



Collegial Governance in the Collective Agreement

Collective Agreement Article & Committees	Clauses in Collective Agreement
<p>Appointments Appointment Committee</p>	<p>5.8 The composition of the Appointments Committee shall be:</p> <ul style="list-style-type: none"> a) the Chair of the Department (Director of the School or Dean of the Faculty), who shall chair the Committee; b) at the discretion of the Dean, an Associate Dean with voice but no vote; c) two Full-Time Tenured or Continuing Status Members from the Unit elected by the Full-Time Members from the Unit. Where a Unit has fewer than two Tenured or Continuing Status Full-Time Members (excluding the Chair or Director), the Full-time Members in the Unit shall elect the Full-Time Members on the Appointments Committee. In such a case, at least one-half of the members of the Appointments Committee shall be elected from among the Full-Time Tenured or Continuing Status or Probationary Members from the Unit. If there are not enough eligible Members in the Unit, Full-Time Members of the Unit shall elect the remaining Tenured or Continuing Status Full-Time Members from another Unit within the Faculty; d) at least two other Members in the Unit elected by the Members from the Unit. A Part-Time Member is only eligible to be elected if the Member holds a Standing Appointment. The Standing Appointment may be from another Unit. No local constitution shall exclude any Members from Service on Appointments Committees.
<p>Closure & Reorganization of an Academic Unit</p>	<p>2. The Academic Review Committee (ARC) shall consist of five members: two appointed by the Association; two appointed by the Employer and one external member chosen by the other four who will serve as Chair. No member of the Committee shall be a member of the Unit(s) or program(s) in question.</p>
<p>Department Chairs & Directors of Schools</p>	<p>9.2 The Chair Selection Committee shall consist of:</p> <ul style="list-style-type: none"> a) the Provost, or designate;

<p>Department Chair Selection Committee</p>	<p>b) the Dean of the Faculty with fiscal responsibility for the Department, who shall chair the Committee but shall not vote except in the case of a tie; c) where the Department has Members involved in the teaching and supervision of graduate students, the Vice-Provost of the School of Graduate and Post-doctoral Studies or designate; d) four Tenured or Continuing Status Members from the Department, elected by Members of the Department. Where a Department has fewer than four Tenured or Continuing Status Members, or fewer than four Tenured or Continuing Status Members available, the Members of the Department shall elect two Tenured or Continuing Status Members from the Department and two other Full-Time Members from the Department. If there are not enough eligible Members in the Department, the Faculty Council shall elect the remaining Tenured or Continuing Status Full-Time Members from one or more of the other Departments within the Faculty; e) two Tenured or Continuing Status Members who are not from the Department, elected by the Faculty Council.</p>
<p>Employment Equity Employment Equity Committee</p>	<p>10. This Committee shall consist of: two representatives appointed by the Association, at least one of whom shall be a member of one of the designated groups; two representatives appointed by the Employer, at least one of whom shall be a member of one of the designated groups; and the Associate Vice-President of Equity, Diversity and Inclusion (or designate), who shall be a non-voting member. A representative of the Association and a representative of the Employer shall serve as co-chairs of the Committee.</p>
<p>Financial Emergency</p>	<p>9. The implementation of layoffs shall be supervised by a three-person subcommittee of the Joint Committee on Implementation: one chosen by the Employer, one chosen by the Association and a Chair chosen by the other two subcommittee members.</p>
<p>Health & Safety The Joint Occupational Health & Safety Committee</p>	<p>4.1 The Association shall have the right to appoint two (2) representatives to the Joint Occupational Health and Safety Committee (JOHSC), in representing all Association Bargaining Units.</p>
<p>Implications of Technology</p>	<p>5.1 The introduction of a credit course or courses using ALTs in a Unit shall be subject to the Unit's normal collegial decision making.</p>
<p>Joint Committee</p>	<p>1. There shall be a Joint Committee consisting of five persons representing the Employer and five members from the Association's Bargaining Units representing the Association. The Employer and the Association may each be assisted by supporting personnel at meetings of the Joint Committee.</p>

