

### 3. Democratize Our University – Deans

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

#### 5.4.3 Selection and reappointment of administrators

5.4.3.1 The Employer agrees to provide to the Association, before the selection and reappointment of any senior academic administrator, such as but not limited to Deans and Vice-Deans, Associate Vice-Presidents, Vice-Presidents and the President, a description of the consultative process that will be followed. The role of members in the selection of Deans shall not be altered without the consent of the Association.

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5.4.3.2 The parties to the collective agreement are committed to the principle of equity in matters of employment and, to that effect, agree to increase the proportion of women, Indigenous peoples, persons with disabilities and members of visible minorities in senior academic administrator positions in those parts of the University community where they are under-represented.

5.4.3.3 **Ratification and Appointment of a Dean** Following the *Faculty consultation* step for the Regular Appointment of a dean procedure (step #4.5 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017), the selection committee will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of its recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the selection committee may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If the selection committee's nominated candidate is ratified by the faculty, the selection committee will recommend the candidate to the President for appointment. The selection committee's recommendation shall be in the form of a report and include recommendations for action and a rationale for the selection committee's decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

5.4.3.4 **Ratification and Re-appointment of a Dean** Following the *Consultation* step for the Re-appointment for a Second Term of Office of a Dean (step #3.2.1 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017), the President (or her delegate) will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of her recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If the President's nominated candidate is ratified by the faculty, the President will recommend the candidate to the Executive Committee for appointment. The President's recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

5.4.3.5 **Ratification and Appointment of an interim Dean** Following the *Faculty consultation* step for the Interim Appointment of a Dean Procedure (step #5.3 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017),

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the President (or her delegate) will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of her recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If the President's nominated candidate is ratified by the faculty, the President will recommend the candidate to the Executive Committee for appointment. The President's recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

5.4.3.6 A Dean who wishes to serve a third term must resubmit his or her candidacy, in accordance with the procedure set out in the Regular Appointment Procedure (step #4 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017).