



a place of mind

THE UNIVERSITY OF BRITISH COLUMBIA

UBC Faculty Relations - Memorandum

To: UBCV and UBCO

From: Anthony Chang

Date: June 21, 2016

Re: Revisions to the 2016/2017 Guide to Reappointment, Promotion and Tenure Process at UBC

The following are revisions to the 2015/2016 SAC Guide:

- **GENERAL COMMENT**
 - a. The majority of the revisions noted in this summary reflect the changes being incorporated into the 2014 – 2016 *Collective Agreement* between the University of British Columbia and the Faculty Association of the University of British Columbia (the “*Agreement*”).
- **Section 1**
 - a. **Page 1: Section 1.1** – Edited to inform readers that Memorandum of Agreement re Review for Promotion at UBC Okanagan in 2015/2016 (the “UBCO MOA”) [Appendix 14 in the previous *Guide*] is currently under review.
- **Section 2**
 - a. **Page 7: Section 2.3.1** – Edited to include *Maternity/Parental/Adoptive Leave Pre-Tenure* – Part 3, Article 1 of the *Agreement*
 - b. **Page 8: Section 2.4** – Note edited to remove reference to UBCO MOA
 - c. **Page 9: Section 2.4.2** – Edited to include *Periodic and Non-Periodic Review* – Articles 2.03, 5.07, & 5.11 of the *Agreement*
 - d. **Page 10: Section 2.4.6** – Edited to include *Periodic and Non-Periodic Reviews* – Article 9.03 of the *Agreement*
 - e. **Page 10: Section 2.4.7** – Edited to remove reference to UBCO MOA
- **Section 3**
 - a. **Page 11: Sections 3.1.2 and 3.1.3** – Edited to include *Equity Language added to Scholarly Activity* – Article 4.03 of the *Agreement*
 - b. **Pages 15 – 16: Section 3.4** – Edited to include *Educational Leadership Definition Added* – Article 4.04 of the *Agreement*
- **Section 4**
 - a. **Pages 16 – 17: Section 4.1.1** – Edited to remove redundancy re *Educational Leadership Definition Added* – Article 4.04 of the *Agreement*
 - b. **Pages 18 – 19: Section 4.4** – Edited to include *Educational Leadership Definition Added* - Article 4.04 of the *Agreement*
 - c. **Page 22: Section 4.7.5** – Added section to include *Periodic and Non-Periodic Reviews* - Article 5.07 of the *Agreement*

- d. **Page 23: Section 4.8.4** – Added section to include *Periodic and Non-Periodic Reviews* – Article 5.11 of the *Agreement*
- **Section 5**
 - a. **Page 26: Section 5.4.3** – Edited to include new Appendix 14 – *Letter of Understanding re Faculty Members Eligible to Vote on Reappointment, Tenure and Promotion*
 - b. **Page 26: Section 5.4.3** – Edited to remove reference to UBC MOA
 - c. **Pages 33 – 34: Section 5.5.1** – Edited to include *Periodic and Non-Periodic Reviews* – Article 5.07 of the *Agreement*
- **Section 6**
 - a. **Pages 36 – 37: Section 6.1.4** - Edited to include *Initial Appointments – Eligible Voting Members* – Article 5.10 of the *Agreement*
 - b. **Pages 36 – 37: Section 6.1.4** – Edited to remove reference to UBC MOA
 - c. **Page 38: Section 6.1.14** – Edited to include *Periodic and Non-Periodic Reviews* – Article 5.11 of the *Agreement*
 - d. **Page 39: Section 6.2.3** – Edited to account for Faculty Relation’s move to paperless file keeping
- **Section 8**
 - a. **Pages 42 – 43: Section 8.5** – Edited to inform readers to send letter from SAC Rep directly to Assistants in Faculty Relations rather than Manager of Employee Relations (UBCO).
- **Section 10**
 - a. **Pages 44: Section 10.2** – Edited to include new membership of SAC for 2016/2017.
 - b. **Pages 45: Section 10.4 and Note 3** - Edited to include new SAC meeting schedule for 2016/2017 and new deadline for last submission
- **Section 11**
 - a. **Page 46: Section 11.1.1** – Edited to include *President’s Right to Consult* – Part 1, Article 5.14 of the *Agreement*
 - b. **Page 46: Section 11.2.1** – Edited to include *Periodic and Non-Periodic Reviews* – Article 2.03 of the *Agreement*
- **Appendix 1**
 - a. **Pages 48 – 52:** Edited to include commentary from various editors (e.g. Faculties, SAC, Faculty Relations, and Manager of Employee Relations).
 - b. **Pages 48 – 52:** Edited to include *Educational Leadership Definition Added* - Article 4.04 of the *Agreement*
- **Appendix 2**
 - a. **Pages 53 – 56:** Edited to include commentary from various editors (e.g. Faculties, SAC, Faculty Relations, and Manager of Employee Relations).
 - b. **Pages 53 – 56:** Edited to include *Educational Leadership Definition Added* - Article 4.04 of the *Agreement*

- **Appendix 13**
 - a. **Pages 102 – 116:** Edited to include all relevant changes to the *Agreement*

- **Appendix 14**
 - a. **Pages 118 – 119:** New Appendix 14 – *Letter of Understanding re Faculty Members Eligible to Vote on Reappointment, Tenure and Promotion*

NOTE: Appendix 14 of the 2015/2016 SAC Guideline has been removed as UBC MOA is under revision.