

Carleton University's response (using MSWord tracked change) on Article 12.4 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA) CUASA proposal

Without Prejudice

Date: June 13-June 20, 2012

#### 12.4 Appointment to Faculty Ranks

(a) An Instructor employee ~~may shall~~ be appointed to a faculty rank where a suitable vacancy occurs, and his/her qualifications are demonstrably equal to those of the best external applicant who meets the requirements of the position.

(b) However, an Instructor employee holding a preliminary or confirmed appointment ~~may shall~~ in exceptional circumstances be transferred to faculty rank with the same appointment status without there being a suitable vacancy when:

(i) his/her research or scholarship in an appropriate discipline is deemed by his or her unit tenure and promotion committee to be of a caliber and nature normally required for a faculty appointment,

(ii) his/her qualifications meet those normally required for a faculty appointment; and,

(iii) he/she is deemed by his or her unit Chair or Director to be doing a job which is effectively the same as that normally required of a fFaculty employee and that the unit is capable of resolving the implications of this transfer for its course offerings within its existing resources. Recommendation for such a transfer shall be made by the departmental promotion committee to the faculty promotion committee and then to the appropriate dean.

(iv) the employee transferring into faculty ranks shall receive a formal letter of offer as per the University's hiring protocol for faculty members

~~(iv) The dean shall confirm the transfer of rank.~~