

Policy Statement on Renewal of Academic Staff

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Maintenance of the complement of full-time academic staff is necessary for post-secondary institutions to meet their academic missions. Renewal of the academic staff complement through replacement of academic staff who leave ensures that a post-secondary educational institution is well placed to serve its students and meet its wider mandate to the public good and the broader community. Renewal of the academic staff complement reinvigorates the academic staff institution, and provides the means to sustain the its academic mandate of the institution, and enables effective shared governance.

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Renewal should be part of a long-term process based on sound academic planning that includes full involvement of academic staff and is proactive about achieving and maintaining equity goals.

3

Renewal is an ongoing process that requires that the a complement of continuing regular academic staff sufficient to the scholarly, educational, and academic administrative needs of the unit, faculty and institution is maintained through replacement by other Regular Academic Staff of those who leave the unit, faculty, or institution, by regular academic staff whose duties and responsibilities include a combination of teaching, research, and service and increased as required.

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Renewal requires protection of seniority rights for Contract Academic Staff and procedures for converting contract academic staff positions into continuing appointments.

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5

Any reduction or reorganization in the academic staff complement of an academic unit, faculty, or institution should require a general review of the academic needs of the institution with full academic staff involvement. The review should be open and transparent, respect due process and natural justice, be free of discrimination, and respect and promote equity and academic freedom. It should not be directed by outside agencies, whether those of government or the private sector.

Approved by the CAUT Council, May 2015.

Executive Committee reviewed and referred to Sub-Committee of the Executive Committee (S. Blair and R. Whitaker) for review, November 2019.

Revised by Sub-Committee and submitted to Executive Committee for consideration, January 2020.

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