



COLLECTIVE AGREEMENT

between

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

and

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND
FACULTY ASSOCIATION**

March 17, 2023 - August 31, 2026

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Article 1

FRAMEWORK AND IMPLEMENTATION

PREAMBLE

- 1.01 The Parties recognize that the main purposes of the University are: the pursuit of truth and the advancement of knowledge; the development and maintenance of the highest standards of academic excellence in teaching and research; and the dissemination and application of knowledge.
- 1.02 The objectives of this Collective Agreement are to promote and maintain well-defined and harmonious relationships between the Parties by adhering to principles which are consistent with the overall purposes of the University, and to provide fair means acceptable to the Parties for settling differences which may arise between them from time to time.

DEFINITIONS

- 1.03 For the purposes of this Collective Agreement:
- (a) “Academic Staff Member,” hereinafter referred to as “ASM,” shall mean an Academic Employee included in the bargaining unit as defined by the Certification Orders issued on March 24, 1988, and as amended October 1, 2002 by the Newfoundland Labour Relations Board attached as Appendix A, as may be amended, or as modified by this Collective Agreement.
 - (b) “Academic Staff Member in Cooperative Education or Field Education” (ASM-CFE) are ASMs appointed to the classification of ASM-CFE I or ASM-CFE II.
 - * (c) “Academic Unit” shall mean an Academic Department, research unit, School, non-departmentalized Faculty, Faculty of Medicine Division, the Fisheries and Marine Institute, the School of Arctic and Subarctic Studies, the Student Wellness and Counselling Centre, or the University Library, to which one (1) or more ASMs have their primary or sole appointment. For Counselling Faculty Members at Grenfell Campus who are not members of a School, the Academic Unit shall be Grenfell Campus. For Faculty Members in the Faculty of Medicine who are not members of a Division, the Academic Unit shall be the Faculty.
 - (d) “Academic Year” runs from September 1 to August 31.
 - (e) “Act” shall mean *An Act Respecting The Memorial University of Newfoundland*, c. M-7, R.S.N. 1990, as amended.
 - (f) “Administrative Head” shall mean the head of an Academic Department, or the Dean or Director of an Academic Unit. In the Faculty of Medicine, the “Administrative Head” shall mean the Associate Dean of the Division of Community Health and Humanities, or Bio-Medical Sciences. For Faculty Members in the Faculty of Medicine who are members of neither the Division of Community Health and Humanities, nor Bio-Medical Sciences, the Administrative Head shall be the Vice-Dean. In the case of a joint appointment, this shall be the unit with primary responsibility as defined in Clause 23.10. For Counselling Faculty Members in St. John’s, the Administrative Head shall be the Director of Student Wellness and Counselling. For Librarians, the Administrative Head shall be the Dean of Libraries (University Librarian). For Faculty Members at the Fisheries and Marine Institute, the Administrative Head shall be the Associate Vice-President (Marine Institute) Academic and Student Affairs. For Counselling Faculty Members at Grenfell Campus, the Administrative Head shall be the Vice-President (Grenfell Campus).
 - (g) “Association” shall mean the Memorial University of Newfoundland Faculty Association (MUNFA).
 - (h) “Basic Annual Salary” shall be the annual salary as determined in Article 31. It shall not include payment for extra duties nor stipends.
 - (i) “Board” shall mean the Board of Regents of the University.

- (j) “Collegial Consultation” shall mean a process whereby ASMs meet collectively with their Administrative Head to discuss and vote on an issue. Notice of this meeting, stating its purpose, shall be distributed to all ASMs in the Academic Unit or appropriate unit indicated in a specific clause in this Collective Agreement, in advance of the meeting. The result of the vote, which shall be disseminated to all ASMs in the unit, is advisory only.
- (k) “Counselling Faculty Member” shall be an ASM whose primary appointment and functions are in the Student Wellness and Counselling Centre, or in the case of Grenfell Campus who is specifically appointed as a Counsellor, and who also holds the rank of Lecturer, Assistant Professor, Associate Professor, or Professor.
- (l) “Course” shall be a unit of academic instruction for credit or designated “foundation” normally taught for three (3) or more hours a week over a thirteen-week semester, or an equivalent period for a session, preceded by registration and advising of students and followed by an examination period. Courses may be taught by various methods including, but not limited to, lectures, laboratories, correspondence, teleconferencing, and educational television.
- (m) “Day” shall mean a weekday when the University is open for the transaction of administrative business, unless otherwise stipulated in this Collective Agreement.
- * (n) “Distance Education” shall mean the teaching of a course section when the instructor is not in the physical presence of the students.
- * (o) “Faculty Member” shall be an ASM appointed to the rank of Lecturer, Assistant Professor, Associate Professor, or Professor.
- (p) “Grenfell Campus” shall be Grenfell Campus, Memorial University of Newfoundland.
- (q) “Grenfell Campus Programme Unit” shall mean one (1) of the groupings of which ASMs are members by virtue of being members of the discipline(s) indicated in Appendix G as constituting a Grenfell Campus Programme Unit. In addition, a Grenfell Campus Programme Unit may include any other ASM in accordance with Clause 28.08.
- (r) A course shall be considered to be a “Laboratory Course” if its delivery is determined by the Administrative Head in consultation with the ASM(s) delivering the course to require the ASM(s) to prepare, or to make major revisions to, the laboratory component of a course, or to grade the students’ laboratory work, or to be present in the laboratory.
- (s) “Librarian” shall mean an ASM appointed to the rank of Librarian I, Librarian II, Librarian III, or Librarian IV.
- (t) “Parties” shall mean parties to this Collective Agreement: the Memorial University of Newfoundland and the Memorial University of Newfoundland Faculty Association.
- (u) “President” shall mean the President of the University or any University employee authorized to act on their behalf.
- (v) “President of the Association” shall mean the President of MUNFA or any ASM or employee of MUNFA authorized to act on their behalf.
- (w) “Report” of a committee shall consist of the written recommendations of the majority of the members of the committee and any additional dissenting recommendations of other members of the committee, together with written statements of the reasons for each recommendation.
- (x) “Shall” means that the action is mandatory.
- (y) “Telecommunications Technology” shall mean any mechanisms of real-time communication in which some of the participants are not in the physical presence of the others. Such communication mechanisms

shall include, but not be limited to, teleconferencing, video conferencing, the Internet, and any other forms of interactive audio or audio-video systems. Meetings using Telecommunications Technology shall be acceptable only when all members have all appropriate documentation and it is not feasible for the committee to meet in person within the time necessary to make a decision.

- (z) “Tenure-track” shall mean an appointment with a probationary period leading to a consideration for the granting of tenure in accordance with the procedures for this purpose in this Collective Agreement.
- (aa) “University” shall mean the Memorial University of Newfoundland as defined in the Act.
- (bb) When a word in the singular number is used in this Collective Agreement, it shall be construed as if the plural number has been used and vice-versa where the context requires.
- (cc) “Vice-Dean” shall mean the Vice-Dean of the Faculty of Medicine. The Vice-Dean is the University officer reporting to the Dean of Medicine and administratively responsible for ASMs in clinical disciplines in the Faculty of Medicine.

RECOGNITION OF THE FACULTY ASSOCIATION

- 1.04 The University recognizes the Association as the exclusive bargaining agent for all ASMs included in the bargaining unit as defined by the Certification Order issued on March 24, 1988, by the Newfoundland Labour Relations Board and as amended October 1, 2002 attached as Appendix A.1 and A.2, as may be amended, or as modified by this Collective Agreement.
- 1.05 The Bargaining Unit as set out in the Certification Order is altered in the following ways:
 - (a) A “Director equivalent to a Dean” shall be interpreted to mean a Director of an Academic Unit, holding academic rank, with administrative responsibility over ASMs. Other directors of units who hold academic rank and are engaged primarily in teaching and/or research but who have no administrative responsibility over ASMs are members of the Bargaining Unit. Directors of non-academic Departments or Divisions are excluded from the Bargaining Unit;
 - (b) “Associate and Assistant Directors”, when the Director is excluded from the Bargaining Unit, are themselves excluded from the Bargaining Unit.
 - (c) The Program Manager, (Co-operative Education Coordinator), Faculty of Engineering and Applied Science (now known as Director, Cooperative Education Office, Faculty of Engineering and Applied Science) is excluded from the Bargaining Unit.
- 1.06 No person shall be required to join the Association as a condition of employment.

DEDUCTION OF ASSOCIATION DUES

- 1.07 The University agrees to deduct on a biweekly basis the dues or assessments of the Association from the salary of each ASM.
- 1.08 The Association shall advise the Director of Faculty Relations in writing of the amount or rate of its biweekly dues or assessments. The University shall remit to the Association the amounts deducted within one (1) week following each biweekly pay day.

APPOINTMENT, PROMOTION, TENURE AND ENTRY OF EXCLUDED ASMs

- 1.09 An ASM who is excluded from the bargaining unit as described under Clause 1.04, by virtue of holding an administrative appointment and who would otherwise fall within the scope of the bargaining unit shall, at the termination of that appointment, automatically become a member of the bargaining unit with all the rights and privileges attendant thereto as if they had been a member continuously throughout the duration of such an appointment. An ASM who is excluded from the bargaining unit as described under Clause 1.04, by virtue of holding an administrative appointment and who would otherwise fall within the scope of the bargaining unit shall, during any leave from that administrative appointment in the course of that appointment, or prior to an immediate reappointment, not become a member of the bargaining unit.

- 1.10 The appointment, review, promotion and tenure of persons to or in excluded positions shall be in accordance with *Memorial University of Newfoundland Procedures Governing the Appointment, Review, Promotion and Tenure of Academic Administrators* dated April 2, 2014.

MANAGEMENT RIGHTS

- 1.11 The Association recognizes that all rights, powers and authority which are not specifically abridged, delegated, or modified by this Collective Agreement are vested in the University. The University shall exercise such rights, powers and authority in a fair, equitable and reasonable manner.

COLLEGIAL RIGHTS OF MEMBERS

- 1.12 The University recognizes the right, privilege, and responsibility of ASMs to participate in collegial processes of the University as set out in Senate regulations, guidelines, policies and decisions, and as specified by this Collective Agreement.
- 1.13 When the Promotion and Tenure Committee is late making recommendations to the Administrative Head, extensions to the time deadlines specified in this Collective Agreement shall be outlined in a Memorandum of Understanding with the Association.

OFFICE SPACE AND UNIVERSITY SERVICES FOR THE ASSOCIATION

- 1.14 The University shall continue to provide the Association with its present space or equivalent University space at no cost to the Association.
- 1.15 The University shall provide the Association, without charge, with office space at Grenfell Campus.
- 1.16 Use of specified University facilities shall be available to the Association for Association business; mail and telephone shall be provided on a cost recovery basis; duplicating, computing services, meeting rooms, and other services or facilities on each campus shall be on the same basis and charged at the same rates as are applicable to Academic Departments. The internal mail service shall be provided to the Association on the same basis as it is provided to Academic Departments.

RELEASE TIME FOR, AND RECOGNITION OF, ASSOCIATION SERVICE

- 1.17 Upon request, the Association shall receive a reduction in the annual assigned teaching load, or with their consent, an equivalent reduction in non-teaching duties, for officials of the Association equivalent to a total of seven (7) course remissions. The Association shall inform the Provost & Vice-President (Academic) of the names of the individuals receiving reduction in annual assigned teaching load at least three (3) months before the date on which the reduction of duties will begin.
- 1.18 The Association may purchase release time for additional officers at the per course stipend subject to the exigencies of the University. The request to purchase shall be submitted to the Provost & Vice-President (Academic) at least three (3) months before the date on which the release time is to begin.
- 1.19 Members of the Association Negotiating Committee, provided it is kept to a reasonable number, shall be granted time off without loss of pay for the time they are involved in actual negotiating sessions. Each individual on the Committee shall notify their Administrative Head of the arrangements made or the need for the Administrative Head to make suitable arrangements.
- 1.20 An ASM's service to the Association shall be deemed academic service as set out in the appropriate articles in this Collective Agreement.

MEETINGS OF THE PARTIES

- *1.21 Association and University representatives shall meet upon request by either Party, or whenever the need arises.
- *1.22 The purpose of such meetings is to review matters of mutual interest arising from the application of this Collective Agreement and to foster communications and co-operation between the Parties, but shall not have the power to deal with any matters which are properly the subject of a grievance or negotiation.

PENSIONS AND BENEFITS COMMITTEES

1.23 The Association shall name persons to fill at least 33 1/3 percent of the positions on the University Pensions Committee and the Employee Benefits Committee.

ASSISTANCE FOR THE ASSOCIATION

1.24 The Association shall have the right at any time to call on the assistance of representatives of the CAUT or any other counsel it deems advisable. Such representatives or counsel shall have normal access to the University premises to consult ASMs.

CORRESPONDENCE AND INFORMATION

1.25 Except for correspondence relating to grievance matters, all correspondence between the Association and the University arising out of this Collective Agreement or incidental thereto shall pass between the President of the Association and the President of the University, with correspondence originating with the Association being copied to the Provost & Vice-President (Academic) of the University.

*1.26 The University shall provide the Association with the following:

(a) On a bi-weekly basis, a list in Excel-compatible electronic format of names of all academic administrators holding academic rank, together with the following information for each:

1. Employee identification number
2. Department
3. Department code number
4. Title of administrative position
5. Employee class code
6. Academic rank
7. Employment status code
8. Regular or contractual status code
9. Current hire date
10. Date current administrative job began
11. Date current administrative job ends
12. Date received tenure
13. Date of promotion to current rank
14. Gender, if declared

(b) On a bi-weekly basis, a list in Excel-compatible electronic format of names of all persons in the MUNFA bargaining unit, together with the following information for each:

1. Employee identification number and Banner identification number
2. Employee's email address
3. Department
4. Department code number
5. Academic rank and administrative role (where applicable)
6. Employee class code
7. Employment status code
8. Regular or contractual status code
9. Current hire date
10. Original hire date
11. Tenure status
12. Date received tenure
13. Date of promotion to current rank
14. Date of birth
15. Gender, if declared
16. Basic Annual Salary
17. Leave status code
18. Leave starting date
19. Leave return date
20. Bi-weekly MUNFA dues deducted

21. MUNFA dues deducted for year to date
 22. Separation code
 23. Separation date
 24. Start and end date of current regular term and teaching term ASMs.
- (c) In addition to the items provided under Clause 1.26(b), the following will be provided bi-weekly on the same basis starting within six (6) months of the signing of this Collective Agreement:
1. Years of service as an ASM at the University
 2. Years of prior academic employment
 3. Years of prior relevant employment
 4. Rank code
 5. Degree code
 6. Annual value of any market differential.
- (d) On March 1, August 1 and November 1 of each, in accordance with Clause 3.37, electronic list(s) of all course sections and instructors, the number of students per section, together with a list of all members expected to be on leave, for that semester and the next.
- (e) Minutes of the University Pensions Committee and the Employee Benefits Committee and audited and other Reports concerning the pension and benefit plans.
- (f) Copies of the letters of appointment of ASMs issued after the date of signing of this Collective Agreement.
- (g) Thirty (30) days after the signing of this Collective Agreement, a copy of all present articulation agreements between the Employer and all public and private education institutions, exclusive of experiential placements and transfer credits for individual students. If such copies are privileged, the University shall at least communicate to the Association the date of such representations, and their general subject matter.
- (h) A copy of all new articulation agreements between the Employer and all public and private education institutions within thirty (30) days of the signing of the said agreements, exclusive of experiential placements and transfer credits for individual students. If such copies are privileged, the University shall at least communicate to the Association the date of such representations, and their general subject matter.
- (i) No later than December 31 of each year, a list of ASMs assigned teaching remissions and variations from teaching norms in each Academic Unit in the previous Academic Year.
- (j) No later than December 31 of each year, a list of candidates for extension of tenure-track appointment, tenure, and promotion in each Academic Unit in the previous Academic Year.
- (k) No later than December 31 of each year, a list of all courses taught by per-course instructors in each Academic Unit in the previous Academic Year.
- (l) No later than February 1 of each year, the results of the University-wide self-identification equity survey in the previous Academic Year.

COPIES OF THE COLLECTIVE AGREEMENT

1.27 The University shall provide for the printing of this Collective Agreement and shall pay all costs associated with:

- (a) Four (4) official copies of the Collective Agreement, to be signed by the signing officers of the University and the Association (two (2) copies for each Party);
- (b) Sending a copy of the Collective Agreement to each ASM;
- (c) One hundred (100) extra copies for Association use.

- 1.28 The University shall supply the Association with additional copies as the Association requires them, with the Association reimbursing the University for marginal costs incurred in printing the extra copies.
- 1.29 The University shall supply the Association with an electronic version of the complete text of this Collective Agreement.
- 1.30 The Association shall arrange for copyright clearance and pay all costs associated with copyright for the "CAUT Teaching Dossier" which appears as Appendix B of this Collective Agreement.

TRANSITION TO THE COLLECTIVE AGREEMENT

- 1.31 All evaluations for the renewal of tenure-track appointments and the granting of tenure or promotion in process on the date that this Collective Agreement comes into force, shall be continued and concluded according to the procedures, practices and criteria prevailing before that date. Any grievance arising out of such evaluations shall be dealt with in accordance with the appropriate Clauses of the Collective Agreement in force at the time the grievance was filed.
- 1.32 If a vacancy for a position covered by this Collective Agreement has been advertised as of the date the Collective Agreement comes into force, the appointment procedures and practices prevailing before that date shall be followed until the position is filled or re-advertised. Otherwise the procedures specified in this Collective Agreement shall apply.
- 1.33 Benefits and entitlements of ASMs which accrue or are carried forward from year to year under the Collective Agreement signed October 30, 2014, and which remain outstanding on the date that this Collective Agreement comes into force, shall be carried forward under this Collective Agreement.
- 1.34 Any grievance filed before the date that this Collective Agreement comes into force shall continue to be processed under the provisions of the Collective Agreement in force at the time the grievance was filed.

DURATION OF COLLECTIVE AGREEMENT

- *1.35 This Collective Agreement shall remain in effect from the date of signing until such time as a new Collective Agreement is signed or until there is a strike or lockout, whichever comes first. Either Party may give notice in writing, not more than ninety (90) days and not less than thirty (30) days before August 31, 2026 or not more than ninety (90) days and not less than thirty (30) days before August 31 of each subsequent year, if notice was not given by either Party in the previous year, of its desire to commence collective bargaining with a view to the renewal or revision of this Collective Agreement or the conclusion of a new Collective Agreement.
- 1.36 Within twenty-one (21) days of receipt of the notice to bargain, the Parties shall notify each other in writing of the names of their Negotiating Committee members and shall begin negotiations for a new Collective Agreement.

NO STRIKE OR LOCKOUT

- 1.37 In accordance with the provisions of *The Labour Relations Act*, c. L-1, R.S.N. 1990, as amended, while this Collective Agreement is in force:
 - (a) The Association shall not declare or authorize a strike of ASMs.
 - (b) The University shall not declare or authorize a lockout of ASMs.
 - (c) No ASM of the bargaining unit shall strike.

CONFLICT OF INTEREST

- 1.38 Peer assessment, review, and other processes concerning appointment, re-appointment, dismissal, salary, rank, promotion, tenure, sabbatical or other leaves, pensions or fringe benefits shall be performed in a non-discriminatory manner as set out in Article 2. No person shall participate in the processes leading to the decisions listed above affecting their own position or that of an individual with whom in the opinion of the Parties that person has or has previously had a marital, familial, sexual, intimate, financial, or other close relationship. A conflict of interest may be real, perceived or potential.

- (a) A real conflict of interest exists when an ASM has a private interest that is known to them and the private interest has a connection with the ASM's university duties or responsibilities that is sufficient to influence the exercise of those duties or responsibilities.
 - (b) A perceived conflict of interest exists when there is a reasonable apprehension, which reasonably well informed persons could have, that a conflict of interest exists.
 - (c) A potential conflict of interest is one that may develop into a real or a perceived conflict. The potential for conflict exists as soon as the ASM can foresee that they have a private interest that may be sufficient to influence the ASM's duties or responsibilities.
- 1.39 The ASM shall inform the Administrative Head at the earliest convenient time when a real, perceived or potential conflict is discovered so that it may be allowed and managed or disallowed, and any decision recorded appropriately. The Parties recognize that an ASM may not be aware that a real, perceived or potential conflict of interest exists until after the work of a committee begins (for example, when the names of applicants are made known to the committee).
- 1.40 When the University determines that a real, perceived or potential conflict of interest cannot be allowed and managed, the University shall require an ASM to resign from a committee or remove themselves from the conflicting situation.

PERSONAL FILES

- 1.41 In this Article the word "file" means the official personal file.
- 1.42 The file, which shall be the file of record, shall be maintained by and located in the Department of Human Resources.
- 1.43 The file of an ASM at Grenfell Campus shall be made available to them in the Office of the Vice-President (Grenfell Campus) no later than the second day following their request to view the file.
- 1.44 Material not in an ASM's file shall not be used in any evaluative or disciplinary procedure, or otherwise to the disadvantage of the ASM.

CONTENTS OF THE FILE

- 1.45 The file shall include but not be limited to the following items:
- (a) Pre-appointment materials including correspondence associated with the application, curriculum vitae, transcripts and letters of reference;
 - (b) Copies of letters relating to Board actions respecting the ASM including initial appointment, renewal of appointment, leaves of absence, administrative appointments and salaries;
 - (c) Employment-related correspondence;
 - (d) Documentation relating to recommendations on tenure and promotion; and,
 - (e) Correspondence and other documentation respecting professional development and achievement.
- 1.46 No anonymous correspondence or other material shall be placed in the file except for documents recording salary, rank changes, leaves, and similar matters, and student evaluations when submitted by candidates for tenure or promotion as part of their assessment file.
- 1.47 Confidential material kept in an ASM's file shall be limited to signed letters of reference and assessments transmitted in confidence to the Administrative Head or a Committee, solicited in relation to appointment, promotion or tenure. The ASM shall be informed that such letters are being sought unless the letters are those described in Clauses 10.10 - 10.17 and 11.12 - 11.13.

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- 1.48 An ASM shall receive an inventory of the confidential materials in their file upon written request to the Director of Human Resources, such an inventory to include the date and topic of the confidential material.
- 1.49 Only the ASM, their Administrative Head, the Dean to whom the Head reports, the Provost & Vice-President (Academic), Vice-President (Grenfell Campus) or the President may authorize the placing of documents in the file, except for documents recording salary and rank changes, leaves, and similar matters. An ASM may challenge the inclusion of any document in the file. An ASM has the right to include in the file rebuttal or written comments on the accuracy or meaning of any document in their file; and to add to the file any documents that they consider relevant, except that ASMs shall not file copies of books, articles or other similar materials, but may include a list of such materials. Material for inclusion in the file shall be sent by the ASM to the Administrative Head who shall ensure that it is placed in the file.
- 1.50 When an addition is made to the file, it shall be copied to the ASM with the following exceptions:
- (a) Confidential materials described in Clause 1.47.
 - (b) Routine documentation that is periodically entered in the files of a class of ASMs.
 - (c) Documentation originating from the ASM.
 - (d) Documentation that has already been copied to the ASM.
 - (e) Documentation that is addressed to the ASM and includes the notation “cc: PF” to indicate that it is copied to the personal file.

Material shall not be placed in the file later than four (4) months after its original production.

- 1.51 The official documents constituting the file shall be the paper originals or, in the event the original document is received in facsimile or in electronic form, an accurate paper copy.
- 1.52 For the purposes of this Article, the documents in the file can be divided into four (4) classes:
- (a) Personnel and evaluative material copied into the electronic data base;
 - (b) Routine employment information (including notifications requesting changes to payroll deductions; notifications regarding administrative changes such as banking adjustments; and notification of address and name changes) copied into the electronic data base but which may be stored in paper form in the Department of Human Resources
 - (c) Letters of reference, parts of which, in accordance with Clause 1.59, are kept confidential from the ASM, are copied into the electronic data base; and
 - (d) Materials to which the ASM has access but which are confidential to all but the Director of Human Resources and their delegate. These are not copied into the electronic data base and are stored in paper form in the Department of Human Resources.
- 1.53 Access to the electronic data base copy of the file shall be by means of terminals physically located only in the Department of Human Resources and the Office of Faculty Relations, or by means of copies printed in those units.
- 1.54 An inventory of documents in classes (a), (c) and (d) in Clause 1.52 shall be maintained. The inventory shall, except as noted below, show the date of correspondence and the topic. The inventory entries for documents in class (d) shall be coded to conceal the topic.
- 1.55 In normal circumstances, the ASM shall receive a copy of the inventory for their file within one (1) day of requesting it from the Director of Human Resources.

- 1.56 An ASM may view the contents of their file either by computer access to the electronic data base or in paper form as determined by the Department of Human Resources.
- 1.57 For legal proceedings including, but not limited to, arbitrations, presentation of the file or any part thereof shall be in paper copy or shall be the original, as required.
- 1.58 Material shall only be removed from the file in the following circumstances:
 - (a) Upon receipt of proof that there is false or inaccurate information in an ASM's file, the Director of Human Resources shall remove that information.
 - (b) Any disciplinary action given in writing and becoming part of an ASM's file shall be destroyed after two (2) years have elapsed provided that further disciplinary action concerning a similar matter has not been issued within that period. If a grievance is filed relating to disciplinary action given in writing, and the grievance is not upheld, then the time between filing the grievance and the resolution of the grievance shall be added to the two (2) year period referenced in this Clause.
 - (c) As all or part of the settlement of a grievance or complaint.
 - (d) By mutual consent between the Parties or between the University and the ASM.
 - (e) The ASM shall be notified in writing when discipline is removed from their personal file.

ACCESS TO THE FILE

- 1.59 The ASM, or their duly authorized representative, shall have the right to examine the contents of their file, except that confidential material solicited after January 1, 1989 shall be made available to the ASM upon request and with reasonable notice, and shall have the identifying letterhead and signature block removed. Confidential material solicited prior to January 1, 1989 shall be made available only after the identifying letterhead and any part of the material which may identify the author is removed. The ASM, or their duly authorized representative, shall be allowed to examine the ASM's file during normal working hours in the presence of the Director of Human Resources, or their designated representative, or the Vice-President (Grenfell Campus), or their designated representative.
- 1.60 The ASM may, on written request, obtain a copy of any document to which they have a right of examination, on a cost recovery basis. For documents that have not been copied to the ASM, they shall be entitled to one (1) copy at no cost.
- 1.61 The ASM may at any time submit their curriculum vitae to the Administrative Head for inclusion in the file. It is the responsibility of the ASM to prepare and keep up to date their curriculum vitae.
- 1.62 Neither the file nor any of its contents shall be made available to any person or institution other than the ASM, their duly authorized representative, their Administrative Head, or other members of the University administration, except on the written request of the ASM or as a part of established assessment procedures and other proceedings as specified in this Collective Agreement. When information is released under law, the details of the release shall immediately be conveyed in writing to the ASM.
- 1.63 Any individual seeing the file, except for staff members in the Office of Faculty Relations and the Department of Human Resources, shall sign a form included in the file to indicate that they have seen the file and the date.
- 1.64 Medical information concerning an ASM shall not be made available to any person except on a need-to-know basis.

Article 2**ACADEMIC RIGHTS AND FREEDOMS**

- 2.01 All ASMs enjoy equal rights to academic freedom.
- 2.02 Academic freedom is necessary for the pursuit of the University's purposes. The defence of academic freedom is an obligation on all members of the University community. Academic freedom does not require neutrality on the part of the individual, nor does it preclude commitment. Rather it makes commitment possible.
- 2.03 Therefore, the Parties agree to uphold the right of ASMs to teach, to learn, to carry out research, to publish, to comment, to criticize, to acquire and disseminate knowledge, to create, and to perform; all of these without deference to prescribed doctrine.
- 2.04 Academic freedom includes the right to discuss and criticize policies and actions of the University and the Association and protects against the imposition of any penalty by either Party for exercising that right.
- 2.05 Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base one's research and teaching on an honest search for knowledge. In exercising the freedom to comment and criticize, ASMs have a corresponding obligation to use academic freedom in a responsible manner by recognizing the rights of other members of the University community, and by affirming the rights of others to hold differing points of view.
- 2.06 Academic freedom does not confer legal immunity, nor does it diminish the responsibilities of ASMs to fulfil their academic obligations. ASMs as such shall not be hindered or impeded in any way by the Association or by the University from exercising their legal rights, nor shall they suffer any penalty imposed by either Party for exercising those rights.
- 2.07 ASMs retain all their freedoms as citizens to express themselves. The University accepts no responsibility for such expressions and exercises no censorship. In statements outside the University, ASMs shall not claim to speak on behalf of the University unless specifically authorized to do so. Should confusion arise concerning whether an ASM was speaking on behalf of the University, the ASM shall issue a disclaimer.

NON-DISCRIMINATION

- 2.08 Except as otherwise provided in this Collective Agreement, or by statute, the Parties agree that there shall be no discrimination or favouritism, interference, restriction or coercion exercised or practiced with respect to any ASM in regard to any terms or conditions of employment as set out in this Collective Agreement, including, but not limited to, salary, fringe benefits, pension, appointment, hiring process, reappointment, dismissal, rank, promotion, tenure, sabbatical or other leave, by reason of age, physical appearance, colour, national or ethnic origin, citizenship, political or religious affiliation or non-affiliation, political or religious activity or non-activity or belief or non-belief, clerical or lay status, sex, sexual orientation, gender identity, gender expression, source of income, disfigurement, marital status, - physical or mental disability (except where the disability would clearly interfere with the proper carrying out of their required duties), language (except where the lack of language competence would clearly prevent carrying out the required duties), kinship, membership or activity or non-membership or non-activity in the Association. While the Parties agree not to discriminate on the basis of place of residence, an ASM who chooses to reside in a location which predictably interferes with the discharge of their responsibilities may not cite this Clause as a defence against disciplinary action resulting from that failure to discharge their responsibilities.

ETHICAL CONDUCT FOR RESEARCH INVOLVING HUMANS

- 2.09 The Tri-Agency Policy Statement (2nd edition) entitled *Ethical Conduct for Research Involving Humans (2010)*, or successor, hereafter referred to as the Tri-Agency Policy Statement, applies to research on humans conducted by ASMs. In any dispute about the meaning or application of the Tri-Agency Policy Statement, the full text of the Policy Statement, including the commentary, shall be the basis for any judgement.
- 2.10 Research Ethics Boards (REBs) and Appeal Boards shall be established according to the requirements specified in the Tri-Agency Policy Statement.

- 2.11 REBs shall not have, nor shall they assume, the power to recommend discipline, to impose sanctions or discipline, or to cause discipline to be imposed on ASMs, nor shall they have any power to cause to be placed in the member's personal file any information related to the research proposal.
- 2.12 An Appeal Board shall have the power to review, amend, or reverse decisions of an REB. It shall not have, nor shall it assume, the power to recommend discipline, to impose sanctions or discipline, or to cause discipline to be imposed on ASMs, nor shall it have any power to cause to be placed in the member's personal file any information related to the research proposal. The decision of the Appeal Board shall be communicated to the ASM and to both Parties.
- 2.13 Decisions of the REBs and Appeal Boards regarding the ethical propriety of research proposals shall not be subject to grievance.

Article 3

DUTIES AND RESPONSIBILITIES OF FACULTY MEMBERS

3.01 All Faculty Members have certain duties and responsibilities which derive from their positions as teachers and scholars with academic freedom. The professional duties and responsibilities of Faculty Members shall be an appropriate combination of:

- (a) undergraduate and graduate teaching;
- (b) scholarly activity as set out in Clause 3.03;
- (c) academic service, within the University and the appropriate academic/professional organizations within the community.

The pattern of these responsibilities may vary from time to time and from individual to individual. For the majority of Faculty Members, however, the principal duties will be in areas (a) and (b) above.

3.02 Faculty Members have a professional duty to develop and maintain their scholarly competence and effectiveness as teachers. Teaching includes the following responsibilities which shall be discharged in accordance with all relevant Senate resolutions and regulations:

- (a) It is the responsibility of Faculty Members to teach their assigned courses in accordance with course descriptions in the University Calendar and the schedule shown in the approved timetable. By mutual consent of the Faculty Member and class, determined by fair and equitable procedures, class meeting times may be adjusted with the approval of the Administrative Head. Such approval shall not be unreasonably denied. Faculty Members shall make reasonable efforts to teach courses in accordance with the policies of their Academic Unit. Each Faculty Member shall have the right to inform students that personal electronic devices shall not be used in a manner that disrupts teaching.
- (b) Faculty Members shall inform their students of the methods and planned schedule of evaluation in their courses. Upon request, Faculty Members shall provide the Administrative Head with information describing their current courses, which may include course outlines, bibliography (if appropriate), methods and instruments of evaluation, planned schedule of evaluation and student consultation arrangements. Faculty Members shall provide the Administrative Head with any material describing their courses which is required by external accreditors.
- (c) Faculty Members shall accept reasonable responsibility for academic advising and consulting with students. This includes:
 - (i) being available on campus for consultation with students. In the case of Faculty Members teaching distance education courses, consultation necessary for such courses need not be carried out on campus. In any case, Faculty Members shall be available at scheduled times for not less than two (2) hours per course per week for consultation, to a maximum of five (5) hours per week. Faculty Members shall make these arrangements known to their students in writing not later than six (6) days after the start of lectures in a semester or three (3) days after the start of lectures during Intersession or Summer Session;
 - (ii) accepting a fair and equitable share of advising duties. Such duties shall be performed off-campus only with the Faculty Member's consent. Faculty Members shall not unreasonably withhold their consent.
- (d) Faculty Members shall examine or otherwise evaluate students in courses and programmes for which they are responsible. This includes the evaluation of student work within a reasonable period of time after its submission, its demonstration or its performance and acceptance of a fair and equitable share of grading or marking in team-taught or multi-section courses with a common final examination.

3.03 The duty to engage in scholarly activity includes:

- (a) the conduct of research, scholarship, and critical, creative, professional or developmental work; and
- (b) the dissemination of such work through publication, demonstration, presentation, exhibition or performance, or by other means appropriate to the discipline.

Both (a) and (b) must be present to comprise scholarly activity when viewed over a three (3) year period.

3.04 In fulfilment of the obligation to render academic service within the University, Faculty Members have the right and responsibility to take a fair and reasonable share of such responsibilities:

- (a) through membership and participation on the appropriate bodies, for example the Senate, and on Departmental, Divisional, Faculty, School, and University, and other Committees and Boards;
- (b) by undertaking other forms of academic service.

Faculty Members shall be elected or appointed to such bodies only with their consent which shall not be unreasonably withheld. Those who have the responsibility to make such appointments shall make every effort to ensure that academic service commitments are equitably shared.

3.05 In the exercise of their duties and responsibilities, members of Academic Units shall treat colleagues and students so that objectivity, fairness, respect for privacy and absence of harassment and discrimination are maintained in all deliberations, recommendations and decisions.

3.06 Participation of Faculty Members in the work of learned societies, disciplinary associations, professional organizations and associations, and organizations related to the professional competence or expertise of the Faculty Members shall constitute academic service within the meaning of Clause 3.01(c).

WORKLOAD OF FACULTY MEMBERS

3.07 The duties and responsibilities of Faculty Members fall into three (3) categories, set out in Clause 3.01.

- (a) In the absence of specific alterations effected under Clauses 3.18 to 3.32, the following two categories shall constitute approximately equal proportions of a Faculty Member's work:
 - (i) undergraduate and graduate teaching;
 - (ii) research, scholarship and critical, creative, professional or developmental work which may include activities that enhance the Faculty Member's professional competence or standing, or which advance the discipline.
- (b) Some academic service is expected of each Faculty Member. The contribution of a Faculty Member in the academic service category shall be sufficient to ensure that collegial responsibilities can be carried out.

3.08 The determination of course offerings shall be the responsibility of the Administrative Head. In determining course offerings the Administrative Head shall take into account the resources of the Academic Unit and scholarly competence of the Faculty Members as well as the needs of the students. Every reasonable effort shall be made to ensure that the combination of offerings shall provide students with access to courses so that they may progress through their programme of studies in a timely manner.

3.09 The normal amount of teaching assigned for an Academic Year for Faculty Members in each Academic Unit shall be referred to as the "teaching norm". The teaching norm for each Academic Unit is shown in Appendix E. The norms shown in Appendix E shall remain the norms for the duration of the Collective Agreement.

3.10 The teaching load of all Faculty Members shall be set at the teaching norm for their Academic Unit except as varied by writing in accordance with this Collective Agreement.

St. John's Campus

- 3.11 (i) (a) Following considerations under Clause 3.08, the Administrative Head shall indicate, in writing, the courses that ought to be offered in the upcoming Academic Year and at the same time, the Administrative Head shall indicate in writing to the Faculty Members that this is preliminary to the assignment of teaching workload.
- (b) In response to the circulation of the list in (a) above, each Faculty Member shall submit their teaching preference from this list to the Administrative Head in writing.
- (ii) (a) The Administrative Head shall then make a preliminary assignment of the number of courses and the particular courses to be taught by each Faculty Member and circulate this preliminary list of all teaching assignments to all Faculty Members and invite comments.
- (b) After giving consideration to these comments, the Administrative Head shall notify each Faculty Member in writing of their teaching assignments. These assignments shall be fair and equitable when viewed over a two (2) year period.

Grenfell Campus

- 3.12 (a) Each Programme Chair of a single discipline Programme Unit at Grenfell Campus, shall indicate the courses that ought to be offered in the upcoming Academic Year and shall consult with the Faculty Members in their Programme Unit concerning which of these courses they wish to teach. The Programme Chair shall indicate in writing to the Faculty Members that this is preliminary to the assignment of teaching workload.
- (b) The Programme Chair shall advise the Dean on the course offerings and the assigning of individual teaching responsibilities in their Programme.
- (c) For an interdisciplinary Programme Unit, the Dean shall issue a preliminary list of all teaching assignments to all Faculty Members in that Programme Unit and invite comments.
- (d) After giving consideration to these comments, the Dean shall assign individual teaching responsibilities in a fair and equitable manner, when viewed over a two (2) year period after consultation with the Programme Chair within that interdisciplinary Programme Unit.
- (e) Deans with responsibility for course assignments to Faculty Members at Grenfell Campus who are not in Programme Units, shall follow the procedure listed for St. John's Campus in Clause 3.11(i) and (ii) above.
- 3.13 Teaching assignments shall be made and announced at least two (2) months before the start of a semester. In making such assignments, the Administrative Head shall take into account the following factors.
- (a) The number of separate courses taught by each Faculty Member;
- (b) The number of scheduled contact hours per course;
- (c) The number of hours of preparation, grading and administration per course;
- (d) The number of students enrolled in each course;
- (e) The number of hours of academic advising and consulting per course;
- (f) The level (introductory, upper year, graduate, et cetera) of each course;
- (g) The type (lecture, laboratory, seminar, et cetera) of each course;
- (h) The Academic Unit in which the teaching is to be carried out;
- (i) Assistance of graduate students or colleagues in the teaching of courses;

- (j) Additional hours of preparation required for a new course;
- (k) The amount of intern, clinical, research, thesis, and other academic supervision of undergraduate and graduate students;
- (l) Responsibility for the supervision of laboratory work as part of the scheduled courses;
- (m) The abilities and scholarly competence of each Faculty Member;
- (n) The number of years of university teaching experience of each tenure-track Faculty Member in their first year.

3.14 Faculty Members shall not be required to teach in more than two (2) of the three (3) semesters which comprise the Academic Year. A Faculty Member who agrees to teach in all three (3) semesters of an Academic Year shall not be required to teach in more than four (4) of the six (6) semesters of two (2) successive Academic Years. The Administrative Head shall make a serious effort to arrange the courses to be taught and the scheduling of teaching duties in a fair and equitable manner when viewed over a two (2) year period.

3.15 In Academic Units not established prior to the date of the signing of this Collective Agreement, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, shall determine the teaching norm for the Academic Unit, following consultation with the Department Head when the Academic Unit is in a departmentalized Faculty. In all cases, the Administrative Head shall have previously sought the formal advice of the Faculty Members in the Academic Unit. The teaching norm shall be a minimum of four (4) and a maximum of five (5) lecture courses or their equivalent as set out in Clauses 3.16 and 3.17 and shall be fair and equitable in relation to the workloads assigned to other Academic Units.

3.16 Course equivalencies shall be established or continued for all Academic Units according to the following procedure:

- (a) Where equivalencies were established in accordance with previous Collective Agreements, the most recent equivalencies established in accordance with these Collective Agreements shall remain in effect for the duration of this Collective Agreement unless altered by the procedures in this Clause or Clause 3.17.
- (b) When new teaching formats are established, the Dean or Director shall, following Collegial Consultation, determine the course equivalence for the new format. This determination shall be fair and equitable, and shall be circulated to all Faculty Members in the Academic Unit.

3.17 The equivalencies specified in Clause 3.16(a) may be altered according to the following procedures:

- (a) Within sixty (60) days of the signing of this Collective Agreement and upon request by either:
 - (i) the Dean, Director, or where equivalencies were previously determined by department in a departmentalized faculty, the Department Head; or
 - (ii) at least ten (10) or one-half, whichever is less, of the Faculty Members from within the relevant Faculty, or School, or Department;

the Administrative Head shall call a meeting of the Academic Unit for the purpose of deciding whether to re-examine course equivalencies.

- (b) Following such a meeting and if formal approval has been obtained by a majority vote by ballot of the Faculty Members in that Academic Unit, a Faculty, or School, or Department shall re-determine course equivalencies in the following manner:
 - (i) If the equivalencies had previously been established by Faculty or School, a Special Committee shall be struck within the Faculty or School, within one hundred (100) days of the date of signing

of this Collective Agreement in order to re-determine the equivalence of all non-standard teaching formats, including, but not limited to, Laboratory Courses, and intern, clinical, research, thesis and other academic supervision of undergraduate and graduate students in the Academic Unit relative to a three-hour lecture course. The Special Committee shall consist of three (3) Faculty Members elected by and from among the Faculty Members in the Faculty or School and two (2) Faculty Members appointed by the Dean or Director. After receiving the Report of the Special Committee, the Dean or Director shall determine the course equivalencies as recommended in the Report of the Special Committee within ten (10) days of the receipt of the Report of the Special Committee. This determination shall be fair and equitable, and shall be circulated to all Faculty Members in the Academic Unit.

- (ii) If the equivalencies had previously been established by Department, the Department Head shall, following Collegial Consultation, determine the equivalencies. This determination shall be fair and equitable, and shall be circulated to all Faculty Members in the Academic Unit.

VARIATIONS FROM THE TEACHING NORM

3.18 On an annual basis the proportion of a tenured Faculty Member's work devoted to teaching may be increased under one or the other of the following provisions:

- (a) A voluntary increase may be given following a signed agreement between a Faculty Member and the Administrative Head. With this increase in work devoted to teaching, the expectations for research, scholarly, creative and professional activities shall be correspondingly reduced. This provision shall be applied either when the Faculty Member voluntarily takes on one (1) or more sections beyond the normal teaching assignment or when, without a change in the number of course sections, the Faculty Member voluntarily undertakes implementation or operation of a major teaching project or programme for which there is a demonstrable need in the Academic Unit. These increases shall be taken into account in all promotion assessments.
- (b) When, in the previous three (3) years, a Faculty Member has not engaged in scholarly activity in accordance with Clause 3.03, the proportion of their work devoted to teaching may be increased by up to two (2) courses or equivalent above the teaching norm for their Academic Unit. The Administrative Head shall consult with the Faculty Member before increasing the amount of teaching.

3.19 (a) Notwithstanding Clauses 3.07 - 3.18, upon a declaration of anticipated financial exigency, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs of each Faculty or School shall strike a Special Committee to consider temporary increases in teaching workload of one (1) course for all Faculty Members in that Faculty or School. The extra teaching shall not begin before the first semester that starts at least sixty (60) days after the Board declares financial exigency.

- (b) This Special Committee shall consist of three (3) Faculty Members elected from the Faculty or School and two (2) Faculty Members appointed by the Dean, Associate Vice-President (Marine Institute) Academic and Student Affairs, or Director. In the case of non-departmentalized Faculties or Schools, the Special Committee shall consist of three (3) Faculty Members elected from the Faculty or School and two (2) Faculty Members appointed by the Dean or Director from the Faculty or School or from one (1) or more cognate Academic Units designated by the Faculty Members in the Faculty or School. The Special Committee shall establish its own procedures but allow input from all Faculty Members in the affected Faculty or School. The Special Committee shall also meet with the Dean, Director or Associate Vice-President (Marine Institute) Academic and Student Affairs of the affected Faculty or School.

- (c) The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, following a special meeting with the members of the Faculty or School, shall make representation to the Special Committee when they believe that such a temporary increase is required. The Special Committee shall evaluate this claim and submit its written Report to the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs within twenty (20) days, and at the same time, circulate the Report to the Faculty Members of the Faculty or School.

- (d) The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs may, after seriously considering the Report of the Special Committee, assign a temporary one-course increase in the teaching workload for all Faculty Members in the Faculty or School.
 - (e) For subsequent years the process may be repeated with newly-formed Special Committees.
- 3.20 Faculty Members appointed to special externally-funded named chairs, where the expectation of the funding group(s) is that the chair holder will be predominantly involved in research, shall teach the number of courses per year agreed at the time of appointment to the chair. Such appointees shall not be eligible for a teaching assignment reduction under Clause 3.25. At the conclusion or termination of the external funding for the externally-funded chair, the chair holder shall assume the normal teaching duties of a Faculty Member.
- 3.21 University Research Professors, during the five-year period of the award, shall teach the number of courses per Academic Year as determined by the University policy governing Research Professors.
- 3.22 Tenure-track Faculty Members who have not previously held a tenure-track appointment at a university shall be assigned one (1) less course than the teaching norm for their Academic Unit during the first two (2) years of their tenure-track appointment.
- 3.23 Clause 3.22 shall apply to those Faculty Members hired under Clause 10.05 of the MUN/MUNFA Collective Agreement. The course remissions permitted under Clause 3.22 shall be taken at the time the tenure-track position begins. If preferred by the ASM, and agreed to by the Dean, this remission may be taken at the time of hiring, to facilitate completion of the doctoral dissertation.
- 3.24
- (a) Faculty Members whose duties and responsibilities are set out in Articles 5 and 24 shall have teaching workloads consistent with those Articles.
 - (b) Faculty Members whose appointments do not have a “(Research)” designation in Academic Units without a teaching programme shall have teaching workloads consistent with the teaching workloads of the Academic Unit(s) in which they are assigned teaching.
 - (c) The teaching portion of the workload in Academic Units without a teaching programme shall be taken into account in promotion and tenure assessments.
- 3.25 In each Academic Year, every Faculty or School shall set aside a minimum of one (1) percent of its normal teaching capacity, for the purpose of granting teaching remissions in support of research. Where the minimum of one (1) percent of normal teaching capacity would be less than one (1) remission there shall nevertheless be one (1) remission in that Faculty or School. The allocation of these teaching remissions for this purpose shall be subject to the following conditions:
- (a) Normal teaching capacity shall be defined as the total number of tenure-track or tenured Faculty Members in a given Faculty or School on September 1 of the year preceding the Academic Year in which the remissions are to be granted multiplied by the teaching norms for the Faculty or School.
 - (b) No more than one (1) course shall be remitted under this Clause for a Faculty Member in a given Academic Year.
 - (c) A Faculty Member who already has a teaching remission for research purposes for the year in which remissions are to be granted under the provisions of this Collective Agreement shall not be eligible for remission under this Clause.
 - (d) The criteria for assessing applications for teaching remissions under this Clause shall be:
 - (i) the strength of the applicant’s research record;
 - (ii) the potential scholarly value of the research for which support in the form of a teaching remission is being sought;

- (iii) the applicant's need for a teaching remission in the year in question in order to pursue the research in a timely fashion.
 - (e) Applications for a teaching remission under this provision must be submitted to the Dean or Director of the applicant's Faculty or School by April 15 of the year preceding the Academic Year for which the remission is sought.
 - (f) The number of remissions under this Clause shall be at least the minimum specified, provided there are a sufficient number of applicants.
 - (g) At the same time that the Dean or Director informs applicants of their decisions regarding course remissions, the Dean or Director shall circulate to all Faculty Members in the Faculty or School, the names of the successful applicants for the course remissions under this Clause.
- 3.26 A larger proportion of academic service may be undertaken with a consequent reduction in the expectation for scholarly activity or with a reduction in assigned teaching only under the following circumstances:
- (a) the Faculty Member holds tenure;
 - (b) the Faculty Member provides their consent in writing;
 - (c) the Dean or Director approves in writing with a copy to the ASM's assessment file.
- 3.27
- (a) All variations from the normal pattern of work shall be made in writing with a copy to the ASM and the official personal file.
 - (b) Variations from the normal pattern of work shall be made on a fair, reasonable and equitable basis.
 - (c) For all Faculty Members whose workload assignments differ from the normal pattern, the variation shall be taken into account in promotion and tenure assessments.
- 3.28 Part of the normal academic duties of the Faculty Member may be assigned and carried out in Academic Units other than the one in which the Faculty Member holds their appointment provided the Faculty Member is competent to teach in the other Academic Unit and the teaching duties are assigned or approved by their Administrative Head. Neither the Faculty Member nor the Administrative Heads shall unreasonably withhold their consent. Teaching duties carried out in Academic Units other than the one in which the Faculty Member holds their appointment shall be credited to the Faculty Member's teaching norm as follows:
- (a) In the case of Faculty Members teaching undergraduate or graduate courses, the Faculty Member shall be entitled to the addition to their teaching norm for that Academic Year the course equivalent assigned to that specific course by the Academic Unit responsible for the course;
 - (b) In the case of Faculty Members engaged in graduate supervision, the Faculty Member shall be entitled to the addition to their teaching norm for the appropriate Academic Year(s) the course equivalent for that assignment derived from the course equivalencies from their appointed Academic Unit;
 - (c) For Faculty Members from Grenfell Campus engaged in graduate supervision, the Faculty Member shall be entitled to the addition to their teaching norm for the appropriate Academic Year(s) the course equivalent for that assignment derived from the course equivalencies from the St. John's Campus Academic Unit that most closely matches their Grenfell Campus Discipline.
- 3.29 From time to time, and following their consent, a Faculty Member may be assigned extra teaching, in addition to the previously assigned teaching, with no corresponding decrease in the expectations for research productivity. Such extra teaching duties shall be compensated in accordance with this Collective Agreement as per Clause 31.27.
- 3.30 The extra teaching referred to in Clause 3.29 may consist of one (1) or more course sections or the addition to an existing section of a number of students so that the increase in numbers is equivalent to or greater than the

average for courses of that format and level (undergraduate or graduate) in that Academic Unit. In instances when the Administrative Head has notified the Faculty Member in writing that they are not required to participate in laboratory section(s), such laboratory teaching shall not be classified as extra teaching for the purposes of Clauses 3.29 and 3.30.

- 3.31 A Faculty Member shall not unreasonably deny a request by the Administrative Head to undertake extra teaching in order to replace another Faculty Member who is unable to teach their course. When such extra teaching duties extend beyond two (2) weeks, the Faculty Member shall be compensated in accordance with this Collective Agreement by remuneration.
- 3.32 Arrangements for additional teaching duties under Clauses 3.29 and 3.30 shall be formalized in writing within two (2) weeks of a Faculty Member accepting the additional teaching duties, and shall be included in the Faculty Member's official personal file.

