

Tenure, Promotion and Unit Standards

Transparency and Fairness

Many of our members have never seen their departmental recommendation letters and thus never know the reasons why their tenure and/or promotion are denied. Often the application is not evaluated by experts of similar research area, and procedural irregularities taint the dossier. CUASA is working towards a fair review and appeal process that is transparent and fair.

Dual-Track Review System

The new process was intended to be dual-track, and questions of tenure and promotion determined simultaneously. The employer has applied a single-track process that has unreasonably withheld tenure and promotion. CUASA is working towards clear language that prevents this from occurring.

Academic Decisions

The employer currently has unilateral power in making final decisions over disputes regarding unit standards, who is appointed to the Faculty Tenure and Promotion Committees and the University Promotions Committee and how much time a member has to prepare for an appeal, if necessary. CUASA members are minority voting members on these committees and are frequently censored or provided incorrect process interpretations that only suit the employer. CUASA is working towards converting the tenure and promotion review system back to a process where service, research and teaching potential prevail.

**Academic matters should
be immunized from
corporate and human
resource practices.**