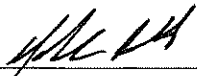



~~CUASA Proposal~~
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~~Carleton Counter~~
27 July 2014

Agreed July 27, 2014



Malcolm Butler
For the Employer



Janice Scammell
For the Association

10.3 Unit Approved Standards for the Application of the University Criteria for Tenure and Promotion

<preamble *status quo*>

- (a) Each academic unit/s (Department/s or equivalent) will by way of a regularly constituted committee, representing all the areas of specialization in the unit, develop and approve by the majority of all tenured and tenure-track **CUASA** faculty **members** in the unit/s a detailed specification of what would satisfy the above criteria for: i) Tenure, ii) Promotion to Associate Professor and iii) Promotion to Full Professor in the discipline/s in question. The specification will take into account the workload allocations within the department/unit. **The unit approved standards shall be consistent with the Collective Agreement.**

Upon development, these unit approved standards are subject to a two-person peer review by tenured Carleton **CUASA** faculty members (with the rank of at least Associate Professor) appointed from outside the unit and by JCAA. **The peer reviewers shall submit to the Unit and to the Dean a report on the unit standards with any suggested recommendations for revision. The unit shall review the recommendations**

of the peer reviewers and vote to reject, accept in part or accept in whole such recommendations.

Once the standards have been approved by the Unit, these standards shall be reviewed by the Dean and the Provost and Vice-President (Academic).

If considered acceptable, the standards shall be signed by the Unit and the Provost and Vice-President (Academic) and copies distributed to and kept by each party, and a copy forwarded to the Dean and to CUASA.

If there are any concerns regarding the consistency of the unit standards with the university criteria, on the part of either the Dean and/or the Provost and Vice-President (Academic), the Dean shall consolidate these concerns and communicate them to the Unit. The Unit shall review the concerns in an iterative process with the Dean.

If no agreement can be reached, either the Unit or the Provost and Vice-President (Academic) shall refer the matter to the Unit Standards Appeals Review Committee, who shall conduct an appeals hearing a review within fifteen (15) ~~forty five (45)~~ ~~thirty (30)~~ forty-five (45) working days of the referral. The Unit Standards Appeals Review Committee shall be constituted of five (5) tenured CUASA faculty members at the rank of Associate and Associate and Full Professor representing each faculty by appointment of the parties to the by JCAA from lists provided by each Dean. There shall be at least be three (3) Full Professors and two (2) Associate Professors on the Committee. Members shall be appointed to this committee after the ratification of this agreement or by January 1 of each year for a maximum three-year term. The committee chair shall be elected by the members of the committee.

~~Appeals hearings~~ Reviews shall be conducted in the following manner. ~~Representatives~~ A representative from the Unit shall make an oral presentation. The Unit may request a CUASA observer to be present at the review. ~~Representatives from the unit shall be entitled to CUASA representation at all hearings.~~ The Provost and Vice-President (Academic) or designate shall make an oral presentation. The committee shall have time for questions of either party. Each party shall have an opportunity to make a final statement. The Unit Standards Appeals Review Committee shall issue a report to the parties with a recommendation on the disposition of the dispute-matter. The Provost and Vice-President (Academic) will make the final decision regarding the standards to be in effect for the Unit, taking into account all prior information produced under this article and exchanged between the parties as well as prevailing unit standards.

Once signed by the Provost and Vice-President (Academic), ~~unit-approved~~ these standards will be in place for a minimum of three (3) years but must be reviewed at least every seven (7) years. If the a unit decides to revise these approved its standards, the procedure for approval shall be the same as above.

Unit standards signed at the time of ratification of this Collective Agreement by all three parties (the Unit, the Provost and Vice-President (Academic) and the Dean), under the

provisions of the 2012-2014 CUASA Collective Agreement, shall remain in effect for a minimum of three (3) years from the time of signature by the Dean. Units with standards that have not been signed by all three parties at the time of ratification of this Collective Agreement will have a one-year period to complete the process outlined above.