

SUMMARY OF ARTICLE 5 TRANSITION AS PROVIDED IN A DOCUMENT TO THE RFA MEMBERSHIP DURING THE COURSE OF THE RATIFICATION PROCESS

The text of this transition document is entitled Article 5 Transition and can be found on page 23-25 of the document entitled 'Escrow Package' which has been posted on the RFA website.

“Old Tenure Review Process, 2011-2015 Collective Agreement”

Pre-tenure faculty members serve a five-year probationary period, with an Intermediate Tenure Review during their third probationary year. At the Intermediate Tenure Review, the options available to the DEC are the continuation of the probationary period, early tenure or early termination. The Normal Tenure Review process does not include external referees.

“New Tenure Review Process”

Pre-tenure faculty members will serve a six year probationary period and the member will be reviewed for tenure commencing May 17th of their fifth probationary year. Notwithstanding this, a member can elect to be reviewed for tenure commencing May 1st of the 4th probationary year thus resulting in a five year probationary period. If no election is made by the member by April 1st of their fourth probationary year, the member will serve a six year probationary period subject to the terms of the “New Tenure Review Process.” External reviews will be conducted during the tenure review process. Intermediate Tenure Review is replaced with an Intermediate Review. Specifically, for pre-tenure faculty members with a 6 year or 5 year probationary period, they will have an intermediate review by June 15th of the 3rd probationary year. The DEC will conduct a substantive review of the pre-tenure faculty member's overall performance throughout all the years of his/her probationary appointment for the principle purpose of providing constructive feedback to the member in terms of his/her overall performance toward satisfying the criteria for tenure. The option of recommending early tenure or early termination of the pre-tenure faculty member at approximately the 3rd year mark of the member's probationary period is no longer available.

“Appointment Year” refers to the hiring year for faculty members, i.e., July 1st to June 30th.

Essentially the transition process laid out in the above mentioned MOU is as follows and should be read in conjunction with the attached Chart – Transition to the New Tenure Review Process: Regular Probation

- 1) The tenure process of pre-tenured faculty members who have already had an intermediate review at the time of ratification will proceed as prescribed in the previous collective agreement. This includes members whose intermediate tenure review is occurring this summer. In the attached chart, these are faculty members

who were hired in the 2011-12, 2012-13 and 2013-14 appointment years – labelled as “1.”

- 2) Pre-tenure faculty members who were hired in the 2014-15 appointment year and who have not yet had an intermediate tenure review at the time of ratification will need to decide before their intermediate tenure review (by April 1, 2017) whether they want their tenure review to be conducted under the terms of this new agreement (see above for “New Tenure Review Process”), i.e. a six year probation with an election of a five-year probationary period and with a review by external referees, or whether they prefer to continue using the old process (see above for “Old Tenure Review Process”). Should they elect to continue using the old process, then the terms of the existing intermediate tenure review will prevail, and those faculty members will remain on a five year probation. If no election is made by the member by April 1, 2017, they continue with the old tenure process. In the attached chart, these are faculty members labelled as “2.”
- 3) Pre-tenure faculty members who were hired in the 2015-16 appointment year (start date of July 1, 2015 or later) will be given a choice of whether or not they prefer a six year probation instead of the five year probation, However, unlike the pre-tenure faculty members who had been hired before them, these hires will not be offered the choice of whether or not to submit their dossier to external referees; instead they will be required to do so. If no election is made by the member by April 1st of their fourth probationary year, they will serve a five-year probationary period subject to the terms of the “New Tenure Review Process.” In the attached chart these faculty members are labelled as “3.”
- 4) Subsequent hires (i.e., hired after the 2015-16 appointment year) will of course be covered by the terms of the new Agreement, which will require that their tenure dossiers be submitted to external referees towards the end of a six year probation. In the attached chart these faculty members are labelled as “4.”
- 5) Reduced probationary periods: (See attached chart labelled as “5”)
 - Faculty members hired in the 2012-13 appointment year with reduced probationary period of 4 years and faculty members hired in the 2013-14 appointment year with a reduced probationary period of 3 years are subject to the terms of the “Old Tenure Review Process.”
 - Faculty members hired in the 2013-14 appointment year with reduced probationary period of 4 years and faculty members hired in the 2014-15 appointment year with a reduced probationary period of 3 years are subject to the terms of the “Old Tenure Review Process.”
 - Faculty members hired in the 2014-15 appointment year with a reduced probationary period of 4 years and who elect by April 1, 2017 to have their tenure review under the “New Tenure Review Process” will have their probationary period extended by one year so there is sufficient time to

complete the tenure review. In that case, they start the new tenure process on May 1, 2018. If no election is made by April 1, 2017, then the “Old Tenure Review Process” shall apply and their probationary period will remain 4 years. Faculty members who elect the “New Tenure Review Process” can also request a reversion to the normal probationary period of six years and such request is to be made by April 1st, 2018.

- Faculty members hired in the 2015-16 appointment year with a reduced probationary period of 3 years and who elect by April 1, 2017 to have their tenure review under the “New Tenure Review Process” will have their probationary period extended by one year so there is sufficient time to complete the tenure review. In that case, they start the new tenure process on May 1, 2018. If no election is made by April 1, 2017, then the “Old Tenure Review Process” shall apply and their probationary period will remain 3 years. Faculty members who elect the “New Tenure Review Process” can also request a reversion to the normal probationary period of six years and such request is to be made by March 31st, 2018.

In the interests of those pre-tenure faculty members who elect to remain on the current process for the duration of their probation, the current language describing the intermediate tenure review process will be published together with this Collective Agreement.

Notes:

- Off-cycle hires may not follow the above. Such cases will be reviewed and decided on a case by case basis consistent with the transition guidelines agreed to by the parties.
- Faculty members whose probationary period are extended for two years as a result of the Normal Tenure Review process under the old system will undergo their Final Tenure Review under the old system.

Transition to the New Tenure Process: REDUCED PROBATION (3 or 4 years)

First Year of Transition

2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
	1	2	3	NTR						
		1	2	NTR						
		1	2	3	▼ NTR					
			1	2	▼ NTR					
			1	2	3	▼ NTR				
					3	IR	4	▼ NTR		
				1	2	▼ NTR				
					2	▼ NTR				

5

Old Process (Mandatory)
 Old Process (Optional)
 New Process (Mandatory)
 New Process (Optional)

◆ Election Date (April 1, 2017) for Old vs New Process
▼ Deadline (Nov. 15 of final year) for Reversion Request by DEC under the Old Process
▼ Deadline (March 31, 2018) for Reversion Request by Member under the New Process
 IR Intermediate Review (New Process)
 NTR Normal Tenure Review

Note:

- New process includes external referees; 6-year probation (default) with the option of 5-year probation; a one-year review starting May of the prior year.
- Following a DEC-initiated reversion under the old process (▼), members will be given the choice between new and old processes.
- Reversion request by member (▼) is only allowed in the new process.