

### III.5.1 Departmental/Program Committees

III.5.1.1 There shall be a Departmental or Program Committee in each department or program, chaired by the department or program Chair or designate. This Committee shall consist of the members and academic administrators in the department/program, and any other persons, including students, that the members and academic administrators shall determine. The Committee's duties shall include the selection of the Departmental/Program Personnel Committee and Departmental/Program **Renewal and Tenure Committees. Academic administrators who hold a position of Associate Dean, Dean, Vice-President or President shall not be involved in any departmental/program appointment, renewal, tenure, merit or promotion discussions or decisions.**

III.5.1.2 There shall be a Departmental/Program Personnel Committee established in each department/program, chaired by the department/program Chair or designate. This committee shall consist of the Chair and at least two (2) members in the department/program (**excluding academic administrators**), where possible of more than one rank and gender, elected by the Departmental/Program Committee, and it may include students up to a number smaller than the number of faculty members, other than the Chair. Where there are not enough faculty members to satisfy the above, the Dean and the Chair shall mutually agree upon an appropriate replacement. The Committee shall consider applications and make recommendations to the Chair concerning all appointments to the department/program and it shall consider and make recommendations concerning all questions of ~~reappointment, renewal of probationary appointments,~~ promotion, merit awards, and requests for unpaid leaves, as defined by this Agreement.

III.5.1.3 Applications for positions shall be considered in accordance with departmental/program practices, and the Departmental/Program Personnel Committee in each Department/Program is responsible for making recommendations to the Chair concerning all appointments to the Department/Program. All qualified applicants will be entitled to due and fair consideration in accordance with the provisions of this Agreement.