

LETTER OF UNDERSTANDING #2

Between St. Francis Xavier University (hereafter referred to as the University)

And

St. Francis Xavier Association of University Teachers (hereafter referred to as the StFXAUT)

Transition of Tenured Assistant Professors

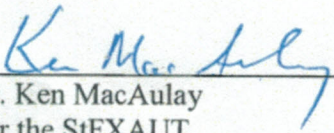
- 1) Faculty members who have been tenured but not promoted to the rank of Associate Professor will have an opportunity to apply for promotion to a subcommittee of the Rank and Tenure Committee. This subcommittee will be composed of the Chair of the Rank and Tenure Committee, the Dean of the applicant's faculty, and two faculty members from the Rank and Tenure Committee.
- 2) The subcommittee will grant promotion if one of the following minimum criteria have been met from the day the applicant was hired:
 - a) The applicant has published a book.
 - b) The applicant has published three peer-reviewed articles.
 - c) The applicant has published two peer-reviewed articles and has one other publication (e.g., a book chapter, an article that was not peer-reviewed, an edited book).
 - d) The applicant has received external funding, has published one peer-reviewed article, and has one other publication (e.g., a book chapter, an article that was not peer-reviewed, an edited book).

In making its decision about whether the above criteria have been met, the subcommittee will consider publication outlets and practices typical to the discipline.

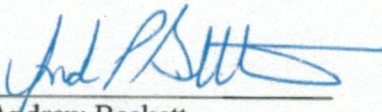
- 3) Notwithstanding clause 2, equivalent criteria will be developed by the Dean and the Chair if the applicant is in a department in which creative activity is the main criteria by which faculty members are evaluated.
- 4) Applicants are required to meet with their Dean prior to applying for associate under this program. Applicants may request to have a representative of the StFXAUT present at this meeting. The purpose of this meeting will be to assist faculty in preparing their application and, if needed to receive coaching and assistance from the Dean to help invigorate their research program. Potential applicants should meet with their Dean no later than March 31, 2017.
- 5) Applicants will forward their CV and supporting evidence with respect to the above criteria to the Chair of the Rank and Tenure Committee by May 15 of the year in which they wish to apply.

- 6) The subcommittee shall make its recommendation regarding advancement in rank to the President.
- 7) The President shall communicate his or her decision regarding in advancement in rank to the applicant by June 15.
- 8) Applicants will have three years from the implementation of the new rank and tenure process to apply for promotion under this system.

Signed at Antigonish, Nova Scotia this 14 day of December, 2016.



Dr. Ken MacAulay
For the StFXAUT



Mr. Andrew Beckett
For the University