

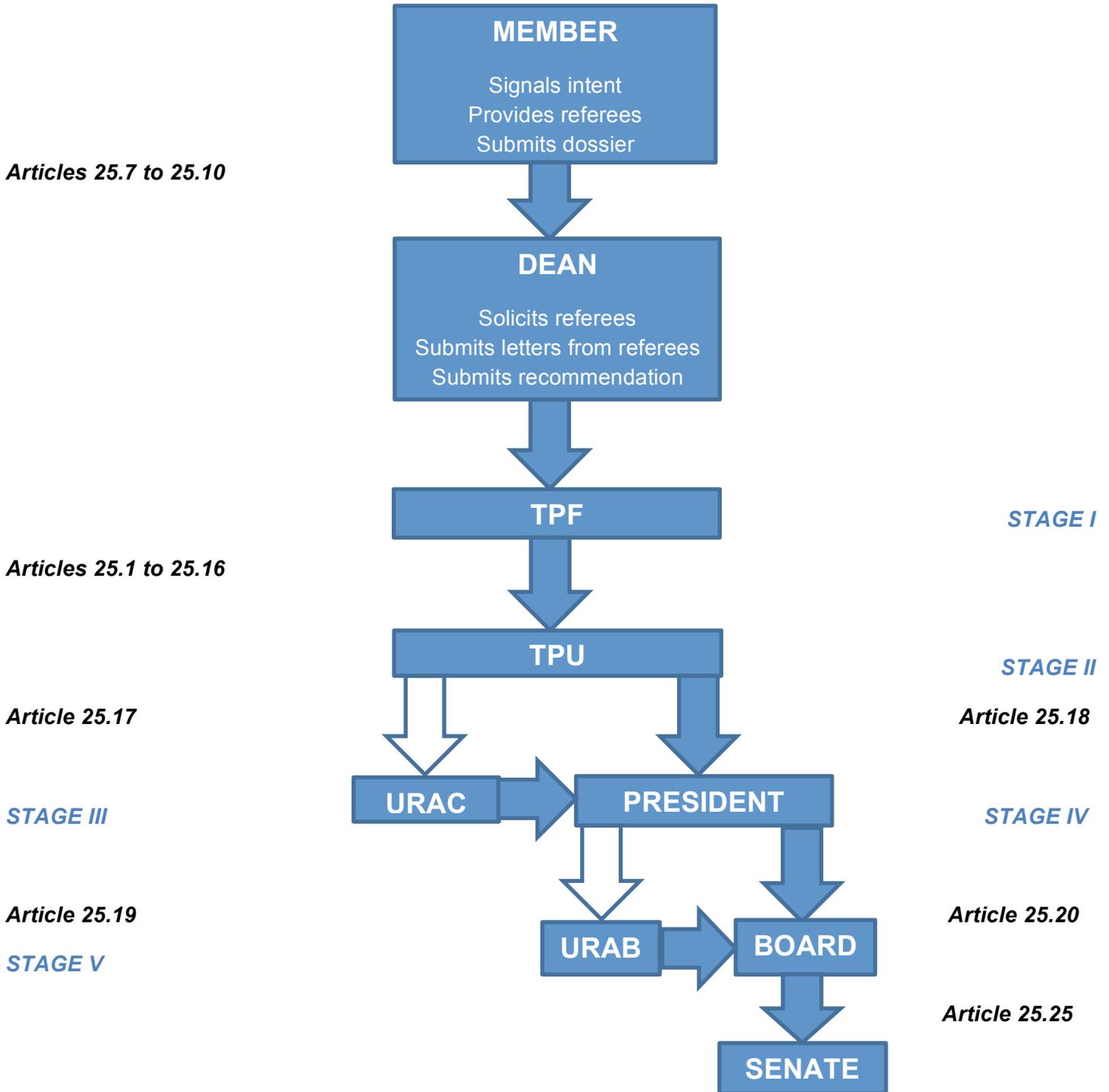
This document was prepared by the Nipissing University Faculty Association as a visual representation of the tenure