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# ST. JEROME'S UNIVERSITY



**COLLECTIVE AGREEMENT**  
between the  
**ST. JEROME'S UNIVERSITY ACADEMIC STAFF ASSOCIATION**  
and the  
**BOARD OF GOVERNORS OF ST. JEROME'S UNIVERSITY**

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## **Definitions**

- (1) "Academic Committee" shall mean a committee as described in the St. Jerome's University Senate Council Terms of Reference.
- (2) "Academic Program" shall mean a set of courses or other units of study which serve to fulfil requirements of certificates or degrees by St. Jerome's University or through St. Jerome's University by another University.
- (3) "Academic Term" shall mean the Fall (1 September to 31 December), Winter (1 January to 30 April) or Spring (1 May to 31 August) which collectively constitute the Academic Year.
- (4) "Academic Year" shall mean 1 September through 31 August.
- (5) "Act" shall mean the Consolidated Act of Incorporation of St. Jerome's University (2000).
- (6) "Associate Dean" shall mean the Associate Dean appointed by the Vice President Academic and Dean.
- (7) "Association" shall mean the St. Jerome's University Academic Staff Association (ASA).
- (8) "Bargaining Unit" shall mean all persons employed by St. Jerome's University as full-time members of the academic staff holding tenure, tenure-track, or probationary or permanent positions or having a contract for twelve (12) months or longer, and professional librarians, save and except administrators at the rank of Associate Dean or higher.
- (9) "Base Salary" shall mean salary prior to the addition of any supplemental stipend and/or additional payment.
- (10) "Board" shall mean the Board of Governors of St. Jerome's University as established by the Act.
- (11) "Case File" shall mean that file prepared by a Member as part of their application for renewal, tenure, permanency, or promotion.
- (12) "CAUT" shall mean the Canadian Association of University Teachers.
- (13) "Course" shall mean an academic offering valued at 0.5 credits by the University of Waterloo Senate for the purpose of conferring degrees.
- (14) "Department" shall mean an academic and administrative unit into which academic staff Members are appointed for the coordination and performance of their respective academic duties and for the execution of the educational activities of the University.
- (15) "Department Chair" shall mean the Member appointed to direct a Department.
- (16) "Department Member" shall mean a Member in a department. Membership in a department shall be determined in the Member's initial letter of appointment unless subsequently reassigned by the Vice President Academic and Dean.
- (17) "Employer" shall mean the Board of Governors of St. Jerome's University as defined by the Act.
- (18) "Faculty" shall refer to a Member who holds a rank of Instructor; Assistant Professor, Teaching Stream (Definite Term); Assistant Professor, Teaching Stream; Associate Professor, Teaching Stream; Professor, Teaching Stream; Assistant Professor (Definite Term); Assistant Professor; Associate Professor; Professor.

- (19) "Fiscal Year" shall mean the period from 1 May through 30 April.
- (20) "Interdisciplinary Program" shall mean a grouping of related courses outside a Department for which there is a distinct academic credential normally offered during the Academic Year.
- (21) "Member" shall mean those employees falling within the Bargaining Unit.
- (22) "OCUFA" shall mean the Ontario Confederation of University Faculty Associations.
- (23) "President" shall mean the President and Vice Chancellor of St. Jerome's University as defined in the Board's bylaws.
- (24) "President of the Association" shall mean the President or the acting President of the St. Jerome's University Academic Staff Association.
- (25) "Regular Faculty" shall refer to all Faculty who are not Definite Term Faculty.
- (26) "Sessional Stipend" shall mean the stipend provided to a sessional lecturer for the teaching of a course in a given year as payable in the relevant faculty at University of Waterloo and subject to any necessary withholdings. Full-time members earning stipends are not generally eligible for additional vacation pay.
- (27) "SJUSC" shall mean the St. Jerome's University Senate Council or some other such "senate-like body" established by the Board as part of a bicameral system of governance.
- (28) "Teaching Stream Faculty" shall refer to a Member who holds a rank of Assistant Professor, Teaching Stream (Definite Term); Assistant Professor, Teaching Stream; Associate Professor, Teaching Stream; Professor, Teaching Stream.
- (29) "Tenure Stream Faculty" shall refer to a Member who holds a rank of Instructor; Assistant Professor (Definite Term); Assistant Professor; Associate Professor; or Professor.
- (30) "University" shall mean St. Jerome's University.
- (31) "UW" shall mean the University of Waterloo.
- (32) "Vice President Academic and Dean" (VPAD) shall be as defined in the Board's bylaws.
- (33) "Working Days" shall mean weekdays unless the University is closed.

