

## The Collective Agreement: Collegial Decision-making at the University of Saskatchewan

<p>13.5.1 <u>Search Committee</u>. There shall be a Search Committee established in each department and non-departmentalized College chaired by the <b>Department Head or Dean</b> whenever a vacancy in the academic staff exists. The Committee shall consist of all <b>employees</b> holding probationary, continuing status or tenured appointments in the department or College. [...]</p> <p>13.5.1.2 Where there are fewer than five members of the department, the CRC shall co-opt [<del>faculty members</del>] <b>employees</b> from cognate departments to bring the membership of the Committee up to a minimum of five.</p>	<p>13.5.2.1 The Appointments Forum in departmentalized colleges shall consist of the <b>Vice-President Academic and Provost as Chair, the Dean, the Department Head, the cognate observer from the Search Committee, and an observer from the Association</b>.</p> <p>In the case of non-departmentalized Colleges the Appointments Forum shall consist of the <b>Provost and Vice-President Academic as Chair, the Dean, the two employees</b> of the College designated by the Search Committee and an <b>observer from the Association</b>.</p>	<p>15.8.1 <u>Department Renewals and Tenure Committee</u>. Each department shall have a renewals and tenure committee made up of all the <b>tenured members</b> of the department with the <b>Department Head</b> as chair, except that the Department Renewals and Tenure Committee shall not include the Dean of the College, the Dean of Graduate Studies and Research, the Vice-President Academic and Provost, the President, or any person designated as chair of the URC.</p> <p>15.9 <u>Powers of Committees</u>. [...]</p> <p>15.9.1 <u>Department Renewals and Tenure Committee</u>. In keeping with Article 15.10 the Department Renewals and Tenure Committee shall:</p> <ul style="list-style-type: none"> <li>(i) propose the criteria and standards [...] and submit these to the CRC for approval;</li> <li>(ii) submit to the CRC the department's recommendations for renewal of probation and the award of tenure.</li> </ul>	<p>15.8.2 <u>College Renewals and Tenure Committee</u>. Each non-departmentalized College shall have a renewals and tenure committee consisting of all <b>tenured members</b> of the College with the <b>Dean of the College</b> as chair, except that the College Renewals and Tenure Committee shall not include the Dean of Graduate Studies and Research, the Vice-President Academic and Provost, the President or any person designated as chair of the URC.</p> <p>15.9 <u>Powers of Committees</u>. [...]</p> <p>15.9.2 <u>College Renewals and Tenure Committee</u>. In a non-departmentalized College, the powers of the College Renewals and Tenure Committee shall be the same as those of the Department Renewals and Tenure Committee described in Article 15.9.1. The College Renewals and Tenure Committee shall report directly to the URC.</p>
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**Faculty Members** are both in- and out-of-scope faculty appointed by the Board to the rank of Professor, Associate Professor, Assistant Professor, Librarian, Associate Librarian, Assistant Librarian, Lecturer, or Special Lecturer (this group includes Senior Administrators and excludes Adjunct Professors, Clinical Faculty, and Sessional Lecturers).