and promotion decision-making process contained in Article 25 of the FASBU Collective Agreement. It is not intended as a comprehensive document, but rather as a brief representation of 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

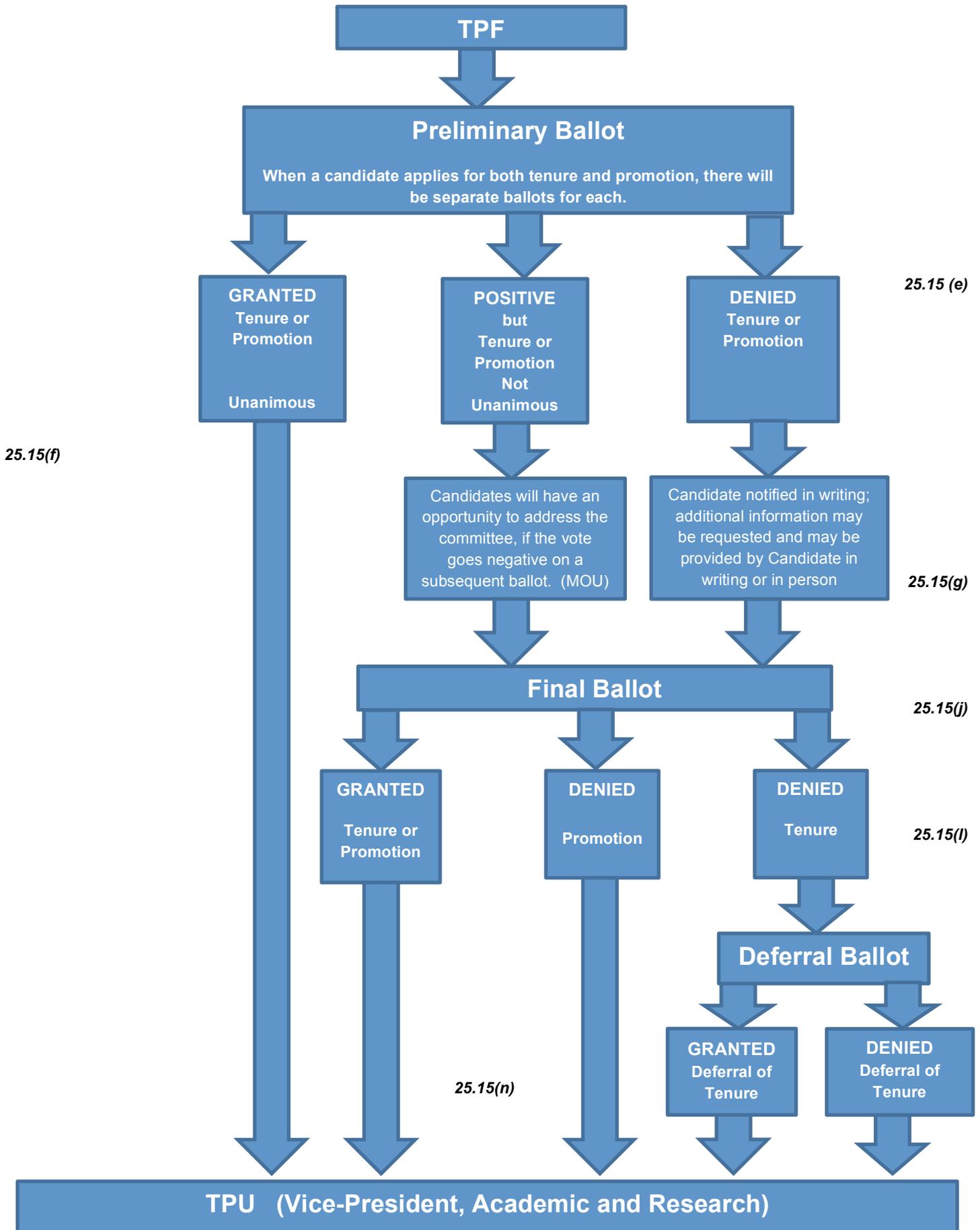
Decision-Making Process
2012-2015

