Complement

Faculty:

Definition
- Appointment must be of a permanent nature (probationary, tenured track and continuing lecturers)
- Includes both full time and regular part time (i.e. fractional-load)
- Expressed in terms of FTE's (e.g. 60% fractional-load = .6 FTE)
- Funded with ongoing operating funds (i.e. no contingency on funding appointments); complement applies to the operating fund only
- Salary increases are funded centrally for all complement positions
- Clawback/over F applies
- Additions to complement are approved by the Provost
- New complement positions can be funded by the faculty/department or centrally funded with Provost approval

Exclusions
- Definite term appointments, regardless of length, but excludes probationary
- Research appointments (e.g. research professor)
- Funding source for the position is other than ongoing operating funds

Chairs
- If a current faculty member holding a complement position is appointed to a Chair, the normal clawback/over F adjustments apply upon termination/retirement
- A new faculty member, appointed to a Chair, would normally be bridged to a future termination/retirement or may be matched to an open position
- Salary increases are funded centrally and reversed if the faculty member terminates/retires

Staff:

Definition
- Appointment must be of a permanent nature
- Includes both full time and regular part time
- Expressed in terms of FTE's (e.g. 60% reduced load = .6 FTE)
- Funded with ongoing operating funds (i.e. no contingency on funding appointments); complement applies to the operating fund only
- Salary increases are funded centrally for all complement positions
- Additions to complement are approved by the Provost
- New complement positions can be funded by the faculty/department or centrally funded with Provost approval

Exclusions
- Staff on casual earnings or temporary authorizations
- Funding source for the position is other than ongoing operating funds (e.g. parental leave savings, research funding, income or other external sources)