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<p>15.8.3 <u>College Review Committee [CRC]</u>. Each departmentalized College shall have a review committee to consider all matters related to tenure and other matters specifically assigned to this committee in the Agreement. [...] The CRC shall be made up of <b>no fewer than six tenured members [understood to be employees]</b> of the College plus the <b>Dean who shall be chair</b>. <b>Employees</b> shall be nominated by the Nominations Committee of their College and approved by the College with the length of their term specified so as to ensure a reasonable turnover of membership. <b>Employees</b> shall not serve on a CRC if they have agreed to serve on the URC in that academic year.</p>	<p>15.8.4 <u>University Review Committee [URC]</u>. The University shall have a review committee to consider tenure and other matters specifically assigned to this committee in the Agreement. The URC shall be made up of <b>nine tenured or continuing employees plus the Vice-President Academic and Provost</b> who shall be <b>chair</b>. The <b>nine employees</b> shall be nominated to this committee by the Nominations Committee of Council and approved by Council with the length of their term specified so as to ensure a reasonable turnover of membership. <b>Employees</b> shall not be nominated for membership if they have served on the URC in the previous three years or if they have agreed to serve on a College review committee in that academic year.</p>	<p>15.8.5 <u>[University] Renewals and Tenure Appeal Committee</u>.</p> <p>15.8.5.1 The University shall establish an appeal committee to hear and determine the appeals of employees whose candidacy for tenure is not approved by the URC.</p> <p>15.8.5.2 The committee shall consist of <b>twelve tenured or continuing status faculty members: nine employees and three senior administrators</b>, selected from amongst Associate Deans, Vice-Deans, Deans, Executive Directors, and/or vice-Provosts.</p>	<p>16.3.1 <u>Department Promotions Committee</u>. Each department shall have a promotions committee for each rank made up of <b>all persons tenured in the department whose rank is above that of the faculty member being considered for promotion with the Department Head as chair</b>, irrespective of the Department Head's rank or tenure, except that the Department Head shall not be present if the Department Head's own promotion is considered. None of the following shall be members of a department promotions committee: the Dean of the College, the Dean of Graduate Studies and Research, the Vice-President Academic and Provost, the President, or any person designated as chair of the URC.</p>
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<p>16.3.2 <u>College Promotions Committee [CRC]</u>. Each non-departmentalized College shall have a promotions committee for each rank made up of <b>all persons tenured</b> in the College whose rank is above that of the employee being considered for promotion with the <b>Dean</b> as chair, irrespective of the Dean's rank or tenure, except that the Dean shall not be present if the Dean's own promotion is considered. The following shall not be members of College Promotion Committees: the Dean of Graduate Studies and Research, the Vice-President Academic and Provost, the President, or any person designated as chair of the URC.</p>	<p>16.3.5 <u>Promotions Appeal Committee and Appeal Panel</u>. [...]</p> <p>16.3.5.1 <u>Appeal Panel</u>. An Appeal Panel of forty-eight <b>employees</b> drawn from the membership of the General Academic Assembly shall be named by the Nominations Committee of Council and approved by Council ...</p> <p>16.3.5.2 <u>Promotions Appeal Panel</u>. The Promotions Appeals Panel shall consist of those members <b>[employees]</b> of the Appeal Panel who hold the rank of Professor.</p>	<p>17.3.1 <u>Department Salary Committee</u>. Each department shall annually establish a Department Salary Committee chaired by the <b>Department Head</b>. The committee shall consist of the chair and a minimum of three eligible <b>employees</b> of the department.</p>	<p>17.3.2 <u>College Salary Committee</u>. Each non-departmentalized College shall annually establish a College Salary Committee chaired by the Dean. The committee shall consist of the chair and a minimum of three eligible <b>employees</b> of the College.</p>
<p>17.3.3 <u>College Salary Committee for Department Heads and Assistant Deans</u>. Each departmentalized College shall establish annually a College Salary Committee for Department Heads and Assistant Deans chaired by the <b>Dean</b>. The Committee shall consist of the chair and a minimum of three <b>Department Heads and/or Assistant Deans</b>.</p>	<p>20.2 <u>[Sabbatical Leave Committee]</u>. The Dean of each College shall determine which sabbatical leave applications are acceptable and which are not acceptable. The Dean may delegate this task to a College Sabbatical Leave Committee. The Committee shall consist of the <b>Dean</b> or designate, who shall be Chair, and three <b>employees</b> from the College named by the CRC.</p>	<p>20.3.1 <u>Selection</u>. The Sabbatical Leave Appeal Committee shall consist of <b>the Provost and Vice-President Academic</b> as Chair, the <b>Vice-President Research</b> or designate, and six other <b>employees</b> chosen by lot from the Appeals Panel (Article 16.3.5.1).</p>	<p>30.5.7 The Arbitration Committee shall consist of <b>three persons</b>, one to be nominated by the Employer, one to be nominated by the Association, and a third member, who shall be chair selected from a panel of five candidates appointed for this purpose by joint agreement between the Employer and the Association.</p>

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