promotion Advisory Committee shall maintain confidentiality regarding the Committee’s deliberations and decisions. Members who knowingly violate this requirement of confidentiality shall be removed from the Committee.
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30.16.4 Notwithstanding Article 30.16.3, University Promotion Advisory Committee Members may disclose potential violations of the Agreement to the QUFA Grievance Officer or the Faculty Relations Office.

30.17 Terminal Appointment

30.17.1 A Member who is not granted tenure shall automatically receive a terminal appointment of one (1) year beyond the expiration of his/her current appointment.

30.18 Renewal, Tenure and Promotion Decisions

30.18.1 A negative decision is grievable pursuant to Step 2, Article 19.