

In accordance with a Letter of Understanding signed between the Employer and the UWFA, absent other evidence, co-authorship and collaboration with the applicant for professional outputs and publication shall not normally amount to a conflict of interest or reasonable apprehension of bias with respect to Department Members who serve on the TPCAC. Each case shall be examined based on its particular circumstances.

However, a Department Member shall not participate in a TPCAC for an applicant, when the Dean is satisfied that the Member:

- a. has engaged in prior co-authorship and collaboration on a substantial quantum of the material presented for the deliberations of the TPCAC; or
- b. is involved in current and on-going collaboration or co-authorship with the applicant for a grant competition or other contract expected to result in monetary compensation.

Except as otherwise provided in the Agreement, the deliberations and recommendations of the TPCAC are confidential.

Note: The TPCAC will be implemented and replace the FTFC in 2015-16. However, in 2015-16,

TPCAC Nominees

By **October 1st** of each year, the DPC will provide the Dean with a list of at least five (5) Members of the Department (or where necessary, a closely related discipline) as nominees for the TPCAC that will consider applications from the Department for tenure, promotion, and continuing appointment each year.

Two of the significant governing principles for the composition of the faculty based tenure and promotion process are representation by and from a

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Department; however, it is recognized that not all Departments have the