## **Preamble**

St. Jerome's University is a public Catholic University federated with the University of Waterloo, historically associated with the educational vision of the Congregation of the Resurrection. We are committed to learning and academic excellence; the gospel values of love, truth and justice; and the formation of leaders for the service of the community and the Church. In all our activities and practices, St. Jerome's University functions within the context of the Catholic tradition and the principles of academic freedom.

## **Article 1 – Purpose of Agreement**

- 1.0** It is the purpose of this Collective Agreement to set forth the terms and conditions of employment and other specific contractual provisions, to promote and maintain harmonious relationships between the Parties, and to provide a means for settling such disputes as may arise from time to time. The Parties recognize that the purposes of the University include providing a facility for higher education through teaching, research, and service. The Parties agree to work cooperatively toward developing the quality and effectiveness of the education provided by the University, and to encourage a climate of equity, justice, freedom, responsibility, and mutual respect in the pursuit of the University's goals.
- 1.1** The Employer shall advocate in support of Members' faculty status at the University of Waterloo and their participative role in Departments and Interdisciplinary Programs at the University of Waterloo.
- 1.2** Full and Fair Consideration

Both Parties agree to abide by the principle of full, fair, and reasonable consideration in any and all proceedings under the terms of this Agreement, including the consideration of all relevant evidence.

## **Article 2 – Academic Freedom**

- 2.0** The Parties agree to uphold, protect, and promote academic freedom as essential to the University's objective to serve the common good through searching for, and disseminating, knowledge, truth, and understanding, and through fostering independent thinking and expression in academic staff and students.
- 2.1** Members possess the individual right, regardless of prescribed doctrine, to academic freedom, which includes the right to engage in the following without institutional censorship or reprisal provided the Member complies with relevant legal considerations and any related policies required by law:
- (a) Examine, question, teach, and learn;
  - (b) Disseminate opinions on any questions related to the Member's teaching, professional activities, and research both inside and outside the classroom;
  - (c) Choose and pursue research, creative, or professional activities without interference or reprisal, and freely publish and make public the results thereof;
  - (d) Choose and pursue teaching methods and content;
  - (e) Create, exhibit, perform or adjudicate works of art;
  - (f) Select, acquire, disseminate, or critique documents or other materials;
  - (g) Criticize the Association, Employer or any other organizations, whether corporate, political, public, private, institutional, as well as society at large;
  - (h) Engage in service to the institution and the community;
  - (i) Participate in professional and representative academic bodies;
  - (j) Recommend library materials relevant to the pursuit of learning and scholarship; and

(k) For Librarian Members, display, or otherwise make library materials accessible to users, and develop the library collection by selecting new library materials within the approved library budget.

2.2 Academic freedom does not require neutrality on the part of the Member. Academic freedom makes intellectual discourse, critique and commitment possible.

2.3 Academic freedom does not confer legal immunity and carries with it the duty to use that freedom in a responsible manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge. In exercising their legal rights, Members shall not be hindered or impeded by either Party in any manner contrary to this Agreement.

2.4 In any exercise of freedom of expression, Members shall not purport to convey an official position of the Employer unless so authorized by the Employer, President or their designate.

### **Article 3 – Recognition**

3.1 The Employer recognizes the St. Jerome's University Academic Staff Association as the certified exclusive bargaining agent for all Members of the Bargaining Unit.

3.2 The Employer shall forward via electronic mail an attachment to short-listed job candidates at least four (4) days prior to their campus visit. The contents of the attachment are contained in the Appendix and are subject to modification by mutual agreement between the Association and the Employer. Notification that the attachment has been sent to the short-listed job candidate shall be sent immediately to the President of the Association.