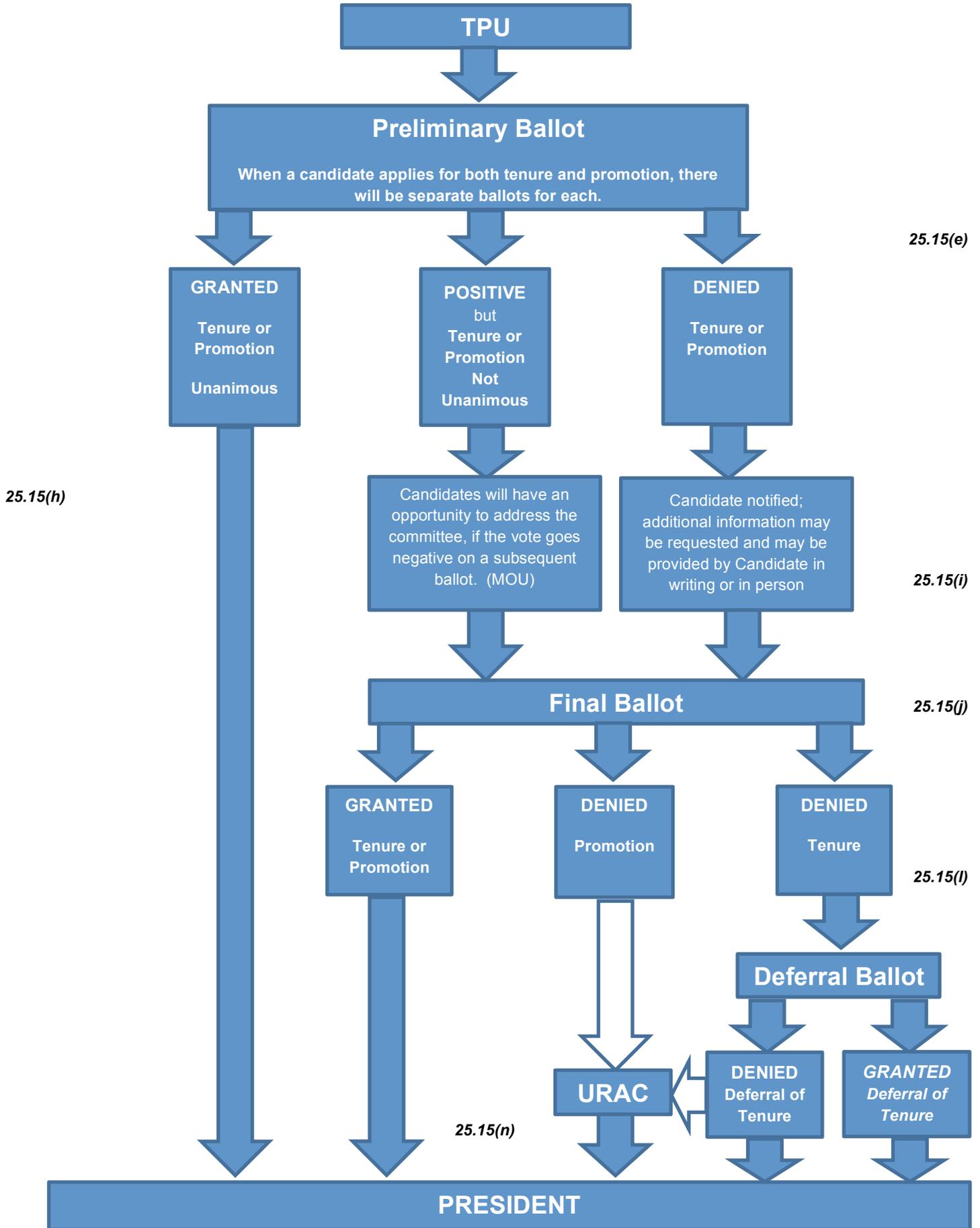
NUFA

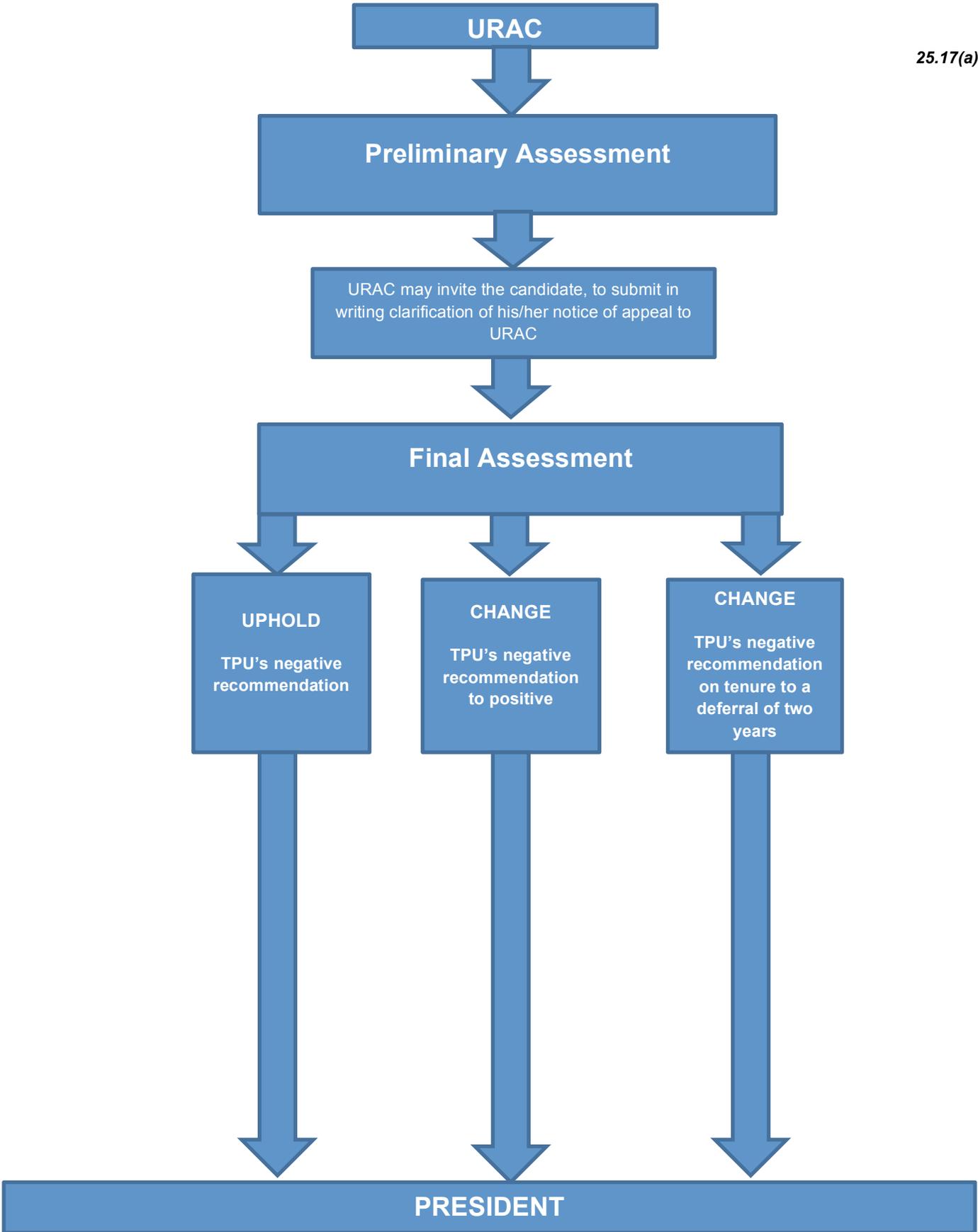
TENURE AND PROMOTION DECISION-MAKING PROCESS



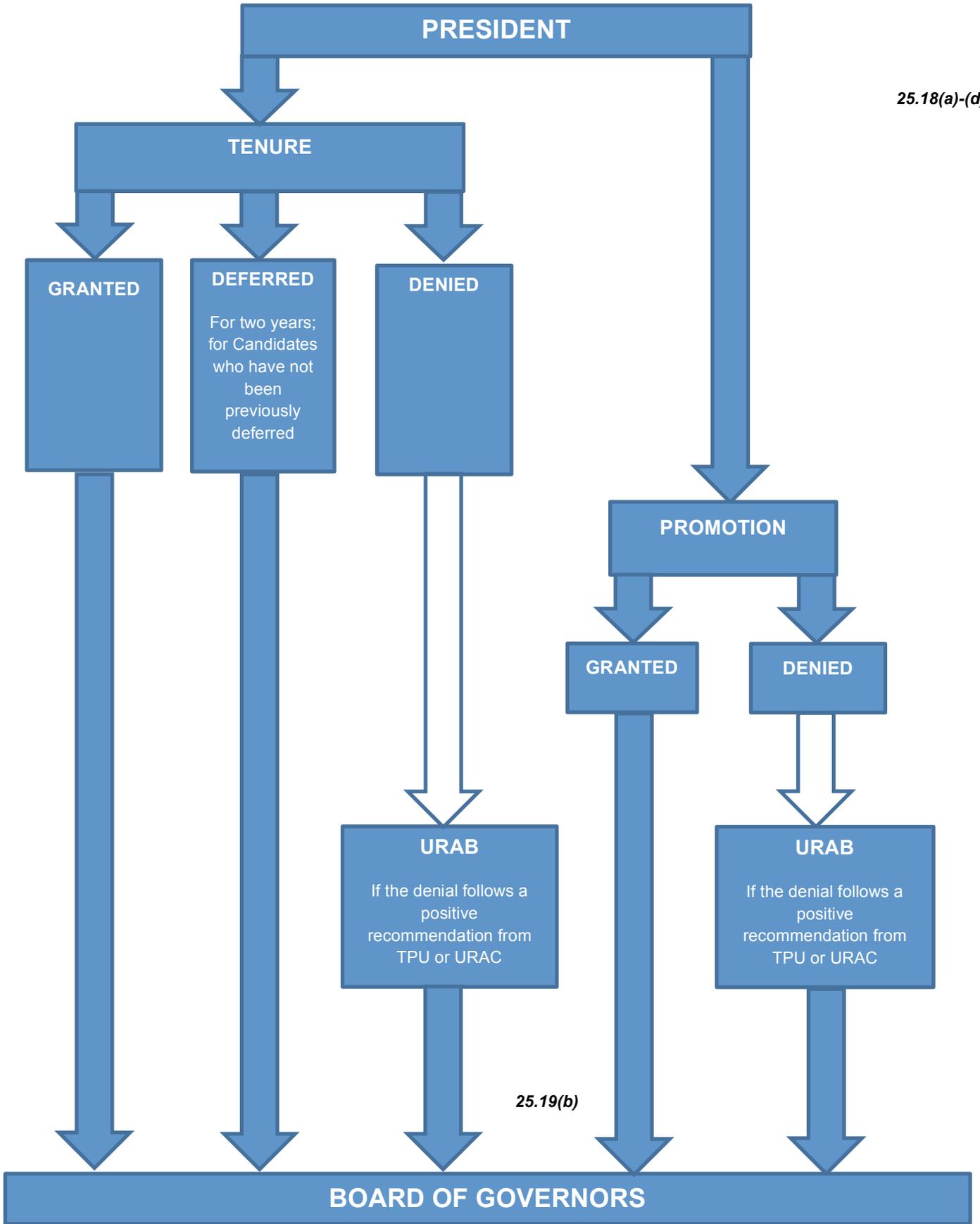
An unfilled arrow represents the option to appeal a decision.







25.18(a)-(d)



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