GENERAL CONSIDERATIONS

- 3.33 Faculty Members in St. John's shall not be assigned courses that require travel outside of the St. John's area without their consent. Faculty Members at Grenfell Campus shall not be assigned courses that require travel outside of the Corner Brook area without their consent. Such consent shall not be unreasonably withheld. Expenses related to such travel shall be reimbursed in accordance with the University's policy on travel.
- 3.34 If justified, Faculty Members shall be provided with a reasonable amount of teaching assistance from Student Markers and Teaching Assistants. Such teaching assistance shall be provided upon written request to the Administrative Head, and if justified according to the nature of instruction, enrolment, requirements of the course syllabus, the balance of the Faculty Member's duties and responsibilities, and whether or not Laboratory Instructors or Instructional Assistants are assigned to the course. If the request is justified but teaching assistance is not provided, an appropriate adjustment shall be made in the Faculty Member's assigned teaching duties.
- *3.35 It is recognized that from time to time, and for sound academic reasons, a Faculty Member's teaching responsibilities may have to be altered within two (2) months prior to the start of, or during a semester. When an assigned course is cancelled, the Administrative Head may, following consultation with the Faculty Member, assign a replacement course to be taught at some future time agreeable to the Faculty Member. Such agreement shall not be unreasonably withheld. In such an event, the Faculty Member shall be compensated for any teaching of the assigned course which has been cancelled, in accordance with the Collective Agreement Clause 31.45.
- 3.36 Three (3) times a year, at least one (1) week before the start of each semester, the Administrative Head shall provide to every Faculty Member in their Academic Unit a tentative list of all course sections and instructors, the number of students per section, together with a list of all members expected to be on leave, for that semester and the next.
- 3.37 The supervision of students registered in undergraduate or graduate thesis work, or laboratory work outside of course work, and including advanced, directed and independent or individual research projects, and professional and clinical training outside of course work shall not be assigned without the Faculty Member's consent. Such consent shall not be unreasonably withheld. This supervision shall be considered part of the assigned teaching duties.
- 3.38 After the start of a course a Faculty Member shall not be removed from the course, except in accordance with this Collective Agreement.
- 3.39 Unless provided for otherwise in the letter of appointment or by reduction of duties and responsibilities under Article 5, Faculty Members are employed by the University for twelve (12) months in each year, and except for holidays and vacations, shall meet their professional responsibilities throughout this period.

Article 4
DUTIES AND RESPONSIBILITIES OF LIBRARIANS

- 4.01 All Librarians have certain duties and responsibilities which derive from their practice as Librarians and their position as members of the academic community with academic freedom. The duties and responsibilities of Librarians shall be an appropriate combination of:
- (a) professional practice in the University Library by providing professional consultation and assistance to library users and by maintaining and developing the library holdings and information systems on the basis of the needs of Academic Units and the financial resources allocated to the Library. In addition, Librarians are expected to develop their professional knowledge in Library administrative and committee work;
 - (b) academic service within the University, which may include working with other members of the University community to enhance the academic excellence of the University and the quality of academic life, and working in the community at large through the application of the Librarian's academic or professional competence or expertise;
 - (c) scholarly activity as set out in Clause 4.09.
- 4.02 The pattern of these responsibilities may vary from time to time and from individual to individual. For the majority of Librarians, however, the principal duties shall be in (a) above.
- 4.03 Librarians have a professional duty to develop and maintain their competence and effectiveness. In carrying out their duties, Librarians shall:
- (a) discharge their assigned responsibilities in accordance with the appropriate Senate resolutions and regulations;
 - (b) have the responsibility to foster a free exchange of ideas, to refuse to practice or permit censorship, and to strive to ensure the fullest possible access to library materials for members of the University community;
 - (c) have the right to exercise professional discretion provided that they do not infringe upon the academic freedom of others.
- 4.04 Librarians shall have the right and responsibility to take a fair and reasonable share of administrative responsibilities other than those comprising part of their principal responsibilities:
- (a) through membership on appropriate bodies, and on Faculty, School, University, and other Committees and Boards;
 - (b) by undertaking other administrative tasks.
- 4.05 A Librarian shall be elected or appointed to such bodies as listed in Clause 4.04(a) or undertake other administrative tasks only with their consent. A Librarian shall not unreasonably withhold their consent. Those who have the responsibility to make such appointments shall make every effort to ensure that academic service commitments are equitably shared.
- 4.06 Appointment to an administrative position or assignment to administrative duties in the Library shall not be contingent upon rank.
- 4.07 In the exercise of professional or administrative responsibilities, Librarians shall treat academic colleagues and students so that objectivity, fairness, respect for privacy and absence of discrimination are maintained in all deliberations, recommendations and decisions.

- 4.08 Participation of Librarians in the work of learned societies, disciplinary associations, professional organizations and associations, and organizations related to the professional competence or expertise of Librarians shall constitute academic service within the meaning of Clause 4.01(b).
- 4.09 The duty to engage in scholarly activity includes:
- (a) the conduct of research, scholarship, and critical, creative, professional or developmental work;
 - (b) the dissemination of such work through publication, teaching, demonstration, presentation, exhibition or performance, or by other means appropriate to the discipline.
- 4.10 The Dean of Libraries (University Librarian) shall ensure that the assignment of duties and responsibilities is fair, equitable and reasonable.
- 4.11 If the responsibilities associated with a Librarian's assigned duties exceed a reasonable amount, they shall be granted compensatory reduction by mutual agreement between the Librarian and the Dean of Libraries (University Librarian). The Dean of Libraries (University Librarian) shall specify any changes in writing.
- (a) When such an excess would result from a planned change to a Librarian's duties, either on a continuing or a limited-term basis, the compensatory reduction shall be agreed to before the change in duties takes effect.
 - (b) When such an excess has resulted from growth in the responsibilities associated with previously assigned duties, the compensatory reduction shall be made within ten (10) days of the Librarian applying to the Dean of Libraries (University Librarian) in writing for such a reduction.

SUPPORT FOR RESEARCH AND PROFESSIONAL DEVELOPMENT

- 4.12 (a) Support for professional development on full salary shall be granted by the Dean of Libraries (University Librarian) to a Librarian to pursue approved research projects or professional development opportunities without distraction. Librarians holding tenured or tenure-track appointments are eligible for this support. Librarians holding regular term appointments are also eligible for this support when they have accumulated more than two (2) years of service over a period not exceeding five (5) years. They are then eligible for the support in every subsequent year of appointment unless there is a period of five (5) or more calendar years separating appointments. For regular term appointees holding part-time appointments, years of service shall be calculated according to the formula of Clause 16.17, and the release for research and professional development shall be for twenty (20) days.
- (b) A Librarian seeking such support for research or professional development shall submit a proposal, to the Dean of Libraries (University Librarian) specifying the project or opportunity for approval. Such a project can relate to library science or to an academic subject within the expertise of the Librarian.
 - (c) Such support shall provide release from normal responsibilities for four (4) weeks in each year of service which, if not taken, may be accumulated for up to two (2) years (up to eight (8) weeks of release).
 - (d) Such release from normal responsibilities shall be scheduled by mutual agreement between the Librarian and the Dean of Libraries (University Librarian).
 - (e) Achievements of Librarians during such release from normal responsibilities shall be evaluated as additional criteria in performance and promotion evaluations. These achievements shall be assessed under Clause 4.01(a), (b), and (c), as appropriate.

Article 5**REDUCTION IN DUTIES AND RESPONSIBILITIES**

- 5.01 Tenure-track or tenured ASMs or permanent ASM-CFEs may apply for a reduction in duties and responsibilities to not less than half of the full-time duties and responsibilities in the unit on the following basis:
- (a) Such applications shall normally be granted if the ASM is within five (5) years of normal retirement age.
 - (b) The Parties recognize that there may be other circumstances in which a full-time ASM may wish to be granted a reduction in duties and responsibilities. Such situations shall be dealt with on a case-by-case basis.
- 5.02 In requesting a reduction in duties and responsibilities, the ASM shall specify whether the request is for an indefinite period or for a defined period of up to five (5) years. In the case of a defined period, an ASM requesting a renewal must apply in writing to the Administrative Head at least ten (10) months prior to the expiry of the term of the reduction. In the case of an indefinite period of reduction in duties and responsibilities, an ASM requesting to return to a full-time position must apply to the Administrative Head at least ten (10) months prior to the date of intended return to full-time status.
- 5.03 The duties and responsibilities of an ASM with a reduction in duties and responsibilities shall be prorated to the duties and responsibilities of a full-time ASM in the same unit. Similarly the salaries of ASMs with a reduction in duties and responsibilities shall be prorated to the Basic Annual Salary.
- 5.04 If a reduction in duties and responsibilities is granted in accordance with this Article, the ASM shall retain the rights and privileges as set out under this Collective Agreement.
- 5.05 ASMs with a reduction in duties and responsibilities shall have the right to continue to participate in all employee pension and insurance plans in accordance with the terms of those plans.
- 5.06 The University shall notify the Association of the names of ASMs who have been granted a reduction of duties and responsibilities under Article 5 of the Collective Agreement, and the terms of the agreement.

Article 6

APPOINTMENT OF FACULTY MEMBERS

- *6.01 The primary objective in recruiting is to develop the best possible teaching and research programmes for the University. The Parties recognize that equity, diversity, inclusion and anti-racism (as defined in Clause 29.01) are essential in the development, implementation and pursuit of this objective.
- *6.02 Appointments of Faculty Members shall be tenure-track, tenured, teaching term or regular term, as specified in Articles 10 and 22.

INITIATING APPOINTMENTS

- *6.03 When an Academic Unit wishes to make an appointment, it shall be initiated as follows:
- (a) The Administrative Head shall formulate to their immediate administrative superior a request for approval to fill a position following Collegial Consultation with the ASMs in the Academic Unit concerning the nature of the appointment. Such Collegial Consultation shall include whether to designate positions as equity-deserving ASM positions. Such targeted recruitment from any one of the equity-deserving groups will require approval from the Provincial Human Rights Commission. Designating a position as an equity-deserving ASM position does not preclude hiring equity-deserving for all other ASM positions. In the case of an appointment to a Grenfell Campus Programme Unit, the Administrative Head's decision to seek an appointment shall follow Collegial Consultation with the Programme Chair and other members of the Programme Unit concerned. In Counselling at Grenfell Campus, the Vice-President (Grenfell Campus) shall define the nature of the appointment following consultation with the Counselling Faculty Members at Grenfell Campus and in the Student Wellness and Counselling Centre.
 - (b) If the Provost & Vice-President (Academic) accepts the request of the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, or Vice-Provost (Labrador Campus) the Administrative Head shall meet and consult with the Search Committee, and shall determine the wording and placement of the advertisement. The advertisement shall include a closing date for receipt of applications for the position. The consultation process shall include a formal vote by the Search Committee.
 - (c) If the Vice-President (Grenfell Campus) accepts the request of the Administrative Head, the Administrative Head shall meet and consult with the Search Committee, and shall determine the wording and placement of the advertisement. The advertisement shall include a closing date for receipt of applications for the position. The consultation process shall include a formal vote by the Search Committee.
 - (d) For appointments in Counselling at Grenfell Campus, the Vice-President (Grenfell Campus) shall meet and consult with the Search Committee, and shall determine the wording and placement of the advertisement. The advertisement shall include a closing date for receipt of applications for the position. The consultation process shall include a formal vote by the Search Committee.

FORMATION OF SEARCH COMMITTEES

- 6.04 Normally, Search Committees shall be formed within each Academic Unit with respect to each teaching term, regular term, tenure-track and tenured appointment. However, the Faculty Members within an Academic Unit or Grenfell Campus Programme Unit may decide by formal vote that a single committee shall be established to take responsibility for some or all appointments over the course of that Academic Year. Such a formal vote shall be carried out, following discussion, at a meeting of Faculty Members who were notified of the meeting and the topic of discussion in advance. All Faculty Members in the Academic Unit or Grenfell Campus Programme Unit shall be notified of the result of the vote.
- 6.05 At Grenfell Campus, if an appointment is to be made to a discipline represented in a Grenfell Campus Programme Unit(s), the Search Committee shall be established with ASMs from Grenfell Campus Programme Unit(s) concerned in accordance with Clause 6.06; otherwise, the Search Committee shall be established from among ASMs in the appropriate School, and include one (1) or more of the members, if any, of the relevant discipline.

- 6.06 Search Committees shall consist of five (5) Faculty Members, three (3) of whom shall be elected by the Faculty Members from within the Academic Unit(s) or Grenfell Campus Programme Unit(s) and two (2) of whom shall be appointed by the Administrative Head, giving due regard to the provisions of Clauses 29.19 and 29.20. Deputy Heads may be elected to but shall not be appointed to Search Committees. The following exceptions shall apply:
- (a) In the case of Academic Units or Grenfell Campus Programme Units with fewer than seven (7) and more than two (2) Faculty Members, the Search Committee shall consist of all Faculty Members in the Academic Unit or Grenfell Campus Programme Unit.
 - (b) For Academic Units or Grenfell Campus Programme Units with two (2) Faculty Members, they shall both be members of the Committee and the Administrative Head shall appoint one (1) additional Faculty Member from a cognate area at the same campus or from the Academic Unit concerned at the other campus.
 - (c) For Academic Units or Grenfell Campus Programme Units with only one (1) Faculty Member, the Administrative Head shall appoint two (2) additional Faculty Members, one (1) of whom shall be named by the Faculty Member. At least two (2) members of the Committee shall be from the campus at which the position is to be filled.
 - (d) Notwithstanding Clause 1.03(c), for Academic Units or Grenfell Campus Programme Units with no Faculty Members, the Administrative Head shall appoint three (3) Faculty Members to form a Committee. At Grenfell Campus, the Administrative Head shall appoint the members of the Committee from cognate areas at Grenfell Campus, or from the Academic Unit concerned at St. John's campus, with the proviso that at least two (2) members of the Committee shall be Faculty Members at Grenfell Campus.
 - (e) In the Faculty of Medicine, when an appointment is to be made where the successful candidate will be, or will possibly be, an ASM, the Search Committee shall be formed in accordance with the provisions of this Article except that the Administrative Head may include in the number of their appointees specified in Clause 6.06, one (1) member of the Faculty of Medicine who is excluded from this Collective Agreement by virtue of being engaged in the clinical practice of medicine, when the Administrative Head believes that such an individual can supply particular expertise that is required to assess candidates.
 - (f) In the Faculty of Engineering and Applied Science, one (1) of the two (2) appointed Faculty Members of the Search Committee shall be appointed by the Dean from outside the Department.
- 6.07 When Search Committees are formed for joint appointments between or among Academic Units or Grenfell Campus Programme Units, the Search Committees shall have representation from each appropriate Academic Unit.
- 6.08 When no available member of the Academic Unit or Grenfell Campus Programme Unit can supply particular expertise which is required to assess candidates for a given position, or where a member of the Committee is needed to comply with Clause 29.19 the Administrative Head may include in the number of their appointees specified in Clause 6.06 a Faculty Member from a cognate area.
- 6.09 The Committee shall elect its own Chairperson.
- 6.10 The Administrative Head shall not be a member of the Search Committee, but may meet with the Committee at the invitation of the Chair, or upon the request of the Administrative Head. The Committee shall have the option of holding meetings in the absence of the Administrative Head.
- 6.11 Normally, transaction of business shall require the presence of all members of the Search Committee. In no case shall business be transacted in the absence of more than one (1) member or in the absence of the Chairperson. In a case where a Committee has fewer than five (5) members, all members must be present for the transaction of business. Notwithstanding the above, participation by Telecommunications Technology in which all participants talk to one another in real time is acceptable when all members have all appropriate documentation and it is otherwise not feasible for the Committee to meet in person within the time frame necessary to make a decision.

- 6.12 Where a candidate under consideration presents a documented record of personal conflict with a Faculty Member otherwise eligible to serve on the Search Committee, and the Administrative Head determines that the documented personal conflict creates a reasonable apprehension of bias, then that Faculty Member shall recuse themselves from serving on the Committee for that search.
- *6.13 Where a Faculty Member who is a member of the Search Committee has a conflict of interest as defined in Clause 1.38 involving a candidate under consideration, or has within the past six (6) years been an academic supervisor of a candidate under consideration, that Faculty Member shall recuse themselves from serving on the Committee for that search.
- 6.14 In the event of a resignation from the Committee or where a member of the Committee becomes unavailable or ineligible to serve on the Committee before the Committee has begun to interview candidates, an attempt shall be made to fill the resulting vacancy by election or appointment according to the manner in which the member to be replaced was designated.
- 6.15 If the number of eligible Faculty Members who agree to stand for election is fewer than the number specified in Clause 6.06, nonetheless the Committee shall be composed of those appointed and elected within the terms of Clause 6.06. If a Committee is formed under this provision with less than a full complement of members, and if one (1) or more eligible candidates have later made it known that they are available, the vacancies shall be filled before the Committee has begun to interview candidates. These position(s) shall be filled by election, following a further call for nominations, or by appointment, according to the manner in which the position(s) would originally have been filled.
- 6.16 Professional support and consultation shall be provided by the Employment Equity Officer when requested by the Chair of the Search Committee. At the request of the Chair of the Search Committee, a representative from the Joint Equity Committee shall meet with the Search Committee.
- 6.17 The Search Committee shall not be required to perform duties outside the scope of this Article.

SEARCH PROCEDURES

- 6.18 (a) Appointments for a period of one (1) year or more approved for search shall be advertised by the University on its website and in one (1) or more nationally-distributed print and/or electronic media selected so as to provide broad exposure to the position for potential applicants.
- (b) Appointments for a period of less than one (1) year approved for search shall be advertised by the University on its website and notification shall be sent by the Administrative Head by E-mail, fax, or regular mail to the appropriate department(s) at each Canadian university, and the University may advertise in any additional manner it deems appropriate.

A copy of the advertisement shall be sent to the Association and to the Joint Equity Committee.

- 6.19 A term appointment may be extended or renewed without advertising provided that the reappointment is recommended by a currently active or new Search Committee.
- *6.20 The Administrative Head shall receive all applications and nominations, and make all of them available to the members of the Search Committee. The candidates' complete application files shall be maintained by the Administrative Head and shall be available to members of the Academic Unit(s) or Grenfell Campus Programme Unit(s) concerned for viewing, only for the purpose of appointment. Should the University make available any part of application files outside the Academic Unit(s) or Grenfell Campus Programme Unit(s) for viewing, the University shall disclose in writing to the Association and to the Search Committee to whom the files are made available, and for what reasons. No candidate for a position shall have access to the files of the other candidates for the same position.
- *6.21 The Search Committee shall:
- (a) review the application files of all applicants based on the criteria specified in the position advertisement;

- (b) compile a shortlist of candidates; when candidates are judged equivalent for appointment, members of equity-deserving groups as per Article 29 shall be given preference.
- (c) consult with the Administrative Head before finalizing a shortlist of candidates recommended for interview;
- (d) make the shortlist known to the Faculty Members of the Academic Unit(s) and/or Grenfell Campus Programme Unit(s) concerned and known to the Joint Equity Committee;
- (e) interview the number of candidate(s) approved by the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, or for Counselling Faculty Members at Grenfell Campus, the Vice-President (Grenfell Campus) or the Vice-Provost, (Labrador Campus). When the position is tenure-track or tenured, the Dean, Director or Associate Vice-President (Marine Institute) Academic and Student Affairs, or Vice-President (Grenfell Campus) or the Vice-Provost, (Labrador Campus) will approve no fewer than two (2) candidates to be invited for interviews. When there is only one (1) candidate short listed for a tenure-track or tenured position, that one (1) candidate shall be invited for an interview;
- (f) interview on-campus candidate(s) for appointments greater than one (1) year in duration. However, if an on-campus interview is not feasible, or if the appointment is for one (1) year or less, a Search Committee may interview a candidate using Telecommunications Technology;
- (g) arrange open meetings with all candidates who are interviewed on-campus and, if practical, arrange open meetings using Telecommunications Technology with all candidates who are interviewed at a distance;
- (h) in the case of positions of one (1) year or longer on any University campus, arrange a meeting with an officer of the Association;
- (i) when the Search Committee considers it advisable and the classroom teacher agrees, arrange for candidates to teach a class in the presence of the Search Committee;
- (j) invite and consider advice from members of the Academic Unit(s) or Grenfell Campus Programme Unit(s);
- (k) provide a Report to the Administrative Head; the Report shall include a list of candidates recommended for appointment in order of preference, a recommendation concerning academic rank and, when the recommendation is for the rank of Associate Professor whether the appointment be tenured for each recommended candidate. Unless a non-Canadian candidate for a position is demonstrably more qualified than a Canadian or permanent resident candidate, the Search Committee shall recommend that the Canadian or permanent resident be appointed. Subsequent Reports may be submitted as necessary and shall remain confidential.

6.22 At the interview, the Administrative Head shall present to the candidate the following:

- (a) a copy of this Collective Agreement;
- (b) a written statement notifying them of the need to determine eligible moving expenses and eligible years towards sabbatical leave, promotion and tenure, and academic rank and salary in accordance with this Collective Agreement;
- (c) a copy of relevant University policy and procedures concerning moving expenses.

When the interview occurs via Telecommunications Technology, the candidate shall be sent such documents no later than the time an offer of appointment is made.

APPOINTMENT CRITERIA

6.23 Assessment of candidates shall be based primarily on their ability to perform the academic duties of the advertised position as evidenced by the candidates' degrees and their records of, and potential for, teaching,

research, scholarship, and critical, creative, professional, or developmental work. Notwithstanding the above, the Search Committee shall consider the document circulated by the Joint Equity Committee as per Clause 29.10.

RECOMMENDATION OF THE ADMINISTRATIVE HEAD

- 6.24 Should the Administrative Head not be prepared to accept the first recommendation of the Search Committee, it shall be referred back with a statement of reasons for further consideration. This statement of reasons shall be in writing.
- 6.25 The Administrative Head shall forward their recommendation to their immediate administrative superior together with the Report of the Search Committee and shall concurrently inform the Search Committee of the identity and academic rank of the candidate(s) recommended for appointment. The Administrative Head shall recommend only individuals who have been recommended for appointment in the Report of the Search Committee.
- 6.26 Should the Administrative Head's immediate administrative superior not be prepared to accept the first recommendation, it shall be referred back with a written statement of reasons to the Administrative Head for further review in consultation with the Search Committee. The result of this review shall be either a reiteration of the previous recommendation of the Administrative Head or a new recommendation by the Administrative Head. This new recommendation shall include only candidates recommended by the Search Committee and shall be copied to the Provost and Vice-President (Academic).
- 6.27 A successful candidate for a tenure-track, tenured or regular term appointment who holds an earned doctorate or generally accepted terminal professional qualification shall be appointed at the rank of Assistant Professor or a higher rank.

NOTIFICATION OF APPOINTMENT

- 6.28 Should the successful applicant accept the appointment, the Administrative Head shall notify the members of the Academic Unit.
- 6.29 A Faculty Member appointed to a position within the University shall receive a letter of appointment which shall specify the campus; Academic Unit; rank; type of appointment; effective date; duration of the appointment; salary; start-up funds (if applicable); eligible years towards promotion and tenure; and eligible years towards sabbatical leave. At Grenfell Campus, the letter of appointment shall also specify the discipline and School. Such letters shall normally be sent to the Faculty Member before they begin employment; however, in cases where they have been hired at short notice, the letter of appointment shall be sent within fifteen (15) days of the date when employment began. If any changes are subsequently made to the conditions of employment set out in the letter of appointment, these shall be agreed to in writing by both the University and the Faculty Member. The letter shall include a statement of the eligibility of the appointee for moving expenses.

CANCELLATION OF A SEARCH

- 6.30 When a search for more than one (1) position is ongoing, and the need arises to cancel the search for a position, the Administrative Head, following Collegial Consultation with the members of the Academic Unit(s) or Grenfell Campus Programme Unit(s) concerned, shall determine which search or searches shall continue.

Article 7**PROCEDURES FOR THE FORMATION OF PROMOTION AND TENURE COMMITTEES FOR FACULTY MEMBERS**

- 7.01 Within each Academic Unit, a Promotion and Tenure Committee consisting of Faculty Members shall be established annually no later than May 1 to be in office for the following Academic Year. The Administrative Head shall initiate the process of establishing the Committee and inform the members of the Academic Unit of the Committee membership. The Association shall be notified of the composition of, and any change to the Promotion and Tenure Committee, and which members were appointed or elected by the Academic Unit.
- 7.02 In addition to the exclusions in the remainder of this Article, a Faculty Member is not eligible to serve on a Promotion and Tenure Committee if they:
- (a) are being considered for promotion;
 - (b) are being considered for tenure;
 - (c) are being considered for extension of tenure-track appointment;
 - (d) hold a term appointment with a duration of less than two (2) years.
- 7.03 Where a Faculty Member who is otherwise eligible to serve on a Promotion and Tenure Committee has a conflict of interest as defined in Clause 1.38 involving a candidate under consideration, that Faculty Member shall recuse themselves from serving on the Committee for that candidate.
- 7.04 Where a candidate under consideration presents a documented record of personal conflict with a Faculty Member otherwise eligible to serve on the Promotion and Tenure Committee, and the Administrative Head determines that the documented personal conflict creates a reasonable apprehension of bias, then that Faculty Member shall recuse themselves from serving on the Committee for that candidate.
- 7.05 Where a Faculty Member who is a member of the Promotion and Tenure Committee has within the past six (6) years been an academic supervisor of a candidate under consideration, that Faculty Member shall recuse themselves from serving on the Committee for that candidate.
- 7.06 No later than September 2, the Promotion and Tenure Committee shall be notified of the Faculty Members who intend to apply for promotion or tenure and shall be asked to declare to the Administrative Head if a personal conflict or conflict of interest exists.
- 7.07 The Promotion and Tenure Committee shall consist of five (5) Faculty Members, no more than one (1) of whom shall be non-tenured; three (3) of whom shall be elected by the Faculty Members from within the Academic Unit and two (2) of whom shall be appointed by the Administrative Head. If the Administrative Head is to be considered for promotion or tenure in the Academic Year for which the Committee is being established, they shall so inform their immediate administrative superior who shall make the appointments to the Committee. In the case of Academic Units with fewer than seven (7) Faculty Members eligible and prepared to serve, the Committee shall consist of all eligible Faculty Members of the Academic Unit, of whom no more than one (1) shall be non-tenured. As the need arises, one (1) of the persons appointed by the Administrative Head may be a Faculty Member from a cognate area. If the Committee is revised then the Association must be notified of the composition of the new Committee.
- 7.08 Normally, transaction of business shall require the presence of all members of the Promotion and Tenure Committee. In no case shall business be transacted in the absence of the Chairperson. In a case where a Committee has fewer than five (5) members, all members must be present for the transaction of business. Notwithstanding the above, participation by Telecommunications Technology in which all participants talk to one another in real time is acceptable when all members have all appropriate documentation and it is otherwise not feasible for the Committee to meet in person within the time frame necessary to make a decision.
- 7.09 When a Department cannot constitute a Promotion and Tenure Committee as outlined elsewhere in this Collective Agreement, the Academic Unit shall be defined as the appropriate Faculty. The Promotion and

Tenure Committee shall consist of five (5) Faculty Members, no more than one (1) of whom shall be non-tenured; three (3) of whom shall be elected from within the Academic Unit and two (2) of whom shall be appointed from the Academic Unit. All Faculty Members in the Faculty shall be eligible to stand for election and be considered for appointment to the Promotion and Tenure Committee. Only Faculty Members in the Department shall be eligible to vote.

- 7.10 If the number of eligible Faculty Members who agree to stand for election is fewer than the number specified in Clause 7.07, nonetheless the Committee shall be composed of those appointed and elected within the terms of Clause 7.07. If a Committee is formed under this provision with less than a full complement of members, and if one (1) or more eligible candidates have later made it known that they are available prior to consideration of any candidate by the Committee, the vacancies shall be filled by election, following a further call for nominations, or by appointment, according to the manner in which the position(s) would originally have been filled.
- 7.11 The first meeting of the Committee shall be convened by the Administrative Head. The Committee shall elect its own Chairperson. The Administrative Head shall not be a member of the Committee, but may meet with the Committee by invitation of the Committee or upon the request of the Administrative Head. The Committee shall have the option of holding meetings in the absence of the Administrative Head.
- 7.12 In the event of a resignation from the Committee prior to consideration of any candidate by the Committee, an attempt shall be made to fill the resulting vacancy, either by election or appointment, according to the manner in which the position(s) was originally filled. Resignations after the consideration of candidates by the Committee has begun shall result in the Committee's continuing with a reduced number of members.

GRENFELL CAMPUS

- 7.13 At Grenfell Campus, Counselling Faculty Members shall, in consultation with the Vice-President (Grenfell Campus), select which school Committee shall review their file.

FACULTY OF MEDICINE

- 7.14 In the Faculty of Medicine, the procedure for appointment of a Committee set out in Clauses 7.01 - 7.12 shall in general apply except as follows:
- (a) Each Division (Community Health and Humanities, and Bio-Medical Science) shall have a Promotion and Tenure Committee.
 - (b) One (1) of the three (3) elected members shall be elected from Faculty Members within the Faculty but outside the Divisions by Faculty Members within the Faculty but outside the Divisions and one (1) of the two (2) appointed members shall be appointed by the Dean from within the Division.
 - (c) Faculty Members who are members of neither Division shall, in consultation with the Vice-Dean, select which Division Committee shall review their file.

FACULTY OF ENGINEERING & APPLIED SCIENCE

- 7.15 In the Faculty of Engineering and Applied Science, the procedure for appointment of the Promotion and Tenure Committee set out in Clauses 7.01 - 7.12 shall apply, except one (1) of the three (3) elected members shall be elected from Faculty Members within the Faculty but outside the Department by Faculty Members within the Faculty but outside the Department and one (1) of two (2) appointed members shall be appointed by the Dean from outside the Department.

Article 8**THE ASSESSMENT FILE FOR NON-DECISION YEAR REVIEW, EXTENSION OF TENURE-TRACK APPOINTMENT, TENURE AND PROMOTION FOR FACULTY MEMBERS**

- *8.01 Candidates for extension of a tenure-track appointment, promotion or tenure, and those being reviewed in non-decision year reviews, shall create an assessment file, in consultation with the Administrative Head, which shall be considered by the Promotion and Tenure Committee. This file, as completed in accordance with this Article, shall contain all the documentation relevant to the evaluation process including samples of the candidate's work. Candidates may include a statement referring to their fulfilment of the relevant criteria in the areas of assessment as stated in Articles 10 and 11.
- 8.02 Candidates shall submit materials for their file in an electronic format, if appropriate, to the Administrative Head by September 15 in the case of consideration for non-decision year reviews, extension of tenure-track appointments, tenure or promotion. When acknowledging receipt of the file, the Administrative Head shall notify the Faculty Member in writing that the Faculty Member has the right to include in the assessment file rebuttal or written comments on the accuracy or meaning of any documents inserted into their assessment file.
- 8.03 Before making the file available to the Promotion and Tenure Committee, the Administrative Head shall insert copies of any relevant documents previously placed in the official personal file of the candidate, including non-decision year reviews and recommendations formulated during previous promotion and tenure assessments. Such documents shall be clearly marked as having been inserted by the Administrative Head. Before making the file available to external referees, the Administrative Head shall remove documents pertaining to non-decision year reviews and recommendations formulated during previous promotion and tenure assessments.
- *8.04 The Promotion and Tenure Committee or the Administrative Head may request additional information or material from the candidate or elsewhere in the University. Such requests shall be made in writing and shall form part of the file. Such additional information shall be placed in the file by the Administrative Head when requested by the Promotion and Tenure Committee or the Administrative Head.
- 8.05 The assessment file shall be deemed to be an annex to the official personal file. As new documents are created or obtained in the assessment process, they shall be added to the assessment file by the Administrative Head. In addition, the Administrative Head shall ensure that any such documents not previously copied to the candidate shall be copied to them. The candidate has the right to insert a response but shall not insert any new, substantive material in the assessment file after the Committee has submitted its Report. No material shall be included in the file which does not meet the requirements governing inclusion of material in the official personal file as specified in Clauses 1.41 - 1.64, except that the candidate may submit copies of books, articles or other similar materials for assessment purposes. The material in this file shall be governed by the provisions of Clause 3.05.
- *8.06 The assessment file shall be maintained by the academic administrator currently responsible for formulating a recommendation. If paper copies are made available for Committee Members, they shall be signed out only by a member of the Committee. All copies in the possession of Committee Members, either in paper or electronic form, shall be destroyed by Committee Members at the conclusion of the assessment process. Except for the original copy of the assessment file submitted by the candidate, the University shall ensure that all electronic copies of the assessment file within the custody and control of the University shall be destroyed at the conclusion of the assessment process.
- 8.07 The candidate shall have access to the file at any time upon request. However, confidential letters of assessment shall be viewed only in accordance with Clause 1.59.
- 8.08 The Chairperson of the Committee shall inform the candidate in writing of the final content of the file considered by the Committee before the Committee begins its review of the file.
- 8.09 In the case of tenure and promotion the file shall contain letters from external referees. These letters shall be solicited in accordance with Clauses 10.10 - 10.17 and 11.12 - 11.13.
- 8.10 After the Committee has submitted its Report, no new material shall be added to the file except assessments and recommendations by academic administrators, as specified in this Collective Agreement, and

correspondence related to the evaluation process, or a reply to a negative assessment or recommendation. Such a reply shall only be considered if a final decision has not been made by the President regarding the assessment file in question. Neither the correspondence nor a reply shall include any new, substantive material.

- 8.11 In the case of extension of a tenure-track appointment, tenure or promotion, the President shall inform the candidate of their recommendation and shall be responsible for transmitting the file to the Director of Human Resources for inclusion in the official personal file.
- 8.12 In the case of a non-decision year review the relevant academic administrator shall be responsible for transmitting the file to the Director of Human Resources for inclusion in the official personal file and shall return to the candidate all copies of books, articles or other similar materials in accordance with Clause 1.49.
- 8.13 When the Director of Human Resources receives an assessment file for inclusion in the official personal file, they shall return to the candidate all copies of books, articles or other similar materials in accordance with Clause 1.49 as well as any voluminous teaching dossier material.

Article 9**PROCEDURES FOR PROMOTION AND TENURE COMMITTEES FOR FACULTY MEMBERS**

- 9.01 The procedures specified in this Article shall apply to all assessments carried out by Faculty Member Promotion and Tenure Committees unless otherwise specified in this Collective Agreement.
- 9.02 Once appointed or elected to a Promotion and Tenure Committee, a Faculty Member cannot be a candidate for promotion or tenure during the Academic Year for which that Committee was established.
- 9.03 Normally, transaction of business shall require the presence of all members. In no case shall business be transacted in the absence of more than one (1) member or in the absence of the Chairperson. In the case of a Committee with fewer than five (5) members, all members must be present for the transaction of business. Transaction of business shall be confidential.
- 9.04 In cases of promotion, when a Faculty Member is appointed to the University or promoted to a higher rank between January 1 and August 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the following September 1.
- 9.05 In cases of promotion, when a Faculty Member is appointed to the University or promoted to a higher rank between September 2 and December 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the previous September 1.
- 9.06 Assessment procedures shall be initiated as follows:
- (a) In cases where a tenure-track appointee is appointed between January 1 and August 31, the first review for progress toward meeting the criteria for tenure shall be initiated by the Administrative Head by September 1 of the year following the year of appointment which shall be considered to be the second year. Further reviews shall be initiated by the Administrative Head in the fourth year, and in the fifth year when the tenure review is in the sixth year, in accordance with this Article.
 - (b) In cases where a tenure-track appointee is appointed between September 1 and December 31, the first review for progress toward meeting the criteria for tenure shall be initiated by the Administrative Head by September 1 immediately following the appointment which shall be considered to be the second year. Further reviews shall be initiated by the Administrative Head in the fourth year, and in the fifth year when the tenure review is in the sixth year, in accordance with this Article.
 - (c) By indicating to their Head, in writing, by September 1, the Faculty Member shall have the option to decline a non-decision review in the fourth year. Such written requests shall be added to the assessment file.
 - (d) Review of tenure-track appointees at the rank of Assistant Professor for extension of appointment shall be initiated by the Administrative Head no later than September 1 in the third year of the appointment.
 - (e) Review of tenure-track appointees for tenure shall be initiated by the Administrative Head no later than September 1 of the sixth year of the appointment in the case of Assistant Professors, and the third year of the tenure-track appointment in the case of Associate Professors.
 - (f) Consideration of a Faculty Member for promotion shall follow upon formal application or nomination for such promotion. An application or nomination for promotion (not concurrent with a tenure consideration) shall be made in writing to their Administrative Head by September 1. In the case of nomination the written consent of the candidate shall accompany the nomination.
 - (g) At the time the Administrative Head initiates the review of a tenure-track appointee or receives an application or nomination for promotion, they shall request the Faculty Member to prepare materials for the assessment file as specified in Article 8. The Administrative Head shall present the file, prepared in consultation with the candidate, to the Committee not later than September 20 in the case of non-decision year review and October 1 in all other cases.

- 9.07 The Committee may request a meeting with the candidate as part of the review procedure. In addition, a candidate shall, if they request, be given the opportunity to meet with the Committee. In either case, the candidate shall be notified at least five (5) days before the date of the meeting.
- 9.08 If the initial decision of the Committee is not to make a positive recommendation, the Chairperson shall notify the candidate in writing, by December 1 in the case of tenure or extension of tenure-track appointment; by February 1 in the case of promotion to Associate Professor; and by March 1 in the case of promotion to Professor. In this notice, the Committee shall state its concerns and offer to meet with the candidate to allow them to address these concerns. The candidate shall indicate in writing whether or not they wish to meet with the Committee. If the candidate elects to meet with the Committee, they shall have ten (10) days from the date of the notice to seek advice and prepare further documentation in preparation for such a meeting. All documentation provided by the candidate to the Committee shall become part of the assessment file. The Committee shall review its initial recommendation following this meeting with the candidate.
- 9.09 After the Committee has completed its review of the candidate, it shall transmit its Report to the Administrative Head. The Report must take into account the criteria for Promotion and Tenure specified in Articles 10 and 11. The Administrative Head shall forward their recommendation and the Committee's Report to their immediate administrative superior, and shall concurrently inform the Committee of their recommendation. At the request of the Committee, the Administrative Head shall meet with the Committee to discuss their recommendation. The Administrative Head shall inform the candidate of both the Committee's and the Administrative Head's recommendations simultaneously with the forwarding of the recommendation to their immediate administrative superior.
- 9.10 The Promotion and Tenure Committee shall make Reports to the Administrative Head concerning non-decision year review, extension, tenure and promotion of Faculty Members. This Report shall be confidential. The Committee shall not be required to perform additional duties.

Article 10**TENURE-TRACK APPOINTMENT AND TENURE FOR FACULTY MEMBERS**

- 10.01 A candidate for a non-decision year review, extension of a tenure-track appointment or for tenure shall be considered at the times specified in this Article and in Clause 9.06. Candidates shall prepare and submit materials for the assessment file to the Administrative Head in accordance with Article 8.
- 10.02 At the option of the candidate, exercised in writing to the Administrative Head with best efforts to provide a copy to the Director of Faculty Relations within eight (8) months of the effective date of the appointment, some or all of the time spent in term appointment(s) at the University in the six (6) year period immediately preceding a tenure-track appointment, provided that this time follows the completion of the doctorate (or the recognized terminal qualification in their discipline), may be included in the years of service specified in this Article. A total of six (6) Laboratory Courses or nine (9) non-Laboratory Courses shall be the equivalent of one (1) full year of relevant academic experience.
- 10.03 A tenure-track appointment is an appointment which shall lead to consideration for tenure according to the criteria and procedures specified in this Collective Agreement, unless the tenure-track appointment is not extended in accordance with this Article. A tenured appointment is a continuing appointment which shall not be terminated by the University except as provided for in this Collective Agreement.
- 10.04 A tenure-track appointment shall be made for an initial period of three (3) years.
- 10.05 When a search has been conducted and the advertisement stated that a completed earned doctorate (or the recognized terminal qualification in the discipline) is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position, and the candidate recommended to the Board of Regents for appointment has not completed an earned doctorate (or recognized terminal qualification in their discipline), the appointment shall be a regular term, non-renewable appointment for three (3) years at the rank of Assistant Professor in accordance with Clause 22.02. During the first twenty-four (24) months of the term of the appointment, if the Faculty Member completes all requirements for the doctorate (or the recognized terminal qualification in their discipline), they shall begin a tenure-track appointment following completion of the requirements for the degree. The date that the tenure-track appointment would begin would be determined by Clauses 11.04 and 11.05 substituting date of completion of the degree for date of appointment. Time in the term appointment shall not otherwise count toward the tenure-track period. During the final twelve (12) months of the regular term appointment, completion of the doctorate (or the recognized terminal qualification in their discipline) shall not lead to a tenure-track position although the Faculty Member may wish to respond to an advertisement for the position they were occupying.
- 10.06 An Assistant Professor holding a regular term appointment in accordance with Clause 10.05 who completes a higher degree shall have their salary adjusted in accordance with Clause 31.24 effective the date of notification of the completion to the Administrative Head.

NON-DECISION YEAR REVIEWS

- 10.07 The following procedures shall be used for non-decision year reviews of tenure-track appointees:
- (a) If the Faculty Member being reviewed has been elected or appointed to the Committee, they shall not join the Committee as a member until their review, which shall be the Committee's first review, has been completed by the Committee.
 - (b) The Promotion and Tenure Committee shall assess the file, constructed in accordance with Article 8, and may meet with the Faculty Member.
 - (c) By October 1, the Promotion and Tenure Committee shall submit a Report to the Administrative Head assessing progress toward meeting the criteria for tenure. Where appropriate, specific advice to the Faculty Member may be included in the Report. Following the submission of this Report, the Faculty Member being reviewed, if they have been elected or appointed to the Committee, shall join the Committee for the remainder of its work.
 - (d) Following receipt of the Committee's Report, the Administrative Head shall write their own Report.

- (e) By October 15, copies of both Reports will be sent to the Faculty Member, the personal file and, in the case of departmentalized units, to the Dean, or at the Marine Institute, to the Associate Vice-President (Marine Institute) Academic and Student Affairs.

TIMING OF TENURE CONSIDERATION

*10.08 Except as provided elsewhere in this Collective Agreement, a Faculty Member with the rank of Assistant Professor shall be considered for tenure in the sixth year of service. A Faculty Member with a tenure-track appointment at the rank of Associate Professor shall normally be considered for tenure in the third year of their tenure-track appointment. Alternatively, at the request of the Faculty Member in consultation with the Head, exercised no later than September 15 of their second year, a Faculty Member with a tenure-track appointment at the rank of Associate Professor may be considered for tenure in the fourth year of their tenure-track appointment. At the rank of Associate Professor, tenure shall not be granted at the initial appointment without a positive recommendation from the Search Committee. Appointments at the rank of Professor, unless they are term appointments in accordance with Article 22, shall be with tenure.

EXTENSION OF TENURE-TRACK APPOINTMENT

- *10.09 Following the review of an Assistant Professor in the third year of a tenure-track appointment, one of the following actions shall be taken by the University:
- (a) if the performance of the Faculty Member indicates satisfactory progress toward tenure using the criteria stated in Clause 10.30, the tenure-track appointment shall be extended for three (3) years;
 - (b) if the performance of the Faculty Member is unsatisfactory, the appointment to the University shall not be extended, but they may be offered a further one (1) year terminal appointment.

PROCEDURES FOR OBTAINING EXTERNAL APPRAISALS OF CANDIDATES FOR TENURE

- 10.10 The assessment file of a Faculty Member being considered for tenure shall contain at least three (3) and no more than five (5) letters of reference solicited by the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs. Referees providing these letters shall:
- (a) be competent and recognized scholars in the relevant discipline who do not hold an appointment with the University. Normally, referees shall hold the rank of Associate Professor or Professor at a recognized university. In all cases, at least two (2) letters shall be obtained from individuals holding the rank of Associate Professor or Professor at a recognized university;
 - (b) have a national or international reputation for excellence in their field;
 - (c) not currently be collaborating with a candidate nor have collaborated in the past five (5) years.
- *10.11 Notwithstanding Clauses 10.10 and 10.20, and upon the request of the Faculty Member potential referees may include Indigenous Elders and/or Traditional Knowledge Carriers/Keepers who shall be deemed commensurate with all other referees.
- *10.12 By September 15, the Faculty Member shall submit to their Administrative Head a list of at least five (5) potential referees who meet the criteria listed in Clause 10.10 and/or 10.11. The Administrative Head shall consult with the Faculty Member concerning the appropriateness of the names on the list for the purpose.
- 10.13 Should the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs wish to add additional names to the list of potential referees, they may do so only after consulting with the candidate concerning the appropriateness of these additional referees for the purpose. The candidate may register, in writing, any reservations they may have concerning the appropriateness of proposed referees. At the option of the candidate, this written reservation shall be placed in the candidate's assessment file but shall not be provided to the referees.
- *10.14 The Dean, Director or Associate Vice-President (Marine Institute) Academic and Student Affairs shall choose the referees from the list of potential referees and request letters from them. At least two (2) of the referees shall be chosen from the list submitted by the Faculty Member, provided that the Faculty Member has submitted

the names of at least two (2) potential referees who meet the criteria listed in Clause 10.10 or Clause 10.11. In accordance with Clause 10.11, the Dean shall choose at least one (1) letter of reference from Indigenous Elders and/or Traditional Knowledge Carriers/Keepers. The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall correspond with potential referees and those agreeing to act as referees by expeditious means. In requesting letters, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall use a model letter and shall seek an early response from the potential referees as to their willingness to act as a referee. Copies of letters to potential referees, minus identifying information, shall be added to the candidate's assessment file in accordance with Article 8.

- *10.15 In the event that any scholar contacted declines to serve as referee, following consultation as specified in Clause 10.12, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs may approach an additional scholar to request them to serve as referee. Any scholar chosen from the list submitted by the Faculty Member who declines to act as referee shall be replaced by another scholar chosen from the list submitted by the Faculty Member. In accordance with Clause 10.11, in the event that an Indigenous Elder and/or Traditional Knowledge Carrier/Keeper declines to serve as referee, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall approach an additional Indigenous Elder and/or Traditional Knowledge Carrier/Keeper from the list submitted by the Faculty Member. When the letters of reference are received, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall transmit copies to the Administrative Head, where they will be added to the candidate's assessment file in accordance with Article 8.
- 10.16 The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall ensure that each referee has access to a complete electronic copy of the Faculty Member's assessment file. Unless otherwise indicated in writing by the candidate, the file shall not contain non-decision year reviews, recommendations formulated during previous Promotion and Tenure assessments, and related correspondence inserted by the candidate or the University.
- *10.17 In no circumstance shall the final assessment file contain fewer than two (2) letters of reference from referees on the list submitted by the Faculty Member, provided that the Faculty Member has submitted the names of at least two (2) potential referees who meet the criteria listed in Clause 10.10 or Clause 10.11 and who agree to serve as referee.
- 10.18 For appointments in Counselling at Grenfell Campus, the Vice-President (Grenfell Campus) shall seek letters of appraisal using the general procedures specified in Clauses 10.10 through 10.17, except that the Vice-President (Grenfell Campus) shall replace all instances referring to Dean.

CONSIDERATION FOR TENURE

- *10.19 Following the review for tenure of an Assistant Professor in a tenure-track appointment, one of the following actions shall be taken by the University:
 - (a) if the performance of the Faculty Member has satisfied the criteria for tenure, tenure shall be granted and a Faculty Member holding the rank of Assistant Professor shall be automatically promoted to Associate Professor;
 - (b) if the performance of the Faculty Member has not satisfied the criteria for tenure, their tenure-track appointment shall not be extended but they shall be offered a further one (1) year terminal appointment.
- *10.20 The file of an Associate Professor being considered for tenure in their third or fourth year of a tenure-track appointment shall contain at least three (3) and no more than five (5) letters of reference solicited by the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs. Referees providing these letters shall:
 - (a) be competent and recognized scholars in a relevant discipline who are external to the University. Normally, referees shall hold the rank of Associate Professor or Professor at a recognized university. In all cases, at least three (3) letters shall be obtained from individuals holding the rank of Associate Professor or Professor at a recognized university;
 - (b) have a national or international reputation for excellence in their field;

- (c) not currently be collaborating with a candidate nor have collaborated in the past five (5) years.

10.21 Letters of appraisal shall be sought using the procedures specified in Clauses 10.10 through 10.17.

10.22 Following the review of an Associate Professor in their third year of a tenure-track appointment, one of the following actions shall be taken by the University:

- (a) if the performance of the Faculty Member has satisfied the criteria for tenure, tenure shall be granted;
- (b) if the performance of the Faculty Member has not satisfied the criteria for tenure, the appointment to the University shall not be extended but they shall be offered a further one (1) year terminal appointment.

*10.23 An Assistant Professor in their fifth year of a tenure-track appointment, or an Associate Professor in the second year of their tenure-track appointment, may apply to be considered for tenure using the criteria stated in Clause 10.30. The provisions of Clause 10.10 shall apply and letters of appraisal shall be sought using the procedures specified in Clauses 10.10 through 10.17.

*10.24 When candidates are considered for tenure under the provisions of Clause 10.23, one of the following actions shall be taken by the University:

- (a) if the performance of the Faculty Member satisfies the criteria as stated in Clause 10.30, tenure shall be granted and a Faculty Member holding the rank of Assistant Professor shall be automatically promoted to Associate Professor.
- (b) if the performance of the Faculty Member does not satisfy the criteria as stated in Clause 10.30, their tenure-track appointment shall not be extended, but they shall be offered a further one (1) year terminal appointment.

PART-TIME TENURE-TRACK APPOINTMENTS

10.25 In the case of a Faculty Member holding a part-time tenure-track appointment, the years of service at the University counted towards eligibility for tenure review shall be prorated as follows: the years of service shall be taken to be the duration of the part-time appointment multiplied by the ratio of part-time/full-time. The years of service shall be rounded up to the next full year for any part of a year greater than 0.7.

INFORMING THE COMMITTEE AND THE CANDIDATE

*10.26 In departmentalized faculties, a Dean may consult with Administrative Heads when assessing tenure files. Such consultation shall only occur after the Administrative Heads have submitted their own formal, written recommendations to the Dean on each of the assessment files that originate from their Academic Unit or division. Any such consultation shall be used only for the purpose of ensuring the tenure criteria, in accordance with Clause 10.30, are being applied consistently to each Faculty Member across Academic Units. The consultative process shall be advisory to the Dean, and all recommendations made by the Dean shall be those of the Dean. There shall be no votes taken during such consultations. Should such consultation result in a change in the Administrative Head's original written recommendation to the Dean, or if the Dean's recommendation should differ from the original recommendation of the Administrative Head, such formal, written recommendations shall be copied to the Faculty Member.

10.27 (a) When the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs makes a negative recommendation to the Provost & Vice-President (Academic) on the extension of a tenure-track appointment or granting of tenure, the Promotion and Tenure Committee and the candidate shall be informed no later than December 15 in the case of non-extension and February 15 in the case of tenure. In such a case, the Dean, Director, Associate Vice-President (Marine Institute) Academic and Student Affairs shall give the candidate a statement of reasons and provide the Promotion and Tenure Committee's Report and, where applicable, the Department Head's or Division Head's recommendation.

(b) At Grenfell Campus, when an Administrative Head makes a negative recommendation to the Vice-President (Grenfell Campus) on the extension of a tenure-track appointment or granting of tenure, the Promotion and Tenure Committee and the candidate shall be informed no later than December 15 in the

case of non-extension and February 15 in the case of tenure. In such a case the Administrative Head shall give the candidate a statement of reasons and provide the Promotion and Tenure Committee's Report.

- (c) For appointments in Counselling at Grenfell Campus, when the Vice-President (Grenfell Campus) makes a negative recommendation on the extension of a tenure-track appointment or granting of tenure, the Promotion and Tenure Committee and the candidate shall be informed no later than December 15 in the case of non-extension and February 15 in the case of tenure. In such a case the Vice-President (Grenfell Campus) shall give the candidate a statement of reasons and provide the Promotion and Tenure Committee's Report.

