

Letter of Agreement

A10.01 Academic Appointments

Section 4.1 Category A and Category B Appointments

This section provides that "Following the search, the Department Chair shall forward to the Dean the appointment form with a recommendation for appointment which carries the demonstrated support of the department.

The parties agree that "Demonstrated Support" shall be achieved as follows:

A vote on the recommended candidate or a rank-ordered list of recommended candidates shall be held by secret ballot of all faculty members eligible to vote. The vote shall be organized by the Chair's office and the vote shall be counted in the presence of a faculty scrutineer. A positive vote is one where a simple majority of those voting support the recommended candidate or the rank-ordered list of recommended candidates.

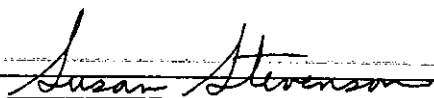
A Department may wish demonstrated support to be higher than a simple majority (i.e. 75%). This higher standard would need to be supported by the department by a vote of the same margin and requires the approval of the Dean.

All continuing faculty members (including tenure track and teaching appointment faculty) other than those who are on 100% unpaid leave of absence or 100% long term disability are eligible to vote. Limited term tenure track and teaching faculty, faculty on post-retirement contracts, professor emeriti(ae), and visiting faculty are not eligible to vote.

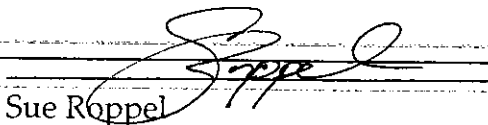
This agreement is effective January 1, 2006.

For the Faculty Association

For the University



Susan Stevenson
Acting Executive Director



Sue Roppel
Director, Academic Relations

Dated: December 1, 2005

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