

## **June 2013: Process Surrounding Recommendations for the Hiring of Permanent Faculty**

### **The Process**

- 1) Provides opportunity for Library, program and faculty level input with respect to establishing priorities;
- 2) Represents a synthesis within the academic sector that allows for integration into academic planning as approved by Senate;
- 3) Incorporates a review and approval by Senate of the selection produced in step 2 of the process (below)
- 4) Contains a final selection by the VP-Academic, through reference to the Senate-approved report and in consultation with the Deans and University Librarian, that integrates the academic priorities with financial considerations
- 5) Requires a report by the VP-Academic to Senate of the rationale for the final selection

The VP-Academic will report to Deans and University Librarian in October whether a hiring environment is anticipated in the upcoming year. Deans and the University Librarian will transmit this information to program heads and directors for information and/or action.

### **Decision-Making Process for Allocating Permanent Faculty Positions:**

- 1) Programs develop requests upon the basis of their own rationale. They may draw on any background information or data they wish in preparation of those requests. Relevant Faculties and/or the Library provide input indicating the relative priorities, together with a rationale for those priorities, with reports submitted by Faculties and/or the Library to the APC by 15 February.
- 2) The APC reviews the reports submitted by Faculties and/or the Library and develops recommendations for hiring priorities and a report with rationale for presentation to Senate as a motion for consideration at the April meeting of Senate at which it shall be the first item of business on the agenda.
- 3) Senate reviews, approves and submits a final recommendation for hiring priorities to the VP-Academic no later than 1 May.
- 4) The VP-Academic makes final selection decisions by 1 August.
- 5) The VP-Academic reports to Senate at the September meeting of Senate on the rationale for the final selection.

This process will be employed in the hiring of tenure-track, continuing faculty, encompassing instructors, librarians, and professors. PAD/Lecteur/Lectrice, Part-Time, and CLT hiring is not included in this process.