

This document was prepared by the Nipissing University Faculty Association as a visual representation of the tenure and promotion decision-making process contained in Article 25 of the FASBU Collective Agreement. It is not intended as a comprehensive document, but rather as a brief representation of the stages of the process. Members must refer to the Collective Agreement and the Standards on Tenure and Promotion for complete details. September, 2014

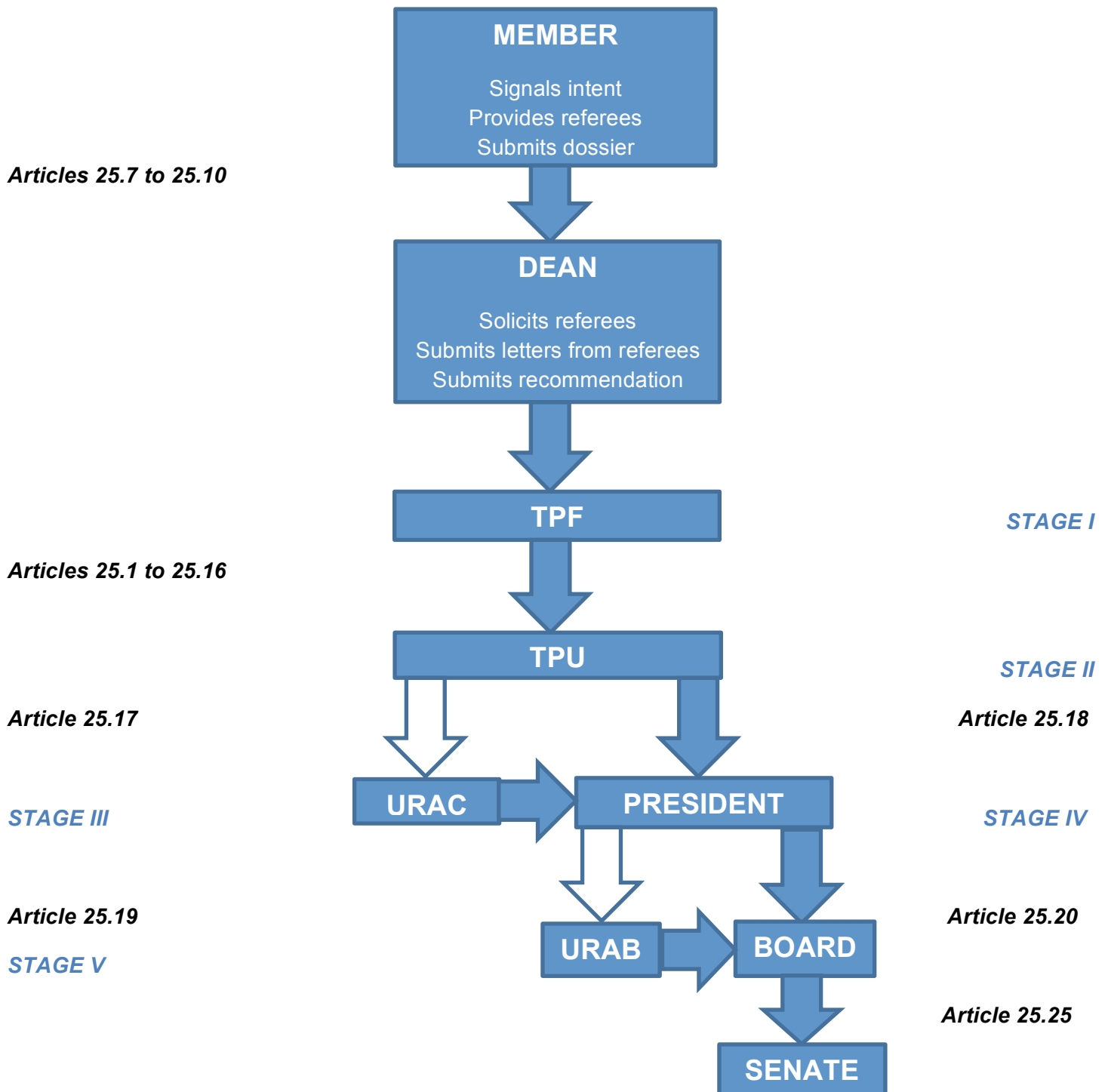
# Tenure and Promotion

Decision-Making Process  
2012-2015

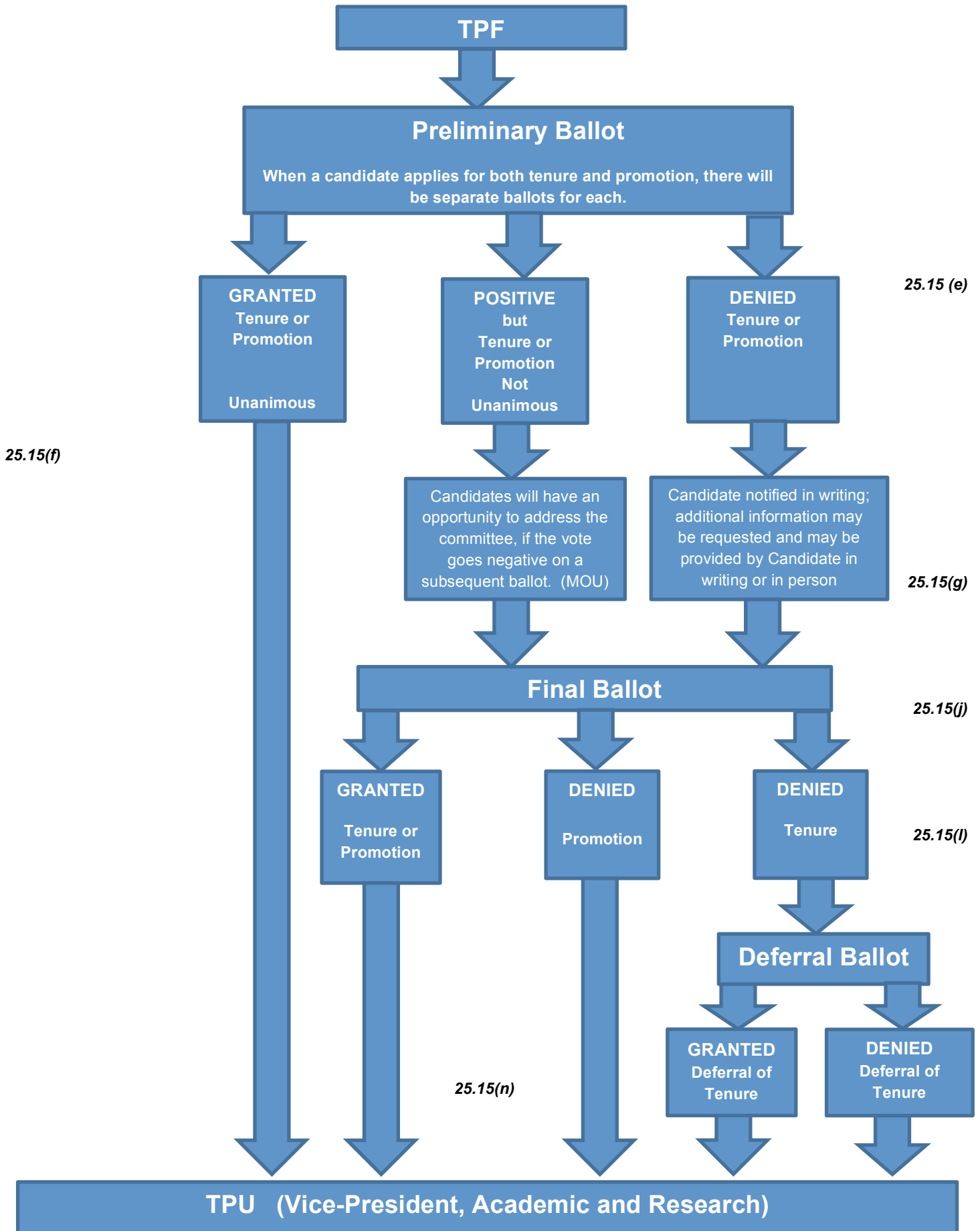