<p>Performance Evaluation Performance Evaluation Committee</p>	<p>5.1 Subject to the provisions of Clauses 11.2 and 11.3 of this Article, this Committee shall be chaired and convened by the Chair of the Department or Director of the School, or by the Dean or designate in the case of a Faculty without Departments or Schools. In addition to the Committee chair, the Committee shall consist of:</p> <p>a) a minimum of three Full-Time Members, elected from and by the Members in the Unit. Members shall serve three-year term. A Member may not serve in two consecutive terms.</p> <p>b) In Units where the performance of at least one faculty member with Limited Duties or Standing Appointment is to be evaluated the Committee shall, where possible, include a Part-Time Member with Standing Appointment who has elected to participate in Performance Evaluation and who is elected by the Members in the Unit. The Part-Time Member shall serve a one-year term, renewable twice by election, and may choose to participate only in the work of the Committee for the evaluation of Part-Time faculty. The Standing Appointment may be from another Unit.</p> <p>c) Two Full-Time alternates, to act only in the case of absence or conflict of interest of a Full-Time Committee member, and a Part-Time alternate, where required according to 5.1</p> <p>d), to act only in the case of absence or conflict of interest of a Part-Time Committee member. [...]</p>
<p>Promotion, Tenure & Continuing Status Promotion, tenure & Continuing Status Committee</p>	<p>8. Faculties with Departments. In such Faculties, each Department shall have a Committee on Promotion, Tenure and Continuing Status. The composition of the Committee shall be:</p> <p>a) the Dean, or designate, who shall chair the Committee, but shall not vote except to break a tie;</p> <p>b) the Chair of the Department;</p> <p>c) three Full-Time Tenured Members from the Department elected by the Full-Time Members appointed in the Department. Where a Department has five or fewer Tenured Members, including the Chair, the Department shall elect two Tenured Members from within the Department and one Tenured Member from outside the Department within the Faculty;</p> <p>d) one Full-Time Tenured Member appointed within the Faculty who is not a member of the Department, elected by the Members on Faculty Council, and who has been a member of a Promotion and Tenure Committee within the previous five years; and</p> <p>e) two Full-Time Tenured Members who are not appointed within the Faculty, elected by the Members on Faculty Council, and who have been members of a Promotion and Tenure</p>

Committee within the previous five years.

f) one Member with Continuing status from the Department, where available, elected by the Full-Time Members appointed in the Department, who shall serve only for the consideration of the Teaching Scholar files.

9. Faculties without Departments. Each Faculty without Departments shall have a Committee on Promotion, Tenure and Continuing Status. The composition of the Committee shall be:

a) the Dean, or designate, who shall chair the Committee, but shall not vote except to break a tie;

**b) four Full-Time Tenured Members appointed within the Faculty and elected by the Members on Faculty Council; and
c) three Full-Time Tenured Members who are not appointed within the Faculty, elected by the Members on Faculty Council, and who have been members of a Promotion and Tenure Committee within the previous five years.**

d) one Member with Continuing status from the Faculty, where available, elected by the Full-Time Members appointed in the Faculty, who shall serve only for the consideration of the Teaching Scholar files.

10. Joint Appointments. For Joint Appointments, the composition of the Joint Committee on Promotion, Tenure and Continuing Status shall be:

a) the Dean, or designate, of the Home Unit, who shall chair the Committee, but shall not vote except to break a tie;

b) the Dean, or designate, of the non-Home Unit, who shall be without vote;

c) the heads of the two academic Units in which the Joint Appointment is held (the Dean, or designate, of a Faculty without Departments or **the Chair of a Department**, as applicable);

d) three members from each of the Promotion, Tenure and Continuing Status Committees in the Units in which the Joint Appointment is held, elected by the members of each Promotion, Tenure and Continuing Status Committee, including one member from each Committee who is not appointed within the Faculty. If the head of the Home Unit named in Clause 10 c) coincides with the Dean of the Home Unit named in Clause 9 a), then an additional Member shall be elected from that Unit's Promotion, Tenure and Continuing Status Committee.

<p>Workload</p>	<p>3.1.1 In addition to the Committee chair, the Committee shall consist of a maximum of five or more Members:</p> <p>a) A minimum of three Full-Time Members chosen with a view to representing the range of teaching carried out in the Unit, for example teaching of high-enrollment undergraduate classes, teaching in professional graduate programs and supervising students in research-based graduate programs, teaching of seminar courses, teaching of Experiential Learning Courses as defined by Senate;</p> <p>b) No more than one Part-Time Member, elected from and by Members of the Unit. A Part-Time Member is only eligible to be elected if the Member holds a Standing Appointment; the Standing Appointment may be from another Unit;</p> <p>c) In Faculties with a School or Departmental structure, the Dean, or where the Dean chooses, an Associate Dean, may also sit on the Committee</p>
<p>UWOFA’s various activities of Joint Working group adhere to the principles of collegial governance:</p>	<p>Members with Disabilities; Options to pay-in lieu of benefits for Part-Time Members; Indigenous LoU Implementation Group Career Trajectory Fund Other examples of where collegial governance is at play: Faculty Council Meetings, Senate.</p>