

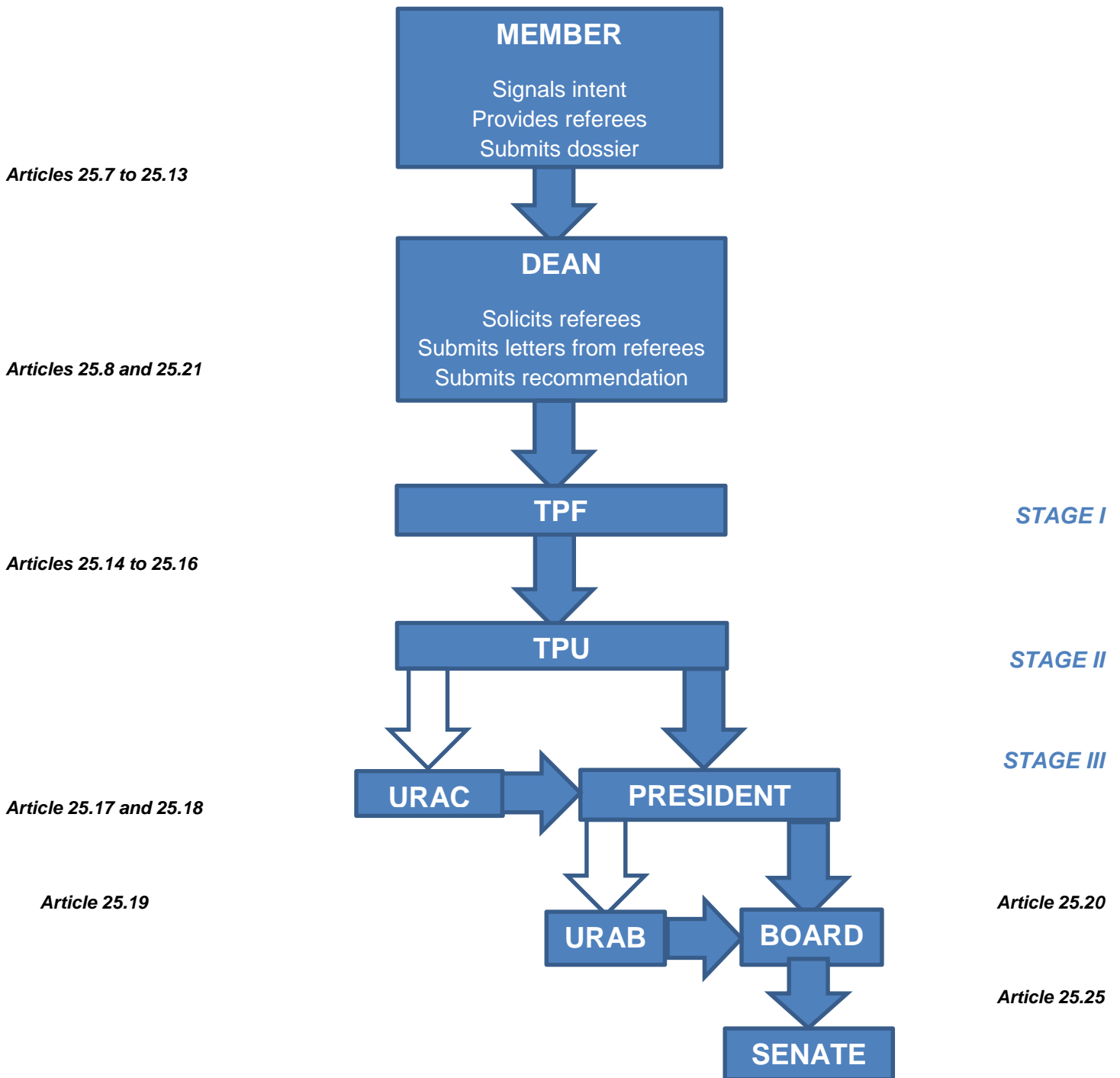
This document was prepared by the Nipissing University Faculty Association as a visual representation of the tenure and promotion decision-making process contained in Article 25 of the FASBU Collective Agreement. It is not intended as a comprehensive document, but rather as a brief representation of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

