

THE UNIVERSITY OF WESTERN ONTARIO
London Canada



**FACULTY APPOINTMENT AND PROMOTION PROCEDURES:
SCIENTISTS EMPLOYED BY INSTITUTIONS
AFFILIATED WITH THE UNIVERSITY OF WESTERN ONTARIO
(Faculty of Medicine & Dentistry)**

Approved by the Faculty: September 18, 2002

Approved by Senate: October 18, 2002

Approved by the Board of Governors: November 28, 2002

Regional Cancer Centre Research Laboratories, London Health Sciences Centre Research Inc., Lawson

time.

- (17) "Collective Agreement" means the legal document covering terms and conditions of employment between the

A - APPOINTMENTS

Appointments and Reappointments

- (1) Appointments and reappointments shall have a contract type of:
 - Affiliated Limited-Duties (i.e., up to five years in duration)
 - Affiliated Limited-Term (i.e., up to three years in duration)
 - Sequential-Term (i.e., up to five years in duration)
- (2) Academic ranks shall be:
 - Lecturer
 - Adjunct Professor
 - Assistant Professor
 - Associate Professor
 - Professor
- (3) Affiliated Limited-Duties Appointments shall be made at the rank of Adjunct Professor.
- (4) Affiliated Limited-Term Appointments shall be made at the rank of Lecturer or Assistant Professor
- (5) Sequential-Term Appointments shall be made at the rank of Associate Professor or Professor in accordance with the appointments procedures below.
- (6) An Affiliated Limited-Duties, Affiliated Limited-Term or Sequential-Term Appointment may be renewed at the discretion of the University but in no case will a renewal be considered unless the Scientist continues his or her full-time appointment at the affiliated institution and has satisfactorily performed his or her academic responsibilities at the University.
- (7) Failure to reappoint to any position does not constitute dismissal. Reappointment is neither promised nor guaranteed.
- (8) An Affiliated Limited-Term reappointment may include a change of rank from Lecturer to Assistant Professor.
- (9) All appointments and reappointments are conditional upon the continuance of full-time employment at the affiliated institution and satisfactory performance at the University [see Section D, Resignation and Early Termination].
- (10) The appropriate rank for an Affiliated Limited-Term or Sequential-Term Appointment shall be determined at the time of initial appointment and shall take into account the appointee's qualifications, experience, and achievements.
- (11) An Affiliated Limited-Duties, Affiliated Limited-Term or a Sequential-Term Appointment at any academic rank under the provisions of these does not carry tenure.

Appointment Procedures

- (1) Basic Departments: In the case of each Affiliated Limited-Duties and Affiliated Limited-Term Appointment or Reappointment and each initial appointment with Sequential-Term status made under these , the Appointments Committees in basic departments, as structured under the Collective Agreement, shall recommend the appointment to the Dean. The structure of the Appointments Committee may be amended in these cases only to include one additional faculty member within the Department or Faculty holding an appointment under these . In the case of an initial

appointment with Sequential-Term status, the Dean shall place the curriculum vitae of the recommended candidate, together with any other supporting documentation, before the appropriate Committee on Promotion and Tenure. Recommendations shall be forwarded to the Provost in accordance with the procedures for recommending appointments under the Collective Agreement. No other part of the Collective Agreement shall apply unless specifically set out herein.

(2)

Clinical Departments: In the case of each Affiliated Limited-Duties and Affiliated Limited-Term Appointment or Reappointment and each initial appointment with Sequential-Term status made under these , the Appointments and Promotion Committees in clinical departments, as structured in , shall recommend the appointment to the Dean. In the case of an initial appointment with Sequential-Term status, the granting of the Sequential-Term Appointment will be considered by the Faculty A9.4(m)-9.4(i)-1.2(t)6.8(t)6.8(g(t)6.C3(No ot)6.3(ioCrecom)-9.3(m)-9.8(i)1(o ot)6

C - GRIEVANCES

Grievances of Provost's Negative Decision Regarding Promotion and/or Granting or Renewal of Sequential-Term Appointment

- (1) A Researcher may grieve a negative decision of the Provost to an Ad Hoc Grievance Committee within four weeks of the date of notification of the negative decision.
- (2) Grievances shall be submitted to the Director of Faculty Relations stating clearly, in writing, the grounds for such a grievance. Such grounds are restricted to procedural defects and/or the unreasonableness of the decision.
- (3) The structure of the Ad Hoc Grievance Committee will be as follows:
 - i) One tenured faculty member of the University, selected by the Appellant and agreed to by the Dean.
 - ii) One tenured faculty member of the University, selected by the Dean and agreed to by the Appellant
 - iii) One tenured faculty member of the University, selected by the Provost.

By mutual agreement of all parties, no more than one tenured member may be substituted by a non-tenured faculty member of the University.

- (4) The powers of the Ad Hoc Grievance Committee will be limited and are set out as follows:
 - i) The Ad Hoc Grievance Committee may not alter or amend this document;