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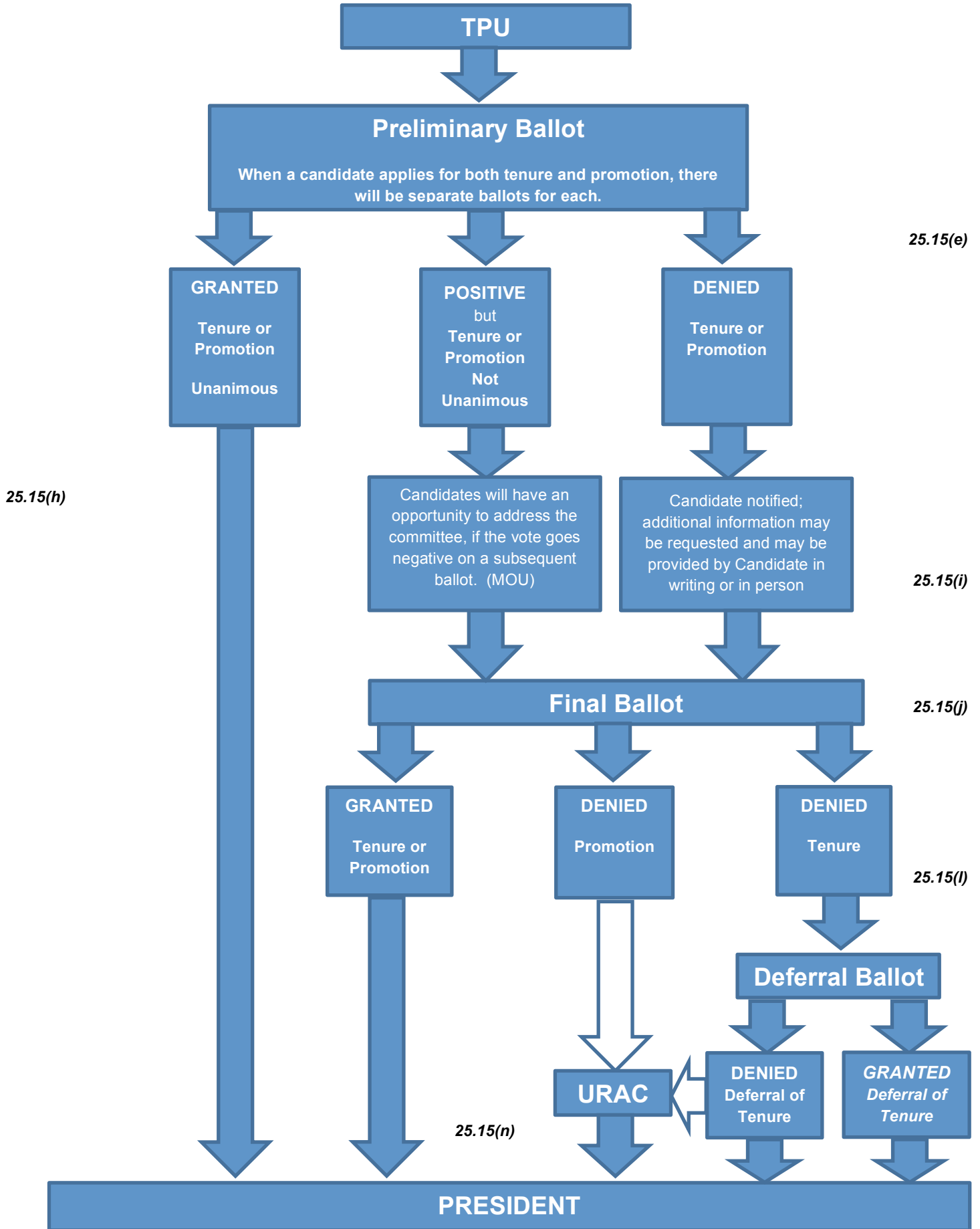
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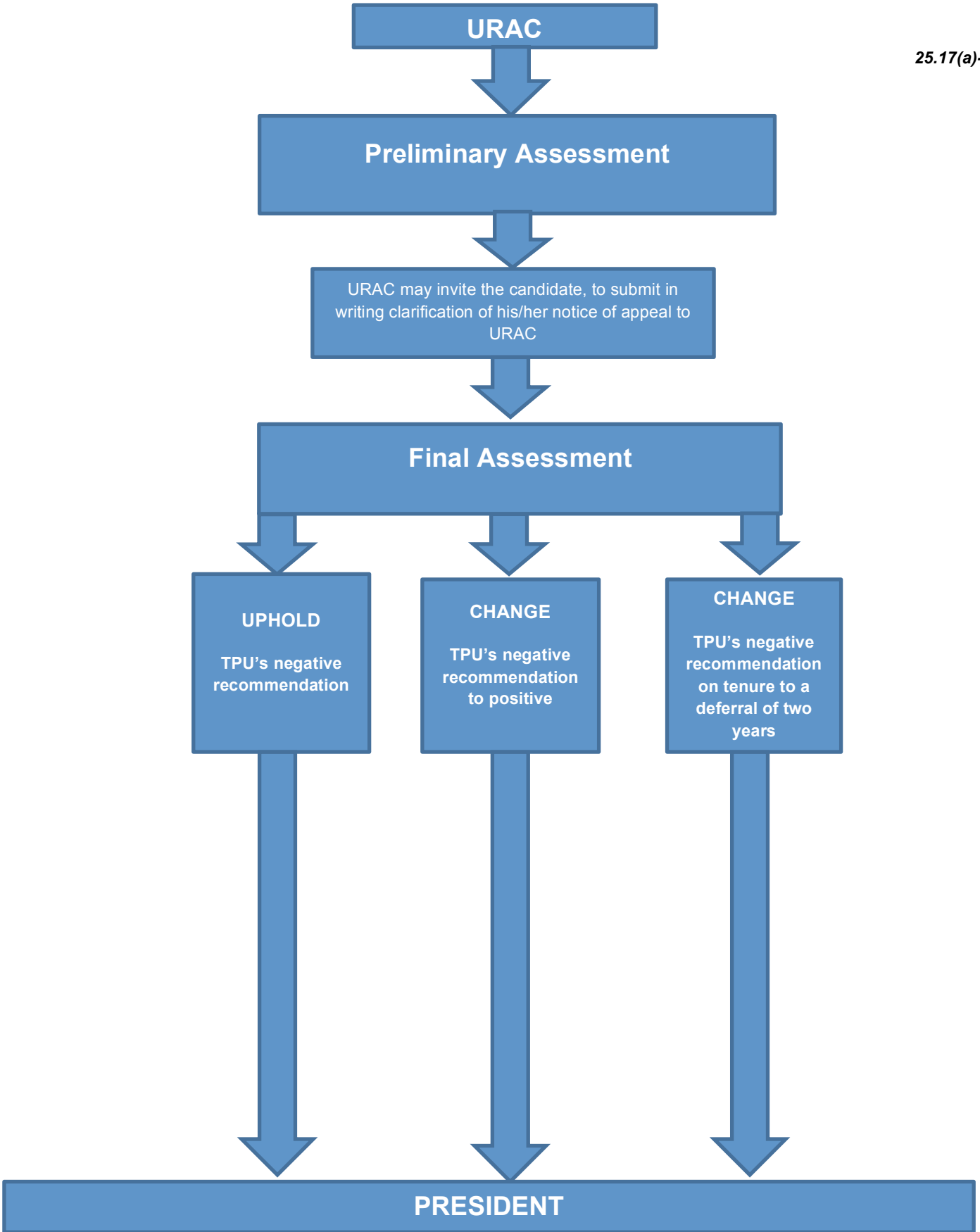
# TENURE AND PROMOTION DECISION-MAKING PROCESS