- 10.28 (a) At St. John's Campus the President shall receive and consider a recommendation from the Provost & Vice-President (Academic) for extension of a tenure-track appointment or granting of tenure for Faculty Members and shall notify the candidate no later than March 1 in the case of extension of a tenure-track appointment and June 1 in the case of tenure of their recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.
- (b) At Grenfell Campus, the President shall receive and consider a recommendation from the Vice-President (Grenfell Campus) for extension of a tenure-track appointment or granting of tenure for Faculty Members and shall notify the candidate no later than March 1 in the case of extension of a tenure-track appointment and June 1 in the case of tenure of their recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.

10.29 The granting of tenure shall be effective September 1.

CRITERIA FOR TENURE

*10.30 The criteria for the granting of tenure, recognizing that these criteria are interrelated, shall be satisfactory academic performance considering the tenure-track period as a whole, demonstrated professional growth since the date of appointment, and the promise of future development, acknowledging diverse career paths, traditions and values, ways of knowing, and forms of communicating knowledge. In addition the Faculty Member's teaching load in accordance with Clause 3.27(c), access to research facilities specified at the time of hire, and other available infrastructure shall be considered.

Consideration shall also be given to academically relevant achievement prior to the tenure-track appointment and any years of credit towards tenure that are specified in the appointment letter.

Considering the professional duties and responsibilities of Faculty Members as set out in Article 3, the areas of assessment for tenure shall be the following with the greatest weight placed on (a) and (b):

- (a) documented effectiveness and scholarly competence as a teacher;

Recommendations and decisions shall be based on the evaluation of documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B). The Faculty Member shall select the particular components suggested in the CAUT Teaching Dossier for inclusion in the file.

- (b) a demonstrated record, since the date of appointment, of research, scholarship, and critical, creative, professional or developmental work appropriate to the rank;

Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. Review and assessment of scholarship should recognize non-traditional forms of scholarship and traditional ways of knowing, and Indigenous ways of knowing, being, and doing. Indigenous knowledges shall be assessed as commensurate with academic knowledge.

Factors that may be considered include but are not limited to: the publication of books, monographs, and contributions to edited books; papers in both refereed and non-refereed journals; scholarly presentations delivered at professional and community meetings; success in grant competitions and obtaining external funding; developing and maintaining research collaboration and partnerships; participation in panels; unpublished research including current work in progress both supported and non-supported; editorial and

refereeing duties; creative works and performances; contributions as a public intellectual; and scholarship evidenced by the candidate's depth and breadth of knowledge and general contributions to the research life and creative milieu of the University and to society as a whole. Greater weight shall be placed on refereed products of scholarship than on those that have not been refereed. Similarly, published work shall be given greater weight than unpublished work, and success in obtaining external funding shall be given greater weight than those that are unsuccessful. The quality and originality of both published and unpublished work shall be considered.

Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Faculty Members will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.

(c) a demonstrated record of academic service.

Service includes internal and external activities related to the functioning of the University. Factors that may be considered include, but are not limited to: participating in University, Faculty, and Departmental Committees; service in professional organizations and associations, for example, through holding office on executive boards and committees; service to MUNFA; general administrative duties; and, community service where the individual has made a contribution by virtue of special academic competence.

- *10.31 Recommendations and decisions about the quality or quantity of activities shall be based solely on documentation in the file. If the documentation in the file includes no information about one (1) or more of the three (3) areas under consideration (teaching, research or service) this shall be grounds for a negative recommendation or decision.
- 10.32 A Faculty or School may adopt more detailed statements of criteria than those set out in this Article, so long as such statements are consistent with this Collective Agreement, are formally approved by a majority vote by ballot of the Faculty Members in the Faculty or School concerned and are approved by the Provost & Vice-President (Academic) or for Grenfell Campus, the Vice-President (Grenfell Campus). Copies of such statements shall be circulated to all Faculty Members in the Faculty or School and to the applicable Vice-President at least twenty (20) days before the ballot is distributed. The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.
- 10.33 When a Faculty Member resigns from the University while they are in the process of being considered for extension of a tenure-track appointment, promotion or tenure or are undergoing a non-decision year review, the process of consideration or review shall terminate and the assessment file shall not be entered into the personal file.

Article 11**PROCEDURES AND CRITERIA FOR PROMOTION OF FACULTY MEMBERS****GENERAL PROCEDURES**

- 11.01 Consideration of a Faculty Member for promotion follows upon formal application or nomination for such promotion. Such an application or nomination must be made in writing to their Administrative Head by September 1. Nomination shall require the written consent of the Faculty Member.
- 11.02 Applications or nominations for promotion to the rank of Professor shall clearly state whether consideration should be given under Clause 11.18(c)(i) or (ii).
- 11.03 A candidate shall be assessed in accordance with the procedures set out in Article 9 except as otherwise specified in this Article.
- 11.04 In cases where a Faculty Member is appointed to the University or promoted to a higher rank between January 1 and August 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the following September 1.
- 11.05 In cases where a Faculty Member is appointed to the University or promoted to a higher rank between September 2 and December 31, the calculation of years in rank shall be made as though the Faculty Member had been appointed or promoted on the previous September 1.
- *11.06 In departmentalized faculties, a Dean may consult with Administrative Heads when assessing promotion files. Such consultation shall only occur after the Administrative Heads have submitted their own formal, written recommendations to the Dean on each of the assessment files that originate from their Academic Unit or Division. Any such consultation shall be used only for the purpose of ensuring the promotion criteria, in accordance with Clause 11.14 are being applied consistently to each ASM across Academic Units. The consultative process shall be advisory to the Dean, and all recommendations made by the Dean shall be those of the Dean. There shall be no votes taken during such consultations. Should such consultation result in a change in the Administrative Head's original written recommendation to the Dean, or if the Dean's recommendation should differ from the original recommendation of the Administrative Head, such formal, written recommendations shall be copied to the ASM.
- 11.07 (a) When the Dean or Director is not prepared initially to agree with the recommendation of the Promotion and Tenure Committee, they shall refer the recommendation back to the Department or Division Head, when applicable, and to the Promotion and Tenure Committee (at Grenfell Campus, solely to the Promotion and Tenure Committee), with their reasons. The Promotion and Tenure Committee shall reconsider its recommendation in light of these reasons. The Administrative Head shall inform the candidate of any such reconsideration and the Committee may request an additional meeting with the candidate. As per Clause 9.09, the Promotion and Tenure Committee shall again report to the Administrative Head, and the Administrative Head to their immediate administrative superior.
- (b) For appointments in Counselling at Grenfell Campus, when the Vice-President (Grenfell Campus) is not prepared initially to agree with the recommendation of the Promotion and Tenure Committee, they shall refer the recommendation back to the Promotion and Tenure Committee, with their reasons. The Promotion and Tenure Committee shall reconsider its recommendation in light of these reasons. The Vice-President (Grenfell Campus) shall inform the candidate of any such reconsideration and the Committee may request an additional meeting with the candidate. As per Clause 9.09, the Promotion and Tenure Committee shall again report to the Vice-President (Grenfell Campus).
- 11.08 (a) When the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs makes a negative recommendation to the Provost & Vice-President (Academic) regarding promotion, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall inform the Promotion and Tenure Committee and the Faculty Member. In such a case, the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs shall give a statement of reasons and provide the Promotion and Tenure Committee's Report and, when applicable, the Department or Division Head's recommendation.

- (b) At Grenfell Campus, when an Administrative Head makes a negative recommendation to the Vice-President (Grenfell Campus) regarding promotion, the Administrative Head shall inform the Promotion and Tenure Committee and the Faculty Member. In such a case, the Administrative Head shall give a statement of reasons and provide the Promotion and Tenure Committee's Report.
- 11.09 (a) At St. John's, in every case where a Faculty Member has applied for, or has been nominated for, promotion, the President shall receive and consider the recommendation from the Provost & Vice-President (Academic) and shall notify the candidate no later than June 1 of the President's recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.
- (b) At Grenfell, in every case where a Faculty Member has applied for, or has been nominated for, promotion, the President shall receive and consider the recommendation from the Vice-President (Grenfell Campus) and shall notify the candidate no later than June 1 of the President's recommendation to the Board. If the recommendation is not positive, the notification shall contain a statement of the reasons.
- 11.10 The granting of promotion shall be effective September 1.
- 11.11 If a candidate for promotion is unsuccessful in consecutive years at any time following the minimum number of years as stated in Clauses 11.17(a) and 11.18(a) as appropriate, further consideration shall not occur until the second year following the second denial of promotion.

PROCEDURES FOR OBTAINING EXTERNAL APPRAISALS OF CANDIDATES FOR PROMOTION TO THE RANK OF ASSOCIATE PROFESSOR OR PROFESSOR

- 11.12 The assessment file of a Faculty Member being considered for promotion to the rank of Associate Professor or Professor shall contain at least three (3) and no more than five (5) letters of reference solicited by the Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs. Referees providing these letters shall:
 - (a) be competent and recognized scholars in the relevant discipline who do not currently hold an appointment with the University. Normally, referees shall hold the academic rank of Professor at a recognized university. In all cases, at least two (2) letters shall be obtained from individuals holding the rank of Professor at a recognized university;
 - (b) have a national or international reputation for excellence in their field;
 - (c) not currently be collaborating with a candidate nor have collaborated in the past five (5) years.
- 11.13 Letters of appraisal shall be sought using the procedures specified in Clauses 10.10 through 10.17.

CRITERIA FOR PROMOTION

- *11.14 To meet the criteria for promotion, recognizing that these criteria are interrelated, the candidate shall provide evidence of a cumulative record of academic performance as appropriate to the rank being sought, and demonstrated professional growth, acknowledging diverse career paths, traditions and values, ways of knowing, and forms of communicating knowledge. In addition, the Faculty Member's teaching load in accordance with Clause 3.27(c), access to research facilities, and other available infrastructure shall be considered.

Considering the professional duties and responsibilities of Faculty Members as set out in Article 3, the areas of assessment for promotion shall be the following, with the greatest weight placed on (a) and (b):

- (a) documented effectiveness and scholarly competence as a teacher;

Recommendations and decisions shall be based on the evaluation of documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B). The Faculty Member shall select the particular components suggested in the CAUT Teaching Dossier for inclusion in the file.

- (b) a demonstrated record of research, scholarship, and critical, creative, professional or developmental work;

Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. Review and assessment of scholarship should recognize non-traditional forms of scholarship, traditional ways of knowing, and Indigenous ways of knowing, being, and doing. Indigenous knowledges shall be assessed as commensurate with academic knowledge.

Factors that may be considered include, but are not limited to: the publication of books, monographs, and contributions to edited books; papers in both refereed and non-refereed journals; scholarly presentations delivered at professional and community meetings; success in grant competitions and obtaining external funding; developing and maintaining research collaboration and partnerships; participation in panels; unpublished research including current work in progress both supported and non-supported; editorial and refereeing duties; creative works and performances; contributions as a public intellectual; and scholarship evidenced by the candidate's depth and breadth of knowledge and general contributions to the research life and creative milieu of the University and to society as a whole. Greater weight shall be placed on refereed products of scholarship than on those that have not been refereed. Similarly, published work shall be given greater weight than unpublished work, and success in obtaining external funding shall be given greater weight than those that are unsuccessful. The quality and originality of both published and unpublished work shall be considered. Promotion recommendations and decisions shall be based on the entire career but the candidate shall demonstrate an appropriate record of academic performance since the most recent promotion decision in the body of work constituting research, scholarship or creative and professional activities.

Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Faculty Members will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.

- (c) a demonstrated record of academic service.

Service includes internal and external activities related to the functioning of the University. Factors that may be considered include, but are not limited to: participating in University, Faculty, and Departmental Committees; service in professional organizations and associations, learned societies, and disciplinary associations, for example, through holding office on executive boards and committees; service to MUNFA; general administrative duties; and community service where the individual has made a contribution by virtue of special academic competence.

- *11.15 Recommendations and decisions about the quality or quantity of activities shall be based solely on documentation in the file. If the documentation in the file includes no information about one (1) or more of the three (3) areas under consideration (teaching, research or service) this shall be grounds for a negative recommendation or decision.
- 11.16 A Faculty or School may adopt more detailed statements of criteria than those set out in this Article, so long as such statements are consistent with this Collective Agreement, are formally approved by a majority vote by ballot of the Faculty Members in the Faculty or School concerned, and are approved by the Provost & Vice-President (Academic) or for Grenfell Campus, the Vice-President (Grenfell Campus). Copies of such statements shall be circulated to all Faculty Members in the Faculty or School and to the applicable Vice-President at least twenty (20) days before the ballot is distributed. The Dean, Director, or Associate Vice-President (Marine Institute) Academic and Student Affairs, shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.

PROMOTION TO THE RANK OF ASSOCIATE PROFESSOR

- *11.17 (a) At the time of application or nomination for promotion to Associate Professor, a candidate shall normally have completed at least five (5) years of service at the rank of Assistant Professor, or shall have an equivalent combination of relevant professional experience and service at the rank of Assistant Professor. Previous experience at other recognized universities shall be considered. If a Faculty Member achieves promotion to Associate Professor before being granted tenure, nevertheless the consideration for tenure

shall occur in accordance with Clause 10.08 in the year that it would have occurred had the early promotion not been granted.

- (b) An application or nomination for promotion to the rank of Associate Professor before the applicant has completed five (5) years of service as an Assistant Professor or an equivalent combination of relevant professional experience and service at the rank of Assistant Professor shall be considered and decided on its merits. Such an application or nomination shall take place only once in a Faculty Member's career and the provisions of Clause 11.12 and Clause 11.13 shall apply.
- (c) Considering the professional responsibilities and duties of Faculty Members as set out in Article 3, the criteria for promotion to the rank of Associate Professor are those set out in Clause 11.14 with appropriate adjustment to the standards for this rank using those criteria.
- (d) An exceptional record of research, scholarship, and critical, creative professional, or developmental work may be used to modify the standards usually applied under Clause 11.14(a). Similarly, a demonstrated record of sustained excellence in teaching may be used to modify the usual standards applied under Clause 11.14(b).

PROMOTION TO THE RANK OF PROFESSOR

- *11.18 (a) At the time of application or nomination for promotion to Professor, a candidate shall normally have completed at least five (5) years of service at the rank of Associate Professor, or shall have an equivalent combination of relevant professional experience and service at the rank of Associate Professor. Such an application or nomination shall demonstrate intellectual maturity, characterized by depth and breadth of teaching and scholarship, and academic integrity. A Faculty Member who has clearly established an international reputation as a scholar in their field, for example, by major publications or by national or international awards indicative of a high level of academic recognition, may be deemed eligible for promotion at any time.
- (b) Considering the professional responsibilities and duties of Faculty Members as set out in Article 3, the criteria for promotion to the rank of Professor are those set out in Clause 11.14 with appropriate adjustment to the standards for this rank using those criteria.
- (c) The rank of Professor is the highest rank the University can bestow and it shall be accorded only when a candidate has either:
 - (i) a superior record of research, scholarship, and critical, creative, professional or developmental work; along with a satisfactory record of teaching effectiveness and scholarly competence as a teacher, as evidenced by documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B); and, a satisfactory record of academic service;
 - or
 - (ii) a superior record of teaching effectiveness, as evidenced by documentation compiled by the Faculty Member following suggestions in the CAUT Teaching Dossier (see Appendix B), along with a substantial record of research, scholarship, and critical, creative, and professional or developmental work activities, and a satisfactory record of academic service.
- (d) An application or nomination for promotion to the rank of Professor before the applicant has completed five (5) years of service as an Associate Professor shall be considered and decided on its merits. Such an application or nomination shall take place only once in a Faculty Member's career and the provisions of Clauses 11.12 and 11.13 shall apply.
- (e) A long period of employment with this or any other university shall not lower the standard for promotion to the rank of Professor.

Article 12**APPOINTMENT OF LIBRARIANS**

- *12.01 The primary objective in recruiting is to develop the best possible library collection and service for the University. The Parties recognize that equity, diversity, inclusion and anti-racism (as defined in Clause 29.01) are essential in the development and pursuit of this objective.
- 12.02 Appointments of Librarians shall be tenure-track, tenured or term, as specified in Articles 16, 17 and 22. The appointment of all Librarians shall be subject to the provisions of this Article unless otherwise specified in this Collective Agreement.

INITIATING APPOINTMENTS

- *12.03 When the Library wishes to make an appointment, it shall be initiated as follows:
- (a) The Dean of Libraries (University Librarian) shall, following Collegial Consultation with the Librarians in the divisions concerned, define the nature of the appointment and formulate to the Provost & Vice-President (Academic) or for Grenfell Campus, the Vice-President (Grenfell Campus), a request for approval to fill a position. Such Collegial Consultation shall include whether to designate positions as equity-deserving Librarian positions. Such targeted recruitment from any one of the equity-deserving groups will require approval from the Provincial Human Rights Commission. Designating a position as an equity-deserving Librarian position does not preclude hiring equity-deserving for all other Librarian positions.
 - (b) If the Vice-President accepts the request, the Dean of Libraries (University Librarian) shall meet and consult with the Search Committee, and shall determine the wording and placement of the advertisement. The consultation process shall include a formal vote by the Search Committee.
- 12.04 In addition, with regard to the Health Sciences Library, the Dean of Libraries (University Librarian) shall consult with the Dean of Medicine; with regard to positions at the Ferriss Hodgett Library, with the Vice-President (Grenfell Campus); with regard to the Curriculum Materials Centre, with the Dean of Education; with regard to the School of Music Resource Centre, the Dean of Music; and with regard to positions at the Dr. C. R. Barrett Library, with the Associate Vice-President (Marine Institute) Academic and Student Affairs.

FORMATION OF SEARCH COMMITTEES

- 12.05 Normally, Search Committees shall be formed within the Library with respect to each appointment. However, the Librarians may decide by formal vote that a single Committee shall be established to take responsibility for some or all appointments over the course of that Academic Year. Such a formal vote shall be carried out, following discussion, at a meeting of Librarians who were notified of the meeting and the topic of discussion in advance. All Librarians shall be notified of the result of the vote.
- 12.06 No appointments of Librarians shall be made without the advice of a Search Committee as specified in this Article.
- 12.07 Except for appointments to positions in the Ferriss Hodgett Library, the Search Committee shall consist of five (5) Librarians, three (3) of whom shall be elected by the Librarians and two (2) of whom shall be appointed by the Dean of Libraries (University Librarian) except as provided for under Clause 12.08 and Clause 12.09 and giving due regard to the provisions of Clause 29.19 and Clause 29.20. At least three (3) members of the Search Committee shall be tenured.
- 12.08 In the case of the Health Sciences Library, the appointments to the Search Committee shall be made jointly by the Dean of Medicine and the Dean of Libraries (University Librarian). In the case of the Curriculum Materials Centre, the appointments to the Search Committee shall be made jointly by the Dean of Education and the Dean of Libraries (University Librarian). In the case of the School of Music Resource Centre, the appointments to the Search Committee shall be made jointly by the Dean of Music and the Dean of Libraries (University Librarian).

- 12.09 In the case of the Dr. C. R. Barrett Library, the appointments to the Search Committee shall be made jointly by the Associate Vice-President (Marine Institute) Academic and Student Affairs and the Dean of Libraries (University Librarian).
- 12.10 In the case of the Ferriss Hodgett Library, the Search Committee shall consist of five (5) ASMs. The elected members shall be Librarians from Grenfell Campus elected by the Librarians at Grenfell Campus and at St. John's. If there are not three (3) Librarian members available at Grenfell Campus to be elected to the Committee, the remainder of the elected members shall be elected from among the Librarians at St. John's Campus. Both of the appointed members shall be ASMs at Grenfell Campus. The appointments to the Committee shall be made jointly by the Vice-President (Grenfell Campus) and the Dean of Libraries (University Librarian).
- 12.11 Notwithstanding Clauses 12.07 through 12.10, when no Librarian can supply the particular expertise which is required to assess candidates for a given position or, when Librarians having such expertise decline the opportunity to serve or will be absent from campus for a substantial period during the search, the Dean of Libraries (University Librarian) may include in the number of their appointees specified in Clauses 12.07 through 12.10 a Faculty Member from a cognate area.
- 12.12 The Search Committee shall elect its own Chairperson. Normally, the Chair of the Search Committee shall be tenured.
- 12.13 The Dean of Libraries (University Librarian) shall not be a member of the Search Committee, but may meet with the Committee at the invitation of the Chair, or upon the request of the Dean of Libraries (University Librarian). The Committee shall have the option of holding meetings in the absence of the Dean of Libraries (University Librarian). Similar conditions shall apply for the Dean of Medicine, the Dean of Education, the Dean of Music, the Vice-President (Grenfell Campus) and the Associate Vice-President (Marine Institute) Academic and Student Affairs when appointments are made at the Health Sciences Library, the Curriculum Materials Centre, the School of Music Resource Centre, the Ferriss Hodgett Library, or the Dr. C. R. Barrett Library respectively.
- 12.14 If the number of eligible Librarians who agree to stand for election is fewer than the number specified in Clauses 12.07 and 12.10, nonetheless the Search Committee shall be composed of those appointed and elected within the terms of Clauses 12.07 to 12.10. If a Committee is formed under this provision with less than a full complement of members, and if one (1) or more eligible candidates have later made it known that they are available, the vacancies shall be filled before the Committee has begun to interview candidates. These position(s) shall be filled by election, following a further call for nominations, or by appointment, according to the manner in which the position(s) would originally have been filled.
- 12.15 Normally, transaction of business shall require the presence of all members of the Search Committee. In no case shall business be transacted in the absence of more than one (1) member or in the absence of the Chairperson. In a case where a Committee has fewer than five (5) members, all members must be present for the transaction of business. Notwithstanding the above, participation by Telecommunications Technology in which all participants talk to one another in real time is acceptable when all members have all appropriate documentation and it is otherwise not feasible for the Committee to meet in person within the time frame necessary to make a decision.
- 12.16 In the event of a resignation from the Search Committee before the Committee has begun to interview candidates for a given position, it shall be filled by election or appointment according to the manner in which the member to be replaced was designated.
- 12.17 Professional support and consultation shall be provided by the Employment Equity Officer when requested by the Chair of the Search Committee. At the request of the Chair, a representative from the Joint Equity Committee shall meet with the Search Committee.
- 12.18 The Search Committee shall not be required to perform duties outside the scope of this Article.

SEARCH PROCEDURES

12.19 Appointments for a period of more than one (1) year, approved for search shall be advertised by the University in one (1) or more nationally-distributed print media or professional library association websites selected so as to provide broad exposure to the position for potential applicants. Appointments for a period of one (1) year or less, approved for search shall:

- (a) be advertised in a nationally distributed print medium or professional library association websites

or

- (b) be advertised through notification sent by the Dean of Libraries (University Librarian) by E-mail, fax or regular mail to libraries at each Canadian university and to each Canadian library school. The University may advertise in any additional manner it deems appropriate.

A copy of the advertisement shall be sent to the Association and to the Joint Equity Committee.

12.20 A term appointment may be extended or renewed without advertising provided that the reappointment is recommended by (a) a new Search Committee; or (b) a Search Committee established under Clause 12.05 for all searches for Librarians; or (c) a Search Committee established under Clause 12.05 for all searches for term appointments.

*12.21 The Dean of Libraries (University Librarian) shall receive all applications and nominations, and make all of them available to the members of the Search Committee. The candidates' complete application files shall be maintained by and in the office of the Dean of Libraries (University Librarian) and shall be available to the Librarians for viewing, only for the purpose of appointment. Should the University wish to make available any part of the application files outside the University Library for viewing, the University shall disclose in writing to the Association to whom the files are made available, and for what reasons. No candidate for a position shall have access to the files of the other candidates for the same position.

12.22 Candidates who are ASMs shall create an application file which shall be considered by the Search Committee. This file shall contain all the documentation relevant to the search process, and shall be subject to the same conditions as set out for assessment files in Clauses 14.06 to 14.13.

12.23 The following conditions shall govern an application file:

- (a) The Search Committee may request additional information or material. A candidate who is an ASM shall be informed of the final content of the file considered by the Committee.
- (b) Assessments and correspondence related to the search process which are subsequently produced and no other documents, shall be added to the file.
- (c) If a Librarian applies for a position and is not successful, the application file shall not be made part of the official personal file. The Dean of Libraries (University Librarian) shall destroy the application file when the time limit for the Librarian to file a grievance has expired.

*12.24 The Search Committee shall:

- (a) review the application files of all applicants based on the criteria specified in the position advertisement;
- (b) compile a shortlist of candidates; when candidates are judged equivalent for appointment, members of equity-deserving groups as per Article 29 shall be given preference;
- (c) consult with the Dean of Libraries (University Librarian) before finalizing a shortlist of candidates recommended for interview;
- (d) make the shortlist known to the Librarians and to the Joint Equity Committee;

- (e) interview the number of candidate(s) approved by the Dean of Libraries (University Librarian). Where the Committee has determined, on the basis of its examination of the application files, that no candidate is clearly superior to all other applicants, the Dean of Libraries (University Librarian) shall approve no fewer than two (2) candidates to be interviewed. In cases where the first-ranked candidate appears clearly superior to all other applicants, a second candidate may be approved for interview only subsequent to the interview of the first candidate, and following a request from the Committee.
- (f) arrange meetings so that all Librarians shall have the opportunity to meet and assess each candidate who is interviewed on campus. When the Dean of Libraries (University Librarian), in accordance with Clause 12.25, has determined that the interview shall be conducted using Telecommunications Technology, arrange open meetings using Telecommunications Technology with all candidates who are interviewed at a distance;
- (g) invite and consider advice from members of the Library and of other Academic Units where appropriate;
- (h) in the case of positions of one (1) year or longer on any University campus, arrange a meeting with an officer of the Association;
- (i) provide a Report to the Dean of Libraries (University Librarian); the Report shall include a list of candidates recommended for appointment in order of preference, and a recommendation concerning academic rank and tenure for each recommended candidate; subsequent Reports may be submitted as necessary.

12.25 Notwithstanding any of the above, where the position is a term appointment one (1) year or less in length, the Dean of Libraries (University Librarian) may decide that an interview conducted using Telecommunications Technology between the Committee and the candidate shall substitute for an on-campus interview.

12.26 At the interview, the Dean of Libraries (University Librarian) shall present to the candidate the following:

- (a) a copy of this Collective Agreement;
- (b) a written statement notifying them of the need to determine an effective start date, eligible moving expenses, eligible years towards sabbatical leave, promotion and tenure, Librarian rank, and salary in accordance with this Collective Agreement;
- (c) a copy of relevant University policy and procedures concerning moving expenses.

When the interview is via Telecommunications Technology, the candidate shall be sent such documents no later than the time an offer of appointment is made.

APPOINTMENT CRITERIA

12.27 The minimum qualification for appointment as a Librarian is a graduate degree from a programme in Library Science accredited by the American Library Association or an equivalent organization acceptable to the University. The minimum qualification for appointment as an Archivist is a graduate degree from a programme in Archival Science accredited by the American Library Association or an equivalent organization acceptable to the University.

12.28 Assessment of candidates shall be based primarily on their ability to perform the academic and professional duties of the advertised position as evidenced by the candidates' degrees and their records of and potential for a high standard of practice and continued professional development. Notwithstanding the above, the Search Committee shall consider the document circulated by the Joint Equity Committee as per Clause 29.10.

12.29 The Library may adopt more detailed statements than those set out in the preceding clauses governing criteria and procedures for searches and the functioning of Search Committees, as long as such statements are consistent with this Collective Agreement and are formally approved by a majority vote by ballot of the Librarians. Copies of such statements shall be circulated to all Librarians at least twenty (20) days before the ballot is distributed. The Dean of Libraries (University Librarian) shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.

RECOMMENDATION OF THE DEAN OF LIBRARIES (UNIVERSITY LIBRARIAN)

- 12.30 (a) Should the Dean of Libraries (University Librarian) not be prepared to accept the first recommendation of the Search Committee, it shall be referred back with a statement of reasons for further consideration. This statement of reasons shall be in writing.
- (b) The Dean of Libraries (University Librarian) shall forward their recommendation to the Provost & Vice-President (Academic) together with the Report of the Search Committee and shall concurrently inform the Search Committee of the identity and academic rank of the candidate(s) recommended for appointment. The Dean of Libraries (University Librarian) shall recommend only individuals who have been recommended for appointment in the Report of the Search Committee.
- *12.31 (a) In the case of the Health Sciences Library, the Search Committee shall report simultaneously to the Dean of Libraries (University Librarian) and to the Dean of Medicine; in the case of the Curriculum Materials Centre, the Search Committee shall report simultaneously to the Dean of Libraries (University Librarian) and to the Dean of Education; in the case of the School of Music Resource Centre, the Search Committee shall report simultaneously to the Dean of Libraries (University Librarian) and to the Dean of Music; in the case of the Dr. C. R. Barrett Library, the Search Committee shall report simultaneously to the Dean of Libraries (University Librarian) and to the Dean or Associate Vice-President (Marine Institute) Academic and Student Affairs; and in the case of the School of Arctic and Subarctic Studies, the Search Committee shall report simultaneously to the Dean of Libraries (University Librarian) and to the Vice-Provost, Labrador Campus and Dean, School of Arctic and Subarctic Studies. These reports shall recommend an appointment jointly through the Provost & Vice-President (Academic).
- (b) In the case of the Ferriss Hodgett Library, the Search Committee shall report to the Dean of Libraries (University Librarian) who shall recommend an appointment through the Vice-President (Grenfell Campus).
- 12.32 If there is a disagreement between the Search Committee and the Dean of Libraries (University Librarian) concerning rank or tenure, a further recommendation as to the rank or tenure shall be sought from the Search Committee.

RECOMMENDATION OF THE PROVOST & VICE-PRESIDENT (ACADEMIC) OR VICE-PRESIDENT (GRENFELL CAMPUS)

- 12.33 Should the Provost & Vice-President (Academic) or the Vice-President (Grenfell Campus) not be prepared to accept the first recommendation of the Dean of Libraries (University Librarian), it shall be referred back to the Dean of Libraries (University Librarian), with a written statement of reasons, for further review in consultation with the Search Committee. The result of this review shall be either a reiteration of the previous recommendation of the Dean of Libraries (University Librarian) or a new recommendation by the Dean of Libraries (University Librarian). This new recommendation shall include only candidates recommended by the Search Committee.
- 12.34 The recommendation of the Provost & Vice-President (Academic) or the Vice-President (Grenfell Campus) shall be sent to the President. Upon request, the Provost & Vice-President (Academic) or the Vice-President (Grenfell Campus) shall send a letter to any candidate who is an ASM stating whether the recommendation is positive or negative, and if negative stating the reasons.

NOTIFICATION OF APPOINTMENT

- 12.35 Should the successful applicant accept the appointment, the Dean of Libraries (University Librarian) shall notify the Librarians within two (2) weeks.
- 12.36 A Librarian appointed to a position in the Library shall receive a letter of appointment which shall specify the campus, library, and division(s); the person to whom they shall report; rank; type of appointment; effective date and duration, where applicable; eligible years of service towards sabbatical leave; eligible years towards promotion and tenure; and salary. Such letters shall normally be sent to the Librarian before they begin employment; however, in cases where they have been hired at short notice, the letter of appointment shall be sent within fifteen (15) days of the date when employment began. If any changes are subsequently made to the conditions of employment set out in the letter of appointment, these shall be agreed to in writing by both the

Dean of Libraries (University Librarian) and the Librarian. The letter shall include a statement of the eligibility of the appointee for moving expenses.

- 12.37 In the event that the successful applicant is a Librarian who holds a tenure-track appointment in the Library, the Librarian may elect to adopt the date of their initial tenure-track appointment for purposes of tenure. The Librarian shall inform the Dean of Libraries (University Librarian) of their election when accepting the appointment. In the event of such an election the timelines in Clauses 15.06 and 16.10 shall be determined by the date of the initial tenure-track appointment. In the event that the successful applicant is a Librarian who holds a tenure-track or tenured appointment in the Library, the Librarian shall adopt the date of their most recent promotion for the purposes of Clauses 17.14 and 17.17.
- 12.38 The Dean of Libraries (University Librarian) shall notify each Librarian at the time of their appointment of their principal duties and responsibilities. Such duties and responsibilities may be amended from time to time by mutual consent.

CANCELLATION OF A SEARCH

- 12.39 When a search for more than one (1) position is ongoing in any one of the Queen Elizabeth II Library, Ferriss Hodgett Library, Dr. C.R. Barrett Library, Curriculum Materials Centre, the School of Music Resource Centre or Health Sciences Library, and the need arises to cancel the search for a position, the Dean of Libraries (University Librarian), following Collegial Consultation with the Librarians in the library concerned, shall determine which search or searches shall continue.

Article 13**PROCEDURES FOR THE FORMATION OF PROMOTION AND TENURE COMMITTEES FOR LIBRARIANS**

- 13.01 A Promotion and Tenure Committee consisting of Librarians shall be established annually no later than May 1 to be in office for the following Academic Year. The Dean of Libraries (University Librarian) shall initiate the process of establishing the Committee. The Association shall be notified of the composition of and any change to the Promotion and Tenure Committee and which members were appointed and elected by the Academic Unit.
- 13.02 In addition to the exclusions in the remainder of this Article, a Librarian is not eligible to serve on a Promotion and Tenure Committee if they:
- (a) are being considered for promotion;
 - (b) hold a tenure-track appointment;
 - (c) hold a term appointment.
- 13.03 Where a candidate under consideration presents a documented record of personal conflict with a Librarian otherwise eligible to serve on the Promotion and Tenure Committee, and the Dean of Libraries (University Librarian) determines that the documented personal conflict creates a reasonable apprehension of bias, then that Librarian shall recuse themselves from serving on the Committee for that candidate.
- 13.04 Where a Librarian has a Conflict of Interest as defined in Clause 1.38 involving a candidate under consideration, that Librarian shall recuse themselves from serving on the Committee for that candidate.
- 13.05 No later than September 2, the Promotion and Tenure Committee shall be notified of the Librarians who intend to apply for promotion or tenure and shall be asked to declare to the Dean of Libraries (University Librarian) if a personal conflict or Conflict of Interest exists.
- 13.06 The Promotion and Tenure Committee shall consist of five (5) Librarians, three (3) of whom shall be elected by the Librarians, and two (2) of whom shall be appointed by the Dean of Libraries (University Librarian). If the Dean of Libraries (University Librarian) is to be considered for promotion or tenure in the Academic Year for which the Committee is being established, they shall so inform the Provost & Vice-President (Academic) who shall make the appointments to the Committee.
- 13.07 For Librarians at the Health Sciences Library, the Promotion and Tenure Committee shall be composed of the three (3) elected Librarians specified in Clause 13.06 and two (2) Librarians appointed by the Dean of Libraries (University Librarian) after consultation with the Dean of Medicine.
- 13.08 For Librarians at the Ferriss Hodgett Library, the Promotion and Tenure Committee shall be composed of the three (3) elected Librarians specified in Clause 13.06 and two (2) ASMs from Grenfell Campus appointed by the Dean of Libraries (University Librarian) after consultation with the Vice-President (Grenfell Campus).
- 13.09 If the number of eligible Librarians who agree to stand for election is fewer than the number specified in Clause 13.06, nonetheless the Promotion and Tenure Committee shall be composed of those appointed and elected within the terms of Clause 13.06. If a Committee is formed under this provision with less than a full complement of members, and if one (1) or more eligible Librarians have later made it known that they are available, the vacancies shall be filled during the period September 15 to October 1 and prior to the consideration of the assessment file of a particular candidate by the Committee. These position(s) shall be filled by election following a further call for nominations, or by appointment, according to the manner in which the position(s) would originally have been filled.
- 13.10 Normally, transaction of business shall require the presence of all members of the Promotion and Tenure Committee. In no case shall business be transacted in the absence of the Chairperson. In a case where a Committee has fewer than five (5) members, all members must be present for the transaction of business. Notwithstanding the above, participation by Telecommunications Technology in which all participants talk to

one another in real time is acceptable when all members have all appropriate documentation and it is otherwise not feasible for the Committee to meet in person within the time frame necessary to make a decision.

- 13.11 In the event of a resignation from the Promotion and Tenure Committee, an attempt shall be made to fill the resulting vacancy either by election, or by appointment, according to the manner in which the position was originally filled. No position on the Committee shall be replaced for a particular candidate after that candidate's assessment process has begun.
- 13.12 The first meeting of the Promotion and Tenure Committee shall be convened by the Dean of Libraries (University Librarian). The Committee shall elect its own Chairperson. The Dean of Libraries (University Librarian) shall not be a member of the Committee, but may meet with the Committee by invitation of the Chair, or upon the request of the Dean of Libraries (University Librarian). The Committee shall have the option of holding meetings in the absence of the Dean of Libraries (University Librarian).
- 13.13 Once a Promotion and Tenure Committee starts its assessment of a candidate, it shall remain in place for that candidate until the recommendation of the Provost & Vice-President (Academic) or for candidates from the Ferriss Hodgett Library, the Vice-President (Grenfell Campus) has been sent to the President and to the Committee.

Article 14**THE ASSESSMENT FILE FOR NON-DECISION YEAR REVIEW, EXTENSION OF TENURE-TRACK APPOINTMENT, TENURE AND PROMOTION FOR LIBRARIANS**

- 14.01 Candidates for extension of tenure-track appointment, promotion or tenure, and those being reviewed in non-decision year reviews, shall create an assessment file, in consultation with the Dean of Libraries (University Librarian), which shall be considered by the Promotion and Tenure Committee. This file, as completed in accordance with this Article, shall contain all the documentation relevant to the evaluation process. Candidates may include a statement referring to their fulfilment of the relevant criteria in the areas of assessment as stated in Articles 16 and 17.
- 14.02 The Dean of Libraries (University Librarian), not later than the anniversary date of the candidate's appointment, shall request in writing that the candidate prepare an assessment file in the case of consideration for extension of tenure-track appointment or tenure. The Dean of Libraries (University Librarian) shall, at that time, notify the Librarian, in writing, that the Librarian has the right to include in the assessment file rebuttal or written comments on the accuracy or meaning of any document inserted, into their assessment file. Each candidate shall submit materials for their file to the Dean of Libraries (University Librarian) within twenty (20) days following the date of request.
- 14.03 Before making the file available to the Promotion and Tenure Committee, the Dean of Libraries (University Librarian) shall insert copies of any relevant documents previously placed in the official personal file of the candidate, including non-decision year reviews and recommendations formulated during previous promotion and tenure assessments. Such documents shall be clearly marked as having been inserted by the Dean of Libraries (University Librarian).
- *14.04 Each candidate shall submit materials for their file to the Dean of Libraries (University Librarian) by September 15 in the case of consideration for promotion. Such additional information shall be placed in the file by the Dean of Libraries (University Librarian) when requested by the Promotion and Tenure Committee or the Dean of Libraries (University Librarian).
- 14.05 The Promotion and Tenure Committee or the Dean of Libraries (University Librarian) may request additional information or material from the candidate or elsewhere in the University. Such requests shall be made in writing and shall form part of the file.
- 14.06 The assessment file shall be deemed to be an annex to the official personal file. As new documents are created or obtained in the assessment process, they shall be added to the assessment file by the Dean of Libraries (University Librarian). In addition, the Dean of Libraries (University Librarian) shall ensure that any such documents not previously copied to the candidate shall be copied to them. The candidate has the right to insert a response but shall not insert any new, substantive material in the assessment file after the Committee has submitted its report. No material shall be included in the file which does not meet the requirements governing inclusion of material in the official personal file as specified in Clauses 1.41 to 1.64, except that the candidate may submit copies of books, articles or other similar materials for assessment purposes. The material in this file shall be governed by the provisions of Clause 4.07.
- *14.07 The assessment file shall be maintained by the academic administrator currently responsible for formulating a recommendation. If paper copies are made available for Committee members, they shall be signed out only by a member of the Committee. All copies in the possession of Committee Members, either in paper or electronic form, shall be destroyed by Committee Members at the conclusion of the assessment process. Except for the original copy of the assessment file submitted by the candidate, the University shall ensure that all electronic copies of the assessment file within the custody and control of the University shall be destroyed at the conclusion of the assessment process.
- 14.08 The candidate shall have access to the file at any time upon request.
- *14.09 The Chairperson of the Promotion and Tenure Committee shall inform the candidate in writing of the final content of the file before the Committee begins its review of the file.

- 14.10 After the Promotion and Tenure Committee has submitted its Report, no new material shall be added to the file except assessments and recommendations by academic administrators, as specified in this Collective Agreement, and correspondence related to the evaluation process.
- 14.11 In the case of extension of a tenure-track appointment, tenure or promotion, the President shall inform the candidate of their recommendation and shall be responsible for transmitting the file to the Director of Human Resources for inclusion in the official personal file.
- 14.12 In the case of a non-decision year review the Dean of Libraries (University Librarian) shall be responsible for transmitting the file to the Director of Human Resources for inclusion in the official personal file and shall return to the candidate all copies of books, articles or other similar materials in accordance with Clause 1.49.
- 14.13 When the Director of Human Resources receives an assessment file for inclusion in the official personal file, they shall return to the candidate all copies of books, articles or other similar materials in accordance with Clause 1.49, as well as any voluminous teaching dossier material.

Article 15**PROCEDURES FOR PROMOTION AND TENURE COMMITTEES FOR LIBRARIANS**

- 15.01 The procedures specified in this Article shall apply to all assessments made by Library Promotion and Tenure Committees unless otherwise specified elsewhere in this Collective Agreement.
- 15.02 Once appointed or elected to a Promotion and Tenure Committee, a Librarian cannot be a candidate for promotion during the Academic Year for which that Committee was established.
- 15.03 Normally, transactions of business shall require the presence of all members. In no case shall business be transacted in the absence of more than one (1) member or in the absence of the Chairperson. In the case of a Committee with fewer than five (5) members, all members must be present for the transaction of business. Transaction of business shall be confidential.
- 15.04 In cases of promotion to a Librarian III or Librarian IV, when a Librarian is appointed to the University between March 1 and August 31, the calculation of years in rank shall be made as though the Librarian had been appointed or promoted on the following September 1.
- 15.05 In cases of promotion to a Librarian III or Librarian IV, when a Librarian is appointed to the University between September 2 and the last calendar day of February, calculation of years in rank shall be made as though the Librarian had been appointed or promoted on the previous September 1.
- 15.06 Except where an alternative date has been determined in Clause 12.36, assessment procedures for non-decision year reviews, for extension of a tenure-track appointment and for tenure shall be initiated as follows:
- (a) Review of tenure-track appointees at the rank of Librarian I or Librarian II for progress toward meeting the criteria for tenure shall be initiated by the Dean of Libraries (University Librarian) no later than the anniversary date of appointment which starts the second, third and fifth years of appointment.
 - (b) Review of tenure-track appointees at the rank of Librarian III or Librarian IV for progress toward meeting the criteria for tenure shall be initiated by the Dean of Libraries (University Librarian) no later than the first anniversary date of appointment.
 - (c) Review of tenure-track appointees at the rank of Librarian I or Librarian II for extension of appointment or tenure shall be initiated by the Dean of Libraries (University Librarian) at the end of the third year of the appointment.
 - (d) Review of tenure-track appointees for tenure shall be initiated by the Dean of Libraries (University Librarian) at the end of the fifth year of the appointment if the candidate has the rank of Librarian I or Librarian II, and at the end of the second year of the appointment if the candidate has the rank of Librarian III or Librarian IV.
- 15.07 Not later than the anniversary date of the appointment, the Dean of Libraries (University Librarian) shall initiate the review of a tenure-track appointee, as specified in Clause 15.06, by requesting the Librarian to prepare materials for the assessment file as specified in Article 14. The Dean of Libraries (University Librarian) shall present the file prepared in consultation with the candidate to the Committee not later than thirty (30) days following the anniversary date of the candidate's appointment.
- 15.08 Assessment procedures for promotion shall be initiated as follows:
- (a) Consideration of a Librarian for promotion shall follow upon formal application or nomination for such promotion. An application or nomination shall be made in writing to the Dean of Libraries (University Librarian) by September 1. In the case of nomination the written consent of the candidate shall accompany the nomination.
 - (b) At the time the Dean of Libraries (University Librarian) receives an application or nomination for promotion, they shall request the Librarian to prepare materials for the assessment file as specified in

Article 14. The Dean of Libraries (University Librarian) shall present the file, prepared in consultation with the candidate, to the Committee not later than October 1.

- 15.09 The Promotion and Tenure Committee may request a meeting with the candidate as part of the review procedure. In addition, a candidate shall, if they request, be given the opportunity to meet with the Committee. In either case, the candidate shall be notified at least five (5) days before the date of the meeting.
- 15.10 If the initial decision of the Promotion and Tenure Committee is not to make a positive recommendation with respect to extension of a tenure-track appointment or tenure, the Chairperson shall so inform the candidate in writing, not later than fifty (50) days after the anniversary date of the candidate's appointment.
- 15.11 If the initial decision of the Promotion and Tenure Committee is not to make a positive recommendation with respect to promotion, the Chairperson shall so inform the candidate in writing, by February 1.
- 15.12 In the written notice specified in Clauses 15.10 and 15.11, the Committee shall state its concerns and offer to meet with the candidate to allow them to address these concerns. The candidate shall indicate in writing whether or not they wish to meet with the Committee. If the candidate elects to meet with the Committee, they shall have ten (10) days from the date of the notice to seek advice and prepare further documentation in preparation for such a meeting. All documentation provided by the candidate to the Committee shall become part of the assessment file. The Committee shall review its initial recommendation following this meeting with the candidate.
- 15.13 After the Promotion and Tenure Committee has completed its review of a candidate, it shall transmit its Report to the Dean of Libraries (University Librarian). The Report must take into account the criteria for Promotion and Tenure specified in Articles 16 and 17. Where the Dean of Libraries (University Librarian) shares responsibility with the Associate Vice-President (Marine Institute) Academic and Student Affairs, the Vice-President (Grenfell Campus) or the Dean of Medicine, the Promotion and Tenure Committee shall transmit its Report to both individuals jointly. At the request of the Committee, the Dean of Libraries (University Librarian) shall meet with the Committee to discuss their recommendation, if any.
- 15.14 The Dean of Libraries (University Librarian) shall forward their recommendation and the Promotion and Tenure Committee's Report to the Provost & Vice-President (Academic) or in the case of candidates from the Ferriss Hodgett Library, the Vice-President (Grenfell Campus) and shall concurrently inform the Committee of their recommendation. The Dean of Libraries (University Librarian) shall inform the candidate of both the Committee's and the Dean of Libraries' (University Librarian) recommendations simultaneously with forwarding the recommendation to the Provost & Vice-President (Academic) or in the case of candidates from the Ferriss Hodgett Library, the Vice-President (Grenfell Campus).
- 15.15 The Promotion and Tenure Committee shall review the performance of tenure-track appointees as specified in Clause 16.05, at the end of the first year of the appointment and again at the end of the second and fourth years unless a decision to tenure has been reached. On September 1 the Dean of Libraries (University Librarian) shall provide the Committee with the anniversary dates of any Librarians who should be reviewed. The following procedures shall be followed:
 - (a) The Librarian shall submit material for the assessment file to the Dean of Libraries (University Librarian) within twenty (20) days of the initiation of the review as specified in Clause 15.06(a).
 - (b) The Dean of Libraries (University Librarian) may add additional material from the personal file.
 - (c) The Dean of Libraries (University Librarian) shall transmit the file to the Promotion and Tenure Committee no later than thirty (30) days after initiation of the review.
 - (d) The Promotion and Tenure Committee shall assess the file, prepared in accordance with Article 14, and may meet with the Librarian.
 - (e) The Promotion and Tenure Committee shall submit a Report to the Dean of Libraries (University Librarian) assessing progress toward meeting the criteria for tenure. Where appropriate, specific advice to the Librarian may be included in the Report.

- (f) Following receipt of the Committee's Report, the Dean of Libraries (University Librarian) shall write their own Report.
 - (g) Within sixty (60) days of the initiation of the review, copies of both Reports shall be sent to the Librarian and to the personal file by the Dean of Libraries (University Librarian).
- 15.16 Following the completion of the Report in Clause 15.15, the Promotion and Tenure Committee may invite a Librarian to be considered for tenure. The Committee shall issue an invitation if it appears probable that the Librarian meets the criteria for tenure at that time. The Committee shall notify the Dean of Libraries (University Librarian) of the invitation. The Librarian must provide their consent in writing to be considered for tenure under the provisions of this Clause. Within ten (10) days of receiving the written approval of the candidate, the Dean of Libraries (University Librarian) shall initiate a review for tenure as specified in Clauses 15.06 to 15.14, except that the date the Dean of Libraries (University Librarian) initiates the review for tenure shall substitute for the anniversary date in Clauses 15.07 and 15.10.
- 15.17 The Promotion and Tenure Committee shall make Reports concerning non-decision year review and extension of tenure-track appointments, tenure and promotion of Librarians. These Reports shall be confidential. The Committee shall not be required to perform additional duties.

Article 16

TENURE-TRACK APPOINTMENT AND TENURE FOR LIBRARIANS

16.01 A candidate for a non-decision year review, extension of tenure-track appointment or for tenure shall be considered on the anniversary dates specified in this Article and in Clause 15.06. Candidates shall be notified in writing by the Dean of Libraries (University Librarian) by the anniversary date. Candidates shall prepare and submit materials for the assessment file to the Dean of Libraries (University Librarian) in accordance with Article 14.

TENURE-TRACK APPOINTMENTS

16.02 A tenure-track appointment is an appointment which shall lead to consideration for tenure according to the criteria and procedures specified in this Collective Agreement, unless the tenure-track appointment is not extended in accordance with this Article. A tenured appointment is a continuing appointment which shall not be terminated by the University except as provided for in this Collective Agreement.

16.03 An appointment with tenure shall not be made at the rank of Librarian I. An appointment with tenure shall not be made at the rank of Librarian II except where the candidate has previously held a tenured appointment at a university and a positive recommendation for tenure is made by the Search Committee. An appointment with tenure at the rank of Librarian III or Librarian IV shall not be made without a positive recommendation for tenure by the Search Committee.

16.04 A tenure-track appointment at the rank of Librarian I or Librarian II shall be made for an initial period of four (4) years. A tenure-track appointment at the rank of Librarian III or Librarian IV shall be made for a period of three (3) years.

16.05 The performance of a Librarian holding a tenure-track appointment shall be reviewed by the Promotion and Tenure Committee each year following the anniversary date of the appointment, beginning with the first anniversary, by the procedures specified in Article 15. Their performance shall be reviewed for satisfactory progress towards meeting the criteria for tenure stated in this Article.

TIMING OF TENURE CONSIDERATION

16.06 Except as provided elsewhere in this Collective Agreement, a Librarian I or Librarian II shall be considered for tenure during the review which follows the third anniversary date of the tenure-track appointment. If tenure is not granted and the tenure-track appointment is extended for two (2) years in accordance with Clause 16.10(b), the Librarian shall be considered for tenure again during the review which follows the fifth anniversary date of the tenure-track appointment. A Librarian III or Librarian IV shall be considered for tenure during the review which follows the second anniversary date of the tenure-track appointment.

16.07 A Librarian who is promoted during their tenure-track period shall carry forward their years of service in the lower rank for consideration for tenure.

16.08 Tenure shall not be granted at the rank of Librarian I. A Librarian I shall be promoted to the rank of Librarian II when granted tenure.

16.09 Subject to Clauses 21.87 and 16.17, a Librarian I shall not continue in that rank for more than six (6) years. If at the expiration of six (6) years' service at the rank of Librarian I, they have not been promoted to the rank of Librarian II, their appointment shall be terminated.