### **Article 4 – Association Dues**

4.1 On behalf of the Association, the Employer shall deduct from the base salary of each member of the Bargaining Unit the Association's regular dues and/or other assessments. The Association shall notify the Employer, in writing, of the amount of its regular dues and/or other assessments, and advise the Employer thirty (30) calendar days prior to the date of effect of any change in regular dues or assessments.

4.2 The dues deducted under this Article shall be remitted by the fifteenth day of the month following the month of deduction and shall be accompanied by a list of the Members from whom dues have been deducted along with the amounts deducted of each Member.

4.3 The Association shall indemnify and save harmless the Employer from any claim made against it pursuant to the deduction or non-deduction of Association dues.

### **Article 5 – Representation and Communication**

5.1 In matters covered by this Agreement, the Employer shall not bargain with, nor enter into, any agreement with a Member or group of Members other than those designated by the Association Executive. The Parties shall exchange a list of designated authorities, including negotiators and grievance officers, with whom each Party is required to transact business under this Agreement.

5.2 The Employer shall not meet with any Member or group of Members undertaking to represent the Association without written authorization of the Association Executive.

5.3 In representing a Member or group of Members, an elected or appointed representative of the Association shall be the spokesperson.



- 5.4** Except where otherwise specified in this Agreement, correspondence between the Association and the Employer arising out of this Agreement will pass between the VPAD and the President of the Association, or their delegates.
- 5.5** Where written notice is specified in this Agreement, the Parties shall use the University internal mail or electronic mail.
- 5.6** The Employer shall provide the Association with access to meeting rooms on the same terms as University committees.
- 5.7** The Employer shall provide the President of the Association the following information concerning each Member:
- (a) Name
  - (b) Current rank
  - (c) Rank and category of initial appointment
  - (d) A copy of the letter of appointment of any new Member(s)
  - (e) Employment Status (e.g., full-time, reduced load, etc.)
  - (f) Date of appointment
  - (g) Dues deducted in the previous fiscal year
  - (h) University telephone number and e-mail address
  - (i) Types and durations of leaves
  - (j) Promotions
  - (k) Date of birth
  - (l) Highest degree
  - (m) Home address and telephone number
  - (n) Teaching load (i.e., course titles and numbers)
  - (o) Base salary in the most recent fiscal year
  - (p) Total earnings in the most recent fiscal year
  - (q) Course Release Information
  - (r) Sabbatical Credits
  - (s) Course Credits
  - (t) Earned Teaching Relief (ETR) Points
  - (u) Information on cancelled and/or postponed courses

Such information shall be made available annually on or about 15 May of each year, and upon request as may be needed for the normal administration of Association business.

- 5.8** The Employer shall provide to the President of the Association a copy of all correspondence between the Employer and any Member that communicates decisions regarding appointment, renewal, tenure, promotion, discipline, dismissal, and/or the disposition of a grievance.
- 5.9** The Employer shall provide to the President of the Association a copy of the last approved University budget and the operating budget package at the same time it is forwarded to the Board of Governors.
- 5.10** The Employer shall place a link to the Association website on the main employee directory and Human Resources pages of the St. Jerome's University website.
- 5.11** The Association shall provide the Employer with an up-to-date copy of the SJU ASA Constitution and Bylaws, and amendments, and the names of the Association Executive by 1 June or within ten (10) days upon revision. This information may be provided in whole or in part on the Association's website.
- 5.12** Upon ratification by the Parties, the Employer will prepare two (2) official copies of the Agreement to be signed by the signing officers of the Employer and the Association. Each Party will receive one (1) official signed copy.
- 5.13** The Employer will, within thirty (30) days of such signing, provide to the Association a digital PDF version of the signed Agreement for distribution to the Members.

## **Article 6 – Association Rights**

### **6.1 Course Credits**

- (a) The Employer shall grant to the Association two (2) Course Credits per year for the term of this Agreement, to be assigned by the Association.
- (b) The Employer shall grant the Chief Negotiating Officer representing a bargaining unit of the Association one (1) Course Credit for each consecutive twelve (12) month period, or part thereof, between the date a Party has given notice to bargain for that unit and the date of ratification of a new Agreement.
- (c) The Association may purchase additional Course Credits during the term of this Agreement to assign to Members in recognition of Association service. The cost per Course Credit shall be equivalent to the Sessional Stipend.
- (d) The Association shall have the right to receive Course Credits granted under this Article as Sessional Stipend equivalents.
- (e) The Association shall issue the payment stated in Article 6.1(c) no later than the first day of the academic term in which the course is taught.

