

**MEMORANDUM OF AGREEMENT
BETWEEN THE UNIVERSITY OF
BRITISH COLUMBIA AND
THE FACULTY ASSOCIATION OF THE
UNIVERSITY OF BRITISH COLUMBIA**

Re: Review for Promotion at UBC Okanagan in 2015/16

The Parties agree that, in reviewing applications for appointment, reappointment, tenure and promotion at UBC Okanagan in 2015/16, the procedures used for such a review will be in accordance with Articles 5 and 9 of *Conditions of Appointment for Faculty*, with the changes outlined in this Memorandum of Agreement.

This Memorandum of Agreement applies only to faculty members at UBC Okanagan who will be reviewed for promotion, tenure or reappointment after July 1, 2015.

1. Periodic vs. Non-Periodic Review

For the purposes of Article 9, where the faculty member is either a tenure track Assistant Professor transferred from OUC on July 1, 2005 or a tenured Associate Professor transferred from OUC on July 1, 2005 the periodic review schedule will be considered to begin as of their start date in their current rank at OUC.

2. Eligibility to Vote

(A) In the case of initial appointments, all tenured and tenure-track members of the department are eligible to vote.

(B) Eligible members for votes regarding reappointment.

Rank/Decision being considered	"eligible member"
Reappointment of Instructor	Associate Professor; Professor; Senior Instructor; Professor of Teaching;
Reappointment of tenure track Senior Instructor	Associate Professor; Professor; Professor of Teaching
Reappointment of tenure track Professor of Teaching	Professor; Professor of Teaching Tenured Associate Professor, Tenured Senior Instructor
Reappointment of tenure track Assistant Professor	Associate Professor; Professor; Senior Instructor; Professor of Teaching
Reappointment of tenure track Associate Professor	Professor; Professor of Teaching, Tenured Associate Professor
Reappointment of tenure track Professor	Professor; Professor of Teaching

(C) Eligible members for votes regarding tenure and promotion.

Rank/Decision being considered	"eligible member"
Tenure and Promotion to Senior Instructor (from Instructor)	Tenured Associate Professor; Tenured Professor; Tenured Senior Instructor; Tenured Professor of Teaching
Promotion to Professor of Teaching (from Senior Instructor which is a tenured position)	Professor; Professor of Teaching
Tenure - at rank of Assistant Professor	Tenured Assistant Professor; Tenured Associate Professor; Tenured Professor; Tenured Professor of Teaching
Tenure - at rank of Associate Professor	Tenured Associate Professor; Tenured Professor; Tenured Professor of Teaching
Tenure - at rank of Professor	Tenured Professor; Tenured Professor of Teaching; Tenured Associate Professor
Tenure and Promotion to Associate Professor (from Assistant Professor)	Tenured Associate Professor; Tenured Professor; Tenured Professor of Teaching
Promotion to Full Professor (from Associate Professor)	Tenured Professor; Tenured Professor of Teaching; Tenured Associate Professor

3. Dean’s Advisory Committee (no change from current agreement)

Amend Article 5.10 to read:

The Dean shall review the recommendations received from the Head to ensure that proper procedures have been followed, that all relevant material has been considered, and that recommendations made are consistent with the evidence presented.

In the case of recommendations concerning tenure, promotion, or reappointment (when the Dean is considering not recommending in favour of reappointment) the Dean shall consult with an advisory committee. In the case of other recommendations the Dean may consult with an advisory committee.

The advisory committee shall be composed of tenured members of the professoriate, one- half of whom shall be elected by the faculty, and one-half of whom shall be selected by the Dean. Heads shall be eligible for selection by the Dean. In selecting members of the committee the Dean, having regard to the members who have been elected, shall:

- i) Ensure that at least two members of the committee are tenured full professors,
- ii) Take into account the need for representation of disciplines within the Faculty, including emerging disciplines and multi-disciplinary activities, and
- iii) Take into account the need to maintain gender balance.

In order to ensure that the above criteria are taken into account, the Dean may select members of the committee from outside the Faculty.

- a) The Dean may request further information from the Head and the departmental standing committee, and may also obtain such further information as is deemed appropriate.
- b) The Dean, after considering the advice of the advisory committee ,
 - i) may refer the case back to the Head and the department standing committee for reconsideration; or
 - ii) make a recommendation to the President pursuant to 5.11.