The 1998 McMaster University Revised Policy and Regulations with Respect to Academic Appointment, Tenure and Promotion (the "yellow" document) identifies two categories of appointment used primarily, but not exclusively, in the Faculty of Health Sciences, for faculty members whose appointment is contingent upon external salary support.

The first category, termed "special appointment", refers to faculty who receive all or part of their salary from external sources but who are still in their probationary periods. The second category, Continuing Appointment without Annual Review (CAWAR), is achieved following a successful academic assessment at the end of the probationary period and, as defined in the yellow document, is "similar to appointments which confer tenure in every respect, save one: the continuation of the appointment is contingent upon...salary support from his or her outside funding agency". Special appointment is to CAWAR as tenure-track appointment is to tenured appointment. Both special appointments and CAWAR, as indicated in the yellow document, lapse if the outside salary support is lost.

McMaster University has no policy of automatic conversion of special appointment or CAWAR to tenure-track or tenured appointment when external salary support is lost. However, special and CAWAR appointees should not be disadvantaged either if a tenure-track or tenured appointment in their area becomes available. Therefore, if a
tenure-track or tenured appointment becomes available at McMaster, special and/or CAWAR appointees may apply to advertised positions, if relevant to their area of expertise, subject to the following conditions:

1. Faculty searches for tenure-track and tenured positions shall be conducted according to the McMaster University Guidelines for the Recruitment and Selection of Faculty Members (SPS 2), except for the circumstances described in the following clause 2. Special and CAWAR faculty may apply to these positions on an equal footing to external candidates.

2. The Department Chair and Faculty Dean, with the approval of the Provost and Vice-President (Academic), may choose, in the first instance, to restrict advertisement of, and/or recruitment to, the tenure-track or tenured position to internal candidates at McMaster who hold special or CAWAR appointments.