**GENERAL FACULTIES COUNCIL**
For the Meeting of October 30, 2017

**Item No. 18B**

### OUTLINE OF ISSUE

**Information Item**

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

<table>
<thead>
<tr>
<th>Item</th>
<th>Details</th>
<th>Alignment/Compliance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposed by</td>
<td>Steven Dew, Provost and Vice-President (Academic)</td>
<td><strong>For the Public Good</strong></td>
</tr>
<tr>
<td>Presenter</td>
<td>Steven Dew, Provost and Vice-President (Academic)</td>
<td><strong>GOAL:</strong> SUSTAIN</td>
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<tr>
<td><strong>Responsibility</strong></td>
<td>Provost and Vice-President (Academic)</td>
<td>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.</td>
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<td><strong>The Purpose of the item is (please be specific)</strong></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>
<td>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.</td>
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<tr>
<td><strong>Timeline/Implementation Date</strong></td>
<td>N/A</td>
<td>Compliance with Legislation, Policy and/or Procedure Relevant to the Proposal (please quote legislation and include identifying section numbers)</td>
</tr>
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<td><strong>Supplementary Notes and context</strong></td>
<td>Last report to GFC: October 5, 2015</td>
<td>1. <strong>The Post-Secondary Learning Act (PSLA)</strong> 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)</td>
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2. **GFC Policy Manual:** GFC requests that the GAC report annually to Council (Section 56.2 (General Appeals Committee) of the GFC Policy Manual). The GAC is a committee established under Section 15 of the

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*For further information see the link posted on the Governance Toolkit section Student Participation Protocol*
Board/AASUA Agreement (Faculty) and, until 1977, was a GFC committee. Currently, it is one of several non-GFC committees requested to provide an annual report to GFC. GFC requests that the report include a statistical summary of cases and their dispositions and protect the confidentiality of individual cases.

3. 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. Requests for waiver of posting should be submitted to Human Resource Consulting Services.”

4. GFC Terms of Reference (GFC Procedures (GFC Agendas) (Reports)):

“Reports not requiring action by GFC will be discussed by the Executive Committee (with committee chairs in attendance) and placed on the GFC agenda for information. If a GFC member has a question about a report, or feels that the report should be discussed by GFC, the GFC member should notify the Secretary to GFC, in writing, two business days or more before GFC meets so that the committee chair can be invited to attend. Such reports will be discussed as the last of the standing items.” (Section 4.a.)

Attachments

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

Prepared by: Susan Buchsdruecker, Faculty Relations Officer, sbuchs@ualberta.ca
Date: August 29, 2017

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, 2016 to June 30, 2017, there were seven waivers of posting and advertising for continuing academic positions. Of these seven positions, five were Faculty and two were Faculty Service 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 prior to being appointed to a continuing academic position;
2) the individual was a candidate for the AIHS Health Research New Investigator Award and the withdrawal of that awarded resulted in the potential loss of an outstanding individual; 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

cc Michelle Strong, Director, Faculty and Staff Relations

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