

## **Article 18: Tenure for Faculty Members**

### **Key Changes**

- The projected year of mandatory tenure consideration will now appear in probationary contracts at the time of appointment.
- Whereas in the current CA it is possible to request a deferral of mandatory tenure consideration for one or two years based on time lost due to pregnancy, parental leave or sickness, it is generally not allowable to make such a request on academic grounds. While in the new CA it is still possible to use the previously acceptable grounds to request a deferral, the prohibition on requests based on academic grounds has been removed. The deferral decision is based on a DTC recommendation that is acceptable to the appropriate Dean.
- Early tenure consideration will be somewhat more flexible. As in the current *Collective Agreement (CA)*, faculty with previous probationary experience at another university can be considered for early tenure: after the second year if they were appointed as an assistant professor and after the first year if appointed at the associate level. Now, in addition, early consideration can also be based on superior performance. This requires a dossier that is qualitatively and quantitatively consistent with expectations for mandatory consideration. Early consideration on such grounds can come about (i) at the insistence of the faculty member, or (ii) as a result of a recommendation by the DPC. Refusal of early consideration does not constitute a denial of tenure, and thus candidates can be reconsidered at a later date. For a faculty member who applies for early consideration (*i.e.* method (i)), and who is actually considered but denied, reconsideration will occur no earlier than one year after the year of mandatory consideration.
- A new voting procedure requires members of the DTC and FPTC to vote, by secret ballot, to “grant” or “deny” tenure. Abstentions will not be allowed.
- Evaluations of a candidate’s performance shall not be solicited from external referees.