EXTENSION OF TENURE-TRACK APPOINTMENT AND GRANTING TENURE

16.10 Following the review of a Librarian I or Librarian II that is initiated following the third anniversary date of the tenure-track appointment as specified in Clause 15.06(c), one of the following actions shall be taken by the University:

- (a) if their performance has satisfied the criteria for tenure, tenure shall be granted;
- (b) if their performance indicates satisfactory progress toward tenure using the criteria stated in this Article but does not satisfy the criteria for tenure, their tenure-track appointment shall be extended for two (2) years;

- (c) if their performance has not satisfied the criteria for tenure, the appointment to the University shall not be extended but they shall be offered a further one (1) year terminal appointment.
- *16.11 Following the review for tenure of a Librarian I or Librarian II that is initiated following the fifth anniversary date of the tenure-track appointment as specified in Clause 15.06(d), one of the following actions shall be taken by the University:
- (a) if their performance has satisfied the criteria for tenure, tenure shall be granted;
- (b) if their performance has not satisfied the criteria for tenure, the appointment to the University shall not be extended, but they may be offered a further one (1) year terminal appointment.
- 16.12 Following the review of a Librarian III or Librarian IV that is initiated following the second anniversary date of the tenure-track appointment, one of the following actions shall be taken by the University:
- (a) if their performance has satisfied the criteria for tenure, tenure shall be granted;
- (b) if their performance has not satisfied the criteria for tenure, the appointment to the University shall not be extended but they shall be offered a further one (1) year terminal appointment.
- 16.13 An appointment with tenure shall begin on the anniversary date which follows the tenure decision.
- 16.14 Notwithstanding Clauses 16.10 to 16.12, a Librarian may be invited to be considered for tenure, as specified in Clause 15.16.
- 16.15 When candidates are considered for tenure under the provisions of Clause 15.16, one of the following actions shall be taken by the University:
- (a) if the performance of the Librarian satisfies the criteria for tenure, tenure shall be granted;
- (b) if the performance of the Librarian does not satisfy the criteria for tenure, no action shall be taken.
- 16.16 When candidates are considered for tenure under the provisions of Clause 15.16, the Promotion and Tenure Committee and the Dean of Libraries (University Librarian) shall comply with the provisions of Clauses 15.10, 15.12, 15.13 and 15.16, except that their recommendations shall be limited as specified in Clause 16.15.

PART-TIME TENURE-TRACK APPOINTMENTS

- 16.17 In the case of a Librarian holding a part-time tenure-track appointment, the years of service at the University counted towards eligibility for tenure review shall be prorated as follows: the years of service shall be taken to be the duration of the part-time appointment multiplied by the ratio of part-time/full-time. The years of service shall be rounded up to the next full year for any part of a year greater than 0.7.

INFORMING THE COMMITTEE AND THE CANDIDATE

- 16.18 The Dean of Libraries (University Librarian) shall inform the candidate of both the Committee's and the Dean of Libraries' (University Librarian) recommendations no later than eight (8) months prior to the anniversary date of the tenure-track appointment.
- 16.19 When the Dean of Libraries (University Librarian) makes a recommendation to the Provost & Vice-President (Academic), or in the case of candidates from the Ferriss Hodgett Library, the Vice-President (Grenfell Campus), on the extension of a tenure-track appointment or granting of tenure that differs from the recommendation of the Promotion and Tenure Committee, the Promotion and Tenure Committee and the candidate shall be informed no later than eight (8) months prior to the anniversary date of the tenure-track appointment. In such a case, the Dean of Libraries (University Librarian) shall give the candidate a statement of reasons and provide the Promotion and Tenure Committee's Report.
- 16.20 The President shall receive and consider a recommendation from the Provost & Vice-President (Academic), or at Grenfell Campus, the Vice-President (Grenfell Campus), for extension of a tenure-track appointment or

granting of tenure for Librarians and shall notify the candidate no later than seven (7) months prior to the anniversary date of the tenure-track appointment of their recommendation to the Board. If the recommendation differs from the Dean of Libraries (University Librarian), the notification shall contain a statement of reasons.

CRITERIA FOR TENURE

*16.21 The criteria for the granting of tenure shall be:

- (a) an effective contribution appropriate to the rank in the areas of primary responsibility; in the case of a Librarian I or II, the contribution should exhibit a level of skills, judgement and independence appropriate to an academic librarian at the first tenure review specified in Clause 16.06;
- (b) demonstrated professional growth since the date of appointment; and
- (c) the promise of future development.

Consideration shall be given to the tenure-track period as a whole, and also to relevant professional achievement prior to the tenure-track appointment.

*16.22 Considering the professional duties and responsibilities of Librarians as set out in Article 4, the areas of assessment for tenure shall be the following, with the greatest weight placed on (a):

- (a) professional competence and effectiveness as a Librarian appropriate to the rank;

Factors that may be considered include, but are not limited to: performance of assigned responsibilities and related activities; and the development of innovations in the Library.

- (b) a demonstrated record of academic service;

Service includes internal and external activities related to the functioning of the University. Factors that may be considered include, but are not limited to: participating in University, Library and other relevant Committees; service in professional organizations and associations, for example, through holding office on executive boards and committees; service to MUNFA; general administrative duties; and community service where the individual has made a contribution by virtue of special academic competence.

- (c) a demonstrated record of scholarly activity as outlined in Clause 4.09;

Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. Review and assessment of scholarship should recognize non-traditional forms of scholarship, traditional ways of knowing, and Indigenous ways of knowing, being, and doing. Indigenous knowledges shall be assessed as commensurate with academic knowledge.

Factors which may be considered include, but are not limited to: the development of innovations in the Library; papers in refereed and non-refereed journals; scholarly presentations delivered at professional meetings; participation in panels; published and unpublished research including current work in progress both supported and non-supported; editorial and refereeing duties; creative works and performances; teaching; scholarship evidenced by the candidate's depth and breadth of knowledge and general contributions to the research life and creative milieu of the University. The quality and originality of both published and unpublished work shall be considered.

Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Librarians will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.

16.23 Recommendations and decisions about the quality or quantity of activities shall be based solely on documentation in the file. If the documentation in the file includes no information about one (1) or more of the three (3) areas specified in Clause 16.22(a), (b) and (c) this shall be grounds for a negative recommendation or decision.

- 16.24 The Library may adopt more detailed statements of criteria than those set out in this Article, so long as such statements are consistent with this Collective Agreement and are formally approved by a majority vote by ballot of the Librarians. Copies of such statements shall be circulated to all Librarians at least twenty (20) days before the ballot is distributed. The Dean of Libraries (University Librarian) shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.
- 16.25 When a Librarian resigns from the University while they are in the process of being considered for extension of a tenure-track appointment, promotion or tenure, or are undergoing a non-decision year review, the process of consideration or review shall terminate and the assessment file shall not be entered into the personal file.

Article 17

PROCEDURES AND CRITERIA FOR PROMOTION OF LIBRARIANS

GENERAL PROCEDURES

- 17.01 Consideration of a Librarian for promotion follows upon formal application or nomination for such promotion. Such an application or nomination shall be made in writing to the Dean of Libraries (University Librarian) by September 1. Nomination shall require the written consent of the Librarian.
- 17.02 A candidate shall be assessed in accordance with the procedures set out in Article 15 except as otherwise specified in this Article.
- 17.03 When a candidate resigns when being considered for a promotion, the provisions of Clause 16.25 shall apply.
- 17.04 When the Dean of Libraries (University Librarian) is not prepared initially to accept the recommendation of the Promotion and Tenure Committee, they shall refer the recommendation back to the Committee with their reasons, and the Committee shall reconsider its recommendation in light of these reasons. The Dean of Libraries (University Librarian) shall inform the candidate of any such reconsideration and the Committee may request an additional meeting with the candidate. The Committee shall again report to the Dean of Libraries (University Librarian) and the Dean of Libraries (University Librarian) to the Provost & Vice-President (Academic) or Vice-President (Grenfell Campus) as specified in Clauses 15.13 and 15.14.
- 17.05 When the Dean of Libraries (University Librarian) makes a negative recommendation to the Provost & Vice-President (Academic) or Vice-President (Grenfell Campus) regarding promotion, the Dean of Libraries (University Librarian) shall inform the Promotion and Tenure Committee and the Librarian. In such a case, the Dean of Libraries (University Librarian) shall give a statement of reasons and provide the Promotion and Tenure Committee's Report.
- 17.06 In every case when a Librarian has applied for, or has been nominated for, promotion, the President shall receive and consider the recommendation from the Provost & Vice-President (Academic) and shall notify the candidate of the decision, in writing, no later than June 1. If the decision differs from the recommendation of the Dean of Libraries (University Librarian) or the Provost & Vice-President (Academic), the decision shall contain a statement of the reasons.
- 17.07 If a candidate for promotion is unsuccessful in consecutive years at any time following the minimum number of years as stated in Clauses 17.14(a) and 17.17(a) as appropriate, further consideration shall not occur until the second year following the second denial of promotion.

CRITERIA FOR PROMOTION

- *17.08 To meet the criteria for promotion, the candidate shall provide evidence of a cumulative record of satisfactory performance appropriate to the rank being sought as specified in Clauses 17.12 - 17.19 and demonstrated professional growth. Considering the professional duties and responsibilities of Librarians as set out in Article 4, the areas of assessment for promotion shall be the following, with the greatest weight placed on (a):

- (a) professional competence and effectiveness as a Librarian;

Factors that may be considered include, but are not limited to: performance of assigned responsibilities; related activities; and the development of innovations in the Library.

- (b) a demonstrated record of academic service;

Service includes internal and external activities related to the functioning of the University. Factors that may be considered include, but are not limited to: participating in University, Library and related Committees; service in professional organizations and associations, for example, through holding office on executive boards and committees; service to MUNFA; general administrative duties; public engagement; and community service where the individual has made a contribution by virtue of special academic competence.

- (c) a demonstrated record of scholarly activity as outlined in Clause 4.09;

Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching. Review and assessment of scholarship should recognize non-traditional forms of scholarship, traditional ways of knowing, and Indigenous ways of knowing, being, and doing. Indigenous knowledges shall be assessed as commensurate with academic knowledge.

Factors which may be considered include, but are not limited to: the development of innovations in the Library; papers in refereed and non-refereed journals; scholarly presentations delivered at professional meetings; participation in panels; published and unpublished research including current work in progress both supported by funding and not supported by funding; editorial and refereeing duties; creative works and performances; teaching; scholarship evidenced by the candidate's depth and breadth of knowledge and general contributions to the research life and creative milieu of the University. Greater weight shall be placed on refereed products of scholarship than on those that have not been refereed. Similarly, published work shall be given greater weight than unpublished work. The quality and originality of both published and unpublished work shall be considered.

Indigenous knowledges include, but are not limited to, knowledge of the language and customs, rites, rituals, histories, teachings of a particular group of Indigenous People or Peoples. Many Indigenous Librarians will have scholarship based in and informed by principles and methods appropriate to an exploration and explication of Indigenous knowledges as well as those of the Western academic disciplinary tradition.

- 17.09 Recommendations and decisions about the quality or quantity of activities shall be based solely on documentation in the file. If the documentation in the file includes no information about one (1) or more of the areas specified in Clause 17.08(a), (b), and (c), this shall be grounds for a negative recommendation or decision.
- 17.10 The Library may adopt more detailed statements of criteria than those set out in this Article, so long as such statements are consistent with this Collective Agreement and are formally approved by a majority vote by ballot of the Librarians. Copies of such statements shall be circulated to all Librarians at least twenty (20) days before the ballot is distributed. The Dean of Libraries (University Librarian) shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.
- 17.11 If a Librarian is promoted before they are tenured, the consideration for tenure shall occur in accordance with Clauses 16.06 and 16.07.

PROMOTION TO THE RANK OF LIBRARIAN II

- 17.12 The criteria for promotion to Librarian II shall be those specified for the attainment of tenure in Clause 16.21.

PROMOTION TO THE RANK OF LIBRARIAN III

- 17.13 To be promoted to the rank of Librarian III, a Librarian shall normally be expected to have demonstrated achievements in some of the areas specified under Clause 17.15(b) and (c). In exceptional cases, promotion may be granted if a Librarian II has achieved very high standards in the areas of primary responsibility, specified under Clause 17.15(a) alone.
- 17.14 (a) At the time of application or nomination for promotion to Librarian III, a candidate shall normally have completed at least five (5) years of service at the rank of Librarian II, or shall have an equivalent combination of relevant professional experience and service at the rank of Librarian II. Previous experience at other recognized libraries shall be considered, but, will not necessarily be equivalent to years of service at this University.
- (b) An application or nomination for promotion to the rank of Librarian III before the candidate has completed five (5) years of service at the rank of Librarian II shall be considered and decided on its merits. Such an application shall take place only once in an ASM's career.
- 17.15 Considering the professional responsibilities and duties of Librarians as set out in Article 4, the criteria for promotion to the rank of Librarian III are the following with greater weight on (a):
- (a) professional competence and effectiveness as a Librarian including a consistently high standard of performance of their responsibilities, a mature understanding of Librarianship as a whole, and a commitment to keeping current with developments in their areas of responsibility;

- (b) a demonstrated record of academic service, including contributions to the University or the profession through appropriate committees, conferences, or other forms of service;
- (c) a demonstrated record of scholarly activity as outlined in Clause 4.09, such work to be in addition to that considered at the time of promotion to Librarian II.

PROMOTION TO THE RANK OF LIBRARIAN IV

- 17.16 To be promoted to the rank of Librarian IV, a Librarian shall have demonstrated a clear record of consistently excellent performance of their responsibilities; significant leadership within the University Library, both in the area of primary responsibility and in more general matters; and evidence of a continuing contribution of a high calibre to the profession or a relevant academic discipline.
- *17.17 (a) At the time of application or nomination for promotion to Librarian IV, a candidate shall normally have completed at least five (5) years of service at the rank of Librarian III, or shall have an equivalent combination of relevant professional experience and service at the rank of Librarian III. Previous experience at other recognized libraries shall be considered, but, will not necessarily be equivalent to years of service at this University.
- (b) An application or nomination for promotion to the rank of Librarian IV before the sixth year of service at the rank of Librarian III shall be considered and decided on its merits. Such an application shall take place only once in a Librarian's career.
- 17.18 Considering the professional responsibilities and duties of Librarians as set out in Article 4, the criteria for promotion to the rank of Librarian IV are those set out in Clause 17.08 with appropriate adjustment to the standards for this rank using those criteria.
- 17.19 Length of service shall not modify the criteria for promotion to the rank of Librarian IV.

Article 18**DISCIPLINARY MEASURES AND NON-DISCIPLINARY RELIEF FROM DUTIES****INTRODUCTION**

- 18.01 An ASM may be disciplined only for just and reasonable cause. Such disciplinary action shall be reasonable and commensurate with the seriousness of the violations.
- *18.02 The causes for discipline shall include, but are not limited to: misconduct; an immediate threat to the University's employees, students or physical facilities; misrepresentation of credentials; persistent neglect of duty; failure to maintain an acceptable standard of competence and performance in duties appropriate to the appointment; or malicious damage to University property.
- 18.03 The only disciplinary measures that may be taken by the University are the following:
- (a) a letter of warning or reprimand;
 - (b) suspension without loss of pay;
 - (c) suspension with loss of pay;
 - (d) dismissal.
- 18.04 Except for action taken under Clauses 18.12 to 18.16:
- (a) when the University decides that an investigation is not required, disciplinary action shall be initiated within thirty (30) days of the date the University knew, or ought reasonably to have known, of the occurrence of the matter giving rise to the discipline.
 - (b) when the University decides that an investigation is required that might lead to the imposition of discipline, the ASM shall be notified in writing of the alleged infraction within twenty (20) days of the date the University knew, or ought reasonably to have known, of the occurrence of the matter which might give rise to the discipline. The notification in writing of the alleged infraction shall include a clear statement of the alleged infraction(s) and a summary of the information surrounding the allegation(s) that the University had when it decided that an investigation was necessary. The notification shall also include copies of all documentation, if any, that led to the decision to investigate. The investigation shall be confidential and conducted in such a way as to balance the need for a fair investigation with the rights to privacy of the person(s) accused and the person(s) making the allegation(s). The ASM shall be notified of the result of the investigation within fifty-five (55) days of the first notice.
 - (c) when a complaint is made by a student concerning the actions of an ASM who is currently teaching the student complainant, the date on which the University knows, or ought reasonably to know, of the matter giving rise to the discipline may, at the University's discretion, be deemed to be the last day on which the marks for courses in the current semester are scheduled to be submitted to the Registrar. If the University has exercised this option, the University shall take no disciplinary action or any action that may lead to discipline until after the last day in which marks for courses in the current semester are scheduled to be submitted to the Registrar.
- 18.05 Any disciplinary action taken under this Article shall remain confidential until the time limit for submitting a grievance regarding the imposition of that discipline has passed. If a grievance is submitted, the disciplinary action shall remain confidential until the grievance is resolved, or the arbitration decision is received by the Parties.
- 18.06 (a) Neither medical disability nor illness shall be cause for reprimand, suspension or dismissal.
- (b) If an ASM has been disciplined for an incident they claim resulted from medical disability or illness, they shall so notify the University. In such cases, the University may require the ASM to provide a medical certificate from a physician of their choice. The physician shall be requested to advise whether medical disability or illness might reasonably have caused the incident which led to the initiation of

disciplinary action, and if so, recommend whether the ASM should be placed on sick leave. If the University challenges the physician's assessment, the advice of a second physician of the University's choice shall be obtained. If these two physicians disagree, a third physician acceptable to the Association and the University shall be consulted and their opinion shall stand. The ASM shall not unreasonably refuse to be examined by a physician.

- (c) The ASM shall allow the University, and, as part of an application for Long Term Disability Insurance the University's insurers, access to the necessary medical information to confirm the medical disability or illness. This medical information shall remain strictly confidential. If the medical examination substantiates the ASM's claim that medical disability or illness caused the incident which led to the initiation of disciplinary action, any disciplinary action that has been taken shall be rescinded and, in accordance with the physician's recommendation arising from the medical examination, the ASM shall accept sick leave or shall continue or resume their duties.
- (d) When one (1) or more physicians' assessments are sought in accordance with Clause 18.06(b), the University shall be deemed to have known of the occurrence of the matter as of the date of receipt of the final physician's assessment. If the University continues with discipline after receiving the physicians' assessments, the time permitted in Article 19 for the Association to file a grievance shall begin from the time the University notifies the ASM of its intention to continue discipline following receipt of the final physician's assessment.
- (e) Once the physicians' assessments relating to a specific incident have been received in accordance with this Clause, the ASM cannot request a further investigation based on a defence of medical disability or illness, except as part of a grievance resolution or because substantive new information regarding the disability or illness has become available.

18.07 If an ASM goes on sick leave in accordance with a physician's recommendation, as set out in Clause 18.06(c), the ASM shall receive benefits in accordance with the sick leave provisions of Article 21.

18.08 Letters of warning or reprimand shall be clearly identified as being disciplinary measures, shall contain a clear statement of the reasons for taking this action, and shall be delivered by the University in a manner that provides proof of receipt, either by means of a receipt signed by the individual ASM so named in the letter, or in the presence of a witness other than the person delivering the letter. Further proceedings shall not commence until the Administrative Head has proof of delivery.

SUSPENSION

18.09 When the University intends to suspend an ASM with or without loss of pay as a form of discipline, the University shall provide written notification of the dates of commencement and termination of the suspension and of the reasons for the suspension to the ASM. Such notification shall be delivered by the University in a manner that provides proof of receipt, either by means of a receipt signed by the individual ASM so named in the letter, or in the presence of a witness other than the person delivering the letter. Further proceedings shall not commence until the Administrative Head has proof of delivery.

18.10 If suspension with loss of pay is proposed, the case shall then be treated as an unresolved grievance which has been processed through Step 2, in accordance with Article 19 of this Collective Agreement. If, within twenty (20) days of receipt of the written statement of reasons for the proposed suspension, the Association gives notice to arbitrate, the procedures in Clauses 19.07 to 19.16 shall be followed.

18.11 Only if the Association then fails to give notice to arbitrate within twenty (20) days or if the grievance, if one is filed, is denied at arbitration may the University implement the suspension.

DISMISSAL FOR CAUSE, PART A

18.12 When the President and the appropriate Dean, or equivalent, have determined that there is cause to justify their recommending that an ASM be dismissed for persistent neglect of duties or for failure to maintain an acceptable standard of competence and performance in duties appropriate to the appointment, they shall forthwith notify the ASM of their intentions.

- 18.13 Notwithstanding the generality of Clause 18.12, where the cause is based on gross incompetence or gross and persistent neglect of duty, termination of the appointment of an ASM shall be initiated no sooner than twelve (12) months following the issuance to the ASM of a letter of warning or reprimand in accordance with Clause 18.08.
- 18.14 The President and the appropriate Dean, or equivalent, shall invite the ASM to meet with them in an attempt to settle the matter, and the President shall simultaneously inform the Association of their intention to hold the meeting, and notify the ASM that they may be accompanied and assisted by a representative of the Association. They may also be accompanied and assisted by another person of their choice.
- 18.15 If the meeting fails to settle the matter, the President shall inform the Association and the ASM of their intention to recommend the dismissal of the ASM, with a detailed written statement of reasons.
- 18.16 The case shall be treated as an unresolved grievance which has been processed through Step 2, in accordance with Article 19 of this Collective Agreement. If, within thirty (30) days of receipt of the written statement of reasons for recommending dismissal, the Association gives notice to arbitrate, the procedures in Clauses 19.07 to 19.16 shall be followed. Only if the Association does not give notice to arbitrate within thirty (30) days or if the grievance is denied at arbitration may the President transmit their recommendation for dismissal to the Board. The ASM shall continue to receive salary and benefits in accordance with Article 31 of this Collective Agreement until the Board has approved this recommendation from the President to dismiss.

DISMISSAL FOR CAUSE, PART B

- 18.17 When the President has determined that there is cause to justify their recommending that an ASM be dismissed for a reason other than those specified in Clause 18.12, they shall forthwith notify the ASM of their intentions with a written statement of reasons.
- 18.18 If, within twenty (20) days of receipt of the written statement of reasons for recommending dismissal, the Association files a grievance, the case shall be treated as an unresolved grievance which has been processed through Step 2, in accordance with Article 19 of this Collective Agreement. If a grievance is filed, the following procedures shall apply:
- (a) A single arbitrator shall be utilized, and both Parties shall expedite the hearing.
 - (b) The University shall pay the ASM's salary and benefits until the decision of the arbitrator is received or for a period of four (4) months from the appointment of the arbitrator, whichever is the lesser.
 - (c) If the pay of an ASM is interrupted because the time limit in Clause 18.18(b) above has been reached, the ASM shall be deemed to be on leave without pay until the arbitration award is received by the parties.
 - (d) If the grievance is allowed at arbitration, but the decision is received after the four (4) month period referenced in Clause 18.18(b) has expired, the University shall pay the ASM's salary and the University's share of benefits for the period between the end of the four (4) months and the date the decision is received.
- 18.19 When a grievance involving Dismissal for Cause, Part B is filed, and the grievance is denied at arbitration the President may transmit their recommendation for dismissal to the Board. The ASM shall continue to receive salary and benefits in accordance with Article 31 of this Collective Agreement until the Board approves this recommendation from the President to dismiss or until the four (4) month period referenced in Clause 18.18(b) has expired, whichever is the lesser.
- 18.20 The Parties agree that in order to expedite the hearing, the arbitrator shall be chosen according to the procedures in Article 19, with the proviso that the arbitrator chosen shall agree to render the decision as expeditiously as possible.
- 18.21 If no grievance is filed, the President may transmit their recommendation to the Board. The ASM shall continue to receive salary and benefits in accordance with Article 31 of this Collective Agreement until the Board approves this recommendation from the President to dismiss.

NON-DISCIPLINARY RELIEF FROM DUTIES

18.22 An ASM may be immediately relieved from duties if either:

- (a) the actions of the ASM constitute a serious danger to life or limb; or
- (b) the actions of the ASM constitute a serious and willful danger to the University's physical facilities.

18.23 No ASMs shall be relieved from duties without the prior invocation of Clause 18.22 of the Collective Agreement. In the event that Clause 18.22 is invoked, at that time the University shall provide the ASM and the Faculty Association (MUNFA) with a summary of the information and copies of all documentation, if any, that it had that led to the decision to invoke Clause 18.22. Such notification shall not in itself constitute a disciplinary measure.

18.24 If the University invokes Clause 18.22 and relieves an ASM from their duties, the University shall inform only those students, staff and faculty directly affected of any new teaching arrangements without reference to the reasons for such arrangements.

18.25 During the period of such relief from duties, the ASM shall continue to receive normal salary, salary increases and benefits.

DISCIPLINARY RELIEF FROM DUTIES AND BANNING FROM THE WORKPLACE

18.26 ASMs shall only be subject to disciplinary relief from duties that includes an order that the ASM stay away from the workplace until further notice as follows:

- (a)
 - (i) The University has initiated an investigation against an ASM that may lead to discipline being imposed, and the presence of the ASM at the workplace during the investigation might place the health, safety, or security of people at risk, or place the safety or security of the University premises at risk; or,
 - (ii) The University has given notice to an ASM and the Association of its intention to suspend an ASM without pay, or of its intention to recommend that an ASM be dismissed for cause, and the presence of the ASM in the workplace during the period leading up to the disposition of the matter might place the health, safety, or security of people at risk, or place the safety, or security of the University premises at risk;
- (b) Campus Enforcement and Patrol (CEP) shall be notified of the disciplinary relief from duties that includes a ban from the workplace, and shall be responsible for enforcing it;
- (c) The ASM and the Association shall be notified of the disciplinary ban, and the reason(s) that led to the decision to invoke it;
- (d) The Association may make a written request, with reasons, for the University to review the decision to impose the disciplinary relief of duties that includes a ban from the workplace, no sooner than five (5) days after the date of its imposition. When such a request has been submitted, the University shall review the decision to impose the disciplinary relief of duties that includes a ban from the workplace, and issue a decision on the review no later than twenty (20) days from the date of the request for the review. If the Association wishes to submit relevant documentary evidence to support its request to lift the disciplinary relief of duties that includes a ban from the workplace, the Association shall do so within five (5) days of the date of the review request. Following a review, if the University is satisfied that the presence of the ASM at the workplace no longer places the health, safety, or security of people at risk, or no longer places the safety or security of University premises at risk, the University shall lift the disciplinary relief of duties that includes a ban from the workplace. In all instances, the ASM and the Association shall be notified of the review decision and the reasons that led to the decision;
- (e) For the purposes of this Clause, workplace is defined as any property under the control of the University where normal university business is being carried out or conducted, but does not include the General Hospital or Janeway Hospital sections of the Health Sciences Centre.

CRIMINAL CHARGES AND CONVICTION

- 18.27 An action of an ASM may result in disciplinary action or criminal action or both. A criminal charge or conviction is not in and of itself grounds for discipline or dismissal. Any disciplinary action which follows from the events that give rise to the charge or conviction shall be subject to all the protections of this Collective Agreement.
- 18.28 In the event that an ASM is accused of an offence which requires a court appearance, they shall be granted leave of absence without loss of benefits, and pay, to which they would otherwise be entitled, for the actual time of such an appearance. In the event that the accused ASM is jailed awaiting a court appearance, they shall receive leave without pay. The ASM shall have the option of taking annual vacation leave to which they are entitled in lieu of all or part of the leave without pay.
- 18.29 If an ASM is incarcerated following conviction, and the University does not elect to discipline the ASM, they shall be granted leave of absence without pay for a maximum period of two (2) years. The ASM shall have the option of taking annual leave to which they are entitled in lieu of all or part of the leave without pay.
- 18.30 As far as circumstances allow, including the outcome of disciplinary action that the University might take, an ASM who has been charged or convicted shall continue to pursue their normal University duties.
- 18.31 The University shall encourage and participate in a professionally recognized and managed rehabilitation programme for an ASM who has been convicted. Participation shall include permitting the ASM to return to employment, adjusting course scheduling or workload to permit rehabilitation, and other related accommodations for a reasonable period of time. Participation may, at the discretion of the University, include direct financial support for a rehabilitation programme.

SEXUAL HARASSMENT

- 18.32 An allegation of sexual harassment against an ASM shall not be the subject of disciplinary action, except in accordance with the University-Wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints, dated November 1, 2017, and attached to this Collective Agreement as Appendix C.
- 18.33 Any such disciplinary actions taken by the University against an ASM shall be subject to this Article, and may be grieved under Article 19.

MISCONDUCT IN ACADEMIC RESEARCH

*18.34 Misconduct in academic research means:

- (a) fabrication, falsification, republication of one's own work without adequate acknowledgement of the original source, or plagiarism but not factors intrinsic to the process of academic research, such as honest error, conflicting data or differences in interpretation or assessment of data or of experimental design; or
- (b) willful or deliberate destruction, or destruction resulting from the failure to take reasonable measures to ensure the safety, of one's own research data within a period of five (5) years after publication of the research results, or the deliberate tampering with or destruction of the research of another; or
- (c) once the results of the research have been published, refusal without good and sufficient reason, to provide access to the data that resulted in the published document, for the purpose of verification by bona fide academic researchers for a period of five (5) years from the date of publication; or
- (d) failure to respect agreements concerning privileged access to information or ideas obtained from confidential manuscripts or applications; or
- (e) the use of unpublished scholarly work of others without their permission when that permission is explicitly required; or
- (f) inaccurate attribution of authorship, including attribution of authorship to persons other than those who have made a substantial contribution to, and who accept responsibility for, the contents of a publication or document; or

- (g) significant failure to acknowledge funding, sponsorship, or other assistance; or
 - (h) significant failure to comply with relevant federal or provincial statutes or regulations or national or international standards for the protection of researchers, human subjects, or the health and safety of the public, or for the welfare of laboratory animals, or significant failure to meet other legal requirements that relate to the conduct of research; or
 - (i) failure to reveal any relevant and substantial conflict of interest to the agencies funding the ASM's University research, to those who commission such research, to an editor or to an agency requesting the ASM to undertake reviews of research grant applications or manuscripts for publication, or to an agency requesting the ASM to test products, processes or services for sale or distribution to the public; or
 - (j) failure to reveal to the University any material financial interest, either by the ASM or a close relative, in a company that contracts with the University to undertake research, or to supply goods or services directly pertaining to the ASM's University research. Material financial interest includes ownership, substantial stock holding, a directorship, substantial honoraria or consulting fees but does not include routine stock holding in a large publicly traded company.
- *18.35 (a) Where appropriate, members of the University community are encouraged to resolve misunderstandings or disputes concerning misconduct in academic research informally.
- (b) All allegations of misconduct in academic research shall be made in writing, shall specify the misconduct alleged, and shall be signed and directed to the President. If in their judgment, based on the signed complaint, and, if requested by the President an interview with the complainant, there is sufficient substance to warrant formal investigation, the President shall notify the Association and the ASM who is the subject of the allegations, in writing that they are under investigation. Such notification shall be within twenty (20) days of receipt of the allegation. Otherwise, the allegations shall be dismissed, no action taken, and all related documentation destroyed.
- (c) The written notice shall include a copy of the signed allegations to allow the ASM who is the subject of the allegations an opportunity to respond and shall advise the ASM in writing of their right to be accompanied or represented as stated in Clause 18.36. Such notification shall be delivered by the University in a manner that provides proof of receipt, either by means of a receipt signed by the individual ASM so named in the letter, or in the presence of a witness other than the person delivering the letter. Further proceedings shall not commence until the University has proof of delivery. The investigation shall be confidential and conducted in such a way as to balance the need for a fair investigation with the rights to privacy of the person(s) accused and the person(s) making the allegation(s).
- *18.36 During the course of the formal investigation, the ASM named in the allegations or an ASM otherwise participating shall have the right to be accompanied by a person of their choice at any meeting in which they participate or is present, or to have such a person represent them at any meeting in which they would otherwise participate or be present. In addition, the University shall ensure that the ASM named in the allegation shall be asked to comment on whether a research activity is funded by an Agency prior to issuing any determination on the same to any outside Agency. The ASM concerned shall be advised when issuing any notification to any outside Agency by copying the ASM on any such correspondence.
- 18.37 The ASM named in the allegations shall be given a copy of the draft final Report stemming from the investigation, and will be given adequate opportunity to know any evidence presented in the Report and to respond to that evidence if they choose to do so. The draft final Report shall be given to the ASM within sixty (60) days of the President informing the ASM of the investigation. The ASM shall have ten (10) days to respond to the draft final Report. If notice of discipline is not received within ninety (90) days of the sending of the President's written notice of investigation, then discipline shall not be imposed.
- 18.38 Any discipline imposed on an ASM for misconduct in research shall be subject to Clause 18.03. If the Association decides to grieve under Article 19, then the grievance shall proceed directly to Arbitration (Step 3).

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- 18.39 If the proposed discipline is a letter of warning or reprimand, or suspension without loss of pay, the provisions of Article 19 shall apply. If the proposed discipline is one of suspension with loss of pay, then the provisions of Clauses 18.09 to 18.11 shall apply. If the discipline is one of dismissal, the provisions of Clauses 18.17 to 18.21 shall apply except, notwithstanding Clause 18.18, an arbitration board of three (3) persons shall hear the grievance.
- 18.40 If the University decides after investigation not to discipline the ASM named in the allegation(s) or if an arbitration board decides that no discipline is to be invoked, then the University shall remove all documentation relating to this matter from the ASM's official personal file. The University shall take such steps as may be necessary and reasonable to protect and restore the reputation and credibility of ASMs wrongfully accused of misconduct in academic research, including written notification of the decision to all agencies, publishers, or individuals who were informed by the University of the investigation.
- 18.41 The University shall use its best efforts:
- (a) to minimize disruption to the research of the complainant and of any third party whose research may be affected by the securing of evidence relevant to the allegation during the course of the formal investigation; and
 - (b) to ensure that any such disruption not negatively affect future decisions concerning the careers of those referenced in Clause 18.41(a) above.
- 18.42 The University shall take disciplinary action against those who make unfounded allegations of misconduct in research which are reckless, malicious or not in good faith.
- 18.43 (a) The President shall inform concerned agencies and publishers only in situations where accusations of misconduct in academic research are sustained as the result of a formal investigation or an arbitration hearing, if one is held.
- (b) Where the outside agency or publisher has been informed of an accusation against an ASM that subsequently is not sustained as the result of a formal investigation or an arbitration hearing, if one is held, the President shall send a copy of the investigator's report and the University's decision or arbitrator's report to concerned agencies or publishers.

Article 19
COMPLAINTS, GRIEVANCE AND ARBITRATION

19.01 Should a dispute arise between the Association or an ASM and the University, an earnest effort shall be made to settle the dispute in accordance with the provisions of this Article. The resolution of a dispute may commence under either Clauses 19.03 or 19.06.

19.02 Definitions in this Article:

- (a) A Complaint is a problem that may be resolved without reference to the formal grievance procedure as set out in Clause 19.06.
- (b) A Grievance is a dispute regarding the interpretation, meaning, operation, or application of this Collective Agreement, including any question as to whether a matter is arbitrable or not, any allegation that this Collective Agreement has been violated, or any other dispute arising out of the administration of this Collective Agreement.

19.03 An ASM who has a complaint may first present it orally to their Administrative Head and shall do so within twenty (20) days of the date they knew or ought reasonably to have known of the events giving rise to the complaint. The Administrative Head shall give their oral answer within ten (10) days. Should the oral answer not be acceptable, the complaint may be submitted at Step 1 of the Grievance procedure.

If the oral answer is acceptable, the Association may require that the answer to the complaint be put in writing by submitting to the Administrative Head a written statement of the complaint within five (5) days of the oral answer. The Administrative Head shall give their written answer within a further five (5) days.

19.04 When a grievance involves termination, layoff, or a question of general application or interpretation, the Parties by mutual agreement may bypass either Step 1, or both Step 1 and Step 2.

19.05 The Association shall have the right to originate a grievance on behalf of an ASM, or a group of ASMs, or on its own behalf. Association Grievances shall originate at Step 2.

19.06 A Grievance shall be resolved in accordance with the following procedures:

STEP 1. The aggrieved ASM shall submit their Grievance to the Association and, if the Association considers the Grievance to be justified, the ASM concerned, together with a representative of the Association, shall within twenty-five (25) days of the date they knew or ought reasonably to have known of the occurrence of the matter giving rise to the Grievance or within ten (10) days of the conclusion of the complaint procedures under Clause 19.03, whichever is later, submit the Grievance in writing to the Administrative Head and an earnest effort shall be made by all Parties to settle the Grievance at Step 1. The Administrative Head shall, within twenty-five (25) days of receipt of the Grievance, render a decision in writing, following a meeting of the interested Parties if either Party deems a meeting to be necessary.

STEP 2. If the decision rendered by the Administrative Head at Step 1 is unsatisfactory to the Association, and the Association decides to continue the Grievance, the Grievance shall be submitted to the President within fifteen (15) days. The President or their delegate shall convene a Grievance resolution meeting of the two (2) Parties. Each Party shall be represented by no more than four (4) representatives who shall make an earnest effort to resolve the Grievance. The University shall forward its decision to the Association within twenty-five (25) days of the receipt of the Grievance by the President.

STEP 3. Failing a satisfactory settlement being reached, as provided in Step 2, either Party may decide to take the Grievance to arbitration and shall notify the other Party within twenty (20) days of the Association receiving the reply at Step 2 or within forty-five (45) days of the President receiving notification of the Grievance at Step 2.

ARBITRATION

19.07 Where a Grievance arises between the Parties to, or persons bound by, this Collective Agreement or on whose behalf it has been entered into, one (1) of the Parties may, after exhausting the above grievance procedure,

notify the other Party in writing within the time limits specified in Step 3 of its desire to submit the Grievance to arbitration. The notice shall contain the name of the person appointed to be its nominee on the arbitration board.

- 19.08 The Party to whom the notice is given shall within five (5) days after receiving the notice name the person whom it appoints to be its nominee on the arbitration board and advise the Party who gave the notice of the name of its nominee.
- 19.09 The Parties shall within five (5) days after the appointment of their nominees select a third person in accordance with the provisions of Clauses 19.10 to 19.13, and they shall be Chairperson of the arbitration board.
- *19.10 In accordance with the provisions of Clause 19.09, there shall be a standing list of ten (10) persons as set out below who shall serve as Chairperson of an arbitration board on a rotating basis:
1. Kevin Burkett
 2. William Kaplan
 3. Paula Knopf
 4. James Oakley
 5. Bruce Outhouse
 6. Jasbir Parmar
 7. Gus Richardson
 8. Sheila Murphy
 9. Kenneth Swan
 10. Chris Peddigrew
- *19.11 If a person is not available within four (4) months of the date on which they are notified of appointment as Chairperson of the arbitration board, the next person in order of rotation shall be selected. Whichever person is chosen, the next arbitration case shall be heard by the next person in rotation. If none of the persons is available within four (4) months of the date on which they are notified, then the person available at the earliest date shall be the Chairperson of the arbitration board. In the case of dismissal, the Parties may agree to seek a mutually-acceptable arbitrator outside of the rota who is available within the four (4) month time frame.
- 19.12 By mutual agreement, the Parties may select a person on the list out of turn. However, should the Parties fail to agree, then the arbitration board shall be chaired by one of the persons listed in Clause 19.10 in accordance with the rotation schedule set out therein.
- 19.13 If the Party to whom notice is given fails to appoint a nominee within the period of five (5) days after receiving the notice, the Minister of Environment and Climate Change shall, on the request of either Party, appoint a nominee on behalf of the Party who failed to appoint a nominee.
- 19.14 The arbitration board named under this provision shall hear relevant evidence adduced relating to the grievance and argument thereon by the Parties or counsel on behalf of either or both of them and make a decision on the Grievance. The decision is final and binding upon the Parties and upon any person on whose behalf this Collective Agreement was made.
- 19.15 The decision of the majority of the members of an arbitration board named under this provision shall be the decision of that board and if there is no majority decision the decision of the Chairperson shall be the decision of the board.
- 19.16 Each Party which is required to name a member of the arbitration board shall pay the remuneration and expenses of that member and the Parties shall pay equally the remuneration and expenses of the Chairperson.

SOLE ARBITRATOR

- 19.17 Where a Grievance is referred to arbitration, both Parties may, by mutual consent, agree to have the dispute dealt with by a sole arbitrator. In such a case, the provisions of this Article as they relate to an arbitration board or Chairperson of an arbitration board shall apply *mutatis mutandis*.

- 19.18 The time limits set forth in this Article may be varied by mutual consent of the Parties to the Collective Agreement.
- 19.19 No Grievance shall be defeated or denied by any technical objection occasioned by a clerical, typographical, or similar technical error or by inadvertent omission of a step in the Grievance procedure.
- 19.20 The University shall provide space to hold the arbitration hearings on the University campus unless otherwise requested by the Chairperson of the arbitration board.

MEDIATION

- *19.21 Mediation shall not preclude the Parties from proceeding with the grievance process in accordance with the provisions of this Article.
- *19.22 The Parties agree to meet at least twice a year, with the assistance of a mutually-agreed third party, to review outstanding grievances and attempt to find a resolution. The Parties agree that discussions at mediation shall be on a “without prejudice” basis.

Article 20
OUTSIDE PROFESSIONAL ACTIVITIES

- 20.01 Outside professional activities may enhance the reputation of the University and the professional, scholarly and scientific competence of the ASM. ASMs are encouraged to involve themselves with the community outside the University in applying their professional skills and knowledge. This Article applies only to outside professional activities that involve the application of special skills and knowledge within the ASM's particular academic competence. An ASM may engage in such activities subject to the following conditions:
- (a) Such activities shall not hinder the fulfillment of the ASM's obligations to the University, including scholarly work, and the undertaking of a fair share of academic administration.
 - (b) Outside professional activities shall not require the commitment of a block of time which might interfere with the ASM's normal timetable for teaching activities.
- 20.02 An ASM shall, upon written request, make available to their Administrative Head information on the nature and scope of paid outside professional activities.
- 20.03 When outside professional activities would involve the use of University supplies, facilities, employees, or services, such use shall be subject to the prior written approval of the Administrative Head. The request for approval shall include information on the nature and scope of the outside professional activities for which support is requested. If approval is granted, the charges for such equipment, supplies, facilities, employees or services shall be at the prevailing rates unless the Provost & Vice-President (Academic) agrees, in writing, to waive all or part of the charges. When engaging in outside professional activities, the ASM shall ensure that they do not represent their self as acting on behalf of the University. The University will assume no liability for any action brought against an ASM as a result of outside professional activities.
- 20.04 The name of the University shall not be used in any outside professional activity unless agreed, in writing, by the Provost & Vice-President (Academic), although nothing shall prevent the ASM from stating the nature and place of their employment, rank and title, in connection with outside professional activities, provided that they shall not purport to represent the University or speak for it, or to have its approval unless that approval has been given in writing.
- 20.05 The provisions of this Article shall apply to ASM-CFEs *mutatis mutandis*.

Article 21
LEAVES

VACATIONS

21.01 Vacation entitlements shall be as follows:

- (a) ASMs shall be entitled to twenty-five (25) days vacation leave in each Academic Year.
- (b) After ten (10) years of service an ASM shall be entitled to thirty (30) days vacation leave in each Academic Year.

21.02 In the case where an ASM has less than one (1) full year of service in any Academic Year, their vacation leave entitlement shall be calculated on a pro rata basis.

21.03 Except as provided in Clause 21.06:

- (a) Vacation leave not used, to a maximum of one (1) year's vacation entitlement, may be carried forward to the next Academic Year;
- (b) No more than the equivalent of two (2) years' vacation leave may be taken in any one (1) Academic Year;
- (c) Written notice shall be given to the Administrative Head by the ASM by September 30 of any unused vacation leave being carried forward. The notice shall specify the amount of vacation leave carried over to the next Academic Year, the vacation leave allowance for the previous Academic Year, the vacation leave taken in the previous Academic Year, and the amount of unused vacation leave being carried forward to the current Academic Year;
- (d) Upon retirement from the University, an ASM shall be paid for any unused vacation entitlement when assigned teaching duties and assigned responsibilities prevent the ASM from using their vacation entitlement before retirement and when the ASM has given at least twelve (12) months notice of retirement to the Administrative Head.

21.04 While not on vacation or other forms of approved leave, an ASM shall carry out their duties and responsibilities. An ASM who takes vacation leave between the end of one semester and the beginning of the next semester shall have this time debited against their vacation entitlement.

21.05 A Librarian may take vacation leave to which they are entitled at any time with the approval of the Dean of Libraries (University Librarian). A Counselling Faculty Member may take vacation leave to which they are entitled at any time with the approval of the Director of the Student Wellness and Counselling Centre. An ASM-CFE may take vacation leave to which they are entitled at any time with the approval of the Administrative Head. At Grenfell Campus, approval for Counselling Faculty Members shall be given by the Vice-President (Grenfell Campus). Such approval shall not be unreasonably denied.

- 21.06
- (a) Except as provided in Clause 21.06(b), at the termination of an ASM-CFE, Librarian or Counselling Faculty Member's appointment, the ASM-CFE, Librarian or Counselling Faculty Member shall be deemed to have approval to take vacation leave on the final days of employment equal to their accrued vacation leave.
 - (b) Notwithstanding Clause 21.06(a) above, the University may, on the termination of employment, elect to pay an ASM-CFE, Librarian or Counselling Faculty Member in lieu of vacation an amount equivalent to the amount of Basic Annual Salary the ASM-CFE, Librarian or Counselling Faculty Member would earn if the ASM-CFE, Librarian or Counselling Faculty Member were to continue employment with the University for a period equal to the duration of vacation leave accrued as of the time of termination. In order to exercise this option, the University shall notify the ASM-CFE, Librarian or Counselling Faculty Member at least twenty (20) days prior to the date on which the vacation would otherwise commence.

- 21.07 ASMs other than Librarians and Counselling Faculty Members may take their vacation leave at any time outside the period required for their normal course commitments subject to the prior notification of the Administrative Head. Vacation leave at any other time shall be granted only with the written approval of the Administrative Head. Such approval shall not be unreasonably denied.
- 21.08 An ASM, while on a twelve (12) month sabbatical leave, shall be deemed to have taken one (1) year's vacation entitlement.

UNIVERSITY HOLIDAYS AND DAYS OF RECOGNITION

*21.09 ASMs shall be entitled to the following paid University holidays and days of recognition:

- (a) Labour Day
- (b) Truth and Reconciliation Day
- (c) Thanksgiving Day
- (d) Remembrance Day
- (e) Christmas Eve
- (f) Christmas Day
- (g) Boxing Day
- (h) New Year's Eve
- (i) New Year's Day
- (j) Second January Holiday
- (k) Good Friday
- (l) Memorial Day

If any of these holidays or days of recognition falls on a Saturday or Sunday, the University shall declare a contiguous work day to be a paid University holiday.

- *21.10 A Faculty Member shall not be required to work on the above University holidays or days of recognition. A Faculty Member who chooses to work on the above University holidays shall not receive additional remuneration nor the equivalent time off in lieu.
- *21.11 ASMs other than Faculty Members who are required to work on the above University holidays or days of recognition shall receive equivalent time off in lieu at a time mutually agreeable to the ASM and the Administrative Head.
- *21.12 The University shall permit an ASM to rearrange their duties and responsibilities to observe a religious holiday not included in Clause 21.09. In such cases the ASM, following consultation with the Administrative Head, shall make reasonable arrangements to ensure duties and responsibilities are appropriately met.
- *21.13 The University shall provide the necessary support services for Faculty Members who are engaged in teaching, and for ASM-CFEs and for Librarians and Counselling Faculty Members who are engaged in the performance of their duties, on University support staff holidays.

SABBATICAL LEAVE

- 21.14 Sabbatical leaves are provided to enable ASMs to engage in research, scholarship, and critical, creative, professional or developmental work to foster their academic or professional effectiveness.
- 21.15 ASMs holding tenure-track or tenured appointments are eligible to apply for sabbatical leaves. However, sabbatical leave may be taken only after the ASM receives tenure.
- 21.16 ASMs shall be eligible to apply for sabbatical leave on the following basis with years of eligible service calculated in accordance with Clauses 21.20 and 21.23:
- (a) During the third (3rd) or subsequent year of service an ASM shall be eligible for sabbatical leave of four (4) months, to begin no earlier than the start of the fourth (4th) year of service;

- (b) During the sixth (6th) or subsequent year of eligible service since appointment to the University, an ASM shall be eligible for a leave of twelve (12) months to be taken during the following seventh (7th) year or a subsequent year;
- (c) Following the taking of a sabbatical leave, for a sabbatical leave of twelve (12) months for every six (6) years of eligible service or a leave of four (4) months for every three (3) years of eligible service.

21.17 At the time of application for a sabbatical leave, an ASM shall select one (1) of the following options:

Option A

- (a) The ASM shall receive remuneration while on sabbatical leave equal to eighty (80) percent of Basic Annual Salary.
- (b) If the ASM does not take a sabbatical leave until after the date on which they become eligible under Clause 21.16, the ASM shall carry forward as eligible service for the next sabbatical leave an amount of eligible service equal to the delay, up to a maximum of two (2) years.
- (c) Fractions of a year left over after the application of Option B shall also be carried forward as eligible service for a future sabbatical leave.

Option B

- (a) The ASM shall be remunerated in accordance with the following table where “Duration” is the duration of the sabbatical leave in months, “Years” are number of years since the last sabbatical leave and “Remuneration” is a percentage of Basic Annual Salary.

Duration	Years	Remuneration
4 months	3	80%
4 months	4	85%
4 months	5	90%
12 months	6	80%
12 months	7	85%
12 months	8	90%

- (b) If the ASM does not take a sabbatical leave until after the date on which they become eligible under Clause 21.16, the ASM shall not carry forward any eligible service for the next sabbatical leave except as specified in Clause 21.23.

21.18 Regardless of which option is chosen in Clause 21.17, subject to the provisions of the Income Tax Act and rulings of Canada Revenue Agency, an ASM shall be eligible to apply for a research grant of up to five (5) percent of the Basic Annual Salary prorated for the length of the leave.

21.19 Separately and in addition to Clause 21.18, subject to the provisions of the Income Tax Act and rulings of Canada Revenue Agency, an ASM on sabbatical leave may apply to take a portion of their remuneration as a research grant in accordance with Clause 26.35.

