

Collective Agreement

Collective Agreement negotiated between the University and the Faculty Union sets out the process for faculty appointment

Each Department is required to follow the same procedures for appointment

u

Collective Agreement

Department vacancies and advertisements

Recruitment

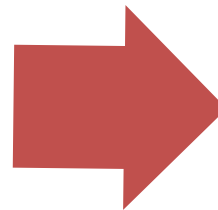
h

Establishment of Departmental Selection Committee:

Work of Selection Committee

u o #
examine all dossiers... treating them as

10.1.20 (d)



u o
Committee shall establish
a list of applicants and
submit their dossiers to
)

10.1.20(e)

Selection Committee: Establishment of short list

The Selection Committee has the Department U the short list of 3 candidates to be presented to the Dean.
10.1.20(e)



of the short list and the ranking of the applicants on it shall be based solely on academic merit and teaching capability
10.1.20 (e)



The Selection Committee will present a short list of no more than 3 recommended applicants for each position and their dossiers, in order of priority, to the)
10.1.20(e)



The short list will [include] a written statement outlining the reasons for the choice of candidates on
10.1.20 (e)

Interviews and Meetings with Candidates

u #
approval of Dean and
Selection Committee, shall

)

o

#

recommendation of a specific candidate

Before recommending a specific candidate to the Dean, the Selection Committee must majority approval of those Departmental Members holding [certain]

10.1.20 (h)

) ' o #
recommendation of a specific candidate

7
eligible to be included
in the Dept. approval
hold appointments

probationary status, it
being understood that
the ... Member will
become entitled to
consideration for
promotion, renewal

10.1.20 (g)



V -
knowingly participate
in procedures for
appointment ... of an
individual with whom
the Employee has an
immediate marital,
familial, sexual or
significant financial
relationship.
Employees having such
a conflict of interest ...
shall notify in writing

15.3.30 (a)



) ' o #
recommendation of a specific candidate

be based solely on the requirements of the prospective job ... The candidate who is clearly the best shall be recommended

10.4.5



when candidates are equal, the best candidate with respect to the four groups [women, aboriginal peoples, visible minorities and people with disabilities] shall be

10.4.5

) ' o #
recommendation of a specific candidate

Step 1:

Determine who is clearly the best of the 3 shortlisted candidates based on the requirements of the job.

10.4.5



Step 2:

If a majority of the Dept. decides that not one of the 3 candidates is clearly the best based on the requirements of the job, and that either 2 or 3 of the candidates are equal, then the best candidate who is either a woman, an aboriginal person, a visible minority, or a person with a disability, shall be recommended, only if the unit has not met goals set under Art. 10.4.2

10.4.5

Selection Committee advises Dean of
its recommended candidate



Dean provides recommendation to VP Academic & Research

o)
question the
Selection
o#
recommendations
he/she shall meet
with the SC to
discuss his/her

10.1.20 (h)



)
separate assessment
of the Candidate and
forward it along with
o#
...file to the AVP. The
Dean may also forward
to the AVP his/her
comments on the
suitability of other
candidates who have
applied and ..must
o#

Articles 10.4.1 to

10.1.20 (h)



The Dean shall submit
his/her
recommendations and
comments to the AVP
within 5 working days
of receipt of the
Selection Committee
report, except in cases
where the Dean has
questioned the ...

recommendation. In
any case, the Dean
shall submit his or her
recommendation
within 10 days of the
receipt of the ...
k
10.1.20(h)

University Appointments Committee recommendation

University shall convene a meeting of the Appointments Committee at least every 10 working days, unless no files

10.1.20 (i)



University of the UAC shall be to review the dossiers... and recommendations from the Dept. and Dean. These recommendations should include an explanation of why the ... candidate is best suited for the position. ... should also report on the gender of

10.1.20 (b) (i)



University Committee shall
twi5(the)3(nc)-8(a7w)8(ork

10.1.20 (b)5(t)

VP Academic & Research provides recommendation

upon the receipt of the
recommendation to the
President accompanied by the ...
minutes of the Appointments
Committee and the outcome of
the vote, whether positive or
negative, but not the vote

10.1.20(j)



o Upon the receipt of the
receipt of written
recommendations from the
Appointments Committee within
5 working days from the ...
meeting, the AVP shall submit
his or her own written
recommendation to the
President and the reasons why
the Appointments Committee
failed to provide a

10.1.20(j)

President makes final decision

821(aun)0 t3n

u ...
on the appointment
shall rest with the
President, if
practicable, within 5
working days of
receiving a
recommendation

10.1.20(k)



@ ' h
rejects the
recommendation of
the PAC, the
President shall
communicate his or
her written reasons
to the Dept. and the
Dean and shall meet
jointly ... to discuss
... within 10 working
days of receiving a
recommendation
y ° #

Negotiations with candidate

h
terms of the appointment shall
be the responsibilities of the
Dean and may be delegated to
the Dept. Chair. Such
negotiations are done in
consultation with the Selection
#

10.1.20(m)



u "y° #
shall be informed of all
acceptances and rejections of

10.1.20(o)