

Agreed-upon phrasing of the York Terminal Degree Guidelines or Principles (May 10, 2017):

As part of its undertaking to appoint the best candidates for advertised appointments on the basis of academic and professional excellence, the University seeks to bring renewal and diversity of approaches to the University's academic life. In this regard, the factors that will be taken into account by collegial recruitment or search committees in considering applicants for tenure stream appointments in the context of relevant provisions of the collective agreement, including Articles 12.15 and 12.18, will include but are not limited to the following:

- Approach(es) to the discipline that the candidate may bring;
- Institution(s) where the candidate received their training, in particular their terminal degree;
- Any concentration of approaches to the discipline in the existing faculty complement;
- Any concentration of institutions where existing faculty in the unit received their training;
- The candidate's professional/academic/research appointment(s) (faculty or otherwise);
- Whether York is the only, or one of few, Canadian institutions to offer a terminal degree in a particular field.

The recruitment or search committee will provide to the Dean in the shortlisting memorandum an explanation of how the above-noted factors, where relevant, were taken into account with respect to each of the applicants recommended for inclusion on the shortlist.

The normal expectation is that candidates who earned their terminal degree from York will have held professional/academic/research appointments (faculty or otherwise) at other institutions for several years before applying here. Nevertheless, this does not preclude the colleagues from recommending that a recent York graduate be included on the shortlist having regard to the above-noted factors and/or in circumstances where a recent York graduate appears to be amongst the best applicants. It remains with the Dean or Principal to approve the recommended shortlist, having considered the shortlisting memorandum, including any discussion of the above-noted considerations.

Consideration of these factors does not preclude or override the recruitment or search committee's normal obligations to consider and address Affirmative Action requirements under the collective agreement, as well as immigration restrictions.