21.20 For calculation of years of eligible service:

- (a) service need not be continuous;
- (b) as provided for under Clause 5.03 the service of an ASM who receives a reduction in duties and responsibilities shall be prorated to determine equivalent full-time service;
- (c) prior service in full-time term appointments at this University shall be included;

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- (d) periods of unpaid leave in excess of three (3) months shall not be considered;
 - (e) prior service at another university shall be evaluated at the time of initial tenure-track or tenured appointment and the number of years of agreed eligible service shall be stated in the letter of appointment.
- 21.21 An application for a sabbatical leave shall be submitted in writing to the Administrative Head ten (10) months in advance of the date the leave is to commence, or within a shorter period with the written agreement of the Administrative Head. An application for sabbatical leave shall be supported by adequate documentation which outlines the scope and aims of the proposed sabbatical activity and shall include a copy of the Report of the last sabbatical referenced in Clause 21.31.
- 21.22 In making a recommendation to the Provost & Vice-President (Academic) or for ASMs at Grenfell Campus, the Vice-President (Grenfell Campus), the Administrative Head, and the Dean, when applicable, shall take into account the academic performance of the applicant since the last sabbatical, if one were taken. The University shall notify the ASM of its decision no later than three (3) months after receipt of the application by the Administrative Head. If the sabbatical leave is not approved the ASM shall be provided with the reason(s) for denying sabbatical leave by the Provost & Vice-President (Academic) or for ASMs at Grenfell Campus, the Vice-President (Grenfell Campus) or their delegate. Sabbatical leave shall not be unreasonably denied.
- 21.23 When an ASM applies for sabbatical leave but the University delays the sabbatical leave because of operational requirements, the time by which the current leave is delayed shall be counted as eligible service for the next sabbatical leave. Such delays shall not exceed one (1) year. If a sabbatical leave is delayed for operational reasons, the ASM shall be notified by the University of this decision no later than three (3) months after the application is submitted.
- 21.24 If a sabbatical leave has been granted, it is expected that the ASM will take the leave unless unforeseen personal hardship will ensue or unless the proposed activity must be cancelled or delayed due to circumstances beyond the control of the ASM. Requests for cancellation or delay must be submitted in writing to the Administrative Head and shall not be unreasonably denied. If a sabbatical is cancelled, or delayed beyond one (1) year, a new application must be filed.
- 21.25 When a sabbatical leave has been approved for a Faculty Member, leave shall commence September 1 or January 1 or May 1 or on an alternative date mutually agreed by the Faculty Member and the Administrative Head, following the year of service in which application was made.
- 21.26 Notwithstanding Clause 21.25, if a Faculty Member applies for a twelve (12) month sabbatical leave to be taken in an Academic Year, and, at the request of the Administrative Head, the application is amended to be taken in a single calendar year, the remuneration during the sabbatical leave shall be ninety-five (95) percent of salary. Such arrangements are subject to the approval of the Provost & Vice-President (Academic) or for ASMs at Grenfell Campus, the Vice-President (Grenfell Campus).
- 21.27 An ASM may receive, while on sabbatical leave, outside assistance in the form of grants or scholarships, and may engage in outside professional activities in accordance with Article 20.
- 21.28 ASMs on sabbatical leave shall have the right to continue to participate in all employee pension and insurance plans in accordance with the terms of those plans as if they were not on leave. ASMs, upon application, may receive travel assistance from the University while on sabbatical leave on the same terms as if they were not on leave. When the plan for the sabbatical leave requires significant use of their office and research space, the ASM shall continue to be provided with their existing office and research space. Access to secretarial service and all other University facilities normally provided to support the academic work of the ASM shall continue while on sabbatical leave.
- 21.29 An ASM who becomes ill or injured while on sabbatical leave may suspend the sabbatical leave under the following circumstances:
- (a) the illness or injury is serious enough to substantially interfere with the work being conducted during the sabbatical;

- (b) there is a medical certificate attesting to the illness or injury;
- (c) the sabbatical is for a period of four (4) months and less than two (2) months of the sabbatical has been used or the sabbatical is for a period of twelve (12) months, and more than two (2) months remain.

In such an event, the time remaining in the sabbatical, rounded to the nearest semester may be taken at any time by mutual agreement of the ASM and the Provost & Vice-President (Academic) or for ASMs at Grenfell Campus, the Vice-President (Grenfell Campus). Alternatively, the suspended portion of the leave shall be added to the term of the next sabbatical leave.

- 21.30 When sabbatical leave is completed, the ASM shall return to the University for a period of time equal to the duration of the sabbatical leave and shall return to their normal duties.
- 21.31 Within forty (40) days of returning from sabbatical leave, an ASM shall submit to their Administrative Head a Report outlining the research, scholarship, and critical, creative, professional or developmental work undertaken, and the outcomes of this activity.

ASSISTED EDUCATIONAL LEAVE

- 21.32 ASMs shall be entitled to apply for assisted educational leave to improve their qualifications or to pursue a higher degree under the following conditions and subject to the needs of the University.
- 21.33 Application by an ASM for assisted educational leave shall be made in writing to the Administrative Head not less than seven (7) months before the intended commencement of the leave. The application shall include a justification of the nature and duration of the leave. The Dean, or equivalent administrative officer, shall respond not less than five (5) months before the intended commencement of the leave. The application shall not be unreasonably denied.
- 21.34 If the leave is granted, the ASM shall be paid an educational assistance grant equivalent to fifty (50) percent of their salary.
- 21.35 In addition to the foregoing, Special Assisted Educational Leave at eighty (80) percent of salary shall be available for tenured Faculty Members who do not currently hold a doctoral degree to pursue full-time study for a doctoral degree in their discipline. Application and processing of applications shall be as for assisted educational leave above. However, approval of applications may be limited such that there shall be a maximum of ten (10) Faculty Members on such leave at any one time. A maximum of two (2) years of such leave may be granted.
- 21.36 The ASM shall agree to return to duties at the University for a period equal to the time the ASM was absent, or to reimburse the University for monies granted. If an ASM returns to the University for a period of time less than the length of the leave, the reimbursement shall be prorated accordingly.
- 21.37 The ASM shall continue to be eligible to participate in all employee benefit plans, and the University shall continue to make the normal contributions to such plans in respect of the ASM. The ASM's employee contributions shall be deducted from the amount of the educational assistance grant.
- 21.38 Once assisted leave has been granted, it is expected that the ASM will take the leave unless unforeseen personal hardship will ensue or unless the proposed activity must be cancelled or delayed due to circumstances beyond the control of the ASM.
- 21.39 An ASM on Assisted Educational Leave shall not accrue vacation leave or credit toward a sabbatical leave.
- 21.40 The Association shall be informed of the names of all persons for whom Assisted Educational Leave has been approved and the terms of the leave.

OTHER LEAVE WITH PAY

- 21.41 An ASM may receive leave for appropriate purposes with full or partial salary and employee benefits on terms negotiated between the ASM and the University. The Association shall be notified of the names of all persons for whom such leave has been approved and the terms of the leave.

LEAVE IN SPECIAL CIRCUMSTANCES

*21.42 Following consultation with the Administrative Head an ASM shall be granted special leave with pay not exceeding six (6) days over two (2) years to attend to the temporary care of a sick family member; medical, dental or legal appointments; for home or family emergencies. For situations of violence or abuse in their personal life that may affect their attendance and performance at work, a request for a period in excess of this total shall not be unreasonably denied.

SICK LEAVE

21.43 Sick leave means the period of time any ASM is absent from work with full pay by virtue of being sick or disabled, or quarantined by virtue of being exposed to a contagious disease.

21.44 Benefits for prolonged periods of disability are provided under the Long Term Disability Plan, and membership in this Plan is compulsory for eligible ASMs. An ASM shall be entitled to sick leave from the University during the sixty (60) calendar day waiting period under this Plan. In order to facilitate transition to Long Term Disability insurance coverage, should it be needed, ASMs shall notify the Administrative Head of all periods of sick leave that are likely to result in sick leave of ten (10) or more days. This information shall be provided within fifteen (15) days of the commencement of the sick leave.

21.45 The University shall provide sixty (60) calendar days of Sick Leave to ASMs ineligible for Long Term Disability insurance coverage for reasons of age.

*21.46 If the application of an ASM for Long Term Disability benefits is refused by the insurance carrier, or if the insurance carrier discontinues the benefits, the ASM may apply for a reduction of duties and responsibilities as specified in Article 5, or a workplace accommodation. In such cases, the University reserves the right to require that the ASM provide a letter from a physician attesting to the fact that the ASM is well enough to resume the full duties by means of a workplace accommodation, or reduced duties and responsibilities in accordance with Article 5. If the University is not satisfied with the physician's letter, a second opinion from a physician of the University's choice may be sought. If these two physicians disagree, a third physician acceptable to the Association and the University shall be consulted and their opinion shall stand. The ASM shall not unreasonably refuse to be examined by a physician.

21.47 While an ASM is receiving Long Term Disability benefits, the University shall continue employer contributions to all employee benefit plans, in accordance with the terms of those plans at the same levels as those in effect at the time the ASM was transferred to the Long Term Disability Plan.

21.48 An ASM on Long Term Disability shall not accrue vacation leave.

21.49 Sick leave shall be granted for any illness in excess of four (4) working days which occurs during annual vacation, upon production of a medical certificate. Such leave shall be applied for, and shall be granted upon the recommendation of the Administrative Head and the approval of the Director of Human Resources. Approval, when granted, shall apply to the total period of such illness.

PREGNANCY/BIRTHING/MATERNITY AND PARENTAL LEAVE

*21.50 An ASM who intends to take pregnancy/birthing, maternity or parental leave shall apply to their Administrative Head. Copies of documentation required by Employment Insurance regulations shall accompany the application. Applications for such leaves shall be approved providing the applicant meets the eligibility requirements.

*21.51 To be eligible for Supplemented Pregnancy/Birthing/Maternity or Supplemented Parental Leave, an ASM must hold a tenure-track or tenured appointment or, hold a probationary or permanent position or, be in the second or subsequent year of a term appointment, or in the second or subsequent year of consecutive term appointments. An ASM who is not eligible should consult Clause 21.67.

21.52 Eligible ASMs shall receive salary and benefits where noted in subsequent clauses on the understanding that the ASM is expected to work for the University for at least six (6) months following the date of their return from any of these leaves unless the conclusion of a term appointment prevents it.

- *21.53 The start date for the leaves shall be in accordance with the preferences of the ASM, within the framework set out in the Employment Insurance regulations.
- 21.54 Leave taken according to the provisions of Clauses 21.50 - 21.67 shall not lead to any adjustment of the normal duties following the leave, nor shall it alter, except in accordance with Clause 21.88, an ASM's eligibility for consideration for tenure, promotion, sabbatical, salary progression or, in the case of Librarians and ASM-CFEs, support for professional development.
- *21.55 The University shall submit all documents required to implement the Supplemental Employment Benefits plan to Employment and Social Development Canada within ten (10) days of the signing of this Collective Agreement.

SUPPLEMENTED PREGNANCY/BIRTHING/MATERNITY LEAVE

- *21.56 Supplemented Pregnancy/Birthing/Maternity Leave is a leave from work of up to seventeen (17) weeks with pay and benefits as specified in Clause 21.58.
- *21.57 In order to qualify for Supplemented Pregnancy/Birthing/Maternity Leave, an ASM shall apply to their Administrative Head as early as practicable indicating their intention to take leave under this provision, the date on which the leave is to commence and the duration.
- *21.58 The University shall pay one hundred (100) percent of the ASM's weekly salary from the University for the first week of Supplemented Pregnancy/Birthing/Maternity Leave. During the following sixteen (16) weeks of the Supplemented Pregnancy/Birthing Leave the ASM shall receive from the University a payment equal to the difference between one hundred (100) percent of the ASM's weekly salary and the amount of Employment Insurance the ASM is expected to receive if they qualify for Employment Insurance Benefits. A further period of leave under the provisions of this Collective Agreement is possible.
- *21.59 During the period of the Supplemented Pregnancy/Birthing/Maternity Leave both the ASM and the University shall continue to pay their respective shares of the costs of the benefit plans in which the ASM is enrolled. Vacation entitlement shall continue to accrue while the ASM is on Supplemented Pregnancy/Birthing/Maternity Leave.

SUPPLEMENTED PARENTAL LEAVE

- *21.60 An ASM who is the birthing parent, partner of the birthing parent or who adopts a child is eligible to apply for Supplemented Parental Leave.
- *21.61 Supplemented Parental Leave is a leave from work of up to thirty-five (35) weeks with pay and benefits as specified in Clauses 21.62 – 21.63.
- *21.62 In order to qualify for Supplemented Parental Leave, an ASM shall apply to their Administrative Head as early as practicable indicating their intention to take leave under this provision, the date on which the leave is to commence and the duration. The leave shall commence in accordance with the *Employment Insurance Act* and the *Newfoundland and Labrador Labour Standards Act*.
- *21.63 The University shall pay one hundred (100) percent of the ASM's weekly salary from the University for the first week of the Supplemented Parental Leave. During the following thirty-five (35) weeks of the Supplemented Parental Leave the ASM shall receive from the University a payment equal to the difference between one hundred (100) percent of the ASM's weekly salary and the amount of Employment Insurance Parental Benefit the ASM is expected to receive if the ASM qualifies for Employment Insurance Benefits.
- *21.64 During the period of the Supplemented Parental Leave both the ASM and the University shall continue to pay their respective shares of the costs of the benefit plans in which the ASM is enrolled. Vacation entitlement shall continue to accrue while the ASM is on Supplemented Parental Leave.

PARENTAL LEAVE WITHOUT PAY FOLLOWING A SUPPLEMENTED PREGNANCY/BIRTHING/MATERNITY OR PARENTAL LEAVE

- *21.65 An ASM who is eligible for Supplemented Pregnancy/Birthing/Maternity or Supplemented Parental Leave is entitled to Parental Leave Without Pay such that the total duration of leave is in accordance with the

Employment Insurance Act and the *Newfoundland and Labrador Labour Standards Act*. The University shall continue to pay its portion of the group benefits premiums and pension plan contributions where the ASM continues to pay their share. Vacation leave continues to accrue while an ASM is on Parental Leave Without Pay.

PREGNANCY/BIRTHING/MATERNITY OR PARENTAL LEAVE FOR ASMs INELIGIBLE FOR SUPPLEMENTED PREGNANCY/BIRTHING/MATERNITY OR PARENTAL LEAVE

- *21.66 An ASM who is ineligible for Supplemented Pregnancy/Birthing/Maternity or Parental Leave is entitled to a maternity and/or parental leave in accordance with the *Employment Insurance Act* and the *Newfoundland and Labrador Labour Standards Act*. Application for such leave shall be made to the Administrative Head and shall follow the procedures for Supplemented Pregnancy/Birthing/Maternity or Parental Leave.
- 21.67 The University shall pay one hundred (100) percent of the ASM's weekly salary for the first week of the leave. The University shall continue to pay its portion of the group benefits premiums and pension plan contributions if the ASM continues to pay their share, until the end of the appointment.

COMPASSIONATE LEAVE

- *21.68 An ASM shall be entitled to leave without loss of pay not exceeding a total of ten (10) days in the case of death or serious illness of a near relative, common-law spouse, or partner. A request for a period in excess of this total shall not be unreasonably denied.
- 21.69 An ASM shall give reasonable notice of the need for compassionate leave to the Administrative Head. Notification may be made by any reasonable means available to the ASM.

LEAVE FOR COURT APPEARANCE

- 21.70 An ASM whose presence is required as a juror or who is subpoenaed as a witness in court or in other legal or quasi-legal judicial proceedings, shall be granted leave without loss of pay for the actual time of such appearance.

POLITICAL LEAVE

- 21.71 The University recognizes the right of every ASM to stand for election and to enter political life if they so desire. Political Leave of absence shall be granted from the University under the following conditions:
- (a) An ASM planning to stand for nomination for an election to a federal, provincial or municipal office, shall make their best efforts to give at least ten (10) days notice to the Administrative Head to permit arrangements to be made to ensure that the absent ASM's duties and obligations are met during the election campaign.
 - (b) An ASM who has become a candidate shall receive leave without pay during the campaign as follows:
 - (i) up to six (6) weeks for a federal election;
 - (ii) up to four (4) weeks for a provincial election;
 - (iii) up to four (4) weeks for a municipal election.

The ASM shall have the option of taking all or part of their annual leave during the period of the campaign.

- 21.72 An ASM who is elected to Parliament, to the provincial legislature or to a municipal council, shall, upon application, be granted leave without pay for up to two (2) terms of office or eight (8) years, whichever is more.
- 21.73 An ASM who is elected to the provincial legislature or to a municipal council may apply for a reduction in duties with an appropriate reduction in salary in accordance with Article 5 of this Collective Agreement. The reduction in duties shall not exceed two (2) terms of office or four (4) years, whichever is less.
- 21.74 An ASM on political leave shall continue to be eligible to participate in employee benefit plans in accordance with the terms of those plans.
- 21.75 Resumption of duties shall be at the same position, and/or rank held before the leave.

- 21.76 Upon resumption of duties at the University, the ASM shall re-enter the salary plan established by this or subsequent Collective Agreements at the point at which they were placed when they began the political leave.
- 21.77 An ASM on political leave under Clause 21.72 shall not accrue vacation leave.

SPECIAL LEAVE WITHOUT PAY

- 21.78 An ASM may receive leave for appropriate purposes without pay on terms negotiated between the ASM and the University. The Association shall be informed of such cases.
- 21.79 Application for such leave shall be made to the Administrative Head specifying the reasons for the leave, the time of commencement of such leave, and the intended duration of such leave. Application for special leave without pay shall be given a reasonable period of time in advance of the intended commencement date.
- 21.80 The Dean, or equivalent administrative officer, shall respond to an application for such leave within a reasonable period. Applications shall not be unreasonably denied.
- 21.81 An ASM on special leave without pay shall continue to be eligible to participate in employee benefit plans in accordance with the terms of those plans.
- 21.82 Resumption of duties shall be at the same position and/or rank held before the leave.
- 21.83 Upon application for Special Leave Without Pay by the ASM, the Administrative Head shall recommend whether or not the nature of activities to be undertaken during the leave warrant career advancement and the extent of such advancement during the period of the leave. When the leave is not of an academic, research or professional nature, the ASM shall re-enter the salary plan established by this or subsequent Collective Agreements at the point at which they were placed when they began the leave. When the leave is of an academic, research or professional nature the ASM shall re-enter the salary plan established by this or subsequent Collective Agreements at the point where they would have been had the leave not been taken.
- 21.84 An ASM on Special Leave Without Pay shall not accrue vacation leave or credit toward a sabbatical leave.
- 21.85 ASMs are entitled to the following types of leave as defined by Employment Insurance and Service Canada legislation: Maternity; Parental; Family Caregiver for Children; Family Caregiver for Adults; Sickness; and, Compassionate Care.

GENERAL BENEFITS WHILE ON LEAVE

- 21.86 ASMs granted leave under any of the provisions of this Article shall remain members of the bargaining unit covered by this Collective Agreement while they are on leave.
- 21.87 In the event that an ASM is absent on sick leave, Long Term Disability, Supplemented or Non-Supplemented Maternity or Parental or other leaves for a continuous period exceeding three (3) months, the ASM may elect to defer non-decision year reviews and consideration for extension of the tenure-track appointment or tenure in accordance with the following:
- (a) where the total period of leave is between three (3) months and fifteen (15) months, the deferral shall be for one (1) year beyond the time leave ends and the interval to September 1 (or the anniversary date for a Librarian);
 - (b) where the total period of the leave exceeds fifteen (15) months, the deferral shall be for either one (1) or two (2) years beyond the time the leave ends and the interval to September 1 (or the anniversary date for a Librarian).
- 21.88 Upon return from approved leave, an ASM shall not be required to make up duties that would have otherwise been assigned to them during the period of the leave.

Article 22**TERM APPOINTMENTS**

- 22.01 Term appointments, both teaching term and regular term, are appointments of an ASM to a position with a defined term of no more than three (3) years which does not lead to a consideration for promotion or tenure, except for the conditions described in Clauses 10.05, 22.04 and 22.19.
- 22.02 A regular term appointment is a term appointment under which the appointee performs the normal duties and responsibilities of an ASM. All regular term appointments shall be for a minimum of twelve (12) months.
- 22.03 A regular term appointee, except a Librarian or an ASM-CFE, with an earned doctorate or generally accepted terminal professional qualification shall be appointed at the rank of Assistant Professor or higher.
- 22.04 A regular term appointee hired at the rank of Lecturer shall be promoted to the rank of Assistant Professor, effective the date of notification of completion of an earned doctorate or generally accepted terminal professional qualification from a recognized university in a discipline appropriate to the appointment.
- *22.05 A teaching term appointment is a term appointment under which the assigned duties are limited to teaching as defined in Article 3, and shall not be less than five (5) months and shall not exceed a period of thirty-seven (37) months. Teaching term appointments shall normally begin August 1, December 1, or April 1. Notwithstanding the teaching norms for Academic Units as listed in Appendix E, the maximum teaching assignment shall be three (3) lecture courses, one (1) lecture course plus one (1) Laboratory Course or the equivalent (in accordance with Article 3), or two (2) Laboratory Courses or the equivalent (in accordance with Article 3) per semester. At least fifty (50) percent of the teaching term appointments shall be for a minimum period of two (2) consecutive semesters.
- *22.06 Notwithstanding Clause 22.05, and the teaching norms for Academic Units as listed in Appendix E, a teaching term appointee may, in any semester where two (2) or more sections of the same course have been assigned, be assigned four (4) lecture courses, two (2) lecture courses plus one (1) laboratory course or the equivalent (in accordance with Article 3), or two (2) laboratory courses or the equivalent (in accordance with Article 3). For teaching term appointments of twelve (12) months or greater, teaching shall not be assigned in the Spring semester, and shall only be assigned in either the Intersession or Summer session. For teaching term appointments of twelve (12) months or greater and which exist in units where courses normally follow a full Spring semester schedule, the duties will be assigned in an equitable and fair manner that allows ASMs to use their annual leave over the duration of the contract.
- 22.07 A teaching term appointee with an appointment that is twelve (12) months or less and is assigned teaching as defined in Clause 22.06, is entitled to receive pay in lieu of vacation as follows. When there are insufficient days between the last day prescribed by the Registrar's Office to submit marks for the final exams (for which the appointee has responsibility) and the end of the semester for the appointee to exhaust their remaining vacation leave entitlement, the appointee shall, upon written request, receive pay in lieu of vacation for the difference calculated on a pro rata basis as per Clause 21.02.
- 22.08 A teaching term appointee shall be a member of the bargaining unit when they are required to teach a minimum of three (3) lecture courses, one (1) lecture plus one (1) Laboratory Course, or two (2) Laboratory Courses per semester.
- 22.09 Notwithstanding the provisions of Article 31, teaching term appointees, including retired ASMs, shall be appointed the rank of Teaching Professor, Teaching Associate Professor, Teaching Assistant Professor or Lecturer, depending upon their qualifications. Teaching term appointees, regardless of the rank held, shall be paid as per Clause 22.17.
- 22.10 The combined duties and responsibilities of a term appointee holding appointments in one (1) or more Academic Units shall be deemed equivalent to those of a single unit for the purpose of Clauses 22.02 to 22.08.
- 22.11 The letter of appointment shall specify whether the term appointment is a teaching term appointment or a regular term appointment. If the letter of appointment states that a term appointment is for twelve (12) months or longer and that it is subject to renewal, the ASM shall be informed whether or not the appointment is to be

renewed at least three (3) months prior to the expiry of the term. Failure to provide such notice shall result in an extension of the appointment for a period equal to the length of the expiring appointment.

- 22.12 In any one (1) semester, the total number of ASMs with term appointments shall not exceed twenty-five (25) percent of the total number of ASMs.
- 22.13 For all term positions, the Search Committee shall first consider rehiring any applicants who have previously taught Courses at the University. For the purposes of this Article, the Search Committee shall determine the amount of experience based on an examination of the number, duration, and type of non-tenure track contracts (teaching or regular term appointments), held at the University, and/or the number of per course Courses which have been taught at the University over the past six (6) years. Term applicants with the most experience shall have the right of first refusal for any term position for which the candidates have qualifications that match those required for the position, as assessed by the Search Committee. Applicants with a documented unsatisfactory record at the University shall not be eligible for the right of first refusal for a term position.
- 22.14 In making term appointments, the University shall follow the procedures set out in Articles 6, 12 or 24 except as follows:
- (a) For all advertised term positions, the Search Committee shall first recommend for rehiring any applicants who have previously taught Courses at the University, and meet the criteria as specified in Clause 22.13. In cases where the applicants have equal experience, the term position shall be offered to the candidate who is most qualified for the position. In cases where two or more candidates are equally qualified, the promotion of equity and diversity shall take precedence;
 - (b) Incumbent term appointees without a documented unsatisfactory record with the University shall be offered the right of first refusal to extensions or renewals of their term appointments without advertising providing that the reappointments or renewals are recommended by the Search Committee as is also specified in Clause 6.19 or Clause 12.20. Right of first refusal for incumbent term ASMs shall be retained following any approved leaves, or breaks in employment as a term ASM at the University of no more than twelve (12) months duration. If incumbent term ASMs refuse extensions or renewals, the position(s) shall be advertised and filled in accordance with Clause 22.14(a). If the number of incumbent term ASM positions is to be reduced from the number in place in the same semester in the previous Academic Year, all term ASM positions then available shall be advertised and the procedures for filling such positions shall be in accordance with Clause 22.14(a);
 - (c) When appointments or extensions of term appointments need to be made urgently, such appointments need not be advertised. In such cases, however, appointments shall be recommended by the Search Committee, and the criteria as specified in Clause 22.13, and Clause 22.14(b), where applicable, shall apply.
- 22.15 No ASM on term appointment shall be excluded from consideration for any tenure-track or permanent appointment that may be made in accordance with Articles 6, 12, 24 and 30.
- 22.16 The duties and responsibilities of ASMs on regular term appointments shall be those specified in Articles 3, 4, 24 and 30 of this Collective Agreement.
- 22.17 ASMs with teaching term appointments shall be paid the greater of either:
- (a) the salary corresponding to the appropriate step on the Lecturer salary scale in Appendix D.1, for the period of their contract;
- or
- (b) the rate used for extra teaching payment as specified in Clause 31.27, for each course taught plus an extra \$1,000 for each laboratory section in the case of Laboratory Courses, or their equivalents (in accordance with Article 3).

- 22.18 Each term appointee shall be assigned an office by the beginning of the semester, and shall have in that office a telephone and a computer with word processing and Internet capabilities comparable to those available to tenure-track and tenured ASMs in their Academic Unit. Each term appointee shall have access to the Library as expeditiously as possible following the signing of a contract for a term appointment. Each term appointee shall have access to all relevant support services, including but not limited to university mail and email services and research support services, within two weeks of signing a contract for a term appointment. Such services shall remain available to such ASMs for at least one semester following the end of a term appointment, unless the individual indicates in writing that they are no longer interested. By the end of the third (3rd) week of a teaching semester, the University shall use its best efforts to include information for all term appointees in its website listing of ASMs' office locations, email addresses and telephone numbers.
- *22.19 A term appointment may be converted to a regular term appointment or a tenure-track appointment without advertising subject to the following conditions:
- (a) the Provost & Vice-President (Academic) or at Grenfell Campus, the Vice-President (Grenfell Campus), has assigned a tenure-track position, approved for the purpose, to the Academic Unit;
 - (b) the process of conversion shall not begin until the term appointee has commenced at least their third (3rd) year of holding a term appointment at the University;
 - (c) the ASM has consented, in writing, to the conversion, and the Search Committee of the Academic Unit has recommended the conversion.
- 22.20 A term appointee on a contract of less than six (6) months and who is not already in receipt of a pension may, upon written request, have an amount equivalent to five percent (5%) of their bi-weekly salary added to each bi-weekly salary payment.

Article 23

MISCELLANEOUS APPOINTMENTS

SUBSIDIZED APPOINTMENTS

23.01 When a term appointment is supported by a financial contribution linked to that appointment from an entity external to Memorial University, the ASM holding that appointment shall, except under the layoff and dismissal provisions of this Collective Agreement, continue to receive their full salary from the University to the end of the term specified in the letter of appointment regardless of any change in the support level from the external entity.

ADJUNCT APPOINTMENTS

23.02 When it is appropriate for academic or professional reasons, a non-ASM may be appointed to a non-ASM position as Adjunct Professor. An Adjunct Appointment shall be made on the recommendation of the Administrative Head of the Academic Unit, following Collegial Consultation with the ASMs in the Unit. The letter of appointment shall state the privileges and sharing, if any, of duties and responsibilities and shall be copied to the Association.

APPOINTMENTS WHERE THE ACADEMIC UNIT IS NOT KNOWN AT THE OUTSET OF THE SEARCH

23.03 A special Search Committee shall be established to identify candidates to fill a position for which the Academic Unit in which the appointment is to be made is not known at the time the position is created or applied for. The appointment shall be made in accordance with Article 6 or 12 of the Collective Agreement, except that the special Search Committee shall be formed from the Academic Units in which the successful candidate is likely to take up their appointment. Insofar as is practical, each of the Academic Units in which the successful candidate is likely to take up their appointment should be represented on the special Search Committee.

23.04 The recommendation of the special Search Committee shall be subject to Collegial Consultation in the Academic Unit appropriate to the candidate's qualifications and expertise in order for them to secure an appointment with the Academic Unit. The appointment shall be tenure-track, tenured or regular term.

23.05 The Provost & Vice-President (Academic), Vice-President (Grenfell Campus), or their delegate shall perform the duties of the Administrative Head that are specified in Article 6 or 12 with respect to the appointment.

JOINT APPOINTMENTS AND CROSS APPOINTMENTS

23.06 When it is appropriate for academic or professional reasons, an ASM may be appointed to more than one (1) unit of the University. Such appointments shall be called "joint appointments" or "cross appointments".

(a) A joint appointment is one in which the salary of the ASM is charged to more than one (1) fiscal unit of the University, and the duties and responsibilities of the ASM are divided between the units.

(b) A cross appointment is one in which the salary of the ASM is charged to one (1) fiscal unit, but they are named to another unit in which they have a sustained academic or professional interest.

23.07 A joint appointment or cross appointment made consequent to an initial appointment to the University shall only be made with the consent of the ASM and on the recommendation of the Administrative Heads in consultation with the appropriate ASMs in the unit(s) into which the joint or cross appointment is to be made.

23.08 A joint appointment or cross appointment shall be made by the Board for a fixed period, and may be renewed or altered with the consent of the ASM and on the recommendations of the Administrative Heads in consultation with the appropriate ASMs in the units concerned. The termination or alteration of a joint or cross appointment, except for cause, shall not in itself jeopardize the ASM's appointment with the University in the unit of primary responsibility, as specified in Clause 23.11. Notwithstanding any of the foregoing, a joint or cross appointment will terminate upon the termination of the appointment in the unit of primary responsibility as specified in Clause 23.11.

23.09 The sources and level of administrative and academic support available to the ASM with a joint or cross appointment shall be mutually agreed by the ASM and the Administrative Heads and shall be confirmed in writing by the Administrative Heads.

- 23.10 In the case of a joint or cross appointment, the procedures and criteria to be used in assessing the ASM for renewal of tenure-track appointment, tenure and promotion shall be those of the unit of primary responsibility as specified in Clause 23.11.
- (i) In the case of a joint appointment the Administrative Head and the P & T Committee of the other unit shall be consulted and the full assessment file shall be made available to those consulted.
 - (ii) In the case of a cross appointment, the Administrative Head and the appropriate Faculty Members of the other unit shall be consulted. The consultation shall not involve examination of the assessment file but shall be limited to written comments concerning the contribution the individual has made to the cross appointed unit.
- 23.11 The letter of appointment shall be generally in the form set out in Clause 6.29 and shall state the privileges and sharing, if any, of duties and responsibilities between the units. The letter shall identify the unit with primary responsibility for administrative and academic support, and for assessing the ASM for renewal of tenure-track appointment, tenure and promotion. In cases when the privileges and sharing, if any, of duties and responsibilities between units are not known in advance of the appointment, such arrangements shall be finalized within three (3) months of the start of the joint or cross appointment and shall be agreed in writing by the Administrative Heads and the ASM.
- 23.12 ASMs holding a joint appointment shall be eligible to attend department meetings, vote, be elected to or appointed to committees in all Academic Units to which the joint appointment applies. ASMs holding a cross appointment shall be eligible to attend department meetings, vote, be elected to or appointed to committees in the Academic Unit with primary responsibility and shall be eligible to attend department meetings in the other Academic Unit. The eligibility of ASMs to vote, be elected to, or appointed to committees in the other Academic Unit shall be stipulated in the letter of cross appointment. Such letters of cross appointments shall be copied to MUNFA.
- 23.13 When it is appropriate for academic or professional reasons, following Collegial Consultation with the ASMs in the Unit(s), a non-ASM may be cross appointed to one or more Academic Unit(s). Such appointments shall not confer any right or obligation to participate in processes governed by the Collective Agreement. Such appointments shall have rights as agreed to by the Academic Unit(s) which may include, but are not limited to, eligibility to serve on task specific committees, to contribute to the supervision of graduate students, to engage in collaborative research and generally to contribute to the academic activities of the unit. Such letters of cross appointments shall be copied to MUNFA.

SPECIAL VISITING APPOINTMENTS

- 23.14 Following Collegial Consultation with the ASMs in an Academic Unit, a Special Visiting Appointment, which shall be either a teaching term appointment or a regular term appointment, may be made without advertising. Special Visiting Appointments shall be for a period not to exceed one (1) year and are not renewable. There shall be no more than five (5) Special Visiting Appointments in an Academic Year. No Academic Unit shall have a Special Visiting Appointment more than once in any three (3) year period.

SPOUSAL APPOINTMENTS

- 21.15 When a candidate has been recommended for a tenure-track or tenured position or a term appointment under Clause 10.05 and has a spouse or partner who may be qualified for an ASM position, an Academic Unit or Grenfell Campus Program Unit appropriate to the discipline of the spouse or partner may recommend a term appointment, a tenure-track appointment, or a tenured appointment without advertising under the following conditions:
- (a) (i) The Provost & Vice-President (Academic) or for appointments at Grenfell Campus, the Vice-President (Grenfell Campus) has authorized an existing or new position specifically for the purposes of this Clause, for the relevant Academic Unit;
 - (ii) Before the vote outlined in (c) below, the Provost & Vice-President (Academic) or for appointments at Grenfell Campus, the Vice-President (Grenfell Campus) shall clearly indicate in writing to the members of the Academic Unit or Grenfell Campus Program Unit, how

recommending this appointment would affect positions previously approved for that Academic Unit or Grenfell Campus Program Unit;

- (b) The Administrative Head has made available an application file for viewing by all members of the Academic Unit or Grenfell Campus Program Unit and has arranged interviews and open meetings with the candidate and the ASMs in the Unit, on campus or through Telecommunications Technology;
- (c) A two thirds ($\frac{2}{3}$) majority of the members of the Academic Unit or Grenfell Campus Program Unit who vote by secret ballot on the matter have approved of the recommendation, including the term of the appointment when applicable, in a vote taken in accordance with procedures described in Clause 1.03(j);
- (d) Upon request, the University shall advise the Association of all Academic Units and Grenfell Campus Program Units that hire under Clause 23.15.

An ASM hired under Clause 10.05 may avail of these provisions either at the date of initial appointment or at the date that their position is converted to a tenure-track position.

23.16 Notwithstanding the provisions of Clause 22.01, the recommendation for appointment made in Clause 23.15 may, in the case of a regular term appointment, be for a period of up to five (5) years.

Article 24 COUNSELLING FACULTY MEMBERS

- 24.01 Counselling Faculty Members shall be appointed at the rank of Lecturer, Assistant Professor, Associate Professor, or Professor.
- 24.02 At the time of appointment to the University, a Counselling Faculty Member shall have the professional and academic qualifications necessary to receive a joint or cross appointment to or within a Faculty or School.
- 24.03 The procedures governing appointments, renewal of appointment, tenure and promotion for Counselling Faculty Members shall be in accordance with those for other Faculty Members, except that on St. John's campus the Director of Student Wellness and Counselling Centre shall act as Administrative Head and shall transmit their recommendations with respect to these matters to the Associate Vice-President (Academic) Students who in formulating their recommendation to the President shall consult with the Provost & Vice-President (Academic).
- 21.04 The criteria applied in evaluating a Counselling Faculty Member's application for appointment, renewal of appointment, tenure, and promotion shall reflect the duties and responsibilities set out in Clauses 24.06 and 24.07.
- *24.05 Counselling Faculty Members may adopt more detailed statements of criteria for tenure and promotion than those set out in this Article, so long as such statements are consistent with this Collective Agreement and are formally approved by a majority vote by ballot of the Counselling Faculty Members in the Academic Unit. Copies of such statements shall be circulated to all Counselling Faculty Members in the Academic Unit at least twenty (20) days before the ballot is distributed. The Administrative Head shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.
- 24.06 All Counselling Faculty Members have certain duties and responsibilities which derive from their professional clinical practice and their position as members of the academic community with academic freedom. The duties and responsibilities of Counselling Faculty Members shall include the following:
- (a) counselling and teaching activities, which may include,
 - (i) counselling for career, study, career effectiveness and personal concerns, individually, or in groups,
 - (ii) teaching, supervision and training of students at the University,
 - (iii) the development and implementation of preventive services and programmes, and working in cooperation with other members of the University community to enhance the academic excellence of the University and the quality of student life;
 - (b) research and scholarly activities, which may include,
 - (i) the conduct of research, scholarship, and critical, creative, professional or developmental work,
 - (ii) the dissemination of such work through publication, demonstration, presentation, or by other means appropriate to the discipline;
 - (c) academic or professional service, which may include,
 - (i) the application of academic or professional competence or expertise in the University or the community at large,
 - (ii) service to and in professional organizations and other associations,
 - (iii) other duties and responsibilities as set out in Clauses 3.04, 3.05, and 3.06.
- *24.07 The Administrative Head shall ensure that the assignment of all duties and responsibilities is fair, equitable and reasonable. These duties and responsibilities shall be an appropriate combination of those set out in Clause 24.06 as determined by the Director of Student Wellness and Counselling Centre, or at Grenfell Campus the Vice-President (Grenfell Campus), in consultation with the Counselling Faculty Member. Consistent with that combination, Counselling Faculty Members shall be granted one (1) day per week, for research and scholarly

activity. Protected research and scholarship time of one (1) day per week may be accrued over the course of a single Academic Year and utilized in increments of up to twenty (20) days at one time. Such accrual and request for utilization shall not be unreasonably denied, and shall be scheduled by mutual agreement between the Counselling Faculty Member and the Administrative Head.

- 24.08 If the assigned duties and responsibilities of a Counselling Faculty Member exceed a reasonable amount, they shall be granted compensatory reduction by mutual agreement between the Faculty Member and the Administrative Head. The Administrative Head shall document any changes in writing within ten (10) days.

Article 25**RESIGNATION, RETIREMENT, TRANSFER AND LAYOFF****RESIGNATION**

- 25.01 ASMs shall give notice as early as possible of their intention to resign. In order to facilitate adequate planning, ASMs shall use their best efforts to provide at least six (6) months notice.
- 25.02 Notice of intention to resign shall be made in writing to the President, with copies to the applicable Vice-President and the Administrative Head.
- 25.03 Normally, resignation will occur at the end of a semester (December 31, April 30 or August 31). Resignation on a date other than the end of a semester shall require the written agreement of the President.

RETIREMENT

- 25.04 ASMs who are members of the Memorial University Pension Plan shall retire with pension and other benefits as provided in the Memorial University Pension Plan. ASMs who are retiring shall give notice of their intention to retire subject to the provisions of Clauses 25.06 and 25.07.
- 25.05 Retirement shall take effect on a date agreed to in writing by the ASM and the President. Normally, retirement will occur at the end of a semester (December 31, April 30 or August 31). Retirement on a date other than the end of a semester shall require the written agreement of the President.
- 25.06 ASMs shall give notice as early as possible of their intention to retire. In order to facilitate adequate planning, ASMs shall use their best efforts to provide at least six (6) months notice.
- 25.07 Notice of intention to retire shall be made in writing to the President, with copies to the applicable Vice-President and the Administrative Head.
- 25.08 An ASM who has retired from the University may apply to the appropriate officer(s) of the University for continued access to secretarial and technical services, and office or laboratory space for a specified period. University services and space shall be used only for academic purposes. Considering the needs of the University from time to time, the University shall not unreasonably withhold such access.
- 25.09 An ASM who has retired shall retain the following privileges:
- (a) full library privileges including short courses on electronic access;
 - (b) computing accounts and related services subject to the same costs as those applying for ASMs who have not retired, and subject to restrictions that the Director of Information Technology Services may, in the future, place on off-campus access;
 - (c) access to credit courses on the same basis as ASMs who have not retired;
 - (d) free non-credit courses to a limit of one (1) per semester with additional courses subject to space availability;
 - (e) access to Physical Education facilities at one-half the rate charged to ASMs who have not retired.
- 25.10 An ASM who has retired may elect to continue to participate in University employee benefit plans under the terms of those plans.
- 25.11 When an ASM continues to be employed by the University after normal retirement age, both the ASM and the University shall contribute to the Pension Plan according to the provisions of the Plan. The ASM may elect to continue to participate in University employee benefit plans under the terms of those plans.
- 25.12 The University and individual ASMs may negotiate early retirement severance pay or early retirement agreements. In all such cases, the University shall inform the Association of the name of the ASM and the provisions of the early retirement agreement. The agreement shall not become final for ten (10) days after the

Association has been informed during which time the ASM may consult with the Association and, at the option of the ASM, revoke or seek to re-negotiate the agreement with the University.

TRANSFER

- 25.13 An ASM may be transferred to an Academic Unit of the University other than the one to which they were originally appointed, subject to the consent of the ASM and on the recommendation of the Administrative Head of the Academic Unit from which the ASM is transferring and the recommendation of the Administrative Head of the Academic Unit to which the ASM is transferring, in consultation with the ASMs in the Academic Unit to which the ASM is transferring. An ASM shall not unreasonably withhold their consent to be transferred.
- 25.14 Transfers may be either temporary or permanent. An ASM shall be informed in writing whether a transfer is temporary or permanent. A temporary transfer may be converted into a permanent transfer with the consent of the ASM, the Administrative Head of the Academic Unit from which the ASM is transferring and the Administrative Head of the Academic Unit to which the ASM is transferring, in consultation with the ASMs in the Academic Unit to which the ASM is transferring.
- 25.15 ASMs who are transferred shall suffer no loss in rank, salary, benefits or seniority.
- 25.16 In the event that a transfer requires household relocation, the University shall be responsible for the associated travel and moving expenses of the ASM and their family, as specified in Clauses 31.48 - 31.50. If the transfer is initiated by the University, the University shall pay one hundred (100) percent of costs of moving their household and professional goods by surface freight. All movement of households shall be in accordance with the University's practices on household removal as set out in the University's Travel-Relocation and Removal Policy in effect 11 December 2008, except that if the transfer is initiated by the University, the cost of moving all scholarly and technical books, and technical equipment relevant to the ASM's scholarly activity, shall be reimbursed. Signed authorization from the Provost & Vice-President (Academic), or for ASMs at Grenfell Campus, the Vice-President (Grenfell Campus), for the moving of any technical equipment shall be secured before the move is authorized. Should the University adopt practices on household removal more advantageous to the ASM than those in effect on 11 December 2008, the more favourable practices shall apply.

LAYOFF OF ASMS FOR REASONS OF FINANCIAL EXIGENCY

- 25.17 A state of financial exigency is defined as a situation in which the University faces a substantial and potentially chronic accounting deficit which threatens the overall functioning of the University. The declaration of a state of financial exigency shall require prior consultation between the Association and the University.
- 25.18 No ASM shall be laid off following a declaration of financial exigency except in accordance with this Article. A declaration of financial exigency shall only be made once with regard to any fiscal year and shall not be made more than one (1) year in advance of that fiscal year. A state of financial exigency shall terminate at the end of the fiscal year for which it is declared. Layoffs owing to financial exigency shall only be used as a last resort after all reasonable measures to avoid layoffs, which do not threaten the core functioning of the University, and which are consistent with Clause 25.20, have been seriously considered. Any such layoff shall not be treated as, or substituted for, a suspension, dismissal for cause, or other disciplinary measure.
- 25.19 If the President has good and sufficient reason to believe that a state of financial exigency will exist during a fiscal year, they shall declare a state of anticipated financial exigency for that fiscal year, and they shall notify the Board, Senate, and the Association. This day shall be referred to as "AFE1".
- 25.20 After making a declaration of anticipated financial exigency, the President shall immediately impose all reasonable economies in the running of the University which do not threaten the core functioning of the University. These shall include but not be limited to:
- (a) effective from the date the anticipated financial exigency is announced to the end of the fiscal year for which the financial exigency is anticipated, a moratorium on new appointments both within and outside the bargaining unit, with the following exceptions:
 - (i) Positions funded entirely from external sources;

- (ii) No more than five (5) tenure-track or tenured positions provided they are not replacing positions lost through layoffs;
 - (iii) The number of courses taught in any Academic Unit by per-course appointees shall not exceed the number of courses taught by per-course appointees during the 1995-96 Academic Year, but in Academic Units where there is a reduction in the number of ASMs, the 1995-96 number of courses taught by per-course appointees for that Academic Unit shall be reduced by the same proportion as is required by Clause 25.32;
 - (iv) If the financial exigency is not declared by the Board, the moratorium on new appointments both within and outside the bargaining unit will expire.
- (b) adjustments to the University budget;
 - (c) initiating, through the Senate and its committees, adjustments to academic programmes and course offerings, provided such shall not have a major adverse effect on students;
 - (d) with the consent of the ASMs concerned, use of sabbatical or other leaves, and normal or early retirements;
 - (e) consideration for re-training at the option of the University. All such re-training shall be undertaken with the ASM's consent. An ASM selected for re-training shall be allowed leave for up to two (2) years and shall receive a salary and/or research grants, stipends, fellowships, et cetera, equivalent to one-hundred (100) percent of the ASM's Basic Annual Salary for such year(s) of leave. An ASM selected for re-training must undertake to return to employment at the University for a period equivalent to the period of re-training leave.
- 25.21 Exceptions to the moratorium on new academic appointments referenced in Clause 25.20(a) shall not be allowed if the individual being considered for appointment has resigned from an academic position at Memorial University within the preceding twelve (12) months.
- 25.22 Within five (5) days of AFE1, the President, together with representatives of the Vice-Presidents Council, shall meet with the Executive of the Association. The date on which this meeting is held shall be referred to as "AFE2".
- 25.23 Within five (5) days of AFE2, the President shall establish a Budget Advisory Committee. The composition of this Committee shall be as follows:
- (a) the Chair, who shall be an employee of Memorial University nominated and elected by ASMs. Nominations shall be solicited by the Secretary of the University Senate and the Senate Committee on Elections both of whom shall also oversee the election process;
 - (b) two (2) ASMs appointed by the Association;
 - (c) two (2) persons appointed by the University who shall be employees of the University;
 - (d) the Director of Budgeting shall be a non-voting member and shall serve as Executive Secretary to the Committee, providing secretarial support to the Committee through the Office of Budgets and Audits.
- The date on which the Budget Advisory Committee is established shall be referred to as "AFE3".
- 25.24 Within five (5) days of AFE3, the President shall send to the Budget Advisory Committee and to the Association, the information used by the President in reaching their conclusion that there is a state of anticipated financial exigency. The date on which this information is sent shall be referred to as "AFE4".
- 25.25 The University shall cooperate with the Budget Advisory Committee in an iterative process of clarifying and augmenting this information. This shall include financial information sufficiently detailed that, by usual

accounting methods, the case for a given amount of expenditure reduction in salary and benefits to ASMs may be evaluated.

- 25.26 Within thirty (30) days of AFE4, the Budget Advisory Committee shall send its Report to the Board, the Senate, the President and the Association. The date on which this information is sent shall be referred to as "AFE5".
- 25.27 The President shall make recommendations to the Board, and at the same time shall send a copy of these recommendations to the Association and to the Senate. The Board shall consider whether to declare a state of financial exigency at its next meeting provided it is not less than ten (10) days following AFE5. The Budget Advisory Committee shall make a presentation to the Board and discuss its Report with the Board. In making its decision, the Board shall give substantive and serious consideration to both the recommendations of the President and the Report of the Budget Advisory Committee.
- 25.28 If the Board decides that a state of financial exigency exists, the Board shall issue a declaration of financial exigency. The Board shall decide whether layoff of ASMs is necessary. If so, the Board shall specify the amount of money to be recovered from a reduction in salary and benefits, and the number of ASMs to be laid off. All notices of layoff following from a declaration of financial exigency shall be issued within ten (10) days of the Board's decision on layoffs.
- 25.29 If financial exigency has been declared, and the layoff of ASMs is necessary, ASMs shall be terminated or shall be laid off from the bargaining unit as a whole in the following order:
- (a) those on term appointments who have twelve (12) months or less remaining in the term shall have their contracts continued to the termination date;
 - (b) those on term appointments who have more than twelve (12) months remaining in the term, shall receive six (6) months' notice of termination, or six (6) months' salary in lieu of notice;
 - (c) layoff of those on tenure-track appointments, with notice of layoff or salary in lieu of notice given to the ASM not less than nine (9) months prior to the layoff date;
 - (d) layoff of those on tenured appointments, with notice of layoff or salary in lieu of notice given to the ASM not less than nine (9) months prior to the layoff date.

Within categories (b), (c), and (d) of this Clause, the order of termination or layoff shall be based on reverse seniority except as modified by Clause 25.32.

- 25.30 An ASM holding an externally-funded named chair or a national/international award covering salary shall be exempt from layoff for reasons of financial exigency.
- 25.31 An ASM who re-enters the bargaining unit at any time during the duration of this Collective Agreement shall be subject to layoff according to Clauses 25.29 and 25.33 as if they were in the bargaining unit at the time financial exigency was declared.
- 25.32 Notwithstanding anything in this Article, the reduction to an Academic Unit through all losses at times of financial exigency shall not exceed one hundred fifty percent (150) of the proportional reduction to the bargaining unit itself through all losses. The number of ASMs in the bargaining unit and the initial Academic Unit size shall be those in effect on December 1, 1995. A Protocol for determining the maximum number of layoffs for an Academic Unit, including a definition of "losses", is contained in Appendix F.
- 25.33 For purposes of this Article, seniority shall be established by the date upon which employment commenced at the rank of Lecturer or above, or Librarian I or above, minus any period of time between a resignation and a re-hiring and minus any period of leave for which pension contributions were not allowed. Seniority shall not be affected by leave taken in accordance with this Collective Agreement or any previous Terms and Conditions of Employment under which an ASM was engaged. If two (2) or more ASMs have equal seniority, the order of seniority will be decided by lot, except if one (1) ASM has discontinuous service interrupted by the period of time between a resignation and a re-hiring. In such a case the ASM with continuous service shall be deemed to have the greater seniority.

- 25.34 An ASM who has been laid off as a consequence of financial exigency shall be entitled to retain the following privileges for up to three (3) years following the date of layoff:
- (a) full library privileges including short courses on electronic access;
 - (b) computing accounts and related services subject to the same costs as those applying for ASMs, and subject to restrictions that the Director of Computing and Communications may, in the future, place on off-campus access;
 - (c) access to credit courses on the same basis as ASMs;
 - (d) free non-credit courses to a limit of one (1) per semester with additional courses subject to space availability;
 - (e) access to Physical Education facilities at one-half the rate charged to ASMs.

RECALL

- 25.35 An ASM laid off as a consequence of financial exigency shall have the right to be recalled within three (3) years of the end of the Academic Year in which the exigency is declared. Recall of ASMs shall be in order of seniority of those who have been laid off within the Academic Unit to which the ASM is recalled. It shall be the responsibility of the laid off ASM to keep the University informed of their current address and telephone number.
- 25.36 In the event of recall the ASM shall receive the rank, salary, seniority, and all the entitlements held prior to layoff. In addition, should the activities of the ASM during the period of layoff be relevant to their University position, credit for an appropriate period shall be added to their entitlement.
- 25.37 No tenured or tenure-track position from which an ASM has been laid off shall be replaced by a term appointment for at least three (3) years from the end of the Academic Year in which the exigency is declared.
- 25.38 An ASM holding a tenure-track or tenured position who is notified of a layoff may, prior to the layoff date, resign their position and receive a special severance allowance of one (1) month of salary for each full year of service at Memorial University with a minimum of eight (8) months' salary and a maximum of twenty-four (24) months' salary. This salary shall be computed on the basis of the ASM's salary at the time the layoff notice was issued. Any resignation under this Clause shall be exempt from the provisions of Clause 25.01.