### **6.2 Recognition of Service**

For the purposes of renewal, tenure, and promotion, Association work and work for CAUT, and OCUFA, count for service.

### **6.3 Mail**

The Association shall have access to the internal and external postal services of the Employer, on a cost recovery basis.

### **6.4 Office Space**

The Employer agrees to continue to provide to the Association, without charge, the use of a suitably furnished, serviced, and maintained office.

In the event of a strike or lockout, the Employer shall provide reasonable written notice to the ASA President. The Association will not utilize the office space during the period of strike or lockout.

## **Article 7 – Employer Rights**

- 7.1** The Employer retains all rights and functions, powers, privileges, and authority in managing the affairs of the University consistent with the terms of the Act of Incorporation for St. Jerome's University (2000), as amended, excepting only those that are relinquished or as may be restricted in this Agreement.
- 7.2** The Employer shall exercise such rights and functions, powers, privileges, and authority in a fair, just, and reasonable manner and neither attempt to circumvent the provisions of the Agreement, nor act in a manner inconsistent with the terms and conditions of employment, set out therein.

## **Article 8 – Joint Committee on the Administration of this Agreement**

- 8.1** The Parties shall form a Joint Committee consisting of two (2) individuals appointed by the Employer and two (2) individuals appointed by the Association within ninety (90) calendar days of the mutual ratification of this Agreement. The Association and the Employer shall also each appoint one (1) alternate Committee member.
- 8.2** Members of the Joint Committee are normally appointed for the term of the Agreement.
- 8.3** Only two (2) representatives of the Employer and two (2) representatives of the Association shall be present at any meeting of the Joint Committee, excluding a mutually agreed upon administrative support person for the purpose of notetaking.
- 8.4** The Joint Committee shall review matters of concern arising from the administration and application of this Agreement, excluding any dispute that is, at that time, being addressed under the grievance and arbitration procedures set out in this Agreement. This Committee shall attempt to foster better communication and more effective working relationships between the Parties and shall attempt to maintain a spirit of cooperation and respect between the Parties.
- 8.5** Meetings of the Joint Committee shall be chaired alternately by a representative of the Employer and the Association.
- 8.6** The Joint Committee shall meet at least once per academic term. Meetings may be cancelled by mutual agreement of the Employer and the Association, and additional meetings may be held by mutual agreement of the Employer and the Association.
- 8.7** The Joint Committee shall have no power to modify the provisions of this Agreement, but may recommend to the Parties changes to the administration and/or application of this Agreement, or changes to the Agreement.

## **Article 9 – Non-Discrimination**

- 9.1** The Parties recognize a mutual obligation to foster an environment free from discrimination and harassment in keeping with relevant legislation. The Employer shall provide and maintain a safe and supportive study and work environment.
- 9.2** The Parties agree that there shall be no discrimination, interference, restriction, or coercion exercised with respect to any Member, on any of the grounds enumerated under this Article, in regard to any matter including salaries, rank, appointment, renewal, tenure, promotion, permanency, reappointment, dismissal, sabbatical, Member benefits, or any other terms and conditions of employment except as may meet the criteria of a *bona fide* occupational requirement or as otherwise permitted by law.
- 9.3** Subject to the defence of a *bona fide* occupational requirement, no discrimination, interference, restriction, or coercion shall be exercised by reason of physical or mental disability (whether perceived or actual, temporary or permanent), race, creed, colour, ancestry, citizenship, ethnic or national origin, political or religious affiliation, belief or practice, sex, sexual orientation, gender identity, marital status, family relationship or responsibility, life style, age, or membership or activity/lack of activity in the Association, clerical or lay status, language or place of residence, or by reason of any association with any person who is a member of the foregoing designated groups. The foregoing shall not relieve a Member of the obligation to conform to the terms of this Agreement or to carry out the duties and responsibilities stipulated herein.
- 9.4** The Parties shall not discriminate against, interfere with, restrict, or coerce a Member who refuses to pursue or take part in a grievance.
- 9.5** The protection from discrimination includes the protection from retaliation on any of the above identified protected grounds against a Member for his or her having taken action either as a complainant or griever, or for assisting a complainant or griever in taking action, or for acting as a witness or advocate on behalf of a Member in a legal or other proceeding to obtain a remedy for a breach of this Article.

