

**Memorandum of Understanding – 27****PROMOTION FOR ASSOCIATE MEMBERS**

Notwithstanding the limitations in Article 1.11, the parties agree that for the length of the current collective agreement, the following process shall apply for promotion of eligible Associate Members. The parties further agree to establish a Joint Committee to consider the promotion process, including the creation of a university-wide faculty promotions committee to review and consider Associate Members, and potentially Associate Professors, for promotion to the rank of Professor. The Committee will also consider promotion processes for the Associate Chief Librarian. The Joint Committee will make a recommendation to the President of the RFA and to the Vice-Provost Faculty Affairs, and will include any dissenting views.

**Promotion for Associate Members**

- A. Associate Members of the Association are eligible to be considered for promotion. Accordingly, Associate Members who are eligible for promotion on the basis of Article 5A/B.13 and Article 16.7, but who are excluded from the Association because of their academic administrative positions, shall be assessed with respect to promotion on the same basis as Faculty Members who are in the Association.
- B. The timeline, process and criteria for promotion shall be as outlined in Article 5A/B.13 and 16.7 of the Collective Agreement except for the following:
  1. if the FPC/LPC or any members of the Committee wish to withdraw as they have concerns that they are unable to make a decision free of conflict of interest or concerns of reprisal, they will be replaced by the normal election procedures pursuant to the collective agreement;
  2. Article 5A.3.F does not apply; and,
  3. the FPC/LPC's recommendation shall be provided to the Dean of the home Faculty/Chief Librarian (save where they are the applicant) and to the Vice-Provost, Faculty Affairs. The Vice-Provost shall issue the decision.