LAYOFF OF ASMS FOR REASONS OF ACADEMIC PROGRAMME REDUNDANCY

- 25.39 Layoffs of ASMs for other than financial reasons shall be for bona fide academic reasons only and the process shall be subject to the terms of this Article set out hereafter.
- 25.40 An academic programme is defined as a set of courses leading to a degree, certificate, or diploma approved by the Senate of Memorial University.
- 25.41 An academic programme redundancy is defined as a major change in academic programmes which can be expected to result in layoffs of ASMs. Such redundancy may result from significant changes in student enrolment or the merger, amalgamation or closure of Departments, Faculties, Schools or Libraries.
- 25.42 Layoffs of ASMs owing to an academic programme redundancy shall not be treated as, or substituted for a suspension, dismissal for cause, or other disciplinary measure.
- 25.43 The following measures shall be undertaken by the University before a decision is made to declare an academic programme redundancy:
- (a) moratorium on new appointments both within and outside the bargaining unit in the Academic Unit affected, and in cognate areas;
 - (b) transfer to other Academic Units in accordance with Clauses 25.13 to 25.16;

- (c) consideration for retraining at the option of the University. All such re-training shall be undertaken with the ASM's consent. An ASM selected for retraining shall be allowed leave for up to two (2) years and shall receive a salary and/or research grants, stipends, fellowships, et cetera, equivalent to one-hundred (100) percent of the ASM's Basic Annual Salary for such year(s) of leave. An ASM selected for retraining must undertake to return to employment at the University for a period equivalent to the period of retraining leave.

- 25.44 Where declining student enrolment is argued as a bona fide academic reason, the University shall demonstrate that a significant decline in enrolment has occurred which has resulted in low enrolments for at least three (3) consecutive years, and reasonable projections into the future indicate that a low level of enrolment will continue.

- 25.45 Any declaration of academic programme redundancy shall be initiated by the Provost & Vice-President (Academic).

- 25.46 When the Provost & Vice-President (Academic) plans to recommend to Senate that there be a declaration of academic programme redundancy, the Provost & Vice-President (Academic) shall inform in writing the appropriate Dean, Director, Dean of Libraries (University Librarian), Associate Vice-President (Marine Institute) Academic and Student Affairs or Vice-President (Grenfell Campus), and the Association of their plan for redundancy along with the reasons and anticipated consequences.

- 25.47 The Dean, Director, Dean of Libraries (University Librarian), or Associate Vice-President (Marine Institute) Academic and Student Affairs shall notify all ASMs of the affected Academic Unit in writing as well as the Faculty Council (or equivalent governing body) of the Academic Unit. The Vice-President (Grenfell Campus) shall notify Counselling Faculty Members at Grenfell Campus.

- 25.48 The Dean, Director, Dean of Libraries (University Librarian), Vice-President (Grenfell Campus), or Associate Vice-President (Marine Institute) Academic and Student Affairs, the Faculty Council (or equivalent governing body), and the affected Academic Unit shall conduct separate reviews of the proposal of the Provost & Vice-President (Academic) and shall make recommendations to the Provost & Vice President (Academic) and the Vice-President (Grenfell Campus), as appropriate, within thirty (30) days.

- 25.49 Within a further thirty (30) days, the Provost & Vice-President (Academic) shall consider all advice and recommendations received and shall make a decision whether or not to recommend to Senate a declaration of an academic programme redundancy. They shall inform in writing the Senate, the affected Academic Unit and the Association concurrently of their decision.

- 25.50 If the Provost & Vice-President (Academic) recommends an academic programme redundancy which would lead to the layoff of ASMs, the Senate shall meet within twenty (20) days and have an additional thirty (30) days from the time of its meeting to review the recommendation of the Provost & Vice-President (Academic) along with all other written recommendations received by the Provost & Vice-President (Academic).

- 25.51 The Senate shall hear any representation from the Association and from the affected Academic Unit prior to making its decision on academic programme redundancy for the affected Academic Unit.

- 25.52 The Senate shall advise all interested parties of its decision. Senate's decision shall be submitted to the Board, whose decision shall be final.

- 25.53 Any layoff resulting from academic programme redundancy shall be effected using the processes of Clauses 25.29 to 25.31, and 25.33 to 25.38.

Article 26**MISCELLANEOUS WORKING CONDITIONS**

*26.01 The Parties recognize that the University is required to accommodate employees who have requirements based on any of the grounds listed in the Newfoundland and Labrador *Human Rights Act, 2010*.

HEALTH, SAFETY AND SECURITY

*26.02 The University shall maintain health and safety conditions on all University premises in accordance with all relevant legislation, regulations and codes. The University shall take reasonable measures to maintain the security of the buildings and grounds. The health and safety conditions shall include:

- (a) access to potable water at suitable points conveniently accessible to all ASMs;
- (b) indoor air quality (IAQ). In consideration of IAQ the University shall investigate and use its best efforts to resolve IAQ problems arising from the indoor environment, indoor air contaminants [that include but are not limited to moisture, dust, amount of outdoor air intake, mold, bacteria, radon, sewer gases, carbon monoxide, carbon dioxide, and volatile organic compounds (VOC)] and insufficient outdoor air intake; and,
- (c) ergonomic assessments, and timely ordering of furnishings and equipment recommended by the assessment. Following the ergonomic assessment, ASMs so assessed shall be advised as to expected delivery time of furnishings and equipment recommended by the assessment.

*26.03 (a) The University shall maintain an on-line database of all known occurrences of asbestos.

(b) The University shall perform on an annual basis air quality tests in representative areas of all buildings known to contain asbestos, or known to have contained asbestos. These tests shall be conducted during times that represent typical workplace activities. The resulting Reports shall be provided to MUNFA and shall be made available on the Environmental Health and Safety website.

(c) Whenever renovations are occurring in buildings known to contain asbestos, or known to have contained asbestos or other hazardous materials, the University shall conduct a risk assessment to determine if any of those hazardous materials will be disturbed. In such instances where it is deemed that asbestos or any other hazardous materials might be disturbed, appropriate signage will be placed at the renovation location as well as e-mail notification through Newsline and, at Grenfell Campus, Messenger.

26.04 The University shall ensure that the University Health and Safety Committee is maintained, in accordance with its established terms of reference, to provide advice on the development and maintenance of a university-wide health and safety management system. The Association shall be entitled to at least one (1) seat on the University Health and Safety Committee in accordance with the established terms of reference, as amended from time to time.

26.05 The Association shall be entitled to at least one (1) seat on each Workplace Health and Safety Committee where ASMs work.

26.06 Workplace Health and Safety Committees may request from the University any information necessary to carry out its duties and such requests shall not be unreasonably denied. Committee members and representatives are responsible for maintaining rules of confidentiality except where disclosure of information is specifically required by the Act or another law.

*26.07 The University shall notify ASMs at least two (2) days in advance of any scheduled interior or exterior building renovations, remediation actions or alterations, including those that are likely to involve hazardous materials or noxious fumes, by email notifications through Newsline and, at Grenfell Campus, Messenger, and by posting notices in the vicinity of the scheduled renovations, remediation actions or alterations. In emergency situations, the University shall use best efforts to contact affected ASMs on an urgent basis.

26.08 Individual ASMs shall report any health or safety concerns concerning air and/or water quality in their offices, laboratories, teaching spaces and adjacent hallways for investigation. Such investigations shall not be

unreasonably denied. The ASM shall be notified of the results of the investigation. When air quality and potable water tests have been performed, in the areas of concern to the ASMs, the resulting Reports shall be immediately provided to the ASM, their Administrative Head, and the Association.

- 26.09 In circumstances where there is evidence that an ASM's work space or immediate surroundings might reasonably pose a danger to their health, the University shall mitigate any danger or provide alternative work space. If the ASM is required to occupy an alternate workspace for more than five (5) days, the ASM may make a request to have office contents moved expeditiously to the new location. Such a request shall not be unreasonably denied.
- *26.10 Following a threat to an ASM's health and safety by an individual, the ASM shall report the situation to the President. The President shall immediately investigate such threat and where evidence from such an investigation warrants, shall mitigate such threat. The process of such investigation and, if warranted, mitigation shall be fully disclosed to the ASM and the Association.

INSURANCE

- 26.11 The University agrees to maintain the current level of general liability coverage for ASMs as provided for under its General Liability Policy. The University shall provide the Association with a copy of the General Liability Policy upon request.

OFFICE, TEACHING AND RESEARCH SPACE, AND SUPPORT SERVICES

- 26.12 The University shall use its best efforts to provide each ASM with suitable office, research, teaching and studio facilities. Normally, Faculty Members and ASM-CFEs shall be provided with fully enclosed, private and individual offices. Offices shall be equipped with furnishings (chair and desk), telephone, bookcases, a computer with software available to the ASM through the active licenses of the University, and Internet access. All these spaces shall be cleaned on a regular basis.
- *26.13 When constructing new office facilities, the University shall construct offices for ASMs consisting of approximately eleven (11) square meters of floor space. Universal design principles shall be considered in the design and construction of new buildings, and the renovation of existing office, teaching and research space.
- 26.14 The number of offices currently provided for Librarians shall not be reduced and the University will use its best efforts to increase the number of fully enclosed private individual offices for Librarians. Partitions may be used to enclose a minimum working space of eleven (11) square meters.
- 26.15 ASMs shall have access to the offices and research facilities assigned by the University at all times, except:
- (a) in emergency situations such as toxic chemical leakage, fire or bomb threats;
 - (b) a MUNFA strike or lockout of MUNFA, unless explicit permission is given as per the letter from the Director of Faculty Relations dated September 13, 2007;
 - (c) as a result of disciplinary action or non-disciplinary relief from duties as specified in Article 18.
- 26.16 The University shall provide ASMs with facilities and space for the secure storage of research data and metadata for at least five (5) years following publication of findings based on the data. ASMs shall have timely access to their data and research materials in storage. Such access shall be restricted to the ASM or their authorized delegate.
- 26.17 The University recognizes the importance of support services to the work of ASMs. The University agrees to use its best efforts to provide appropriate support services, duplicating services, printing services, mail services, secure e-mail services, telephone services, computing and electronic communication facilities and computer software, office material, postage, and supplies for their University work.
- *26.18 An ASM assigned to teach a Distance Education course section, as defined in Clause 1.03(n), shall be offered Telecommunications Technology training and support at the University's expense at the request of the ASM.

LIBRARY

26.19 The University recognizes the importance of the Library to the teaching and scholarship of ASMs. The University shall use its best efforts to provide ASMs the opportunity to access, through the Library and computing facilities, all expressions of knowledge, intellectual activity, information and ideas, subject only to their accessibility/availability, financial constraints and to any restrictions imposed by law or University regulations in effect as of January 1, 2006 or any policies negotiated between the Parties.

PRIVACY AND ACCESS TO INFORMATION

26.20 ASMs have a right to privacy in their personal and professional communications and files, whether in paper or electronic form including but not limited to e-mail, subject to the *Access to Information and Protection of Privacy Act* (ATIPPA) and any other legal requirement. The University shall only have access to ASMs' electronic communications and files to ensure the security of the computer facilities or information stored therein, and to ensure against degradation of computer system performance.

26.21 When the University receives a request (hereinafter "a request") pursuant to the ATIPPA and a preliminary search for records indicates that one or more ASMs will be asked to search for and provide records, the ASM(s) shall be advised that they may seek assistance from the Association. The ASM shall be provided with no fewer than five (5) days to search for and retrieve the records and shall provide the records to the University on or before the response date specified by the University.

26.22 If a request, in which records of an ASM have been sought and/or provided, goes under review by the Information and Privacy Commissioner, the University shall advise the ASM and shall advise they may seek assistance from the Association.

26.23 Nothing in this Article shall limit the right of the Association to file a grievance under the Collective Agreement in connection with a request.

PARKING

26.24 (a) Upon application, each ASM shall be provided with one (1) outdoor parking space. Normally, the space shall be within reasonable distance of their office. If, because of major construction, the University is unable to meet these requirements, the Parties shall meet to agree upon a fair allocation of parking spaces for ASMs. If agreement on alternate parking spaces is not reached before the construction begins, the University shall provide each ASM who has an acute or chronic mobility problem that requires an accommodation with a parking space near the entrance to the building where their office is located.

(b) The University shall use best efforts to increase the monitoring of un-gated parking lots during daily periods of peak usage.

(c) Should an ASM with a valid parking permit not be able to find a parking space in their designated lot, the ASM may park in one of the designated overflow parking lots.

*26.25 During the life of this Collective Agreement, parking fees shall increase by no more than 5% from those in place on September 1, 2021. Fees for new parking areas shall be equal to those charged in comparable parking lots on campus.

26.26 The University shall provide sufficient racks in convenient locations for the secure on-campus daily storage of bicycles by ASMs. The University shall use best efforts to encourage the use of bicycles to/from and across campus and increase the availability of secure and weather-proof racks in convenient locations for the daily storage of bicycles.

26.27 The University shall use its best efforts to promote the use of ride sharing and public transit to and from the University.

26.28 The University shall maintain scheduled shuttle services in place as of September 2018 at no cost to ASMs when necessary to carry out their required duties and responsibilities.

RECORDING OF LECTURES

26.29 No lectures or classes shall be recorded without the written permission of the ASM in charge of the class.

ACCOMMODATION OF STUDENTS WITH DISABILITIES

- 26.30 The Parties recognize that both the University and the ASMs have a legal obligation to accommodate students with disabilities. Students with disabilities who request accommodation shall be identified to the ASM and the Administrative Head in writing by the appropriate campus co-ordinating centres [(Glenn Roy Blundon Centre (St. John's Campus), Student Affairs Office (Marine Institute), and Learning Centre (Grenfell Campus)]. The provision of the necessary accommodation, if such accommodation includes additional personnel or assistive technology, shall be the responsibility of the University through the appropriate campus co-ordinating centre. ASMs shall allow such accommodation in the classroom.
- 26.31 Notwithstanding Clause 26.29, a lecture or class may be recorded by a student who has been deemed by the appropriate campus co-ordinating centre [(Glenn Roy Blundon Centre (St. John's Campus), Student Affairs Office (Marine Institute), and Learning Centre (Grenfell Campus)] to require such recording to accommodate a disability. When the accommodation includes recording, the recording shall be subject to Clause 27.07.
- 26.32 If the accommodation of students with disabilities requires additional effort on the part of the ASM, the ASM shall specify to the Administrative Head in writing what additional tasks have been undertaken. Such tasks shall be considered in determining the ASM's future workload, or compensated by remuneration or course remission, as determined by mutual agreement of the ASM and the Administrative Head.

CHILDCARE

- 26.33 The University shall use its best efforts to provide personnel and facilities for St. John's Campus for the day care of at least thirty (30) children of ASMs aged from two (2) to five (5) years and after school care of thirty (30) children of ASMs aged from five (5) to twelve (12) years at rates that shall not exceed 1.35 times the rates for full-time undergraduate students prevailing at the existing Campus Childcare Inc. The University shall use its best efforts to ensure that such facilities are available from 8:00 a.m. to 6:00 p.m. on weekdays when the University is normally open.
- *26.34 The University shall use best efforts to provide Grenfell Campus with priority access to childcare services in the newly built facility on Grenfell Campus by December 31, 2025.

PAYMENT OF PORTION OF SALARY AS RESEARCH GRANT

- 26.35 Subject to the provisions of the Income Tax Act and rulings of Canada Revenue Agency, the University shall assist ASMs in designating a portion of salary as a research grant whether or not the ASM is on sabbatical leave.

STORMS

- 26.36 In the event of a serious storm, an ASM and the Administrative Head, in consultation, shall decide whether to cancel classes or laboratories. The ASM and the Administrative Head, in consultation, shall make suitable arrangements for making up class, workshops or laboratory sessions, should such a make-up be deemed necessary.
- 26.37 Provided that the provisions of Clause 26.36 are adhered to, an ASM shall not be subject to discipline for failure to perform duties during such a storm.

STRIKES AND LOCKOUTS

- 26.38 In the event of a strike or lockout of employees not in the MUNFA bargaining unit, ASMs shall not be required to perform the duties of those employees.

Article 27**INTELLECTUAL PROPERTY****PREAMBLE**

- 27.01 The Parties agree that the ownership of Intellectual Property is recognized as an integral part of academic freedom. Subject to the rights of third parties and co-creators, ASMs shall own their Intellectual Property and shall be beneficiaries of commercialization and other exploitation of their Intellectual Property.
- 27.02 Since the primary consideration of the University is to promote teaching, research, and dissemination by ASMs, these activities shall continue to be encouraged. ASMs shall have the ability to publish and disseminate their research results in the public domain in order to contribute to the body of public knowledge in their disciplines.
- 27.03 Third parties, other than co-creators, shall not be granted rights to the Intellectual Property of an ASM without the ASM's Informed Consent. ASMs may, based on Informed Consent, choose to participate in work that is subject to agreements that place constraints on how their Intellectual Property may be disseminated or subsequently used.
- 27.04 Should ASMs choose to license or assign their Intellectual Property Rights, or any part thereof, to a third party, the University shall receive benefits commensurate with the Significant Documented Contribution made by the University toward the creation of the Intellectual Property.

ADDITIONAL DEFINITIONS

27.05 In this Collective Agreement:

- (a) "Incidental Use of University Resources" means the use of University email accounts or other common information technology and/or communications services (i.e., telephone, fax, internet, Wi-Fi), use of common spaces or services provided freely to all by the University (cafes, lounges, library access, common meeting areas) and the use of personal computers, laptops, tablets, mobile devices and other commonly used hardware and software that has been provided by the University. Incidental Use of University Resources includes use of University resources (i.e. space, facilities, equipment, support personnel) that are freely available to ASMs and for which use by an ASM would not preclude access to, or support from, the resource by other ASMs that would normally be provided by the University.
- (b) "Informed Consent" means consent given by an ASM who has received the information necessary to allow a considered judgement and has been given a reasonable opportunity to consider such information without having been subject to coercion, undue influence, inducement or intimidation.
- (c) "Intellectual Property" includes all data, documents, reports, analyses, tests, specifications, charts, plans, drawings, ideas, inventions, discoveries, creations, schemes, correspondence, communications, lists, manuals, technology, techniques, methods, processes, services, routines, systems, procedures, practices, operations, modes of operations, know-how, trade or other secrets, contracts, financial information, engineering reports, environmental reports, field notes, sketches, photographs, computer programs, records or software, specifications, models, database rights, service marks, scientific or technical advancements, improvements, devices, products, concepts, designs, prototypes, samples, technical information, materials, works of authorship, patterns or other information, and includes the media on which such Intellectual Property is stored, obtained or received.
- (d) "Intellectual Property Rights" means any and all proprietary rights anywhere in the world provided under (i) patent law, (ii) copyright law, (iii) design patent or industrial design law, (iv) semi-conductor chip or mask work or integrated circuit topography law, (v) trade-mark law or (vi) any other statutory provision or common law principle, including trade secret law, which may provide rights in Intellectual Property or the expression or use of such Intellectual Property.
- (e) "Researcher Participation Agreement" means an agreement signed by an ASM and by the University prior to the ASM participating in research that confirms that the ASM agrees to abide by the terms and conditions of Research Agreements.

- (f) “Significant Documented Contribution” means a financial or in-kind contribution of funding by the University toward the conduct of scholarly activity. Such contributions would be beyond Incidental Use of University Resources by ASMs and would be documented prior to the start of the scholarly activity, normally as part of a research proposal or research agreement, or during the disclosure of Intellectual Property by the ASM under this Article. Such contributions would include dedicated or extraordinary use of existing institutional equipment, facilities or support staff for the purpose of conducting the scholarly activity. They would also include the direct and indirect costs of facilities and equipment that are purchased and support staff that are hired specifically for the scholarly activity. Significant Documented Contributions, however, do not include the financial contributions provided to the University by the sponsor of the scholarly activity, including any third-party funding agencies (e.g. NSERC, SSHRC, CIHR, ACOA), nor the indirect costs provided through the Research Support Fund, or similar fund. The University shall not consider the time of ASMs who conduct scholarly activity as part of their normal workload as a Significant Documented Contribution.

RESEARCH CONTRACTS

- 27.06 When an ASM is party to a research or development contract which has explicit provisions for Intellectual Property Rights or revenue sharing from such Intellectual Property Rights, or an ASM has given Informed Consent, by way of a Researcher Participation Agreement or otherwise, for the University to be a party to such a research or development contract, and Intellectual Property is created by the ASM in the course of research or development supported by that contract, the provisions of that contract shall take precedence over this Collective Agreement.

COPYRIGHT

- 27.07 The copyright on all literary works, dramatic works, musical works, artistic works, and computer programmes, or other forms of Intellectual Property produced or created by an ASM is vested in the ASM who created the works.

COMMISSIONED WORKS

- 27.08 When the University specifically commissions the preparation of a particular work by an ASM, the University shall only do so in writing at the time of the commissioning, and, the following conditions shall apply:
- (a) If the work commissioned is not intended for use in a degree, diploma or certificate credit course or program, copyright shall be vested in the University on terms negotiated between the ASM and the University. The ASM shall retain the right to use the work or any part(s) thereof in academic dissemination, or for teaching.
 - (b) If the work commissioned is intended for use in a degree, diploma or certificate credit course, at the time the commission is made, the ASM, who is the creator, and the University, may negotiate specific conditions which provide the University with a royalty-free license to use the material within the University for a fixed period of three (3) to five (5) years. Any sales of the work outside the University shall be subject to a royalty distribution agreement negotiated between the ASM and the University. Such license and agreement shall not prevent the ASM from using all or part of the work in academic dissemination. Upon request, the Association shall be provided with a copy of the final terms of the license and royalty distribution agreement negotiated with the ASM.
- 27.09 When a royalty-free license granted pursuant to Clause 27.08(b) expires, the license may be renewed, subject to negotiation between the creator and the University, for periods each of which is not to exceed three (3) years.
- 27.10 When, during the royalty-free period, either the University or the ASM wishes that the work be revised or replaced, by mutual consent of the University and the ASM, the University may commission the ASM to revise or replace the work. The revision or replacement work shall be subject to Clause 27.08(b).
- 27.11 When a royalty-free license granted pursuant to Clause 27.08(b) expires, and the University wishes the work to be revised or replaced, its creator shall be offered a commission to revise or replace the work. The revision or replacement work shall be subject to Clause 27.08(b). If the creator does not agree to revise or replace the work, the University may commission another ASM(s) in the creator’s Academic Unit, qualified to do the work, to revise or replace the work. Where no ASM qualified to do the work is identified in the creator’s Academic Unit, the University shall issue a call for expression of interest, via electronic mail, to ASMs in all

other Academic Units. Where no ASM qualified to do the work is identified, the University may commission another individual who is not an ASM to revise or replace the work. In the case of a revised work, copyright shall be held by the original creator and the ASM(s) responsible for the revision, except where the original creator chooses to relinquish their copyright to the revised work. Any sales of the revised work outside the University shall be subject to a royalty distribution agreement among the ASM(s), any person(s) responsible for the revision, and the University, with the ASM creators' division of royalties being proportionate to their contribution to the revised work. Such an agreement shall not prevent the ASM(s) from using all or part of the original work in an academic publication, and shall not prevent the ASM(s) from using all or part of the revised work in an academic publication subject to agreement by others involved in the revision.

MORAL RIGHTS

27.12 ASMs shall retain moral rights to their Intellectual Property. An ASM may waive their moral rights in writing in favour of the University, or any other party.

PATENTS

27.13 When an ASM is not party to a research or development contract which has explicit provisions for patents and revenue sharing from such patents, and a potentially patentable invention, discovery, or creation made by the ASM in the course of scholarly activity the ASM may notify their Administrative Head in writing of all potentially patentable inventions, discoveries or creations made by the ASM. Within thirty (30) days of the date that the Administrative Head was so notified, the University shall indicate to the ASM in writing whether the University is interested in commercializing the invention, discovery or creation in partnership with the ASM on terms negotiated between the ASM and the University. Upon request, the Association shall be provided with a copy of all final commercialization terms negotiated with the ASM.

OUTSIDE PROFESSIONAL ACTIVITIES

27.14 ASMs may utilize their Intellectual Property in their Outside Professional Activities. ASMs wishing to utilize Intellectual Property that they co-own with other creators shall obtain the Informed Consent of those other creators prior to utilizing the co-owned Intellectual Property in their Outside Professional Activities. The use of Intellectual Property shall not include the license or assignment of Intellectual Property or Intellectual Property Rights except as provided for under Clause 27.15 of this Article. Such use shall also be subject to the terms described in Article 20. When engaging in Outside Professional Activities, the ASM shall ensure that they do not represent themselves as acting on behalf of the University. The University will assume no liability for any action brought against an ASM as a result of Outside Professional Activities or use of Intellectual Property in Outside Professional Activities.

LICENSE OR ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS

27.15 Subject to the Intellectual Property Rights and contributions of other ASMs, the University, and third parties, ASMs are free to license or assign their Intellectual Property Rights. If the University made a Significant Documented Contribution to the creation of the Intellectual Property, written consent of the Vice-President (Research) or delegate shall be required. The consent of the Vice-President (Research), or delegate, shall not be unreasonably withheld, and a decision rendered within thirty (30) days. If notification of a decision on consent is not received from the Vice-President (Research) within 30 days of the request being made, consent shall be deemed to have been given.

DISSEMINATION

27.16 The University shall make no claim to the proceeds of dissemination for which it has provided no more than normal academic facilities, including research grants.

27.17 When the University has subsidized dissemination by making a Significant Documented Contribution, it may negotiate with the ASM who is the creator specific conditions governing participation in royalties.

27.18 The University shall stipulate, at the time it offers a dissemination subsidy, whether it wishes to negotiate a claim to royalties that may accrue from publications thus supported. If the University does not so stipulate, it shall be deemed to have waived any claim to royalties or other income.

27.19 The University's share of royalties shall be used to support research and scholarly activity.

- 27.20 On request, the University shall within twenty (20) days transmit to the Association a list of royalties earned under this Article. No more than one (1) such request shall be made per year.
- 27.21 Subject to the terms of this Article, any other applicable agreement, and any ethical or legal requirements, ASMs shall be free to disseminate and/or present their Intellectual Property in academic journals and other vehicles of scholarly dissemination and to assign or license copyright in any academic work to academic journals and other vehicles of scholarly dissemination. ASMs shall have an absolute right to publicly disclose information about risks to research participants, or the general public, or threats to the public interest that become known in the course of their scholarly activity.

RIGHTS OF ESTATE

- 27.22 In the event of the death of an ASM, their Intellectual Property Rights under this Article shall revert to the estate, or succession of the ASM.

Article 28**ACADEMIC STAFF MEMBERS WITH DELEGATED ADMINISTRATIVE RESPONSIBILITIES**

- 28.01 This Article refers to administrative positions undertaken by ASMs that are not specified in the *Memorial University of Newfoundland Procedures Governing the Appointment, Review, Promotion and Tenure of Academic Administrators* dated April 2, 2014 and which include, but are not limited to, Deputy Heads, Programme Coordinators, and Programme Chairs.
- 28.02 Grievances arising from actions taken in the context of this Article by ASMs with delegated administrative responsibility shall be lodged against the Administrative Head to whom the ASM reports.

APPOINTMENT AND DUTIES OF FACULTY MEMBERS WITH DELEGATED ADMINISTRATIVE RESPONSIBILITIES AT ST. JOHN'S CAMPUSAppointment:

- 28.03 The decision as to whether a Deputy Head, Programme Coordinator, or similar administrative position will be filled rests with the Administrative Head. In the case of the Programme Coordinator of an interdisciplinary programme in a departmentalized Faculty, the decision shall rest with the Dean, or Deans or Directors if the programme is inter-faculty. When a position is to be filled, the primary responsibility for a recommendation of appointment shall rest with the Administrative Head(s) who shall make the recommendation following Collegial Consultation with the Faculty Members in the Academic Unit(s).
- 28.04 Appointment of Deputy Heads, Programme Coordinators, and similar administrative positions shall be made for a period of one (1) to three (3) years. They shall be eligible for re-appointment.
- 28.05 If a Faculty Member with delegated administrative responsibilities is asked by the Administrative Head to provide formal advice respecting the evaluation of Faculty Members for promotion, tenure, or any other purpose, this advice shall be contained within the evaluation file and treated in accordance with the relevant procedures in this Collective Agreement.

Duties:

- 28.06 (a) The delegated duties and responsibilities of Faculty Members with delegated administrative responsibilities shall be those in place as of the date of signing of this Collective Agreement.
- (b) Within thirty (30) days of the signing of this Collective Agreement, the Administrative Head, in consultation with the Faculty Member with delegated administrative responsibilities, shall prepare a statement of the duties and responsibilities of the delegated administrative position. This written statement shall be distributed to all Faculty Members in the Academic Unit.
- (c) Changes to these duties and responsibilities shall be mutually agreed between the incumbent and the Administrative Head and the written statement of duties shall be amended accordingly.

APPOINTMENT AND DUTIES OF PROGRAMME CHAIRS AT GRENFELL CAMPUSAppointment:

- 28.07 Each Grenfell Campus Degree Programme shall have a Programme Chair who shall be responsible for the orderly, effective and efficient operation of the programme. For the purposes of this Article, the term "Degree Programme" shall mean Grenfell Campus Degree Programme.
- 28.08 (a) Membership in Programme Units shall be defined by the discipline to which a Faculty Member is appointed. Other Faculty Members may be included in a Programme Unit, as appropriate, on the recommendation of the Programme Unit Chair, with the approval of the Dean(s), and following Collegial Consultation with the Faculty Members in the Programme Unit.
- (b) Appendix G is a Memorandum of Understanding between the Parties that states which disciplines are in which Programme Units.

- 28.09 When the position of Programme Chair is to be filled, the Faculty Members in Grenfell Campus Programme Unit shall nominate to the appropriate Dean in writing a candidate for the position of Programme Chair. The Dean shall either recommend the candidate to the Vice-President (Grenfell Campus) or shall return the nomination to Grenfell Campus Programme Unit for further consideration, with a statement of the reasons.
- 28.10 Programme Chairs at Grenfell Campus shall be appointed for a period of three (3) years or a shorter term by mutual agreement of the Dean and the candidate. They shall be eligible for re-appointment. Normally, a Programme Chair shall not be appointed for more than six (6) consecutive years.
- 28.11 If a Programme Chair at Grenfell Campus is granted sabbatical leave or other leave lasting one (1) semester or more, they shall resign the office of Programme Chair effective the beginning of the leave period.

Duties:

- 28.12 A Programme Chair at Grenfell Campus shall advise the Dean or Deans on matters pertaining to Grenfell Campus Degree Programme. Such advice shall be based on consultation with other Faculty Members in Grenfell Campus Programme Unit. The duties of a Programme Chair at Grenfell Campus shall include:
- (a) assisting the Dean or Deans in the promotion of teaching, research, scholarship and critical, creative, professional, or developmental work;
 - (b) advising the Dean or Deans on matters with respect to staffing, programme, budget, research and travel funds;
 - (c) coordinating the advising of students on academic matters;
 - (d) representing the Degree Programme within and without Grenfell Campus and University;
 - (e) any other duties as mutually agreed.

LIBRARIANS APPOINTED TO ADMINISTRATIVE POSITIONS IN THE LIBRARY

- 28.13 A Librarian appointed to an administrative position within the Library system which is not excluded from the bargaining unit shall initially be appointed for a fixed term of three (3) years. Subject to Clause 28.15, such appointments shall be renewable for three (3) or five (5) years after a favourable review and on the recommendation of the Review Committee referred to in Clause 28.17.
- 28.14 Whether such administrative positions shall be opened to candidates from outside the Library or filled from the Librarians in the Library system shall be decided by the Dean of Libraries (University Librarian) giving due consideration as to whether the departing Librarian appointed to the administrative position is leaving the Library and the University or simply leaving the administrative position. Such a decision shall follow Collegial Consultation with the Librarians.
- 28.15 If the Dean of Libraries (University Librarian) decides to fill such administrative positions from the Librarians in the Library system, it shall be done according to mutually agreeable procedures. Such appointments shall be for a fixed term of agreed duration.
- 28.16 Except where administrative appointments are made in accordance with Clause 28.15, a person appointed to a Librarian position with administrative responsibilities shall be appointed according to the procedures set out in Article 12.
- 28.17 When an appointment to such an administrative position is to be renewed, a Review Committee shall be formed in the same manner as Search Committees as set out in Article 12 with the additional condition that at least one (1) of the elected Librarians shall be from the relevant division wherever possible.
- 28.18 Assessment of the Librarian whose position is being reviewed shall be based primarily upon their ability to perform the administrative duties of the position.
- 28.19 The Review Committee shall report its advice and assessments to the Dean of Libraries (University Librarian). The Dean of Libraries (University Librarian) shall review with the Committee its advice and assessments and

may refer the matter back to the Committee for further consideration. The Dean of Libraries (University Librarian) shall forward their recommendation to the Provost & Vice-President (Academic) together with the Report of the Review Committee containing its advice and assessments. The Dean of Libraries (University Librarian) shall inform the Review Committee and the Librarian concerned of their recommendation at the time it is forwarded to the Provost & Vice-President (Academic). In the case of such appointments in the Health Sciences Library, the Review Committee shall report simultaneously to the Dean of Libraries (University Librarian) and the Dean of Medicine, and the Dean of Libraries (University Librarian) and the Dean shall recommend jointly whether to renew the administrative appointment through the Provost & Vice-President (Academic). In the case of such appointments at Grenfell Campus, the Review Committee shall report simultaneously to the Dean of Libraries (University Librarian) and the Vice-President (Grenfell Campus), and the Dean of Libraries (University Librarian) and the Vice-President (Grenfell Campus), shall recommend jointly whether to renew the appointment. In the case of such appointments in the Dr. C. R. Barrett Library, the Review Committee shall report simultaneously to the Dean of Libraries (University Librarian) and Associate Vice-President (Marine Institute) Academic and Student Affairs, and the Dean of Libraries (University Librarian) and the Associate Vice-President (Marine Institute) Academic and Student Affairs shall recommend jointly whether to renew the appointment through the Provost & Vice-President (Academic).

- 28.20 The Provost & Vice-President (Academic) or Vice-President (Grenfell Campus) shall send their recommendation to the President and, simultaneously, shall send a letter to the Librarian whose position is under review saying whether the recommendation to renew is positive or negative. If negative, the letter shall state the reasons.
- 28.21 Notwithstanding Article 16, if as a consequence of such a review, a Librarian appointed to an administrative position within the Library is denied renewal of their administrative position, and if they are untenured at the time this occurs, they shall retain a tenure-track appointment for at least a further two (2) years before being given final consideration for tenure.
- 28.22 If the provisions of Clause 28.21 are used to add a further two (2) years to a tenure-track appointment and tenure is subsequently denied, they shall be offered a further one (1) year terminal appointment.

Article 29
EMPLOYMENT EQUITY

PREAMBLE

- *29.01 For the purposes of this Article, equity-deserving group is defined as those who self-identify as Indigenous Peoples; members of racialized groups; people of a minority sexual orientation, gender identity or expression; people with disabilities; and women.
- *29.02 The Parties are committed to the achievement of Equity, Diversity, Inclusion and Anti-Racism (EDI-AR). The Parties further agree that diversity within the University community is necessary for the pursuit of the University's purposes. The achievement of diversity requires that the University engage in practices that create an inclusive environment allowing the full participation of ASMs in University life. The commitment to equity acknowledges barriers to the full participation of members of marginalized groups due to historical and ongoing systemic discrimination, and seeks proactive redress. Without in any way diminishing the University's general commitment to non-discrimination and equity in employment as contained in Article 2, the Parties agree to maintain measures to promote EDI-AR for equity-deserving group members as listed in Clause 29.01, which may be amended as required with consent of the Parties.
- 29.03 When making appointments, this Article should be read in conjunction with Articles 6, 12, 22, 24 and 30 as appropriate.
- *29.04 For the purposes of this Article, an ASM or an applicant for an ASM position is only considered to be a member of an equity-deserving group if they have self-identified as such either by completing and returning a self-identification form at the time of the application or through an opportunity to self-identify provided to all ASMs by the University Employment Equity Officer.

UNIVERSITY EMPLOYMENT EQUITY OFFICER

- 29.05 The University shall employ a University Employment Equity Officer. Should this position become vacant, at least two (2) ASMs, appointed by the Association, shall serve on the Search Committee established to replace this officer.
- *29.06 The University Employment Equity Officer shall promote EDI-AR (as defined in Clause 29.01) in the hiring and the employment status of the equity-deserving groups.
- *29.07 The duties of the University Employment Equity Officer shall include but not be limited to:
- (a) assisting the Joint Equity Committee in developing criteria for identifying such inequities as may exist with respect to the hiring and the employment status of members of equity-deserving groups;
 - (b) promoting awareness of the University's commitment to non-discrimination and to the promotion of EDI-AR (as defined in Clause 29.01) in the employment status of ASMs from equity-deserving groups;
 - (c) serving as a resource person to ASMs, academic administrators and the Joint Equity Committee;
 - (d) providing annual reports to the Provost & Vice-President (Academic) and the Association on:
 - (i) the total number of applicants and the number of self-identified applicants by equity-deserving groups for each vacant ASM position for which a search has been conducted;
 - (ii) the composition by equity-deserving groups of the ASMs in each Academic Unit, by rank and status of appointment;
 - (iii) the percentage of equity-deserving groups by discipline in graduate degree programmes in Canada if available;
 - (iv) the number of graduates as stated in Clause 29.16;
 - (v) other matters deemed necessary to monitor the effectiveness of this Article.

JOINT ASSOCIATION/UNIVERSITY EMPLOYMENT EQUITY COMMITTEE

- 29.08 There shall be a Joint Association/University Employment Equity Committee (Joint Equity Committee) which shall assist the University Employment Equity Officer to develop and monitor an employment equity programme for the University's academic community.
- *29.09 The Joint Equity Committee shall consist of three (3) voting members appointed by the Association, at least one (1) of whom shall be a woman and one (1) of whom shall be from the other equity-deserving groups; and three (3) voting members appointed by the Provost & Vice-President (Academic), at least two (2) of whom shall be members of equity-deserving groups. The University Employment Equity Officer shall be a non-voting member of the Committee. One (1) of the voting members of the Committee shall be elected by the Committee to serve as Chairperson. There shall be at least one (1) member appointed by the Association at every meeting of the Committee.
- *29.10 The Joint Equity Committee shall assist Academic Units in the development of hiring goals and other measures to reduce unwarranted imbalances among equity-deserving groups. The Joint Equity Committee shall circulate annually, to Department Heads, Deans, Directors, the Associate Vice-President (Marine Institute) Academic and Student Affairs, the Vice-President (Grenfell Campus), Vice-Provost (Labrador Campus) and the Association a document outlining the goals and methods of the Joint Equity Committee.
- 29.11 Upon a request from the Joint Equity Committee to meet with an Academic Unit, the Administrative Head shall schedule such a meeting to be held within fifteen (15) days.
- *29.12 Once decisions setting the goals have been made, the Committee shall annually review progress made in hiring equity-deserving group members and prepare a report which shall be submitted jointly to the University and the Association.
- *29.13 Reporting to the Provost & Vice-President (Academic) and to the Association, the Joint Equity Committee shall:
- (a) make recommendations concerning the realization of the University's commitment to non-discrimination and EDI-AR (as defined in Clause 29.01) in the hiring and the employment status of equity-deserving group members; and
 - (b) provide assistance to the University Employment Equity Officer in implementing strategies; and
 - (c) assist the University Employment Equity Officer on other relevant matters.
- *29.14 The Joint Equity Committee is authorized to review procedures, actions, and outcomes related to recruitment and appointment of ASMs to ensure that due emphasis is given to increasing, as appropriate, the proportion of equity-deserving groups.
- *29.15 On request, the University Employment Equity Officer shall provide the Joint Equity Committee with statistical data, subject to their availability, concerning the realization of the University's commitment to EDI-AR (as defined in Clause 29.01) in the hiring and the employment status of equity-deserving group members.

EQUITY IN THE APPOINTMENT OF EQUITY-DESERVING GROUPS

- *29.16 Under-representation of an equity-deserving group exists when the proportion of ASMs in an Academic Unit from a given equity-deserving group is less than the proportion of persons from that group in the total pool of persons who:
- (a) have graduated in Canada within the previous three (3) years from the degree programme normally required for an appointment at this University in their discipline;
- or
- (b) are Canadian citizens or permanent residents of Canada.

- *29.17 The University shall recruit applicants from equity-deserving groups through the procedures specified in Articles 6, 12, 22, 24, and 30, and in particular shall include in advertisements the following statement: “Memorial University is committed to employment equity, diversity, inclusion and anti-racism, and encourages applications from all qualified candidates, including: women; people of any sexual orientation, gender identity, or gender expression; Indigenous Peoples; visible minorities, and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey. Memorial is committed to providing an inclusive learning and work environment. If there is anything we can do to ensure your full participation during the application process please contact equity@mun.ca directly and we will work with you to make appropriate arrangements.”
- *29.18 The University shall include an appropriate land acknowledgement in advertisements.

MAKING APPOINTMENTS

- *29.19 Any Search Committee established in accordance with Articles 6, 12, 22, 24 and 30, shall include at least one (1) person from an equity-deserving group. If no ASM from an equity-deserving group is available in the Academic Unit, the Administrative Head may appoint an ASM from a cognate area to comply with this provision.
- *29.20 An ASM who is a member of an equity-deserving group shall not be appointed as a representative of equity-deserving groups to more than one (1) Search Committee outside their Academic Unit in any Academic Year. Notwithstanding Clause 29.19, if circumstances prevent the appointment of a member of an equity-deserving group, the Search Committee shall conduct business without such representation.
- *29.21 On the establishment of a Search Committee, the Department Head, Dean, Director, Associate Vice-President (Marine Institute) Academic and Student Affairs, Vice-Provost, (Labrador Campus) shall provide a copy of the document from the Joint Equity Committee referenced in Clause 29.10 to all members of the Search Committee. In the case of Counselling at Grenfell Campus, the Vice-President (Grenfell Campus) shall provide a copy of the document from the Joint Equity Committee referenced in Clause 29.10 to all members of the Search Committee. The Joint Equity Committee, or delegates from the Committee, which shall include at least one (1) member of the Committee appointed by the Association, shall meet with any Search Committee that requests a meeting.
- *29.22 At the time the advertisement is sent for publication and posted electronically:
- (a) The University Employment Equity Officer shall be provided access to the advertisement and a list of the Search Committee members, and the University Employment Equity Officer shall provide the information to the Joint Equity Committee;
 - (b) Candidates shall be invited to complete a confidential employment equity survey identifying themselves to the University Employment Equity Officer as a member of an equity-deserving group;
 - (c) Self-identification information showing which applicants are in equity-deserving groups shall be made available by the University Employment Equity Officer to the Administrative Head.
- *29.23 Once the Search Committee has compiled a preliminary short-list of candidates for use in determining who is to be interviewed, the Chair of the Search Committee shall notify the Administrative Head that such a list has been prepared. The Administrative Head shall then provide the Search Committee with the equity-deserving group information received from the University Employment Equity Officer. The Search Committee shall consider this information and finalize the preliminary short-list.
- *29.24 (a) If no candidate has self-identified as being a member of an equity-deserving group, the Administrative Head shall notify the Search Committee of this fact. The University Employment Equity Officer shall make this information available to the Joint Equity Committee. The Search Committee shall then finalize the shortlist and proceed to interview candidates with no further involvement from the University Employment Equity Officer or the Joint Equity Committee.

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- (b) If at least one candidate has self-identified as being a member of an equity-deserving group, the Administrative Head shall send the preliminary shortlist with the curricula vitae of all shortlisted candidates and all self-identified candidates to the University Employment Equity Officer. The University Employment Equity Officer shall make this information available to the Joint Equity Committee.
- *29.25 In the case of searches where at least one candidate has self-identified as being a member of an equity-deserving group, the Joint Equity Committee shall forward its advice, if any, to the Administrative Head within five (5) days of receiving the preliminary short-list. The Administrative Head shall in turn forward this advice to the Search Committee which shall consider it when finalizing the shortlist. If the Joint Equity Committee does not provide advice within five (5) days, the Search Committee shall proceed to finalize the shortlist.
- 29.26 In the event that not all Joint Equity Committee members are available for a meeting, two (2) members, at least one (1) of whom shall be a member appointed by the Association, shall be selected by rota to formulate its advice on the appointment process.
- *29.27 For ASM positions in Academic Units where equity-deserving groups are under-represented, the Search Committee shall, in presenting the list of candidates recommended for appointment specified in Clauses 6.21(k) or 12.24(i), give preference in rank order to under-represented equity-deserving group candidates in all cases where the qualifications of under-represented equity-deserving group and non-equity-deserving group candidates on the short-list are substantially equal and meet the criteria established for the appointment in question. If there are members of an under-represented equity-deserving group on the list, the Administrative Head shall not lower their place in the order of preference of candidates recommended by the Search Committee in seeking to make the appointment unless, in their judgment, one or both of the following conditions apply:
- (a) the qualifications of the candidates in question are not substantially equal;
- (b) one or more of the candidates in question do not meet the criteria established for the appointment in question.
- *29.28 After an appointment has been made, the Provost & Vice-President (Academic) shall make available to the University Employment Equity Officer:
- (a) a copy of the advertisement;
- (b) the name of the person appointed.

The University Employment Equity Officer shall transmit this information to the Joint Equity Committee.

Article 30
COOPERATIVE AND FIELD EDUCATION

- 30.01 In this Article the term “ASM-CE” refers to “Academic Staff Member in Cooperative Education” and the term “ASM-FE” refers to “Academic Staff Member in Field Education”. The combined title Academic Staff Member in Cooperative or Field Education (ASM-CFE) shall be used when referring to both Cooperative Education and Field Education Academic Staff Members as defined in Clause 1.03(b).
- 30.02 For the purposes of this Article, the Academic Unit for departmentalized Faculties shall be the Faculty.
- 30.03 The Administrative Head for ASM-CFEs shall be the Dean or delegate of the Academic Unit. In the Faculty of Engineering and Applied Science the Administrative Head for ASM-CFEs shall be the Director, Cooperative Education Office. Wherever “students” are referenced in this Article the reference is to students in co-operative education programmes, or students in clinical or field internship programs, as is appropriate.
- 30.04 The duties and responsibilities of ASM-CEs shall include:
- (a) developing work term experience opportunities;
 - (b) matching students with appropriate work term experience opportunities;
 - (c) monitoring and evaluating students in meeting work term requirements;
 - (d) developing and presenting professional development seminars;
 - (e) providing individual career and professional development counselling;
 - (f) implementing appropriate reflective learning activities;
 - (g) academic service; and
 - (h) research and professional development approved under Clause 30.22.
- 30.05 The duties and responsibilities of ASM-FEs shall include:
- (a) developing internship, and clinical placement opportunities;
 - (b) matching students with internship or clinical placement experience opportunities;
 - (c) monitoring and evaluating students in meeting work term, field internship requirements, and clinical placement experience;
 - (d) developing and presenting field instruction courses;
 - (e) implementing field instruction to students;
 - (f) academic service, including chairing Field Education seminars; and
 - (g) research and professional development approved under Clause 30.22.
- 30.06 The pattern of assigned duties and responsibilities outlined in Clauses 30.04 and 30.05 may vary from time to time and from individual to individual, and shall be assigned in writing each semester by the Dean or delegate, the Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, in consultation with the ASM-CFE but shall normally include a minimum of three (3) of the duties outlined, excluding academic service, and research and professional development [30.04(g) and (h) and 30.05(f) and (g)]. ASM-CFE duties shall not be assigned to an ASM other than an ASM-CFE without the agreement of the ASM. Such duties shall be compensated by a reduction in the duties specified in Article 3, or by remuneration on a pro rata basis in accordance with Appendix D.4. An ASM who is not an ASM-CFE and who is being considered for ASM-CFE duties shall advise the University of their compensation choice, at which time the University shall have the option of seeking an alternative.
- *30.07 If deemed appropriate by the ASM-CFE, and only with the prior consent of the student responsible for the submission, non-ASM volunteers may be asked to provide commentary on a student’s cooperative or field education submission.
- (a) In seeking non-ASM volunteers, the University shall not have any expectations of the volunteers for monitoring or evaluating students in meeting work term requirements.
 - (b) Requests for commentary from non-ASM volunteers shall only be made by individual ASM-CFEs and shall be in writing to the Dean or delegate, or Director, Cooperative Education Office. Such requests shall include a statement of the reasons for the requested commentary.

- 30.08 ASM-CEs and ASM-FEs shall be appointed to one or more Academic Unit(s) as ASM-CFE I or ASM-CFE II. When an ASM-CE is appointed to more than one Academic Unit, one of the Academic Units shall be designated as the primary unit. Appointments shall be probationary, permanent or term. A term ASM-CFE shall perform all of the normal duties of a permanent or probationary ASM-CFE.
- *30.09 By mutual consent of the ASM-CE and the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, part of the normal assigned duties of the ASM-CE may be assigned and carried out in an Academic Unit other than the one(s) in which the ASM-CE had been initially assigned provided the ASM-CE is competent to perform the duties in the other Academic Unit. Neither the ASM-CE nor the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, shall unreasonably withhold their consent. ASM-FEs shall only be assigned to the Academic Unit to which they have been appointed.
- 30.10 ASM-FEs and ASM-CEs are eligible to become members of the faculty councils in accordance with the procedures outlined in the faculty council constitutions.
- 30.11 A probationary appointment in the classification of ASM-CFE I or ASM-CFE II shall be made for an initial period of one (1) year. An ASM-CFE II shall hold as a minimum qualification a master's degree.
- 30.12 When an ASM-CE position is to be filled the procedure for appointment of a Search Committee shall be as follows:
- (a) When an Academic Unit has three (3) or more ASM-CEs, a Search Committee consisting of three (3) ASMs shall be formed, two (2) of whom shall be ASM-CEs who are elected by ASM-CEs from within the Academic Unit.
 - (b) When an Academic Unit has less than three (3) ASM-CEs, a Search Committee consisting of two (2) ASMs shall be formed, one (1) of whom shall be an ASM-CE elected by ASM-CEs from within the Academic Unit. If an Academic Unit has no ASM-CEs eligible for election, the Search Committee will consist of one (1) ASM from within the Academic Unit who shall be appointed and one (1) ASM-CE elected from across all Academic Units.
- The Search Committee shall undertake the interview process and make a recommendation on hiring to the Dean. Professional support and consultation shall be provided by the Employment Equity Officer when requested by the Chair of the Search Committee. At the request of the Chair of the Search Committee, a representative from the Joint Equity Committee shall meet with the Search Committee.
- 30.13 When an ASM-FE position is to be filled, the Search Committee shall consist of an ASM appointed by the Dean and an ASM-FE elected by ASM-FEs from within the Academic Unit. Field instructors, nurse clinical preceptors and students may be consulted. The Search Committee will recommend hiring to the Dean. Professional support and consultation shall be provided by the Employment Equity Officer when requested by the Chair of the Search Committee. At the request of the Chair of the Search Committee, a representative from the Joint Equity Committee shall meet with the Search Committee.
- 30.14 When a probationary ASM-CE is being considered for permanent status, the evaluation shall be made by the Dean following consultation with all ASM-CEs in the Academic Unit. Other ASMs in the Academic Unit may also be consulted. The ASM-CE shall be informed of the initial decision one (1) month prior to the one (1) year anniversary of the appointment. If the initial decision of the Dean is not to make the ASM-CE permanent, written reasons shall be provided and the ASM-CE shall have an opportunity to respond. If the final decision is not to make the ASM-CE permanent, the appointment shall terminate on the first year anniversary.
- 30.15 When a probationary ASM-FE is being considered for permanent status, the evaluation shall be made by the Dean following consultation with the ASM-FEs in the Academic Unit. Other ASMs and students may also be consulted. The ASM-FE shall be informed of the initial decision one (1) month prior to the one (1) year anniversary of the appointment. If the initial decision of the Dean is not to make the ASM-FE permanent, written reasons shall be provided and the ASM-FE shall have an opportunity to respond. If the final decision is not to make the ASM-FE permanent, the appointment shall terminate on the first year anniversary.