## **Article 10 – No Strikes or Lockouts**

The Association agrees that, during the term of this Agreement, it will not authorize or condone any unlawful strike. The Employer agrees that, during the term of this Agreement, it will not illegally lockout Members. The terms “strike” and “lockout” shall bear the meaning given them in the Ontario *Labour Relations Act* (1995).

## **Article 11 – Grievance and Arbitration Process**

- 11.1** There shall be no discrimination, harassment, or coercion of any kind practiced against any person involved in these procedures or against any Member who elects not to pursue a grievance. The Association representatives acting for a grievor shall not be coerced, restrained, or interfered with in the performance of their duties as representatives.
- 11.2** The Parties agree to make every reasonable effort to settle all grievances in a prompt, just, and fair manner.
- 11.3** The Association shall have carriage of all Association and Member grievances. The Employer shall deal only with the Association with respect to such grievances.
- 11.4** On request of either the Association or the Employer, the other Party shall provide access to all documents relevant to the grievance to provide for an open, fair, and expeditious processing of the grievance.

### **11.5** Definitions

- (a) Grievance: A grievance is a claim, dispute, or complaint involving the interpretation, application, administration, or alleged violation of this Agreement.
- (b) Grievor: The grievor is the Association which initiates a grievance on behalf of a Member, or group of Members or itself.
- (c) Employer-Grievor: The employer-grievor is the Employer who initiates a grievance against a Member, group of Members, or the Association.

### **11.6** Types of Grievance

- (a) An individual grievance is a grievance initiated by the Association on behalf of an individual Member.
- (b) A group grievance is a grievance initiated by the Association on behalf of a group of identified Members.
- (c) A policy grievance is a grievance by the Association that may involve a matter of general policy or of general application of the Agreement.
- (d) An Association grievance is a grievance that directly affects the Association.
- (e) An Employer grievance is a grievance initiated by the Employer against a Member, group of Members, or the Association, that the Employer shall submit and address with the Association with respect to the grievance.

### **11.7** Time Limits

- (a) The Association or the Employer, as the case may be, shall file a grievance according to procedures outlined in Article 11.9 within thirty (30) calendar days after the occurrence of the incident giving rise to the grievance, or thirty (30) calendar days from the date it became aware of the events giving rise to the grievance, whichever is later.
- (b) Where no action is taken on a grievance within the time limits specified in this Article, the grievance shall be deemed to have been withdrawn or settled as the case may be.
- (c) In the event a Party fails to reply in writing within the time limits prescribed in this Article, the other Party may submit the matter to the next step of Article 11.9 as if a negative reply or denial had been received on the last day for the forwarding of such reply.
- (d) The time limits specified in this Article may be extended by mutual agreement of the Parties in writing. The Parties shall be reasonable in considering extension requests.

### **11.8** Technical Irregularities

No technical violation or irregularity occasioned by clerical, typographical, or technical error in the written specification of the grievance shall prevent the substance of a grievance from being heard and judged on its merits.

### **11.9** Grievance Procedure

- (a) A grievance shall be in writing, signed by the Association or Employer representative, and shall specify the matter(s) in dispute, the article(s) and legislative provisions, if any, alleged

to have been violated, and the remedy sought. It shall be submitted to the VPAD or the President of the Association, as the case may.