Tenure and Promotion

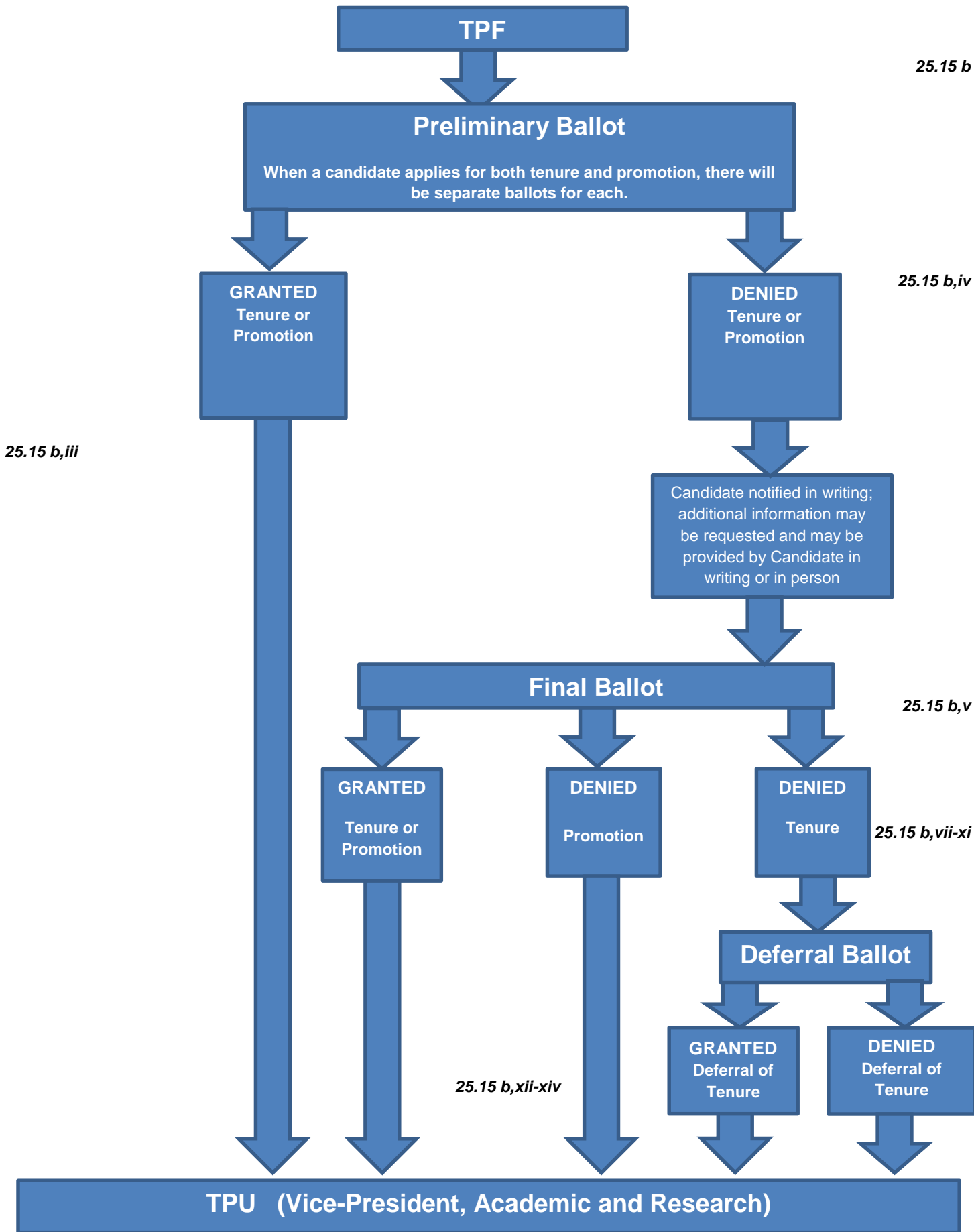
Decision-Making Process
2015-2019

NUFA

TENURE AND PROMOTION DECISION-MAKING PROCESS



An unfilled arrow represents the option to appeal a decision.



TPF

25.15 b

Preliminary Ballot

When a candidate applies for both tenure and promotion, there will be separate ballots for each.

25.15 b,iv

GRANTED
Tenure or Promotion

DENIED
Tenure or Promotion

25.15 b,iii

Candidate notified in writing; additional information may be requested and may be provided by Candidate in writing or in person

Final Ballot

25.15 b,v

GRANTED
Tenure or Promotion

DENIED
Promotion

DENIED
Tenure

25.15 b,vii-xi

25.15 b,xii-xiv

Deferral Ballot

GRANTED
Deferral of Tenure

DENIED
Deferral of Tenure

TPU (Vice-President, Academic and Research)