- 30.16 The criteria applied in evaluating an ASM-CFE's application for appointment or permanent status shall reflect the duties and responsibilities set out in this Article as assigned in writing by the Administrative Head.
- 30.17 When ASM-CFEs are assigned by the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, to monitor and evaluate students in accordance with Clause 30.04(c) or 30.05(c), the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, shall determine the number of students an ASM-CFE shall monitor and evaluate. In doing so, the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, shall take into account the pattern of assigned responsibilities and any requirement for travel outside the campus municipality. The maximum number of students to be monitored and evaluated by each ASM-CFE shall not exceed forty-two (42). If for any reason an ASM-CFE monitors and evaluates students numbering in excess of forty-two (42), the ASM-CFE shall be remunerated at a rate of three hundred dollars (\$300) for each student in excess of forty-two (42).
- 30.18 Notwithstanding Clause 30.17, from time to time and for operational reasons, an ASM-CE may be required by the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, to visit outside the campus municipality up to six (6) additional students who are currently being monitored and evaluated by other ASM-CEs. A report of such visits shall be made to the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, upon request.
- 30.19 With their consent, an ASM-CFE may be assigned responsibility to teach a course. Such teaching duties shall be compensated by a reduction in the duties specified in this Article or by remuneration in accordance with this Collective Agreement. An ASM-CFE who is being considered for a teaching assignment shall advise the University of their compensation choice, at which time the University shall have the option of seeking an alternative teacher.
- *30.20 A Program Manager may be appointed for each Academic Unit, except for the Faculty of Engineering and Applied Science, from among the ASM-CFEs in that Unit. When the position of Program Manager is to be filled, the ASM-CFEs in that Academic Unit shall nominate, in writing, a candidate for the position of Program Manager. The Dean shall approve the appointment or shall return the nomination to the ASM-CFEs in the Academic Unit for further consideration, with a statement of the reasons why the recommendation has not been accepted.

The term of a Program Manager shall be for a three (3) year period. The Program Manager's share of duties and responsibilities set out in Clause 30.04 or 30.05 shall be reduced by five (5) percent for each ASM-CFE they manage in the Academic Unit to a maximum reduction of fifty (50) percent. In addition to these duties and responsibilities, the Program Manager shall:

- (a) provide administrative and budgetary information to the Dean, and
- (b) coordinate the activities of the Cooperative or Field Education Office in their Academic Unit.

- *30.21 Deans of Academic Units in which ASM-CFEs are appointed shall meet collectively with all ASM-CFEs as requested to discuss issues related to Cooperative and Field Education at the University.

SUPPORT FOR RESEARCH AND PROFESSIONAL DEVELOPMENT

- 30.22 An ASM-CFE holding a permanent position may apply to the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, for release time on full salary from normal duties in order to pursue a research project under the following conditions:
- (a) the ASM-CFE must have worked twenty-four (24) months as a ASM-CFE before the beginning of a release period of four (4) months or must have worked forty-eight (48) months before the beginning of a release period of eight (8) months;
 - (b) the ASM-CFE, when applying for release time, shall present a proposal outlining the purpose, nature, scope and potential outcome of the research project to the Dean or delegate, or Director, Cooperative

Education Office in the Faculty of Engineering and Applied Science, at least eight (8) months before the release time is proposed to begin;

- (c) the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, may seek advice from appropriate ASMs concerning the value of the proposal and the likelihood of it being successfully completed;
- (d) the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, shall notify the ASM-CFE whether the release time has been approved within two (2) months of the application;
- (e) within forty (40) days of the conclusion of the release time, the ASM-CFE shall present the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, with a report concerning the activities undertaken and the outcomes of these activities;
- (f) release from normal responsibilities approved by the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, shall be scheduled by mutual agreement between the ASM-CFE and the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science;
- (g) applications for release time shall not be unreasonably denied.

30.23 At any given time, a maximum of three (3) ASM-CFEs, may be on release time. This provision applies on a University-wide basis.

TRAVEL

30.24 An ASM-CFE who is required by the Dean or delegate, or Director, Cooperative Education Office in the Faculty of Engineering and Applied Science, to undertake travel as part of their assigned responsibilities shall be reimbursed for travel according to the University's policy, Travel - General in effect June 1, 2017. Should the University adopt policies on travel more advantageous to the ASM-CFE than those in effect on the date of signing of the Collective Agreement, the more favourable policy shall apply.

30.25 No ASM-CFE shall be required to own a car, or to use their personal car for travel related to the duties and responsibilities of the ASM-CFE.

EMPLOYMENT EQUITY

*30.26 Each applicant for an ASM-CFE position shall be sent a self-identification form as referenced in Article 29 and the provisions of Article 29 shall apply.

INTELLECTUAL PROPERTY

30.27 Intellectual property resulting from release time in accordance with Clause 30.22 shall be subject to the provisions of Article 27. All other intellectual property developed by ASM-CFEs in the course of their assigned duties and responsibilities shall be the property of the University.

LAYOFF

30.28 The provisions of Article 25 with respect to layoff and academic program redundancy do not apply to ASM-CFEs.

30.29 For the purposes of this Article, "layoff" shall mean the temporary cessation of employment of an ASM-CFE due to a reduction in the number of students, technological change, and/or a change in the programme.

30.30 For the purposes of this Article, "seniority" shall mean the length of service as an ASM-CFE with the University. Layoffs of ASM-CFEs shall, subject to the senior ASM-CFE having the qualifications and ability to perform the required work, be in reverse order of seniority. ASM-CFEs shall not be bumped by another ASM-CFE outside the Academic Unit.

30.31 No permanent ASM-CFE qualified and able to perform the required work shall be laid off while there is an ASM-CFE holding a position with a fixed term within that Academic Unit.

EXEMPTIONS

30.32 ASM-CFEs shall not:

- (a) be granted sabbatical leave;
- (b) serve on Search Committees or Promotion and Tenure Committees for Faculty Members, Counselling Faculty Members and Librarians;
- (c) be subject to any of the terms of Articles 22 and 23 except for Clauses 22.11, 22.20 and 23.01;
- (d) be subject to the provisions of Clause 25.08 or Clauses 25.17 through 25.53.

SEVERANCE

30.33 An ASM-CFE entitled to severance pay on or before October 1, 2002 shall retain this entitlement according to the conditions as follows:

- (a) An ASM-CFE with not less than ten (10) years of service at the University exclusive of time in an ASM position who retires or resigns, and the estate of an ASM-CFE who dies, shall be entitled to receive payment for five (5) days' pay for each year of service, up to a maximum of one hundred (100) days' pay.
- (b) An ASM-CFE shall not accumulate further entitlement toward severance pay after October 1, 2002.

**ARTICLE 31
SALARIES AND BENEFITS**

SETTING BASIC ANNUAL SALARIES FOR ASMs AT THE TIME OF HIRING

FACULTY MEMBERS

31.01 The minimum starting Basic Annual Salary of a Faculty Member appointed on or after September 1, 2005 shall be determined by adding:

- (a) the number of years of experience in the rank of Lecturer or equivalent or above in a university or degree-granting equivalent institution as calculated in accordance with Clause 31.04;
- (b) a number for the highest degree achieved
 - (i) for a Master's degree or equivalent: 1
 - (ii) for a Ph.D. or equivalent: 6;
- (c) a number for the rank
 - (i) for Associate Professor: 2
 - (ii) for Professor: 5;
- (d) a number to represent other relevant experience calculated in accordance with Clauses 31.05 and 31.06.

The resulting number represents the lowest salary step number on the scale in Appendix D.1 or D.2 at which the Faculty Member may be paid upon appointment except in accordance with Clause 31.02. If the step is higher than the highest step for the rank, the highest step for the rank is substituted.

31.02 A Faculty Member who is appointed to the rank of Assistant Professor or above who, at the time of appointment is enrolled in a graduate programme but has not completed all the requirements for the terminal qualification for the discipline, in accordance with Clause 10.05, shall have their starting Basic Annual Salary adjusted as follows:

- (a) the number for the highest degree achieved shall be in accordance with Clause 31.01(b) but as though the higher degree had already been awarded;
- (b) a provisional Basic Annual Salary placement, not below the floor for the rank, shall be determined based on the factors listed in Clause 31.01 except that the Faculty Member shall be assumed to have completed the higher degree;
- (c) if a Faculty Member holds a master's degree and is working toward completion of a doctoral degree, the starting Basic Annual Salary shall be reduced by 5 steps;
- (d) if a Faculty Member holds only a bachelor's degree and is working toward completion of a doctoral degree, the starting Basic Annual Salary shall be reduced by 6 steps;
- (e) if a Faculty Member holds only a bachelor's degree and is working toward completion of a master's degree, the starting Basic Annual Salary shall be reduced by 1 step;
- (f) Following completion of the higher degree, the salary shall be adjusted in accordance with Clause 31.24.

31.03 A Teaching Assistant Professor, Teaching Associate Professor or Teaching Professor appointed to a teaching term appointment as outlined in Clause 22.09 shall be paid as if they held the rank of Lecturer on the scale set out in Appendix D.1 according to the factors in Clause 31.01, or in accordance with Clause 22.17(b).

31.04 The number of years of experience in the rank of Lecturer or equivalent or above in a university or equivalent degree-granting institution shall be assessed in accordance with the following rules:

- (a) A “University or equivalent degree-granting institution” is a recognized institution. Equivalency of the level of courses or of instruction at any other type of institution is not a sufficient condition to qualify for this status.
- (b) “Experience in the rank of Lecturer or equivalent or above” is employment in a recognized academic rank in a university or equivalent institution, with duties totaling at least one-half (1/2) the normal work load in each academic term of the employment. It includes service as a Research Associate where major teaching duties were assigned.
- (c) For a series of term or per-course appointments which qualify under (a) and (b), a total of six (6) Laboratory Courses or nine (9) non-laboratory lecture courses shall be considered to be equivalent to one (1) full year of relevant academic experience.
- (d) Except for sabbatical or administrative leave, experience shall not be credited for periods when the individual was on leave for one (1) semester or longer.
- (e) Experience shall not be credited for duties performed by an individual not holding academic rank while engaged in full-time graduate studies.
- (f) No additional credit shall be given under this clause for duties otherwise credited as “other relevant experience” under Clause 31.05.

31.05 “Other relevant experience” for Faculty Members shall include academic, research, professional or other employment which was relevant to the appointment, or which is relevant to the required duties of the Faculty Member in their present position. For these purposes, relevant experience applies only to experience acquired since the Faculty Member obtained their first degree. For Faculty Members, “other relevant experience” shall include the following:

- (a) Academic employment in a non-degree-granting, post-secondary institution, or full-time employment in a teaching capacity below the rank of Lecturer in a degree-granting institution.
- (b) Research employment as a principal or independent investigator, including, but not limited to, positions as Research Fellow, Research Associate, Research Director, or Research Scientist, or Post-doctoral Fellow. Time shall not be credited for research conducted as a graduate student.
- (c) Professional employment in an area appropriate to the discipline of the applicant’s appointment or relevant to the required duties. School teaching experience shall be credited for Faculty Members appointed to teach Education or Human Kinetics and Recreation. Accounting experience shall be credited only if performed as a Chartered Accountant or equivalent.
- (d) Experience shall not be credited for duties performed by an individual not holding academic rank while engaged in full-time graduate studies.

31.06 Calculation of the total amount of experience to be credited for Faculty Members shall conform to the following rules:

- (a) Months of experience rounded to full months within each of the following categories shall be added:
 - (i) Academic experience, as specified in Clause 31.04;
 - (ii) Post-secondary teaching experience as detailed in Clause 31.05(a);
 - (iii) Research experience as specified in Clause 31.05(b);
 - (iv) Relevant professional experience as specified in Clause 31.05(c)
- (b) The total in each case shall be rounded to whole years, following the rounding rule of one-half (1/2) or greater rounded to one (1).
- (c) For prior experience in the rank of Lecturer or above, as specified in Clause 31.04, the total number of years shall be credited, with each year = 1.0.

(d) Other relevant experience, as specified in Clause 31.05, shall be credited as follows:

Years 1 through 5:	each year = 1.0
Years 6 through 15:	each year = 0.5
Years 16 and above:	each year = 0.0

LIBRARIANS

31.07 The minimum starting Basic Annual Salary of a Librarian appointed on or after September 1, 2005 shall be determined by adding:

- (a) the number of years of experience in the rank of Librarian I or equivalent or above in a university or degree-granting equivalent institution is calculated in accordance with Clause 31.08;
- (b) a number for the highest degree achieved
 - (i) for a Master's degree or equivalent: 1
 - (ii) for a Subject Master's: 2
 - (iii) for a Ph.D.: 4;
- (c) a number for the rank
 - (i) for Librarian II: 1
 - (ii) for Librarian III: 3
 - (iii) for Librarian IV: 5;
- (d) a number to represent other relevant experience calculated in accordance with Clauses 31.09 and 31.10.

The resulting number represents the lowest salary step on the appropriate rank scale in Appendix D.3 at which the Librarian may be paid upon appointment unless the step is higher than the highest step for the rank in which case the highest step for the rank is substituted.

31.08 The number of years of experience in the rank of Librarian I or equivalent or above at a university or equivalent degree-granting institution shall include professional service in a university library and professional service as a specialist librarian in a non-university library.

- (a) A "University or equivalent degree-granting institution" shall be a recognized institution. Equivalency of the level of courses or of instruction at any other type of institution is not a sufficient condition to qualify for this status.
- (b) No additional credit shall be given under this clause for duties otherwise credited as "other relevant experience" under Clause 31.09.

31.09 "Other relevant experience" for Librarians shall include academic, research, professional or other employment which was relevant to the appointment, or which is relevant to the required duties of the Librarian in their present position. For these purposes, relevant experience applies only to experience acquired since the Librarian obtained their first degree and shall include the following:

- (a) Service as a professional librarian other than that specified in Clause 31.08.
- (b) Service in an academic position other than librarian at a university or equivalent degree-granting institution which is directly relevant to the duties of the individual as a Librarian.

31.10 Calculation of the total amount of experience to be credited for Librarians shall conform to the following rules:

- (a) Months of experience rounded to full months within each of the following categories shall be added:
 - (i) Academic experience, as specified in Clause 31.08;
 - (ii) Other relevant experience, as specified in Clause 31.09.

- (b) The total in each case shall be rounded to whole years, following the rounding rule of one-half (1/2) or greater rounded to one (1).
- (c) For prior experience in the rank of Librarian I or above, as specified in Clause 31.08, the total number of years shall be credited, with each year = 1.0.
- (d) Other relevant experience, as specified in Clause 31.09, shall be credited as follows:

Years 1 through 5:	each year = 1.0
Years 6 through 15:	each year = 0.5
Years 16 and above:	each year = 0.0

ACADEMIC STAFF MEMBERS IN COOPERATIVE OR FIELD EDUCATION

31.11 The minimum starting Basic Annual Salary of an Academic Staff Member in Cooperative or Field Education (ASM-CFE) appointed on or after September 1, 2005 shall be determined by the step number corresponding to:

- (a) the number of years of experience as an ASM-CFE I or equivalent or above in a university or degree-granting equivalent institution as described in Clause 31.04(a); and
- (b) “Other relevant experience” for ASM-CFE shall include professional, scholarly and academic employment which was relevant to the appointment, or which is relevant to the required duties of the ASM-CFE in their present position. For these purposes, relevant experience applies only to experience acquired since the ASM-CFE obtained their first degree and shall include the following:
 - (i) Service as an ASM-CFE other than that specified in Clause 31.11(a);
 - (ii) Service in a professional position other than as an ASM-CFE in an area which is directly relevant to the duties of the individual as an ASM-CFE;
 - (iii) Service in an academic, research or scholarly position other than as an ASM-CFE which is directly relevant to the duties of the individual as an ASM-CFE; and
- (c) a number for the highest degree achieved
 - (i) for a Master’s degree or equivalent: 2
 - (ii) for a Ph.D. or equivalent: 4.

31.12 Calculation of the total amount of experience to be credited for ASM-CFEs shall conform to the following rules:

- (a) Months of experience rounded to full months within each of the following categories shall be added:
 - (i) Experience as an ASM-CFE or equivalent as specified in Clause 31.11(a);
 - (ii) Other relevant experience, as specified in Clause 31.11(b);
- (b) The total in each case shall be rounded to whole years, following the rounding rule of one-half (1/2) or greater rounded to one (1);
- (c) For prior experience in the classification of ASM-CFE I or above, as specified in Clause 31.11(a), the total number of years shall be credited with each year = 1.0.
- (d) Other relevant experience, as specified in Clause 31.11(b), shall be credited as follows:

Year 1 through 5:	each year = 1.0
Years 6 through 15:	each year = 0.5
Years 16 and above:	each year = 0.0

- 31.13 The resulting number represents the lowest salary step on the salary scale in Appendix D.4 which the ASM-CFE may be paid unless the step is higher than the highest step for the classification in which case the highest step for the classification is substituted.

FACULTY MEMBERS, LIBRARIANS AND ACADEMIC STAFF MEMBERS IN COOPERATIVE OR FIELD EDUCATION

- 31.14 For Faculty Members, Librarians and ASM-CFEs only one (1) type of experience may be credited for any given time period. If an ASM has more than one (1) type of experience for a given time period, the type of experience used to calculate the ASM's annual salary at appointment shall be the one which yields the highest step.

TREATMENT OF BASIC ANNUAL SALARY FOR FACULTY MEMBERS FOLLOWING INITIAL APPOINTMENT

- *31.15 No ASM's total salary (Basic Annual Salary plus market differential) shall be lowered from its value as of August 31, 2020 as a result of the implementation of this Article.

The following increases shall be applied to Appendices D.1, D.2, D.3 and D.4 as follows:

- September 1, 2022 - 6%
- September 1, 2023 - 2%
- September 1, 2024 - 2%
- September 1, 2025 - 2%

SIGNING BONUS

As of date of signing, all term appointees on contract or any part of a contract in the Academic Years 2021-2022 or 2022-23 shall receive a \$2,000 signing bonus. Employees who left employment with the university between September 1, 2021 and the date of signing shall have forty-five (45) days to contact Human Resources to request payment of the signing bonus.

- 31.16 This section of the Collective Agreement details the manner in which Basic Annual Salaries of Faculty Members holding appointments as of the date of signing of this Collective Agreement shall change throughout the life of this agreement. In addition, the Basic Annual Salaries of Faculty Members hired after the date of signing of this Collective Agreement shall change in accordance with the remainder of this Article wherever the dates specified follow their date of hiring.
- *31.17 Effective September 1, 2022 the Basic Annual Salary of all Faculty Members shall be in accordance with the table shown in Appendices D.1 and D.2. Salary floors and caps for Faculty Members shall be as follows:

<i>Rank</i>	<i>Floor</i>	<i>Cap</i>
Lecturer	\$69,578	\$90,017
Assistant Professor	\$87,746	\$110,456
Associate Professor	\$101,372	\$151,334
Professor	\$119,540	\$185,399

- *31.18 Effective September 1, 2022 the salary cap for Lecturers shall increase by one (1) step (\$2,271) in accordance with the table shown in Appendix D.1.
- *31.19 Effective September 1, 2023 the salary cap for Lecturers shall increase by one (1) step (\$2,317) in accordance with the table shown in Appendix D.1.

TREATMENT OF BASIC ANNUAL SALARY FOR LIBRARIANS FOLLOWING INITIAL APPOINTMENT

- 31.20 This section of the Collective Agreement details the manner in which Basic Annual Salaries of Librarians holding appointments as of the date of signing of this Collective Agreement shall change throughout the life of this agreement. In addition, the Basic Annual Salaries of Librarians hired after the date of signing of this

Collective Agreement shall change in accordance with the remainder of this Article wherever the dates specified follow their date of hiring.

- *31.21 Effective September 1, 2022 the Basic Annual Salary of all Librarians shall be in accordance with the table shown in Appendix D.3. Salary floors and caps for Librarians shall be as follows:

<i>Rank</i>	<i>Floor</i>	<i>Cap</i>
Librarian I	\$62,763	\$78,660
Librarian II	\$71,847	\$96,828
Librarian III	\$80,931	\$130,893
Librarian IV	\$94,557	\$162,687

TREATMENT OF BASIC ANNUAL SALARY FOR ACADEMIC STAFF MEMBERS IN COOPERATIVE OR FIELD EDUCATION FOLLOWING INITIAL APPOINTMENT

- 31.22 This section of the Collective Agreement details the manner in which Basic Annual Salaries of Academic Staff Members in Cooperative or Field Education (ASM-CFEs) holding appointments as of the date of signing of this Collective Agreement shall change throughout the life of this agreement. In addition, the Basic Annual Salaries of ASM-CFEs hired after the date of signing of this Collective Agreement shall change in accordance with the remainder of this Article wherever the dates specified follow their date of hiring.

- *31.23 Effective September 1, 2022, the Basic Annual Salary of all ASM-CFEs shall be in accordance with the table shown in Appendix D.4. Salary floors and caps for ASM-CFEs shall be as follows:

<i>Rank</i>	<i>Floor</i>	<i>Cap</i>
ASM-CFE I	\$67,306	\$110,455
ASM-CFE II	\$71,848	\$114,997
ASM-CFE II + Ph.D.	\$76,390	\$119,539

ACADEMIC STAFF MEMBERS

- 31.24 A tenure-track or tenured ASM who receives a promotion or completes the requirements for a higher degree, as certified by the degree-granting institution, shall have their Basic Annual Salary increased as follows:
- (a) A tenure-track or tenured ASM who receives a promotion to Assistant Professor, Associate Professor, Librarian II or Librarian III shall have their Basic Annual Salary increased by an amount equal to two (2) steps effective the date the promotion becomes effective or to the floor for the rank whichever is greater.
 - (b)
 - (i) A Faculty Member who receives a promotion to Professor shall have their Basic Annual Salary increased by an amount equal to three (3) steps effective the date the promotion becomes effective or to the floor for the rank whichever is greater.
 - (ii) Effective from September 1, 2007 a tenure-track or tenured Librarian who receives a promotion to Librarian IV shall have their Basic Annual Salary increased by an amount equal to three (3) steps effective the date the promotion becomes effective or to the floor for the rank whichever is greater.
 - (c) A Faculty Member who completes a higher degree shall have their Basic Annual Salary increased effective the date of notification of completion of the degree as follows:
 - (i) by an amount equal to one (1) step when the degree is a master's degree for which the Faculty Member has not already been credited;
 - (ii) by an amount equal to five (5) steps when the degree is a doctorate and the Faculty Member already holds a master's degree;

- (iii) by an amount equal to six (6) steps when the degree is a doctorate and the Faculty Member's highest degree had been the bachelor's.
- (d) A Librarian who completes a higher degree shall have their Basic Annual Salary increased effective the date of notification of completion of the degree as follows:
 - (i) by an amount equal to one (1) step when the degree is a Subject master's and the Librarian previously held a master's degree;
 - (ii) by an amount equal to three (3) steps when the degree is a Ph.D. and the Librarian previously held a master's degree;
 - (iii) by an amount equal to two (2) steps when the degree is a Ph.D. and the Librarian previously held a Subject master's degree.
- (e) An ASM-CFE I who obtains a master's degree in a subject relevant to their duties shall be classified as ASM-CFE II. Effective the date the University is notified of the ASM-CFE having successfully completed all requirements for the higher degree, the ASM-CFE's salary shall be increased by two (2) steps. The salary of an ASM-CFE who obtains a doctoral degree in a subject relevant to their duties shall be increased by two (2) additional steps on the salary scale.

31.25 From April 1 of each year after April 1, 2023 the Basic Annual Salary of each ASM whose Basic Annual Salary is below the cap for their rank or classification shall be increased by one (1) step on the appropriate salary scale.

31.26 Except for salaries subject to the provisions of Clause 31.02, no ASM shall be paid a salary below the floor for their rank or classification.

PAYMENT FOR EXTRA DUTIES

Stipends for Overload Teaching

On-Site Courses

*31.27 A Faculty Member who teaches an extra course or courses or equivalent in any standard or non-standard teaching format as provided for in Clause 3.29, and any Librarian, Counselling Faculty Member, or ASM-CFE teaching a course or courses or equivalent in any standard or non-standard teaching format, shall have the choice of being paid effective September 1, 2022, \$6,890 for each course or equivalent taught or receiving a future remission in teaching equivalent to the extra teaching carried out. Effective September 1, 2023, the stipend shall be \$7,028. Effective September 1, 2024, the stipend shall be \$7,169. Effective September 1, 2025, the stipend shall be \$7,312. An ASM who is being considered for assignment of an extra course or courses or equivalent shall advise the University of their compensation choice, at which time the University shall have the option of seeking an alternative teacher.

31.28 The University may, in special circumstances, pay ASMs more than the amounts specified in Clause 31.27 but only with the prior written agreement of the Association.

31.29 An ASM who takes on extra teaching in accordance with Clause 3.32 and teaches less than a full course shall be remunerated on a pro rata basis.

31.30 An ASM who teaches a Laboratory Course in accordance with Clauses 31.27, 31.28 or 31.29 and who elects to receive remuneration rather than future teaching remission shall be paid an additional \$1,000 per course.

Distance Education

31.31 Effective May 1, 2010, an ASM who delivers a Distance Education course when extra to the assigned teaching, shall be remunerated in accordance with Clause 31.27.

Stipends for Administrative Duties

31.32 The following stipends shall be paid to ASMs appointed to the following positions:

- (a) Grenfell Campus Programme Chairs shall:
 - (i) be paid \$900 per annum; and

- (ii) receive teaching remission of at least two (2) courses if either: (a) the total number of students declared as Specialization or Honours students in the Campus Degree Programme is greater than fifty-nine (59) or (b) the number of Full Time Equivalent Faculty and Staff in the Programme is six (6) or more; or
 - (iii) if neither condition (i) nor (ii) in Clause 31.32(a) is satisfied, receive teaching remission of one (1) course if the total number of students declared as Specialization or Honours students in the Campus Degree Programme is greater than twenty (20) and less than sixty (60), or the number of Full Time Equivalent Faculty and Staff in the Programme is at least four (4) but fewer than six (6).
 - (iv) For the purposes of Clauses 31.32(a)(ii) and 31.32(a)(iii), the expression “Full Time Equivalent Faculty and Staff” shall refer to the sum of the number of Faculty Members who, when teaching the norm, are required to offer the Programme and one-half (1/2) the number of support staff required for the Programme. If a course is required by more than one (1) Degree Programme, the “Full Time Equivalent Faculty and Staff” corresponding to that course shall be apportioned to the Degree Programmes so that the total is equal to the “Full Time Equivalent Faculty and Staff” that would be required to teach the course in a single Degree Programme. In case of a disagreement in these calculations, an *ad hoc* committee consisting of the Vice-President (Grenfell Campus) and two (2) elected ASMs from the Grenfell Campus, not members of the Grenfell Campus Programme Units concerned, shall provide a resolution.
 - (v) Grenfell Campus Programme Unit membership, as defined in Clause 28.08, shall not be used to determine course remission.
- (b) Programme Coordinators, and First-Year Coordinators - \$900 per Active Semester
 - (c) Deputy Heads - \$3,000 per Annum
 - (d) Library Division Heads - \$3,000 per Annum

BENEFITS

Professional Development and Travel Expense Reimbursement Fund

- 31.33 The University shall provide Professional Development and Travel Expense Reimbursement (PDTER) for each regular term appointment, tenure track or tenured ASM, and permanent, probationary, or term ASM-CFE holding a contract of at least one year who is employed as of April 1 at this University.
- 31.34 The ASM shall be reimbursed only for qualifying expenditures which are related to their research and professional development or for the purpose of subsidizing the reasonable and necessary costs of travel of ASMs associated with their teaching, professional or research interests. The Administrative Head shall approve the expenditures using the criterion of whether or not the expenditure contributes to the professional development of the ASM so the ASM can better serve the University and its students. Qualifying expenditures are limited to:
- (a) books, subscriptions, equipment, computer software, instruments, materials or supplies which shall remain the property of the University;
 - (b) travel, accommodation, or cost of supplies directly related to meetings or research activities including field trips not covered by other University funds;
 - (c) registration fees for scholarly conferences;
 - (d) page and reprint charges or costs incurred in the preparation and completion of scholarly manuscripts;
 - (e) academic association memberships;

- (f) travel and accommodation of students supervised by the ASM to attend scholarly conferences and conduct research.
- 31.35 ASMs are expected to seek travel funds through grants or other external sources of funding to support travel to conferences and other proposed travel. The University shall provide supplementary funds.
- *31.36 Each fiscal year (April through March), expenses of up to \$1,800 per year (plus any carryover amounts as per Clause 31.38) incurred during the fiscal year may be claimed by each eligible ASM. An ASM shall be reimbursed for qualifying expenditures only upon the written request of the ASM to the Administrative Head.
- 31.37 Only two (2) non-travel related PDTER requests may be made in a fiscal year. Requests for reimbursement for travel expenses shall be in accordance with the University's policy, Travel – General, in effect June 1, 2017 or subsequent Guidelines, whichever is most advantageous to the ASM. All claims shall be reimbursed within (30) days of the date the claim is submitted unless the claim is submitted between February 1 and April 30.
- 31.38 An ASM may carry forward up to two years PDTER entitlement to a maximum entitlement of three years at any one time.
- 31.39 An ASM hired after April 1 in a fiscal year shall receive an amount pro-rated for the period employed in that fiscal year.
- *31.40 An ASM hired as a regular term appointment and whose contract spans more than one (1) fiscal year, shall have the PDTER pro-rated for the duration of their appointment in each fiscal year. The PDTER shall not exceed \$1,800 in any twelve (12) month period.
- 31.41 An ASM on Special Leave Without Pay for a full fiscal year shall not receive a PDTER in that fiscal year.
- 31.42 All claims for PDTER shall be submitted before resignation or retirement, or termination of a contract.

Professional Development and Travel Fund - Teaching Term Appointments (12 Months or Longer)

- *31.43 The University shall provide an annual Professional Development and Travel Fund (PDTF) of \$1,800 for each ASM appointed to a Teaching Term for a minimum term of 12 months for uses associated with their teaching. On written request of the ASM, the Administrative Head shall approve the expenditures using the criterion of whether or not the expenditure contributes to the professional development of the ASM so the ASM can better serve the University and its students. Qualifying expenditures shall include:
- (a) books, subscriptions, equipment, computer software, instruments, materials or supplies which shall remain the property of the University;
 - (b) travel, accommodation, or cost of supplies directly related to teaching activities including field trips not covered by other University funds; and
 - (c) registration fees for scholarly conferences;
 - (d) page and reprint charges or costs incurred in the preparation and completion of scholarly manuscripts;
 - (e) academic associations memberships;
 - (f) travel and accommodation of students supervised by the ASM to attend scholarly conferences and conduct research.
- 31.44 An ASM whose contract spans more than one (1) fiscal year, shall have the PDTF pro-rated for the duration of their appointment in each fiscal year. Travel expenses shall be in accordance with the University's policy, Travel – General, in effect June 1, 2017 or subsequent Guidelines, whichever is most advantageous to the ASM.
- 31.45 All claims (PDTER or PDTF) shall be submitted before resignation or retirement, or termination of a term appointment and ASMs may not carry forward any unused balance to subsequent term appointment(s).

Credit Courses

- 31.46 An ASM may register for or audit one (1) credit course at the University during each semester.
- 31.47 Financial assistance is limited to the cost of University tuition fees for the course.

Moving Expenses

- 31.48 An ASM who is newly appointed or transferred shall receive up to one-way economy air fare plus transportation costs to the airport for themselves and for their spouse and children from their place of residence prior to appointment or transfer to their normal place of employment as defined by the University. If the ASM travels by private motor vehicle, or by other than the most direct route, they shall be reimbursed the actual cost of travel up to the amount of economy class air fare. Vouchers covering travel expenses must be produced when the reimbursement is claimed.
- 31.49 For an ASM appointed to a tenured or tenure-track appointment or to a term appointment of two (2) years or longer, the University shall pay a minimum of seventy-five (75) percent of the cost of moving their household and professional goods and effects, by surface freight from the then place of residence to the normal place of employment as defined by the University. Reimbursement will be made in accordance with the University's Travel - Relocation and Removal Procedure in effect April 9, 2013. The cost of moving all scholarly and technical books, and technical equipment relevant to the ASM's scholarly activity, shall be reimbursed. Signed authorization from the Provost & Vice-President (Academic) for the moving of any technical equipment shall be secured before the move is authorized. Should the University adopt practices on household removal more advantageous to the ASM than those in effect on April 9, 2013, the more favorable practices shall apply.
- 31.50 The University shall pay living expenses incurred by the ASM and their family for one (1) day at their then place of residence and for up to six (6) nights upon arrival at the normal place of employment as defined by the University.
- 31.51 An ASM who received reimbursement under Clause 31.48 and who voluntarily fails to complete two (2) years of service with the University from the date of initial appointment must repay one-half (1/2) of the amount that was expended by the University on their movement to, and settlement in, the normal place of employment as defined by the University.

Insured Employee Benefit Plans

- 31.52 All insurance benefit plans in place at the time this Collective Agreement is signed shall remain in force on the current cost-sharing basis. The benefit plans shall include the following:
- Basic Life Insurance;
 - Optional Life Insurance;
 - Basic Accidental Death and Dismemberment;
 - Voluntary Accidental Death and Dismemberment;
 - Health Insurance;
 - Dental Insurance;
 - Long Term Disability.
- 31.53 Except when an urgent decision is necessary, or when the insurer is late providing documents, when decisions about insured employee benefit plans or the pension plan which have financial implications for ASMs are to be made by the Board of Regents, the information relevant to those decisions shall be circulated to the members of the Employee Benefits Committee or the Pensions Committee, as appropriate, at least twenty (20) days in advance of the Board meeting at which the decisions are scheduled to be made. ASMs who are members of these committees shall undertake not to unnecessarily delay the business of the committees.
- 31.54 The University shall provide ASMs with a printed message on the envelope containing the deposit notification or pay cheque indicating that detailed information concerning the benefit plans are on the Human Resources web site, along with the specific URL address. The University shall also direct Human Resources to provide the equivalent information in the form of a printed booklet to newly-hired ASMs.
- 31.55 The University shall provide each ASM with a list of bi-weekly premiums for insured benefit plans as changes occur.

- 31.56 Prior to an ASM traveling on University business for a duration of sixty (60) calendar days or less they may apply, through the Director of Financial and Administrative Services, for approval to purchase additional medical insurance at the University's expense.

Article 32

DISTANCE EDUCATION

- 32.01 The University shall not use Distance Education courses in a way that undermines the on-site offerings of St. John's or Grenfell Campus campuses.
- 32.02 Distance Education courses shall only be created in accordance with the procedures established by the University Senate.
- 32.03 When the University has commissioned the development or major revision (about thirty-five (35) percent) of a course in Distance Education, by granting course remissions, by making special payments, or by otherwise specifically providing for it, the ASM(s) who develop the course materials in accordance with a Distance Education Contract may be assigned the teaching of that course as a part of the normal teaching assignment.
- 32.04 ASMs who develop course materials for a Distance Education course in accordance with a Distance Education Contract shall be remunerated at an amount agreed between the ASM and the University, such amount equal to or greater than a one course equivalent (pro-rated where courses are jointly developed by ASMs) as defined in Clause 31.27.
- 32.05 ASMs who develop course materials for a Distance Education course in accordance with a Distance Education Contract shall hold the copyright to the content that was created by the ASM. Copyright shall be held by the ASM in accordance with the provisions of Commissioned Works in Article 27, Clauses 27.08 through 27.11.
- 32.06 Notwithstanding Clause 32.05, the University shall be entitled to use all or part of the course materials in a digital objects repository. Copyright holders of materials placed in such repository shall retain their copyright but allow others to copy, display and perform verbatim copies of the materials, provided such persons credit every use and do not use the materials for derivative works or commercial purposes without the copyright holders' consent.
- 32.07 ASMs who develop course materials for Distance Education in accordance with a Distance Education contract shall have the first opportunity to teach the course through distance delivery for a period of twelve (12) months or for the first two (2) offerings, whichever is longer.
- 32.08 Effective May 1, 2010 an ASM who delivers a Distance Education course when extra to the assigned teaching, shall be remunerated at the rate set for an extra course or courses or equivalent as defined in Clause 31.27.

APPENDIX A.1



LABOUR RELATIONS BOARD
PROVINCE OF NEWFOUNDLAND

MAILING ADDRESS:
DEPARTMENT OF LABOUR
CONFEDERATION BUILDING
P.O. BOX 4750
ST. JOHN'S, Nfld.
A1C 5T7
TELEPHONE: 376-2707

IN THE MATTER OF

The Labour Relations Act, 1977

- and -

Memorial University of Newfoundland
Faculty Association Applicant

- and -

Memorial University of Newfoundland
Respondent

- and -

Association of Professional Engineers
1st Intervenor

- and -

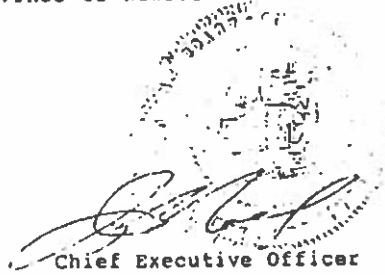
Canadian Union of Public Employees,
Local 1615 2nd Intervenor

WHEREAS, an application for certification as bargaining agent for a unit of employees of Memorial University of Newfoundland has been received from the applicant by the Labour Relations Board under The Labour Relations Act, 1977;

AND WHEREAS, following investigation and consideration of the representations of the interested parties, the Board has determined the unit described hereunder to be appropriate for collective bargaining and has satisfied itself that a majority of employees of the said employer comprising such unit have selected the applicant trade union to be their bargaining agent;

NOW, THEREFORE, it is hereby ordered by the Labour Relations Board that Memorial University of Newfoundland Faculty Association be and it is hereby certified to be the bargaining agent for a unit of employees of Memorial University of Newfoundland comprising all full-time academic employees including those who perform half or more of the normal full-time duties for one semester or more save and except President, Vice-President, Associate Vice-President, Assistant Vice-President, the Principal, Vice-Principal and Assistant Vice-Principal of Sir Wilfred Grenfell College, Registrar, Dean, Associate Dean, Assistant Dean, Director equivalent to a Dean, University Librarian, Associate Librarian, Faculty Members employed in the Faculty of Medicine engaged in the clinical practice of Medicine, Department Heads, Directors and employees covered by subsisting collective agreements;

THE official seal of the Board was hereunto affixed and attested to by the Chief Executive Officer of the Board at the City of John's in the Province of Newfoundland this 24th day of March, 1988.

The image shows a circular official seal of the Board, which is partially obscured by a handwritten signature. The signature is written in dark ink and appears to be 'G. G. ...'. The seal itself contains some text, including the word 'BOARD' at the top and 'NEWFOUNDLAND' at the bottom, though it is difficult to read due to the low resolution and the signature overlapping it.

Chief Executive Officer

APPENDIX A.2



LABOUR RELATIONS BOARD
Newfoundland and Labrador

548:443
IN THE MATTER OF

Labour Relations Act

- and -

Memorial University of Newfoundland
Faculty Association

Applicant

- and -

Memorial University of Newfoundland

Respondent

WHEREAS, on the 24th day of March, 1988, the Labour Relations Board certified Memorial University of Newfoundland Faculty Association as the bargaining agent for a unit of employees of Memorial University of Newfoundland as set out in that Order;

AND, WHEREAS, pursuant to Section 19(2) of the Labour Relations Act, the Board has received an application from the Applicant to amend the bargaining unit to include the classification of Co-operative Education Co-ordinators;

AND, WHEREAS, the Board, by Order dated 26th July, 2000, amended the bargaining unit to include the classification of Co-operative Education Co-ordinators;

AND, WHEREAS, by decision of Mr. Justice Hall of the Supreme Court of Newfoundland, Trial Division, dated 6th July, 2001, the Board Order was quashed and the Order of the Supreme Court of Newfoundland dated 6th July, 2001 and filed on 24th July, 2001 was amended by Order dated 30th September, 2001 to add that the application be remitted to the Board;

AND, WHEREAS, the Board, following further consideration of the application, the representations of the interested parties and the evidence adduced at a hearing, has decided that it is appropriate to amend the existing bargaining unit to include the classification of Co-operative Education Co-ordinators (including Program Managers);

NOW, THEREFORE, it is hereby ordered by the Labour Relations Board that the bargaining unit be and it is hereby amended to include the classification of Co-operative Education Co-ordinators (including Program Managers);

THE official seal of the Board was hereunto affixed and attested by the Chief Executive Officer of the Board at the City of St. John's in the Province of Newfoundland and Labrador this 1st day of October, 2002.

Carol Cloak
Chief Executive Officer (A)

APPENDIX B



CAUT Teaching Dossier



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Tel 613-820-2270 Fax 613-820-7244 // www.caut.ca



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Acknowledgment

This is an updated version of the 2007 version of the guide. The original was created in 1986 by Bruce M. Shore (McGill), Stephen F. Foster (British Columbia), Christopher G. Knapper (Waterloo), Gilles G. Nadeau (Moncton), Neill Neill (Guelph) and Victor Sim (CAUT), and reprinted in 1991 and 2007. This latest edition continues to rely upon that earlier work. CAUT wishes to acknowledge the efforts of these colleagues and again thank them for their substantial contributions.

What is a Teaching Dossier?

A teaching dossier is a summary of an academic's major teaching accomplishments and strengths. It is an academic's teaching what lists of publications, grants, and academic honours are to research. Most importantly, the assessment of teaching dossiers, along with in-class peer evaluations, was determined in an important 2018 arbitration decision at Ryerson¹, the "most accurate" and the "Gold Standard" for measuring teaching effectiveness.

The teaching dossier is intended to provide short statements which describe the scope and quality of the academic's teaching. A summary of information compiled for the dossier should routinely become part of one's curriculum vitae (CV).² Just as statements about research in a CV should be supportable by more complete evidence (such as published papers or actual research data), statements made in a teaching dossier should be substantiated by more complete evidence related to teaching activity. A teaching dossier would not normally be more than about three pages long, a reasonable amount to ask someone to read.

Part 1 of the Guide contains a general explanation of what a teaching dossier is and how it can be a useful and even necessary part of a curriculum vitae.

Part 2 is addressed to users of teaching dossiers.

Part 3 describes how to create a teaching dossier and includes a list of "Possible items for a teaching dossier." This part is the most important from the point of view of an academic.

Part 4 is a sample Teaching Dossier.

1. *Ryerson University v Ryerson Faculty Association*, 2018 CanLII 58446 (ON LA).

2. Although requirements for CVs vary considerably from institution to institution, this Guide uses the term to refer to the document, whatever it is called locally, which the academic updates periodically to list cumulative accomplishments.

1

Evaluating Teaching

Academic staff in Canada face numerous rigorous evaluations of their work. In theory equal emphasis is given to teaching, research, and service. The CV provides the single most common source of information on performance, but the listing of accomplishments recorded in the CV needs to be supported with some sampling of work which lends itself to peer review and evaluation. Despite claims to the contrary, supporting documentation tends to bias research at the expense of teaching. This bias needs to be corrected. A CV normally provides a list, among other things, of books and articles published, papers presented at conferences, or professional performances and artistic exhibits as evidence of accomplishments. While there are “key components” and “certain basic style rules”³ to CVs’, each individual academic should be able to organize their own CV and be selective about what is recorded.

Teaching and research evidence

Although teaching remains a necessary part of any career evaluation, it has not been accorded the same attention as research. Academics conduct their research in a broad forum that generates evidence of work done, evidence that can be assessed and evaluated. Research results are sent to external journals which provide peer review. Subsequent publications can be submitted to external peer review at the time of tenure or promotion decisions. This is rarely possible with teaching results. Moreover, academics have not learned to take the initiative in keeping a record of accomplishments in teaching. This in part stems from our graduate training where we are taught to recognize and advertise success in research but rarely in teaching. Many academics held

3. Creating your academic cv: For Masters and PhDs, Career Centre, University of Toronto <http://www.studentlife.utoronto.ca/cc/academic-work#node-1039>.

teaching assistantships or taught courses during their graduate years, but seldom was this teaching observed or evaluated.

Teaching is at a disadvantage in the evaluation process. The recording of competence and effectiveness in teaching is more difficult than research. The CV often restricts itself to a simple list of courses taught or numbers of theses supervised. Such lists do not speak to the issue of teaching quality. Moreover, evidence which lends itself to evaluation is frequently unavailable. Many academics who pride themselves on being first rate instructors do not recognize the need to collect information for the evaluation of teaching. Among the many reasons for the failure of the academic to take the initiative in recording evidence of good teaching is lack of knowledge about how or what to record. A teaching dossier is an effective means to fill this lacuna.

Despite a professional culture that focuses attention on research achievement, there has been a discernible shift in how teaching is viewed. Almost all universities and colleges now have centres for teaching effectiveness that play an active role in promoting teaching as a core mandate of the academy. Such centres have gone some way in changing the status of teaching, yet the fact remains that teaching will be undervalued so long as it cannot be properly assessed.

Student opinion surveys

The use of student opinion surveys as the primary tool for evaluating teaching is becoming increasingly challenged, as the evidence of their limitations becomes impossible to ignore. As was found in the 2018 Ryerson decision referenced above, student opinion surveys (or “student evaluations of teaching”) “are imperfect at best and downright biased and unreliable at worst.” While the arbitrator acknowledged that student evaluations of teaching provide important information about students’ personal educational experiences and satisfaction, they do not effectively assess teaching effectiveness and certainly should not be used

without explicit cautions of their limitations, especially in regards to career decisions such as tenure and promotion.

Such opinion surveys are too often simply a poll of students' likes and dislikes, and includes information that is irrelevant to determine teaching effectiveness such as impressions of the characteristics of the instructors. They also involve prejudices to the disadvantage of equity seeking groups⁴ and should not be used in any evaluation and decision making involving academic staff.⁵

Moreover, student opinion surveys are rarely subjected to methodological scrutiny necessary to establish the reliability or validity of results. Numerical values of "1", "2" or "3" are often arbitrarily assigned to descriptors such as "excellent," "good" or "unsatisfactory." Indeed, only a handful of student opinion surveys provide ordinal data. Yet despite the nominal nature of this data, academic administrators routinely calculate "averages" and "means" as if the data were interval. Moreover, there is little doubt that the increased competition for grades and places in professional programs further compromises the value of student surveys. The advent of anonymous online surveys, with low participation rates, has further complicated these issues. Student surveys provide little useful or accurate feedback to academic staff to improve pedagogy or solid information on teaching and learning that can be used by a peer committee.

Given all the limitations and problems with student opinion surveys outlined above, they should not be used or considered a legitimate tool for evaluating teaching expertise or accomplishments.

Take the initiative

The fact is that students cannot provide much of the essential information needed to undertake a thorough evaluation of

4. Boring et al. Science Open Research 2016, Student evaluations of teaching (mostly) do not measure teaching effectiveness, (DOI: 10.14293/52199-1006.1.SOR-EDU.AETBZC.v1).

5. See CAUT Policy Statement on the Use of Student Opinion Surveys, Approved by Council November 2016.

teaching. Students are rarely in a position to comment, for example, on the role a particular course plays within the larger curriculum of a program. Nor are they able to judge the degree to which course content reflects the state of knowledge within a discipline. Information on these questions is better sought from colleagues, departmental curriculum committees, program coordinators, and, most importantly, individual academics. Such information is best not left to chance; academic staff must take the initiative and ensure that relevant information is accessible and included in their files.

An academic can control some, but by no means all, of the many variables that affect student learning and student satisfaction. Teaching in a university or college relies on the quality and cooperation of libraries, computing centres, laboratories, bookstores, administrative support and student motivation and ability. Teaching must receive direct and indirect support — public honours, sabbatical leaves, promotions, and the like — if it is to enjoy the prestige accorded to other activities, particularly research, which compete for the academic's finite time and energy.

This Guide tackles only one part of the evaluation matrix. Specifically it describes ways for the academic to replace hearsay and general impressions about teaching with more appropriate information systematically collected. To do this, the academic preparing their dossier should clearly understand the distinctions among the various purposes of evaluations outlined in the following section.

1.1

Reasons for evaluation

There are two reasons to review performance in the academy:

1. Formative review to improve the quality of teaching by assessing individual strengths and weaknesses, and
2. Evaluative review to assess accomplishments and guide peers when making recommendations related to career decisions.

It is important to recognize that the objectives of professional development are not necessarily best served by the same instruments used in professional advancement.

The primary reason for evaluating teaching ought always to be the improvement of instruction. Often referred to as formative evaluation, feedback should be sought early and often, not just at the end of a course. Some of the information collected from students is best provided confidentially to the instructor. Assistance, meanwhile, must be available to permit the instructor to modify their instructional techniques on the basis of the feedback received.

Professional development is a continuous process and requires a steady supply of reliable information about the individual's pedagogical efforts. Not all such information, however, lends itself to evaluative procedures designed to inform career decisions. Yet, precisely because career decisions have the greatest need for valid, direct input from individual academics, the teaching dossier can bridge the information gap. Academic staff members can recast information gathered for the formative purpose of professional development and place it within the context of the broader teaching mandate of both the individual instructor and the institution — be it the department, the program, the faculty, the college or the university — to provide a record of teaching accomplishments suitable for evaluative procedures. By providing both data and context a teaching dossier helps prevent vital discretionary decisions from becoming arbitrary and capricious. No academic should be subjected to an evaluation based on inappropriate or incomplete criteria or data. Well-designed and appropriately used institutional evaluation procedures should be augmented by a carefully prepared teaching dossier in which the academic staff member puts “their best foot forward.”

The increasing number of institutional evaluations such as the National Survey of Student Engagement (NSSE) are, meanwhile, poor indicators of an individual's ability to teach. The NSSE “doesn't assess student learning directly” but surveys “empirically confirmed ‘good practices’” that “reflect behaviours by students and

institutions that are associated with desired outcomes of college”- variables like faculty/student contact, educational activities, institutional requirements and timeliness of feedback.⁶

Much of this information is, in fact, unrelated to individual teaching and learning. Although institutional level data such as these may have some value, we have witnessed an unfortunate tendency for some administrators and government agencies to measure productivity or output with some marginally relevant indices such as teacher-student contact hours that are then interpreted to be measures of perceived student engagement. Many institutions now use NSSE as a primary measure of educational quality. In the absence of a more rigorous academic alternative, such measures may become the norm in measuring the quality of university teaching. They certainly cannot become the measure of individual teaching.

Teaching is a highly creative activity whose success can only be shown by a variety of data from a variety of different sources. The teaching dossier provides a comprehensive approach to evaluation much more likely to result in genuine “quality control” than any so-called productivity measure. The post-secondary educator with the aid of this Guide can add evidence of successful teaching to a portfolio of accomplishments in other areas. The portfolio will grow indefinitely. Like a publication list, it will be selective, although the hard evidence to support the summary, like a copy of a publication, will remain available.

It is also important to point out that a well-constructed and maintained teaching dossier may be useful if academic staff members find it necessary to appeal against negative decisions on renewal, tenure or promotion. The procedures commonly used by arbitrators and members of appeal panels require the formal submission of persuasive evidence. The maintenance of effective records of teaching effectiveness will enhance the persuasiveness of an academic’s appeal should teaching effectiveness ever be in question.

6. <http://nsse.indiana.edu/html/about.cfm>.

2

Administrative Use of the Teaching Dossier

Institutions that have adopted the teaching dossier — or portfolio as it is sometimes called — use it primarily in tenure and promotion procedures. In these cases, an academic staff member presents the best case description of their research accomplishments; it is reasonable they do the same for their teaching accomplishments. This Guide suggests ways to document the teaching activities carried out by all instructors on a routine basis. A well-prepared portfolio can then be used in the preparation of a more formal dossier to be presented to peer committees at important points in the person's career.

