

Message from

Dr. Jacquie Ripat, PhD, O.T. Reg, Vice-Dean, Academic Affairs, Rady Faculty of Health Sciences

Date: 30 January 2024

To: College Deans, Department Heads, and Promotion and Tenure Committee Chairs

From: Dr. Jacquie Ripat, Vice-Dean, Academic Affairs

Re: 2024 RFHS Promotion and Tenure Criteria and Procedures

As you are aware, there were two separate groups working on updating and revising the RFHS Promotion and RFHS Tenure Criteria. The revisions have now been completed and approved, and we will be adding these newly revised Criteria and Procedures to the Career Advancement webpage in the coming weeks.

The new 2024 P&T Criteria and Procedures are attached to this memo and will be uploaded to the Career Advancement webpage shortly. The link to the Career Advancement webpage can be found here:

<https://umanitoba.sharepoint.com/sites/um-intranet-health-sciences/SitePages/career-advancement.aspx>

Please ensure prospective applicants in your respective units are informed of the following, in accordance with the UM-UMFA 2021-2024 Collective Agreement.

Tenure Applications

A person appointed to a probationary position prior to the date of approval of the new criteria can select either the criteria used at the time of appointment or the new (January 2024) RFHS Tenure Criteria. Applicants should include a statement in their cover letter that indicates which criteria they have selected so the appropriate version can be sent to the committee and external examiners.

19.D.1.6 Upon a faculty member's receiving a probationary appointment, he/she/they shall be given the criteria and weightings referred to in s. 19.D.1.5.1. Those criteria and weightings shall be used for his/her/their tenure consideration unless he/she/they agrees in writing to use different criteria and weightings as changed in accordance with s. 19.D.1.5.3.

Promotion Applications

A person applying for promotion can choose to apply using the 2015 or January 2024 versions for the next five calendar years (until January 2029). Applicants should include a statement in their cover letter that indicates which criteria they have selected so that the appropriate version can be sent to the committee and external examiners (if applicable).

20.A.1.4 In the event the criteria and weightings are changed in accordance with s.20.A.1.3.3, while he/she the candidate is a faculty member the candidate for promotion has the right to have his/her/their application for promotion considered, if he/she the candidate so chooses, according to the previous criteria and weightings provided no more than five (5) calendar years have elapsed between the date upon which those previous criteria

and weightings were changed and the date upon which the application for promotion is submitted to the department head. Where more than five (5) calendar years have elapsed since the date upon which the previous criteria and weightings were changed, the changed criteria and weightings apply.

Please let me know if you have any questions.