

Non-advertised Positions - Request for Approval

(Continuing Academic Appointments)

Article 23: Continuing Academic Appointments

23.7 In exceptional circumstances, a department may seek permission to proceed other than by way of an advertised search. A written request for an exemption must be submitted to the Dean, along with a detailed recruitment plan for the position. If a candidate has already been identified, the candidate's curriculum vitae should accompany the request. If the Dean supports the request, they should forward it to the Vice-President, Academic. The Vice-President, Academic will notify the department, the Dean and the Association of the final decision in writing prior to the commencement of the search.

For example, a spousal hire. ****The candidate must still go through the same rigorous process to ensure they are a good candidate for a tenure-track position.**