A common objection raised by deans, chairs and some academics is that teaching dossiers require time and effort to maintain. Although most worthwhile endeavours take time, teaching remains one of the central *raison d'être* of universities and colleges. Consequently it is imperative that we evaluate and reward effective teaching. As outlined earlier, this cannot be done on the basis of limited, incomplete or perfunctory evidence such as the summary scores from one or two items on a student opinion survey. If teaching is worth examining at all, then a reasonable commitment of time and resources must be made by both instructors and administrators.

Academic staff members, meanwhile, can generally benefit from the periodic review of their teaching. The review process can reveal shortcomings in teaching as well as suggest alternative pedagogic approaches. Sadly if the teaching dossier were only used for these purposes, it might not gain widespread acceptance precisely because using feedback about teaching to make improvements in course content is, to a considerable extent, a private matter. The main attraction of teaching dossiers to most academics will typically be the chance it provides to describe and

justify their teaching accomplishments when it comes time for tenure, merit and promotion decisions.

There is no way to predict exactly how the teaching dossier will be used; however, there appears to be widespread dissatisfaction with the most common current procedures for evaluating teaching — gossip or the oversimplified results of student opinion surveys. When academic staff incorporate their teaching dossiers into their curricula vitae, administrators will pay careful attention to this information because it fills a void in the review process. Individual academics can express in their own ways the unique aspects of their teaching, and the variety of reliable data that demonstrate them. The dossier, like the CV itself, should be regularly, perhaps annually, brought up-to-date.

The recommendations provided in this Guide are not set in stone. A teaching dossier will have its intended positive effects only when personnel decision-makers and teaching staff come to trust the approach. Individually generated, open and transparent dialogue about the nature and content of the dossier is critical. Any list of “Possible items for a teaching dossier,” like the one suggested below, should remain open to subsequent revision in light of relevant data. The teaching dossier developed with sensitivity and good faith becomes an important and trusted instrument. By providing flexibility and a large range of options it can be widely adapted across different units of the academy.

3

How to Create a Teaching Dossier

The purpose of Part 3 is to present to the reader six steps to creating a useful teaching dossier and to provide a list of possible items for inclusion. Not all of these items are required. Rather the list suggests possibilities; the academic staff member should select those items most relevant and useful at the time. The dossier can and should be revised from time to time as circumstances and needs change.

Step 1

Clarify teaching responsibilities

Individual teaching occurs within a context of program and disciplinary objectives. Such objectives in turn affect individual teaching responsibilities and the criteria for teaching success. The academic should include a brief statement of their own assumptions concerning context, responsibilities, obligations and expectations. As anyone who has ever taught a compulsory methodology course knows, differing program requirements alter the classroom challenges in varied and significant ways. The first step in preparing the teaching dossier is to provide a description of the relationship between individual teaching goals and program objectives. Points to cover might include the numbers and types of courses to be taught, the role these courses might play within the larger program of a department, how students are to be evaluated, and expectations for the course.

Step 2

Select criteria for effective teaching

Paying particular attention to the statement on goals and objectives outlined in Step 1, the academic selects those items which are most applicable to their assigned teaching responsibilities and prepares a statement about accomplishments

in each area. Item choice should reflect the academic's personal preferences and teaching style.

Step 3

Order the criteria

Statements on criteria should be arranged in the order that best fits their intended use. If the academic is trying to demonstrate improvement in teaching, entries that lead in the short-run to improvements should be emphasized by placing them at the beginning. A "Statement about quizzes and examination items being keyed to instructional objectives" (item 6 in the list below), for example, is probably more immediately useful than "Becoming involved in an association or society concerned with the improvement of teaching and learning" (item 21).

Step 4

Compile supporting evidence

Hard and/or electronic copies of all materials referenced in the dossier should be kept by the academic. These would include such things as examination papers, letters from chairs and students, and samples of student work. In addition, it is prudent to archive all email contact with students. These materials are not part of the dossier, but can provide back-up information in situations where "original" evidence is required.

To complete the dossier the academic adds a sentence giving assurance that such materials are available on request.

Step 5

Incorporate dossier into curriculum vitae

The academic inserts the completed dossier into the CV under the heading of "Teaching" or "Instruction." Precisely where it is placed in the CV in relation to the sections on research and service is a matter of personal choice or institutional practice.

3.1

Assistance may be available

One of the biggest problems in using teaching evaluation data for career advancement decisions is knowing how to set criteria for distinguishing between successful and unsuccessful teaching performance. A teaching consultation service, if one exists on your campus, can contribute its experience here. Consultation at the start of the process can clarify issues and help structure the dossier to achieve maximum advantage. Even after completion of the dossier, a confidential opinion from a teaching consultant or a trusted colleague might help refine both the information and the presentation before submitting the dossier to peer committees.

In anticipation of major career decisions, academic staff, in cooperation with their administrators, should take every opportunity to gain personal, confidential, non-threatening experience in using the contemplated procedures for the purpose of improving their teaching. One way to gain such experience is to incorporate the dossier into the academic staff member's annual report in the years prior to the application for tenure or promotion, thereby relieving some of the anxiety associated with major career decisions.

3.2

Possible items for a teaching dossier

Academic staff members should recognize which of the following items would most effectively enhance a favourable impression of teaching competence and which might better be used for self-evaluation and improvement. The dossier should be compiled to make the best possible case for teaching effectiveness.

3.2.1

Teaching responsibilities and practices

1. List of course titles and numbers, unit values or credits, enrolments with brief elaboration.
2. List of course materials prepared for students.

3. Information on academic's availability to students and evidence of prompt and effective correspondence via e-mail.
4. Report on identification of student difficulties and encouragement of student participation in courses or programs.
5. Steps taken to emphasize the interrelatedness and relevance of different kinds of learning.
6. Statement about quizzes and examination items being keyed to instructional objectives.

3.2.2

Products of good teaching

7. Student scores on teacher-made or standardized tests, possibly before and after a course has been taken as evidence of learning.
8. Student laboratory workbooks and other kinds of work-books or logs.
9. Student essays, creative work, projects and field-work reports.
10. A record of students who select and succeed in advanced courses of study in the field.
11. A record of students who elect another course with the same academic.
12. Evidence of effective supervision of Honour's, Master's or Ph.D. theses.
13. Setting up or running a successful internship program.
14. Evidence of help given to colleagues on teaching improvement.

3.2.3

Evaluating and improving one's teaching

15. Maintaining a record of the changes resulting from self-evaluation.
16. Instructional innovations attempted and evaluation of their effectiveness.

17. Reading journals on improving teaching and attempting to implement acquired ideas.
18. Reviewing new teaching materials for possible application including exchanging course materials with a colleague from another institution.
19. Conducting research on one's own teaching or course.
20. Becoming involved in an association or society concerned with the improvement of teaching and learning.
21. Participating in seminars, workshops and professional meetings intended to improve teaching.
22. Using general support services such as the Education Resources Information Centre in improving one's teaching.
23. Participating in course or curriculum development.

3.2.4

Contributions outside of the classroom

24. Preparing a textbook or other instructional materials such as on-line 'courseware'.
25. Editing or contributing to a professional journal on teaching one's subject.

3.2.5

Information from students

26. Evidence of student satisfaction including written comments received during the term or after a course has been completed.

3.2.6

Information from colleagues

27. Statements from colleagues who have observed teaching either as members of a teaching team or as independent observers of a particular course, or who teach other sections of the same course.
28. Written comments from those who teach courses for which a particular course is a prerequisite.

29. Evidence of contributions to course development and improvement.
30. Statements from colleagues from other institutions on such matters as how well students have been prepared for graduate studies.
31. Requests for advice or acknowledgment of advice received by a committee on teaching or similar body.

3.2.7

Information from others

32. Honours received such as being nominated or named “teacher of the year.”
33. Statement about teaching achievements from administrators at one’s own institution or another institution.
34. Graduate feedback.
35. Comments from parents of students.
36. Reports from employers of students (e.g., in a work-study or cooperative program).
37. Invitations to teach from outside agencies.
38. Invitations to contribute to the teaching literature.
39. Other kinds of invitations based on one’s reputation as a teacher such as a media interview on a successful teaching innovation.

4

A Sample Teaching Dossier

The traditional academic CV rarely contains more than a few lines on teaching and often only a list of course titles. The Teaching Dossier should expand the CV by one to three pages of information on the nature and quality of teaching. Unless such data exist and are used, an evaluation of teaching effectiveness will be incomplete and ineffective. What follows is a hypothetical academic's teaching dossier. Our purpose is not to describe a real case; it is to illustrate the flexibility of the teaching dossier approach.

The most frequent problem in preparing an effective teaching dossier is difficulty being explicit. It is possible to submit a new course syllabus or a complete course outline, perhaps with an assessment by a colleague, as a demonstration of effective planning. It is more difficult to present anecdotal information on student success. It is wise to test different evaluation procedures in a non-threatening, confidential, improvement-seeking context. In this way an understanding can develop with administration officers on reasonable criteria to be used when similar information is needed for a career advancement decision. On a campus where there is a teaching improvement or evaluation service such advice and assistance may be readily at hand.

Teaching dossier – Prof. X

Introduction

Over the last several years an increasing number of students from other departments have begun enrolling in Linguistics courses as electives. These students have very different backgrounds and expectations than our own honours students. As a result of discussions with the chair and dean I relinquished a second-year course I had taught for several years and developed a new introductory course for non-specialist students. The requirements, including readings, assignments and examinations,

have all been adapted to better suit the needs of elective students. I continue, meanwhile, to teach the compulsory psycholinguistics research methods course to honours students and an optional intermediate course in Canadian French dialects. Student performance in the methodology course was based on subsequent success in later courses. The dialects course is primarily an interest course and student motivation was a major factor in assessing its success. I was also responsible for supervising three students in the MA program, two of whom successfully completed their degrees this year.

The following elements in the evaluation of my teaching seem most significant to me.

Overall: list of courses, etc. [see item 1]

1. Linguistics for non-specialists:

- Student marks on tests which I prepared following consultation with colleagues
- A complete course syllabus. [see item 2] Particular attention paid to student difficulties. [see item 4]

2. Honours psycholinguistics research seminar:

- Examples of graded student laboratory records. [see item 8]
- Comments from colleagues on prerequisite preparation indicating little need to “re-teach” major concepts. [see item 30]

3. Dialects interest course:

- Examples of graded student essays showing best, average and worst work. [see item 9]
- Examples of integrating my research with this course through students collecting and analyzing tapes of speech at the airport and railway station. [see item 19]

4. Canadian dialects

This being an optional course, the standard for student satisfaction was set high. The students were required to report in writing on their mini-studies. Follow-up interviews were arranged with those students who volunteered their name and address. Five of 30 later wrote to thank me for the course.

Only one poor essay was submitted, all the others being “B” or better; excerpts are appended. Following the final test, 10 of the 18 students wrote notes of thanks for a course which, they felt, did a commendable job of making an esoteric and theoretical topic enjoyable and relevant. These comments are appended. [see item 26].

5. Other teaching related activities

In addition to my regular teaching assignments I also:

- Served on the MA program revision committee. [see item 23]
- Attended two workshops at the Teaching Improvement Centre, one on course evaluation and the other on making multiple- choice tests. [see item 21]
- Wrote two chapters of a text on Canadian dialects. [see item 24]
- Interviewed the students doing best and worst in each of my courses as one way of discovering what makes the courses succeed and fail for different students. Several science students suggested calendar revisions because they had discovered that the course assignments were not scheduled as they had expected and this created conflicts with the timetables in other courses. I was able to advise them to raise such matters sooner because it is often possible in an optional course to adjust the assignments to better suit student needs. I also have added comments to my first day orientation notes to ensure that students are advised of this at the start.

All documents referred to are available upon request.

What is important about our example is the degree to which it lends itself to evaluation. The activity reported goes well beyond the simple listing of courses taught yet remains concise and specific. Our hypothetical Prof. X can be seen to be engaged in pedagogy. The evaluator's attention is drawn to particular issues such as the care in preparing examinations suitable to the student's background and experience. Should the evaluator wish to pursue any particular point, the appendix provides documentary evidence suitable for evaluation.

Such a document underlines the individual academic's commitment to the teaching mission of the academy. At the same time it allows the academy to react and reinforce that mission. It puts teaching on a par with research in that it allows proper peer review and evaluation. In so doing it allows teaching to be recognized, encouraged and rewarded in the career development and promotion of the individual academic staff member.



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APPENDIX C

University-Wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints

Approval Date: 2017-06-01

Effective Date: 2017-11-01

Responsible Unit: Office of the General Counsel

These Procedures are designed to deal with consultations as well as Concerns and Complaints of Sexual Harassment and Sexual Assault. They apply University-wide. The President has the authority to relieve against any time limits outlined in these procedures where an extension is needed in good faith and where it is believed not to substantially prejudice either party. Records are handled in accordance with the Procedure for Record Keeping.

1. PROCEDURE FOR CONSULTATIONS

Members of the University community are encouraged to consult with the Advisor regarding any issues, Concerns or Complaints relating to Sexual Harassment. Members may do so through an in-person meeting, email or phone calls, which may be collect calls. The nature of a Concern or Complaint may necessitate that the Advisor travel to a respective campus. Members of the University community and Non-University Persons who think they have been the target of Sexual Harassment, including Sexual Assault, should contact the Advisor.

Anyone may anonymously seek the advice of the Advisor. The Advisor shall provide information about the Sexual Harassment Policy and its related procedures to persons seeking advice, particularly the Procedure for Informal Resolution, the Procedure for Mediation and the Procedure for Formal Resolution. The Advisor shall also provide information about other available University and community services and resources.

All consultations with the Advisor are confidential and are handled in accordance with Section 5.0 of the Policy. (The Consent for a Support Person to Attend Consultation Form (Form 7) may be used).

2. PROCEDURE FOR INFORMAL RESOLUTION

A person may choose to resolve a matter, with the assistance of the Advisor, through Informal Resolution and by completing the Sexual Harassment Complaint Form (FORM 1), the Request for an Informal Resolution Form (FORM 2) and the Release of Information Form (FORM 4).

The goal of Informal Resolution is to achieve a resolution that is acceptable to the Complainant and Respondent. Pursuing Informal Resolution does not limit the Complainant or Respondent from invoking other options. In addition, an Informal Resolution is not a pre-requisite to pursuing other options.

The Informal Resolution process is confidential and is handled in accordance with Section 5.0 of the Policy.

The Advisor shall provide advice to the Complainant to identify appropriate ways to resolve the Concern, which may include but are not limited to:

(a) that the Complainant speak to the Respondent, making it clear why the behavior is viewed as unacceptable and gives rise to Concern.

(b) that the Complainant write the Respondent. The Respondent has the right to reply.

(c) that the Advisor contact the Respondent to advise them of the Complaint, and of the Complainant's request that the matter be resolved informally. The Respondent has the right to decide whether or not to participate in the proposed informal process. Normally, the Respondent has ten (10) Days to respond. The Advisor may, in their discretion, and where circumstances warrant, extend this time line. The Advisor may seek the assistance of a third party to facilitate an Informal Resolution and where appropriate, advise the Complainant and Respondent. The Advisor makes no attempt to determine whether Sexual Harassment has occurred.

(d) that the Advisor recommend, where appropriate, the provision of sexual harassment awareness education. So as not to adversely impact the academic or non-academic interests of the Complainant or Respondent, their identities, as well as the nature of the Concern, would remain confidential.

(e) any other processes that meet the goals of Informal Resolution.

In the event of a refusal by the Respondent to participate in the Informal Resolution process, the Advisor shall inform the Complainant and discuss options with the Complainant.

Normally, the Informal Resolution process will not exceed one (1) month. Outcomes of an Informal Resolution process, which may be negotiated between the Complainant and Respondent, may include but are not limited to:

- Attend advising session(s)
- Participation in educational session
- Verbal apology
- Written apology
- Written assignment
- Unit education session
- Service to the University or community
- Attend counselling session(s)
- Loss of privileges/access to services
- Loss of privileges/access to campus
- Restriction from University activities
- Exclusion from University activities
- Restricting access to University residence
- Modification to residence accommodation
- Modification of responsibilities

If the goal of resolution acceptable to the Complainant and Respondent is not achieved, the Advisor will discuss options with the Complainant.

3. PROCEDURE FOR MEDIATION

a. The Mediation Process

A Complainant may choose Mediation to resolve a Concern or Complaint of Sexual Harassment by indicating such on the Sexual Harassment Complaint Form(FORM 1) and the Request for Mediation Form (FORM 6) and submitting to the Advisor. When the Respondent is notified, by the Advisor, they will be informed of the Complainant's request that the matter be resolved through Mediation. The Respondent has the right to decide whether or not to participate in the proposed Mediation.

The Advisor shall advise the Complainant and the Respondent that during the Mediation process they may be accompanied by another person of their choice, which in the case of bargaining-unit members may be a union representative. The Complainant and the Respondent will be asked to formally acknowledge that they have been so advised by signing the Acknowledgement of Notification of Advice to Members of Bargaining Units (FORM 5) and returning it to the Advisor. If the Respondent or Complainant chooses to bring another person to Mediation, they must inform the Advisor of the identity of that person at least three (3) days before the first scheduled meeting. If either the Complainant or the Respondent object to the person identified to accompany the other party, the Advisor shall forward the objection to the other party and ask that party to choose another person to accompany them to the Mediation. Both the Complainant and the Respondent shall be advised that the persons they choose to accompany them to a Mediation shall not be persons who have been directly involved in the reported Sexual Harassment. If or when it is determined and agreed that the Complainant or Respondent will be accompanied by support person(s), the Advisor will inform the mediator of the identities of the person(s).

If both the Complainant and the Respondent consent to Mediation, the Advisor is responsible for identifying sexual harassment mediators, who have appropriate education, training, experience and suitability, and for helping the parties mutually agree upon a mediator and completing the Release of Information Form(FORM 4). The Advisor shall ensure that the mediator chosen is appropriately qualified and free of any real, perceived or potential conflict of interest; bias; or reasonable apprehension of bias.

Once a mediator is chosen:

- i. the Advisor shall provide to the mediator a copy of the Complaint and the written response, if any, of the Respondent, and
- ii. the mediator shall contact the parties to schedule in-person interviews within five (5) days, not including the day of receipt of their appointment, and advise the Advisor of the dates and times of those meetings.

The mediator shall conduct the Mediation in a fair and objective manner utilizing reasonable methods in an attempt to facilitate resolution by the parties. The mediator shall not impose a resolution.

b. Resolution Through Mediation

If, through the Mediation process, a resolution is achieved by the Complainant and Respondent, the mediator shall record the agreed-upon resolution in writing, which shall be signed by the Complainant, the Respondent and the mediator. Copies shall be presented to each of the parties and the Advisor.

c. Lack of Resolution Through Mediation

If Mediation proves not to be productive, either party or the mediator may conclude the process. The mediator notifies the Respondent, Complainant and Advisor, in writing, that the Mediation was unsuccessful. Because information obtained during Mediation is without prejudice to the parties, it normally shall not be introduced as evidence in any subsequent proceedings. Neither the mediator nor any other party involved in the Mediation process shall be compelled to give evidence in any future or concurrent University proceeding regarding any information disclosed during the Mediation process except where disclosure is required or permitted by law, or where the well-being, safety and security of a person or persons is a concern.

d. Request for Investigation When Mediation Has Not Resolved the Issue

Upon conclusion of Mediation without resolution, which occurs the day the Advisor receives written notification to that effect from the mediator, the Advisor informs the Complainant, in writing, that they have seven (7) days from the receipt of notice from the Advisor to request an investigation through the Procedure for Formal Resolution. If the Complainant does not request an investigation, the Mediation is considered closed.

4. PROCEDURE FOR FORMAL RESOLUTION

a. Requesting an Investigation

To request an investigation, the Complainant shall complete, sign and file the Sexual Harassment Complaint Form (FORM 1), the Request for an Investigation Form (FORM 3) and the Release of Information Form (FORM 4) with the Advisor, normally within twelve (12) months of the incident or within twelve (12) months of when the Complainant reasonably became aware of the incident. Events prior to the twelve (12) month period can be referenced if the incident(s) is relevant and part of a series of incidents. The Advisor has the discretion to extend the time limit beyond the twelve (12) calendar months of the incident.

Within three (3) days of the date the investigation is requested, the Advisor shall hand-carry both forms and the Complainant's written and signed statement to the President. Any records which the Complainant attaches to the forms shall be copies. The Complainant should keep originals of all records.

In accordance with Section 7.0 of the Policy, the President may impose Interim Measures.

b. Contacting the Respondent of the Complaint

Where the Respondent is identified, the Advisor shall, within three (3) days of receipt of the

Complaint, send to the Respondent by Registered Mail with signature, or hand-delivery or by some other means through which proof of delivery can be obtained, the following:

- i. a copy of the Sexual Harassment Complaint Form (FORM 1),
- ii. a copy of the Request for Investigation Form (FORM 3),
- iii. a copy of the Acknowledgement of Notification of Advice to Members of Bargaining Units Form (FORM 5),
- iv. when necessary, a copy of the Release of Information Form signed by the complainant (FORM 4),
- v. a copy of both the Sexual Harassment and Sexual Assault Policy and the University-Wide Procedures for Sexual Harassment and Sexual Assault Concerns and Complaints,
- vi. written notice of the Complaint, including the Respondent's option to contact the Advisor for information and support with respect to the Policy and Procedures,
- vii. written notice that the Respondent may respond in writing to the Complaint and the direction necessary, as per c. and that a copy of any response will be provided to the Complainant by the Advisor, and
- viii. written notice of any interim measures imposed by the President, where applicable. The Advisor shall use their best efforts, where circumstances permit, to ensure that the Complainant and the Respondent are provided with notice in the same manner and at approximately the same time.

c. Respondent's Right to Respond

The Respondent may respond to the Complaint. Any such response must be in writing and delivered to the President, and copied to the Advisor, within five (5) days of the Respondent's receipt of the documentation noted in b. above. Where the Respondent chooses not to respond or does not respond within five (5) days, section g. shall apply.

d. Complaint-Related Correspondence

i. Correspondence by Letters and Written Notices

All correspondence and written notices generated by the President regarding Sexual Harassment Complaints that are addressed or copied to Complainants or Respondents shall be copied to the Advisor. Correspondence that is addressed to Complainants or Respondents must be sent through Registered Mail with signature, hand-delivered or by some other means through which proof of delivery can be obtained. Envelopes are to be sealed and stamped with: "Personal and Confidential" and "To Be Opened By Addressee Only". The Advisor shall retain a copy of all such correspondence in accordance with the Procedure for Record Keeping.

ii. Proof of Delivery

If the addressee is the Complainant or Respondent, a document shall be considered to have been received by the addressee:

- on the date of delivery, if delivered by hand to the person for whom it is intended, or
- within five (5) days of the date of mailing, if sent by Registered Mail with signature, to the last available address of the Complainant or the Respondent as recorded in the records of the University, or, where a Complainant or a Respondent provides the Advisor with an address for delivery of documents pursuant to these Procedures, at that address;

If the addressee is the Advisor, or the President, a document shall be considered to have been received by the addressee on the date of delivery, if delivered by hand to the person for whom it is intended, or within five (5) days of the date of mailing, if sent by Registered Mail with signature.

e. When the President Cannot Participate in the Investigative Process

If the President is unable to deal expeditiously with the Request for Investigation, or when they are unable to deal with a complaint due to conflict of interest, bias or reasonable apprehension of bias, they shall as soon as possible delegate the investigation process to a Vice-President.

If the President is the Respondent or Complainant, the matter shall be forwarded to the Chair of the Board of Regents to take the place of the President in respect of all things which the President is required to do under these Procedures with respect to the Complaint. The Chair may delegate this role to the Vice-Chair of the Board of Regents.

f. Determining Whether to Proceed with Investigation

Within fifteen (15) days of the President's receipt of the Complaint, the President shall review the Complaint and any written response from the Respondent and determine if the allegations of Sexual Harassment have enough substance to warrant an investigation.

If the Respondent admits to the allegation(s) of Sexual Harassment as outlined in Complaint as contained in the Sexual Harassment Complaint Form (FORM 1), the President may proceed immediately to consider and impose any discipline. See Procedure for Discipline. In such cases, the President shall consult with advisors, as appropriate.

If the President decides that the Complaint does not warrant an investigation, they shall inform the Complainant, the Respondent and the Advisor in writing of this decision within ten (10) days of receipt of the Request for Investigation. Further the President shall advise the Complainant and the Respondent that they have ten (10) days to avail of the Procedure for Informal Resolution or the Procedure for Mediation. The President shall return all Complaint-related records to the Advisor who shall retain these in accordance with the Procedure for Record Keeping.

If the President decides to proceed with an investigation, they shall notify the Respondent and the Complainant, in writing, that an investigation will proceed, including the following documents:

- i. copies of the relevant documentation
- ii. written notice that the Complainant and Respondent may contact the Advisor for information
- iii. written notice that during any interviews held throughout the investigation the Complainant and Respondent may be accompanied by another person of their choice, which in the case of bargaining-unit members may be a union representative, and that any accompanying persons must respect confidentiality, as per the Consent for a Support Person to Attend Consultation Form (FORM 7).

These notifications must be sent to the Complainant and Respondent through Registered Mail with signature, hand-delivery or by some other means through which proof of delivery can be obtained, and hand-delivered to the Advisor.

g. Respondent's Participation

The Respondent may decide whether or not to participate in any investigation. However, the process of investigation and disposition of a Complaint under these Procedures shall continue in the absence of such participation by the Respondent.

During the investigation process, the Complainant and the Respondent may be accompanied by another person of their choice, which in the case of bargaining-unit members may be a union representative. If the Respondent or Complainant chooses to bring another person to an interview(s), they must inform the Investigator of the identity of that person at least three (3) days before the first scheduled interview, complete the Consent for a Support Person to Attend Consultation Form (FORM 7) and return it to the Investigator. The Complainant and the Respondent shall be advised that the persons they choose to accompany them shall not be persons who have been directly involved in the reported Sexual Harassment or Sexual Assault.

h. Initiation of the Investigation

The investigation process commences when the Complainant and Respondent receive written notification from the President, and shall conform to the relevant clauses of the appropriate collective agreements, Guide for Non-Bargaining, Management and Professional, and Senior Administrative Management Employees or Student Code of Conduct.

The President shall appoint the Investigator. Investigators are appointed on the basis of their education and training, their awareness about issues pertaining to Sexual Harassment, and their experience. Investigators are external to the University and normally are appointed on a case-by-case basis. The Investigator shall not be an employee, member, or partner of a law firm that has been used as a solicitor by the University; however, they can have previously provided investigative services to the University. No person should be selected where there is a real, perceived or potential conflict of interest; bias, or reasonable apprehension of bias. Any mediator

previously involved in the case shall not be the Investigator. Only an Investigator who is able to submit their investigative report within forty-five (45) days of being appointed shall be selected.

i. Role of the Investigator

The Investigator shall conduct a thorough investigation into the allegations of sexual harassment and write an investigative report which shall be submitted to the President. The Investigator shall ascertain the facts surrounding the Complaint and conduct the investigation in an impartial, fair and objective manner. If the Complaint involves the last in a series of incidents, all named incidents that fall within the definition of Sexual Harassment shall be investigated without regard to time limits. Any persons whose evidence is referenced in the investigation shall be named. The investigator will consider and summarize the relevant facts based on a review of the interviews and documentation. The investigator shall ascertain whether the resulting facts meet the definition of Sexual Harassment and shall report whether, based on the balance of probabilities, the evidence supports or refutes the Complaint. Throughout the investigation, the Advisor will monitor its progress and will be the investigator's primary contact and resource, if matters arise during the course of an investigation.

j. Release of Investigative Report

The investigation shall be completed and the investigative report shall be submitted to the President within forty-five (45) days of the appointment of the Investigator. In accordance with Section 5.4 of the Policy, the Complainant and the Respondent have the right to full information concerning the allegations and supporting arguments and shall be given a copy of the investigative report. The President will send copies of the investigative report to the Complainant and the Respondent through Registered Mail with signature, hand-delivery or by some other means through which proof of delivery can be obtained and a copy of the investigative report will be hand carried to the Advisor. The Complainant and Respondent shall have the opportunity to respond to the evidence contained in the investigative report if they choose.

k. When Investigation Cannot Be Completed on Time

In the event that the Investigator is unable to complete an investigation within the specified time frames, the Investigator shall seek written authorization from the President for an extension. If the President agrees, the authorization will be copied to the Advisor, and to the Complainant and Respondent, through Registered Mail with signature, hand-delivery or by some other means through which proof of delivery can be obtained. One (1) such extension may be granted at the discretion of the President and normally shall not exceed twenty-five (25) days. Further extension(s) shall be made with the mutual consent of the parties and such consent shall not be unreasonably denied.

l. President's Response to Investigative Report

Upon receipt of the investigative report, the President shall provide the Complainant and the Respondent five (5) working days to respond to the investigative report. The President shall decide if Sexual Harassment has occurred, based upon the Investigator's report and the responses, if any, from the Complainant and the Respondent. Prior to making the decision, the President may consult the Advisor and the General Counsel for their specific expertise. Within ten (10) working days of receiving the investigative report, the President shall provide:

- the Complainant with the written decision.,
- the Respondent with the written decision, and of any action the President will take and whether or not discipline will be imposed.

The President shall notify the Complainant and Respondent by Registered Mail with signature, or hand-delivery or by some other means through which proof of delivery can be obtained by providing a copy of the decision. The Advisor shall be provided a copy of this documentation.

5. PROCEDURE FOR DISCIPLINE

The President shall consult with advisors, as appropriate, and may impose discipline. Following the principle of progressive discipline, the factors that will be discussed during the consultation will include but are not limited to:

1. the nature and severity of the harassment including the degree of aggressiveness and physical contact,
2. the effect(s) of the conduct or comments on the Complainant,
3. age disparity between the Complainant and the Respondent,
4. whether the offence was an isolated incident or involved repeated acts,
5. the frequency and duration of the harassment,
6. whether there was an imbalance in power between the parties,
7. any record of discipline for the Respondent in relation to Sexual Harassment,
8. sanctions applied in similar cases,
9. mitigating or aggravating circumstances affecting either party, and
10. the potential risk to the well-being, safety and security of Members of the University community.

The existence of proceedings or determinations of any kind in any other forum shall not diminish the President's authority and jurisdiction to impose discipline under these Procedures. For example, a person, whether convicted or not in a court of law, can still be subjected to discipline by the President under the applicable handbook or guide, collective agreement or code of conduct.

Any imposed discipline will be taken in accordance with the *Guide for Non-Bargaining, Management and Professional, and Senior Administrative Management Employees*, Student Code of Conduct, applicable collective agreements or, for persons not covered by one of the above, the applicable contractual provisions. Discipline may include:

- | Employees | Students |
|--|--|
| • Oral reprimand/warning | • Participation in educational session |
| • Written reprimand/warning | • Written reprimand/warning |
| • Exclusion from University activities | • Service to the University or community |
| • Loss of privileges/access | • Written assignment(s) |
| • Modification of responsibilities | • Non-Academic Probation |
| • Suspension without loss of pay | • Loss of privileges/access |
| • Suspension with loss of pay | • Exclusion from University activities |
| • Termination/dismissal | • Eviction from University Residence |
| • | • Suspension |
| | • Expulsion |

In the case of those employees who are members of the Memorial University of Newfoundland Faculty Association (MUNFA), the ONLY disciplinary measures that may be taken are: a letter of warning or reprimand, suspension without loss of pay, suspension with loss of pay, or dismissal.

The President communicates the decision regarding discipline to the Respondent as well as to the appropriate senior official(s) of the University for action or follow-up. The Respondent and the Complainant have the right to appeal or grieve in accordance with this Policy or any applicable collective agreement. The President will notify the Secretary of the Board of Regents, the Director Faculty Relations or the Director of Human Resources, as appropriate, as well as the Advisor if the President's decision is grieved or appealed.

6. PROCEDURE FOR RECORD KEEPING

Record keeping is in accordance with the University's *Information Management* policy and as outlined below.

a. Records relating to consultations

The Advisor keeps consultation notes. If no resolution is sought, the records are destroyed, at the discretion of the Advisor. A non-Identifying account is retained for statistical purposes.

b. Records relating to the Informal Resolution Process

The Advisor keeps consultation notes. If the Informal Resolution is successful, a record of the agreement is kept for up to twelve (12) months after the Informal Resolution was requested or longer at the discretion of the Advisor. If the Informal Resolution is not successful, the associated records are destroyed, at that time. A non-identifying account of the Informal Resolution process is retained for statistical purposes.

c. Records relating to Mediation

If a resolution is achieved through Mediation, the mediator must return all documentation generated by the Mediation and the signed resolution to the Advisor within five (5) days of achieving a resolution. The Advisor destroys the mediator's notes and shall place the signed resolution in the Sexual Harassment Office confidential file from any period of time contemplated by the resolution, or for five (5) years, from the date of signing, whichever is longer.

If there has been a lack of resolution through Mediation, the mediator returns all records generated by the Mediation to the Advisor, with five (5) days. The Advisor immediately destroys all records related to the Mediation, except the applicable forms generated and Respondent's statement, if provided. If the Complainant does not ask for an investigation, these two records are maintained in the Sexual Harassment Office confidential file for five (5) years.

d. Records relating to the Formal Resolution Process

Upon the conclusion of any investigation, the President and the Investigator shall return to the Advisor all documentation including copies, pertaining to the Complaint and investigative process.

The documentation for the case is securely retained by the Advisor while the case is considered open, which occurs under the following conditions:

- Until all deadlines for appeal and grievances have elapsed
- An appeal or grievance is in progress
- The University has been made aware that an external process related to the matter is in progress

When the file is considered closed, the Advisor shall retain the documents pertaining to the Complaint and the investigation in the Sexual Harassment Office confidential file for that period provided in the applicable collective agreement or otherwise seven (7) years.

The Complainant or the Respondent may request that a copy of the investigative report be placed in their personal file in the Department of Human Resources, or if the Complainant or Respondent are students in the confidential file in the Sexual Harassment Office.

e. Access to records

During the period of retention, access to records shall be limited to the Advisor and, at the discretion of the Advisor, any party with a *bona fide* need to know.

f. Destruction of records

If within the prescribed retention period, there are no further Complaints against the same Respondent, the Advisor shall destroy, in a secure manner, all records associated with the case, at the end of the prescribed retention period. If, however, issues of a similar nature are brought to the attention of the Advisor prior to the expiry of the prescribed retention period, the records relating to the original matter shall be retained until the expiry of the prescribed retention period for the records related to the new issue.

When records and files are destroyed, a non-identifying account is retained for statistical purposes.

In the event there are discrepancies or inconsistencies between the above document and the University's Sexual Harassment and Sexual Assault Policy, the University's Sexual Harassment and Sexual Assault Policy shall prevail.

Sexual Harassment Forms:

Form #1 Sexual Harassment Complaint Form

Form #2 Request for an Informal Resolution

Form #3 Request for an Investigation

Form #4 Release of Information

Form #5 Acknowledgement of Notification of Advice to Members of Bargaining Units

Form #6 Request for Mediation

Form #7 Consent for a Support Person to Attend Consultation

Policies using this procedure:

- Sexual Harassment and Sexual Assault

APPENDIX D.1

Appendix D.1 (Lecturer)

Step	2,271	2,317	2,363	2,410	
	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	
1	69,578	70,970	72,389	73,837	Lecturer Floor
2	71,849	73,287	74,752	76,247	
3	74,120	75,604	77,115	78,657	
4	76,391	77,921	79,478	81,067	
5	78,662	80,238	81,841	83,477	
6	80,933	82,555	84,204	85,887	
7	83,204	84,872	86,567	88,297	
8	85,475	87,189	88,930	90,707	
9	87,746	89,506	91,293	93,117	
10	90,017	91,823	93,656	95,527	
11		94,140	96,019	97,937	Lecturer Cap

APPENDIX D.2

Appendix D.2 (Faculty Members except Lecturers)

Step	2,271	2,317	2,363	2,410	
	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	
0	69,578	70,970	72,389	73,837	
1	71,849	73,287	74,752	76,247	
2	74,120	75,604	77,115	78,657	
3	76,391	77,921	79,478	81,067	
4	78,662	80,238	81,841	83,477	
5	80,933	82,555	84,204	85,887	
6	83,204	84,872	86,567	88,297	
7	85,475	87,189	88,930	90,707	
8	87,746	89,506	91,293	93,117	Assistant Floor
9	90,017	91,823	93,656	95,527	
10	92,288	94,140	96,019	97,937	
11	94,559	96,457	98,382	100,347	
12	96,830	98,774	100,745	102,757	
13	99,101	101,091	103,108	105,167	
14	101,372	103,408	105,471	107,577	Associate Floor
15	103,643	105,725	107,834	109,987	
16	105,914	108,042	110,197	112,397	
17	108,185	110,359	112,560	114,807	
18	110,456	112,676	114,923	117,217	Assistant Cap
19	112,727	114,993	117,286	119,627	
20	114,998	117,310	119,649	122,037	
21	117,269	119,627	122,012	124,447	
22	119,540	121,944	124,375	126,857	Professor Floor
23	121,811	124,261	126,738	129,267	
24	124,082	126,578	129,101	131,677	
25	126,353	128,895	131,464	134,087	
26	128,624	131,212	133,827	136,497	
27	130,895	133,529	136,190	138,907	
28	133,166	135,846	138,553	141,317	
29	135,437	138,163	140,916	143,727	
30	137,708	140,480	143,279	146,137	
31	139,979	142,797	145,642	148,547	
32	142,250	145,114	148,005	150,957	
33	144,521	147,431	150,368	153,367	
34	146,792	149,748	152,731	155,777	
35	149,063	152,065	155,094	158,187	
36	151,334	154,382	157,457	160,597	Associate Cap
37	153,605	156,699	159,820	163,007	
38	155,876	159,016	162,183	165,417	
39	158,147	161,333	164,546	167,827	
40	160,418	163,650	166,909	170,237	
41	162,689	165,967	169,272	172,647	
42	164,960	168,284	171,635	175,057	
43	167,231	170,601	173,998	177,467	
44	169,502	172,918	176,361	179,877	
45	171,773	175,235	178,724	182,287	
46	174,044	177,552	181,087	184,697	
47	176,315	179,869	183,450	187,107	
48	178,586	182,186	185,813	189,517	
49	180,857	184,503	188,176	191,927	
50	183,128	186,820	190,539	194,337	
51	185,399	189,137	192,902	196,747	Professor Cap

APPENDIX D.3

Appendix D.3 (Librarians)

Step	2,271 Sept. 1, 2022	2,317 Sept. 1, 2023	2,363 Sept. 1, 2024	2,410 Sept. 1, 2025	
1	62,763	64,018	65,298	66,604	Librarian I Floor
2	65,034	66,335	67,661	69,014	
3	67,305	68,652	70,024	71,424	
4	69,576	70,969	72,387	73,834	
5	71,847	73,286	74,750	76,244	Librarian II Floor
6	74,118	75,603	77,113	78,654	
7	76,389	77,920	79,476	81,064	
8	78,660	80,237	81,839	83,474	Librarian I Cap
9	80,931	82,554	84,202	85,884	Librarian III Floor
10	83,202	84,871	86,565	88,294	
11	85,473	87,188	88,928	90,704	
12	87,744	89,505	91,291	93,114	
13	90,015	91,822	93,654	95,524	
14	92,286	94,139	96,017	97,934	
15	94,557	96,456	98,380	100,344	Librarian IV Floor
16	96,828	98,773	100,743	102,754	Librarian II Cap
17	99,099	101,090	103,106	105,164	
18	101,370	103,407	105,469	107,574	
19	103,641	105,724	107,832	109,984	
20	105,912	108,041	110,195	112,394	
21	108,183	110,358	112,558	114,804	
22	110,454	112,675	114,921	117,214	
23	112,725	114,992	117,284	119,624	
24	114,996	117,309	119,647	122,034	
25	117,267	119,626	122,010	124,444	
26	119,538	121,943	124,373	126,854	
27	121,809	124,260	126,736	129,264	
28	124,080	126,577	129,099	131,674	
29	126,351	128,894	131,462	134,084	
30	128,622	131,211	133,825	136,494	
31	130,893	133,528	136,188	138,904	Librarian III Cap
32	133,164	135,845	138,551	141,314	
33	135,435	138,162	140,914	143,724	
34	137,706	140,479	143,277	146,134	
35	139,977	142,796	145,640	148,544	
36	142,248	145,113	148,003	150,954	
37	144,519	147,430	150,366	153,364	
38	146,790	149,747	152,729	155,774	
39	149,061	152,064	155,092	158,184	
40	151,332	154,381	157,455	160,594	
41	153,603	156,698	159,818	163,004	
42	155,874	159,015	162,181	165,414	
43	158,145	161,332	164,544	167,824	
44	160,416	163,649	166,907	170,234	
45	162,687	165,966	169,270	172,644	Librarian IV Cap
46	164,958	168,283	171,633	175,054	

APPENDIX D.4

Appendix D.4 (ASM-CFEs)

Step	2,271	2,317	2,363	2,410	
	Sept. 1, 2022	Sept. 1, 2023	Sept. 1, 2024	Sept. 1, 2025	
0	67,306	68,652	70,025	71,426	ASM-CFE I Floor
1	69,577	70,969	72,388	73,836	
2	71,848	73,286	74,751	76,246	ASM-CFE II Floor
3	74,119	75,603	77,114	78,656	
4	76,390	77,920	79,477	81,066	ASM-CFE II + PhD Floor
5	78,661	80,237	81,840	83,476	
6	80,932	82,554	84,203	85,886	
7	83,203	84,871	86,566	88,296	
8	85,474	87,188	88,929	90,706	
9	87,745	89,505	91,292	93,116	
10	90,016	91,822	93,655	95,526	
11	92,287	94,139	96,018	97,936	
12	94,558	96,456	98,381	100,346	
13	96,829	98,773	100,744	102,756	
14	99,100	101,090	103,107	105,166	
15	101,371	103,407	105,470	107,576	
16	103,642	105,724	107,833	109,986	
17	105,913	108,041	110,196	112,396	
18	108,184	110,358	112,559	114,806	
19	110,455	112,675	114,922	117,216	ASM-CFE I Cap
20	112,726	114,992	117,285	119,626	
21	114,997	117,309	119,648	122,036	ASM-CFE II Cap
22	117,268	119,626	122,011	124,446	
23	119,539	121,943	124,374	126,856	ASM-CFE II + PhD Cap

APPENDIX E

APPENDIX “E”

Academic Unit Teaching Norms (see Clause 3.09)

Academic Unit	Number of 3-hour Lecture Course Equivalents per Academic Year
Department of Archaeology	5
Department of Anthropology	5
Department of Biochemistry	4
Department of Biology	4
Department of Chemistry	4
Department of Classics	5
Department of Computer Science	4
Department of Earth Sciences	4
Department of Economics	5
Department of English	5
Department of Folklore	5
Department of Gender Studies	5
Department of Geography	5
Department of History	5
Department of Linguistics	5
Department of Mathematics & Statistics	4
Department of Modern Languages, Literatures and Cultures	5
Department of Ocean Sciences	4
Department of Philosophy	5
Department of Physics	4
Department of Political Science	5
Department of Psychology	4
Department of Religious Studies	5
Department of Sociology	5
Faculty of Business	5
Faculty of Education	5
Faculty of Engineering	4
Faculty of Medicine	4
Faculty of Nursing	5
Grenfell Campus (School of Arts and Social Science)	5
Grenfell Campus (School of Fine Arts)	5
Grenfell Campus (School of Science and the Environment)	5
School of Human Kinetics and Recreation	5
School of Music	5
School of Pharmacy	4
School of Social Work	5

In accordance with clause 3.15, the following Academic Units shall determine Teaching Norms by December 31, 2023:

**Marine Institute
School of Arctic and Subarctic Studies**

APPENDIX F

APPENDIX "F"

Protocol in Connection With Clause 25.32

"Losses" in Clause 25.32 and in this Protocol are defined as net losses in the Academic Unit due to termination, layoff, resignation, retirement, early retirement, death or dismissal for cause, minus new hires.

1. List all Academic Staff Members in the bargaining unit, excluding those exempted in Clause 25.30, as of December 1, 1995 in order of seniority as specified in Clause 25.33 and reverse the order of the list. Should ties occur, the ties shall be broken by lot by the University in the presence of one or more members of the Association's Executive.
2. Define B as the total number of Academic Staff Members as of December 1, 1995.
3. As of the date the Board declares a state of financial exigency, revise the list to add all Academic Staff Members who have come into the bargaining unit. Delete from the list all Academic Staff Members who have left the bargaining unit or who have given legal notice of an intention to leave the bargaining unit.
4. Define BI as the number of Academic Staff Members in the revised list specified in step 3 above.
5. Define D as $B - BI$, that is B minus BI .
6. Define L as the total number of layoffs required by the Board as a result of the financial exigency.
7. Define M as $1.5(L+D)/B$, the maximum proportion of losses in any Academic Unit.
8. For any Academic Unit, let u be the number of Academic Staff Members in that unit as of December 1, 1995.
9. Define e as $M \times u$, M times u , the e number for the Academic Unit.
10. Layoffs proceed by going down the list to progressively more senior Academic Staff members except that in no Academic Unit shall the number of losses exceed the e number for that Academic Unit.
11. To achieve the result in step 10, lay off Academic Staff Members from the list skipping Academic Staff Members where, had they been laid off, this would cause the number of losses in their Academic Unit to exceed the e number.
12. The layoff process continues until the number of Academic Staff Members laid off equals L , or a lesser number if the dollar value of the salaries and benefits of the Academic Staff Members on the list to be laid off equals or exceeds the amount decided by the board in accordance with Clause 25.28.

APPENDIX G

APPENDIX G

<u>Program Unit</u>	<u>Discipline</u>
Psychology	Psychology
English	English
Visual Arts	Visual Arts
	Art History
Theatre	Acting
	Technical Theatre Production
Environment and Sustainability	Geography
	Political Science
	Economics
	Environmental Studies
	Sustainable Resource Management
Historical Studies	History
Social/Cultural Studies	Anthropology
	Sociology
	Folklore
Multidisciplinary Humanities	Humanities
Environmental Science	Biology
	Chemistry
	Earth Science
	Environmental Science
General Science	Biology
	Chemistry
	Earth Science
	Environmental Science
	Mathematics
	Physics
Computational Mathematics	Computational Mathematics
Physics	Physics
Business Administration	Business

The following are not included in any Program Unit:

- Classics
- French
- Philosophy
- Religious Studies
- Counselling
- Tourism Studies
- Sustainable Rural Communities

APPENDIX H

December 13, 2007

Dr. William Schipper
President, MUNFA
ER-4047, Alexander Murray Building

Dear Dr. Schipper,

The University does not require academic staff members to register with outside professional bodies in order to carry out their assigned teaching responsibilities. Exceptions to this are faculty members with teaching responsibilities in clinical settings or for courses within professionally accredited programs where accrediting bodies require professional registration.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Hollett', with a long horizontal stroke extending to the right.

Karen R. Hollett
Director of Faculty Relations

APPENDIX I

[Letter in lieu of Clause 26.38]

December 13, 2007

Dr. William Schipper
President, MUNFA
ER-4047, Alexander Murray Building

Dear Dr. Schipper.

During strikes or lockouts involving the University, the University will allow controlled access by Academic Staff Members to those of their research projects which would be irreparably harmed should such access be denied. The University will consult with the Association regarding criteria and conditions for designating individuals to be permitted access, and will notify the Association of the approved persons and conditions.

Sincerely,

A handwritten signature in black ink, appearing to be 'K. Hollett', followed by a long horizontal line extending to the right.

Karen R. Hollett
Director of Faculty Relations

APPENDIX J

APPENDIX J

Memorandum of Understanding

Between

Memorial University of Newfoundland

and

Memorial University of Newfoundland Faculty Association

For the purposes of investigating a permanent teaching stream, the Parties agree that:

1. Within forty-five (45) days of the signing of this Collective Agreement, the University shall establish a Committee of eight (8) members, four (4) ASMs appointed by MUNFA, four (4) members appointed by the University, and a mutually-agreed upon Chair.
2. The Committee shall develop its own procedures.
3. The Committee shall develop recommendations regarding qualifications, duties, workload and evaluation for permanent teaching stream. Inclusion of current term ASMs in a future permanent teaching stream shall be a consideration.
4. Within twenty-four (24) months of its appointment, the Committee shall submit its recommendations to the Parties.



Jon Church
Co-Chief Negotiator
Memorial University of Newfoundland
Faculty Association



G. Williams
Chief Negotiator
Memorial University of Newfoundland

Date

17 Mar 2023

Date

March 17, 2023

APPENDIX K

Appendix K

Letter of Understanding

March 13, 2023

Dr. Ashrafee Hossain
President,
MUNFA

RE: Collegial Governance


Dear Dr. Hossain:

For the purposes of this letter, collegial governance is recognized as the rights, privileges, responsibilities, and desirability of ASMs to participate in the collegial processes of the University, as set out: in Senate regulations, guidelines, and policies; in the MUNFA Collective Agreement; and in accordance with the Senate provisions as outlined in the Memorial University Act. The University recognizes the importance of these academic, personnel, and governance processes and will work together to promote collegiality. Openness and transparency are important for collegiality and accountability and to encourage a climate of freedom, responsibility, and mutual respect.

This letter will confirm that within sixty (60) days of signing of the Collective Agreement, a Committee (the Committee) shall be formed to review collegial governance within the University. The Committee shall be comprised of two representatives from the Board of Regents, one ASM and two academic administrators appointed from Senate, two ASMs appointed by MUNFA, and two student representatives appointed in consultation with MUNSU, GSU, GCSU, and MISU. The Committee shall appoint its own Chair.

The Committee shall develop its own procedures, which shall include broad consultation, and shall review Memorial's bicameral system of collegial governance including the Collective Agreement, university policy and procedures, and produce a public report delivered to the Board of Regents and Senate within twenty-four (24) months of its appointment.

Sincerely,



Geoff Williams
Director
Office of Faculty Relations

APPENDIX L

Appendix L

Letter of Understanding

March 13, 2023

Dr. Ashrafee Hossain
President,
MUNFA

RE: Electric Car Charging Stations

Dear Dr. Hossain:

This will confirm the understanding reached by the Parties during collective bargaining whereby the University commits, during the term of the Collective Agreement, to review the feasibility of installing electric car charging stations on campus parking lots.

The results of the feasibility review shall be provided to the Association before the next round of collective bargaining begins.

Sincerely,



Geoff Williams
Director
Office of Faculty Relations

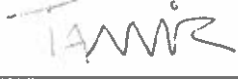
This final, edited Collective Agreement signed at St. John's, Newfoundland and Labrador this 17th day of March, 2023 with effect from March 17, 2023.

On Behalf of Memorial University of Newfoundland

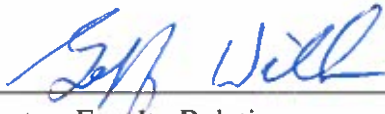


Acting President and Vice-Chancellor

On Behalf of Memorial University of Newfoundland Faculty Association



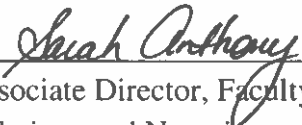
President



Director, Faculty Relations and Chief Negotiator



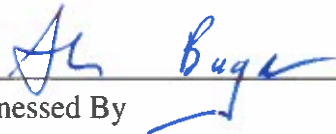
Co-Chief Negotiator



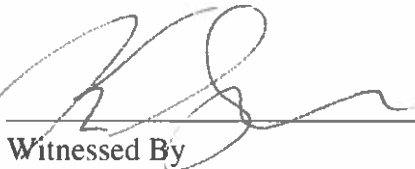
Associate Director, Faculty Relations and Negotiator



Co-Chief Negotiator



Witnessed By



Witnessed By