

3. Democratize Our University – Academic postings

APUO PROPOSAL – Presented to the employer on March 11, 2021

New Section

- 17.1.2 **Identifying a position** The parties agree that the collegial process begins with the hiring of academics into faculties and academic units. The parties further agree that academic hiring must address the teaching, researching and service activities, and the minimum representation levels for equity groups as per section 17.1.6, of academic units. As such, the parties agree that defining academic positions to be recruited must be approached together.
- 17.1.2.1 **Defining academic needs** Each year, the TPC of an academic unit shall engage in a review of the teaching and researching needs, by April 1st of each academic year. The results of this review shall be a recommendation to the department regarding the teaching and researching needs of the department for the following three (3) years. This recommendation will identify the academic hiring needs including the qualifications and expertise required of candidates for any identified positions.
- 17.1.2.2 **Defining equity needs** Each year, the TPC of an academic unit shall engage in a review of the representation levels of equity groups as per 17.1.6, of the academic unit by April 1st of each academic year. The results of this review shall be a recommendation to the department regarding hiring of equity groups members at the academic unit for the following three (3) years.
- 17.1.2.3 **Academic unit approval** The results of the process defined in sections 17.1.2.1 and 17.1.2.2 shall be communicated to the academic unit. The academic unit Assembly shall then engage in a discussion of the results of the aforementioned reviews, leading to a duly proposed and approved proposal for the academic hiring needs of the department for the following three (3) years. The approved proposal shall then be communicated to the FTPC and the Dean of the faculty, by May 1st of the academic year.
- 17.1.2.4 Subsequent to receiving all approved proposals of the departments of the faculty, the FTPC shall undertake a prioritization of the hiring needs for the faculty, taking into consideration issues such as student to professor ratios, expected growth/decline in enrollments, potential retirements etc. The results of this prioritization, with justification for their ranking, shall then be communicated to the faculty, each academic unit TPC and the Dean by July 1st of the academic year.
- 17.1.2.5 The Dean shall communicate to the faculty her hiring priorities for the following three years, providing detailed explanations where the choices made differ from those proposed by the FTPC, by August 15th of the academic year.

[Existing subsequent sections to be renumbered appropriately]