**OUTLINE OF ISSUE**
Advice, Discussion, Information Item

**Agenda Title:** Waiver of Advertising Requirements: Report to General Faculties Council

<table>
<thead>
<tr>
<th>Item</th>
<th>Proposed by</th>
<th>Presenter</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Steven Dew, Provost and Vice-President (Academic)</td>
<td>Steven Dew, Provost and Vice-President (Academic)</td>
</tr>
</tbody>
</table>

### Details

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Provost and Vice-President (Academic)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Purpose of the item is (please be specific)</td>
<td>To provide GFC with summary information regarding the number of waiver of advertising for full-time academic staff vacancies as required through UAPPOL policy.</td>
</tr>
<tr>
<td>Timeline/Implementation Date</td>
<td>N/A</td>
</tr>
<tr>
<td>Supplementary Notes and context</td>
<td>Last report to GFC: October 5, 2015</td>
</tr>
</tbody>
</table>

### Engagement and Routing (Include meeting dates)

**Participation:** (parties who have seen the proposal and in what capacity)

<For further information see the link posted on the Governance Toolkit section Student Participation Protocol>

**Those who have been informed:**
- AASUA
- Steven Dew, Provost and Vice-President (Academic)

**Those who have been consulted:**
- Steven Dew, Provost and Vice-President (Academic)

**Those who are actively participating:**
- Steven Dew, Provost and Vice-President (Academic)

### Alignment/Compliance

**Alignment with Guiding Documents**

*For the Public Good*

**GOAL:** SUSTAIN

Objective 21: Encourage continuous improvement in administrative, governance, planning and stewardship systems, procedures, and policies that enable students, faculty, staff, and the institution as a whole to achieve shared strategic goals.

Strategy i. Encourage transparency and improve communication across the university through clear consultation and decision-making processes, substantive and timely communication of information, and access to shared, reliable institutional data.

**Compliance with Legislation, Policy and/or Procedure Relevant to the Proposal (please quote legislation and include identifying section numbers)**

1. The *Post-Secondary Learning Act (PSLA)* governs the appointment, promotion and dismissal of academic staff: “A person shall not be appointed to, promoted to or dismissed from any position on the academic staff at a university except on the recommendation of the president made in accordance with procedures approved by the general faculties council.” (Section 22(2) of the PSLA)
2. Academic Staff Posting and Advertising Procedure

“Waivers and Exceptions to Posting

7. In exceptional circumstances, the posting requirements for continuing academic positions may be waived with the prior approval of the Provost and Vice-President (Academic). The Provost and Vice-President (Academic) will advise the AASUA of the decision and report all waivers to the General Faculties Council annually.”

Attachments

1. Interdepartmental Correspondence to Meg Brolley from Steven Dew (page 1)

Prepared by: Susan Buchsdruecker, Faculty Relations Officer, sbuchs@ualberta.ca
Date: December 16, 2016

To: Meg Brolley
    General Faculties Council Secretary and Manager of GFC Services

From: Steven Dew
    Provost and Vice-President (Academic)

Re: Waiver of Posting Requirements: Report to GFC Executive Committee

Under the UAPPOL Academic Staff Posting and Advertising Procedure, in exceptional circumstances, the Provost and Vice-President (Academic) has the authority to waive the requirement that vacant continuing academic positions must be posted and advertised on the University of Alberta Careers website for a minimum of five business days. The Provost and Vice-President (Academic), is required to report all waivers to the General Faculties Council annually.

For the period July 1, 2015 to June 30, 2016, there were 24 waivers of posting and advertising for continuing academic positions. Of these 24 positions, 8 were Faculty, 2 were Faculty Service Officers, and 14 were Administrative Professional Officers.

The main factors that contributed to the number of positions waived were:

1) the individual had held a temporary academic staff position within the department/faculty for several years prior to being appointed to a continuing academic position;
2) the individual had transferred from another continuing University position; and
3) the position was established under the Spousal Employment Procedure and the individual was assessed through an Advisory Selection Committee.
4) The position was established under the Aboriginal Targeted Hiring Program and the individual was assessed through an Advisory Selection Committee.

I would be pleased to answer any questions.

Steven Dew

SD/sb

c Michelle Strong, Director, Faculty and Staff Relations

G:\HR12\WAI-RE\GFC Reports\