



Number 143

Effective Date 2017-06-20

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## APPOINTMENT, PROMOTION, SUSPENSION, AND TERMINATION

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<b>Approval Authority</b>	President
<b>Responsible Executive</b>	Provost and Vice President, Academic
<b>Related Policies / Legislation</b>	Board policy direction Human Resources Development and Management (BPD-225) Board Policy on Delegation of Authority on Human Resource development and Management Matters (BRP-225.02) The Collective Agreement <i>University Act, s. 28, 59 (2)(a) &amp; 60</i>

### PURPOSE

This policy ensures that appropriate responsibility and guidelines are established for appointment, promotion, suspension, and termination at the University of the Fraser Valley (UFV or the University).

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### SCOPE

This policy applies to all employees of the University except the President and the University Secretary, for whom the Board retains its full authority and responsibility.

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### DEFINITIONS

**Appointment** is the process whereby an individual is selected to fill a vacant position at the University, which results in an accepted offer of employment.

**Collective Agreement** is the currently ratified agreement resulting from collective bargaining between The UFV Faculty and Staff Association and the University.

**Promotion** means either the process whereby an employee is the successful applicant in a higher paid position, or the process whereby a faculty member is advanced from one level of rank to another.

**Selection Advisory Committee (SAC)** is the group that makes recommendations on candidates for vacant positions to the dean or administrator that authorizes its work.

**Suspension** is a disciplinary penalty whereby an employee is temporarily restricted from working in their employment at the University, based on some form of misconduct.

**Termination** is the ending of an individual's employment at UFV, either for cause or without cause.

**Terms and Conditions for Exempt Staff** are the approved guidelines related to employees of UFV who are exempt from membership in a bargaining unit by virtue of their job duties.

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### POLICY

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