- (b) No later than ten (10) working days following the receipt of the grievance, the VPAD shall meet with the Association representative and any Member affected. The Parties shall make every reasonable attempt to resolve the grievance.
- (c) If the grievance is resolved at this stage, such settlement shall be reduced to writing, and countersigned by the Association representative and the VPAD within ten (10) working days of the meeting at which the settlement was reached.
- (d) In the event that the Association representative and the VPAD cannot resolve the grievance within ten (10) working days of the meeting(s) specified in Article 11.9(b), the VPAD or President of the Association, as the case may be, shall forward to the other the written reasons for denying the grievance.
- (e) All grievance-related discussions directed at settlement of the matter are privileged and cannot be relied upon at arbitration.

#### **11.10 Arbitration Procedure**

- (a) Within fifteen (15) working days of receipt of the response specified in Article 11.9(d), the Association or Employer, as the case may be, may give written notice of its intention to submit the matter in dispute to an arbitrator for final and binding arbitration.
- (b) The Parties shall choose an arbitrator from a list agreed to by the Parties. Should the Parties fail to agree on the appointment of an arbitrator within ten (10) working days of receipt of the notice specified in Article 11.10(a), the arbitrator shall, upon request of either Party, be appointed by the Ontario Minister of Labour as provided for under the *Labour Relations Act*.
- (c) The arbitrator shall have the duty and power to adjudicate all matters in dispute in accordance with the powers conferred by the *Labour Relations Act*, as amended from time to time.
- (d) The arbitrator shall have jurisdiction to award such remedy or remedies as conferred by the relevant provisions of the *Labour Relations Act*, as amended from time to time.
- (e) In disciplinary matters, the arbitrator may confirm, amend, or set aside the decision of the Employer and, if such is the case, substitute the decision the arbitrator deems fair and reasonable.
- (f) The arbitrator shall have the power to make an interim order requiring the Employer to provide relief in accordance with the powers conferred by the *Labour Relations Act*, as amended from time to time.
- (g) The arbitrator shall not have the power to alter, add to, modify, or amend the Collective Agreement in any respect whatsoever, nor render an award inconsistent therewith.
- (h) The Parties to the arbitration shall share equally the arbitrator's fees and expenses, except that, in the case of a grievance against dismissal for cause or an Employer's grievance, these costs shall be paid entirely by the Employer. Where the Employer grievance is upheld by the arbitrator, the Association shall reimburse the Employer for one half of the foregoing fees and expenses. The costs of presenting a case shall be borne by the

respective Parties to the arbitration. The Employer shall provide hearing room on the university campus if such space is available.

**11.11** The time limits set out in the Grievance and Arbitration Procedures herein are mandatory and failure to comply strictly with such time limits, except by the written agreement of the Parties, shall result in the grievance being deemed withdrawn.

**11.12** Mediation

- (a) Within seven (7) calendar days of the referral of a grievance to arbitration, the Parties may agree to a mediation process. In such circumstances, the Parties will determine a mutually acceptable, qualified, neutral mediator to arrange mediation as soon as possible on a mutually acceptable date. The Employer shall bear the cost of the fees and expenses of the mediator.
- (b) The Parties shall engage in this process on the following basis:
  - i. Each Party shall make every reasonable effort to resolve the matter.
  - ii. Any positions taken or information provided by either Party during the mediation shall not be admissible should the matter proceed to arbitration.
  - iii. Mediation shall not be used to delay arbitration of a matter.

**Article 12 – Health and Safety**

**12.1** The Employer is responsible under the *Occupational Health and Safety Act* (OHSA) to implement and maintain an environment that protects the health, safety and security of Members as they carry out their responsibilities.

**12.2** Members are entitled to a workplace environment free from harassment and/or violence.

**12.3** The Employer agrees to establish and maintain a Joint Health and Safety Committee (JHSC) in accordance with OHSA. The Association shall have the right to appoint one Member to the JHSC in accordance with OHSA.

**Article 13 – Intellectual Property**

**13.1** St. Jerome's University works with the Office of Research at the University of Waterloo and all St. Jerome's University courses are UW courses. As a result, most matters related to Intellectual Property are governed by UW Policy 73 and general protections owed to creators under law.

**13.2** Intellectual Property generally means any result of intellectual or artistic activity which can be owned by a person. As a general principle the Parties agree that materials created in the course of teaching and research activities are the Intellectual Property of their creator(s). Except as provided in this Article, or in a specific agreement between the Member and the Employer, the Employer acknowledges that it has no claim to any copyright ownership in such materials.