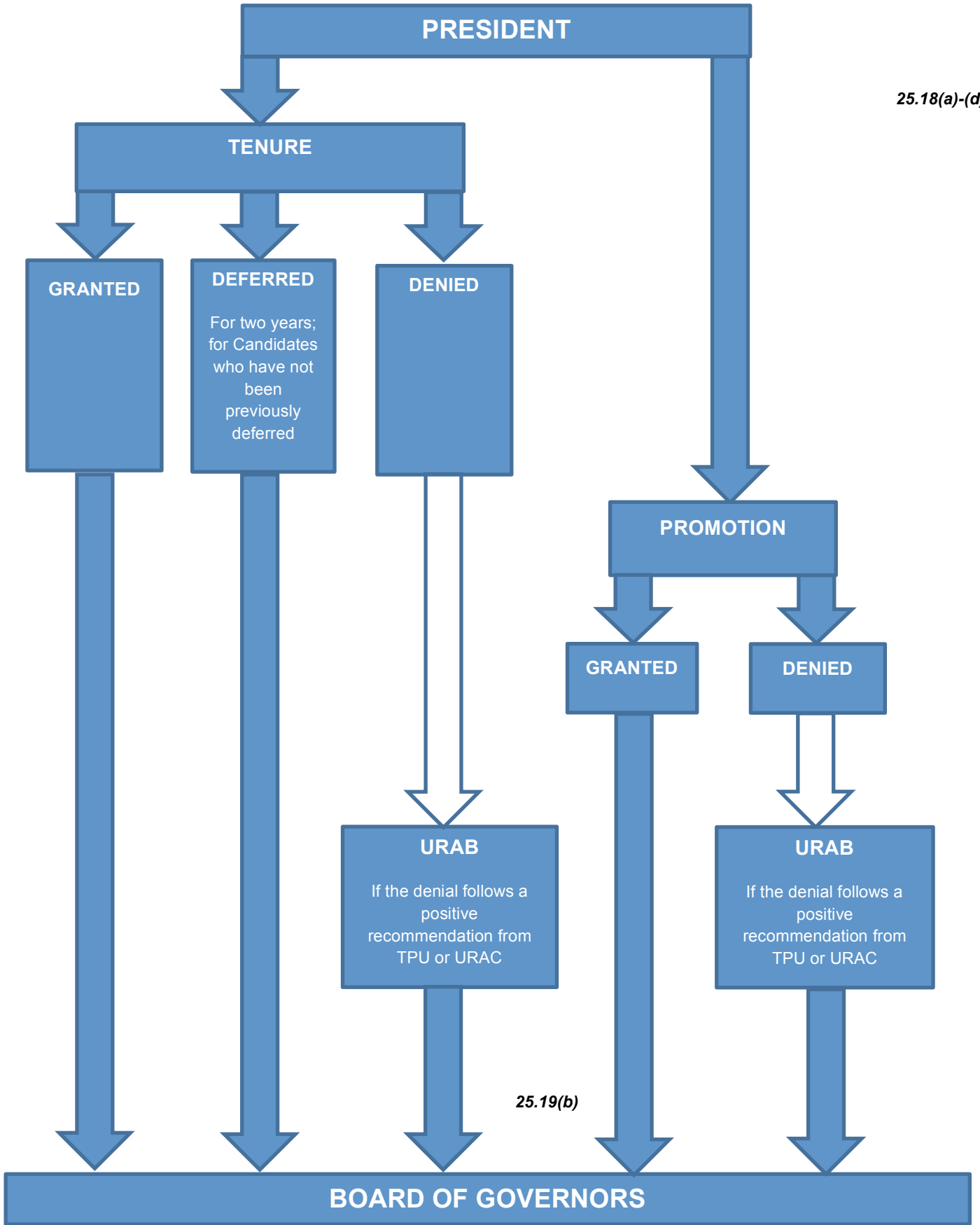
An unfilled arrow represents the option to appeal a decision.







25.18(a)-(d)



25.19(b)

**URAB**

**25.19(a)-(j)**

The URAB may not make a recommendation that tenure or promotion be awarded, only that the decision be reconsidered.

**UPHOLD**

the decision of the President and dismiss the grievance

**UPHOLD**

the decision of the President with the grievance having merit, but the final decision was not affected by the by the matter

**RECONSIDERATION**

of the decision of the President where the grievance has merit and affected the outcome of the final decision; the URAB will identify the error(s), give specific directions as to what is to be done on the reconsideration, and direct the matter in question be reconsidered commencing a the level of consideration at which the error(s) occurred

**BOARD OF GOVERNORS**