**13.3** The Employer shall not knowingly redistribute or provide the Intellectual Property of a Member, or any course outline created by a Member, to any person for the purpose of delivering the same or a substantially similar course, or make derivative materials, in absence of a signed Authorship Agreement permitting such use, unless such use is required for the emergency continuation or completion of a course for which the Member created the material.

**13.4** A Member who creates or re-prepares an online course under Article 25.13 of this Agreement shall grant the University an exclusive, time limited, non-transferrable, royalty-free licence to use the online course, for academic purposes, for a period not exceeding ten (10) years from the start of the term in which the online course was first offered. Such a Member shall enter into an Authorship Agreement with the Employer as described in Article 13.5 below. Unless modified by such an Authorship Agreement, the licence shall apply to all materials created for the online course.

**13.5 Authorship Agreements**

A Member may enter into an Authorship Agreement to licence or assign rights to Intellectual Property, subject to the terms of this Collective Agreement. Such Authorship Agreements shall normally specify:

- (a) limits and conditions of use of copyright material;
- (b) whether, and under what circumstances, the Member assigns the right to rework, revise, or amend the copyright material;
- (c) any waiver of moral rights, in whole or in part;
- (d) what rights of use the Member retains;
- (e) the term of the licensing agreement;
- (f) the conditions for renewal or termination; and
- (g) consideration to the Member.

A member shall have the right to representation by the Association in entering into any Authorship Agreement. A copy of any Authorship Agreement shall be provided to the Association.

**Article 14 – Disciplinary Measures**

**14.1** A Member may be disciplined only for just cause and only in accordance with the provisions of this Article. Disciplinary processes are not to be used to inhibit free inquiry, discussion, exercise of judgement, or honest criticism within or without the University. Disciplinary action shall be reasonable, commensurate with the seriousness of the violations, and consistent with accumulated practice under this Article. The Parties recognize the value of promoting corrective action through guidance and progressive discipline, although this will not always be appropriate.

**14.2** In all matters of discipline, a Member has the right to seek advice from the Association and to be accompanied by an Association representative for advice and support (including, if necessary, aid in presenting the Member's position) during any meetings attended to discuss such matters. All disciplinary measures are grievable under Article 11.

**14.3** The Employer bears the onus of proving that a disciplinary action was taken for just cause.

**14.4** The only disciplinary measures which may be taken by the Employer against a Member are the following:

- (a) A letter of warning or reprimand. Such letters must be specific and must be clearly identified as disciplinary measures.
- (b) Suspension with pay. Suspension is the act of relieving a Member, without their consent, of some or all Employer duties and/or privileges.



- (c) Suspension with partial pay, or without pay, where appropriate.
  - (d) Dismissal for cause. For Members with tenured appointments, dismissal means the termination of appointment without the Member's consent. For all others, dismissal means termination of appointment without the Member's consent before the end of the contract. Non-renewal of definite term or probationary appointments and denial of tenure do not constitute dismissal.
- 14.5** Just cause for the dismissal of a Member includes, but is not limited to, the persistent and serious neglect of the normal duties of a Member, particularly with respect to teaching, scholarship, and professional librarianship, or the failure to carry out such duties as are reasonably assigned by the appropriate academic authorities. In a case of persistent neglect, the action for dismissal must have been preceded by letters of warning from the VPAD. Warnings shall not only state the nature of the alleged deficiencies and make constructive suggestions for improvement, but also shall be followed by a reasonable period in which to make improvements.
- 14.6** Just cause for dismissal also includes but is not limited to: a serious breach of criminal law; violent behaviour or threats of violence against a member of the University community; a serious breach of ethical behaviour; and violations of ethics in respect to scholarship, teaching, or collegiality. Any of the above must be of such a serious nature as to render the Member clearly unfit to continue to hold a tenured or other appointment with the Employer.
- 14.7** Disciplinary processes must be kept distinct from academic assessments associated with annual performance reviews and consideration for tenure, promotion, and probationary reappointment. The fact that a disciplinary measure has been imposed or is contemplated cannot be considered in an academic assessment, but the facts which resulted or may result in the imposition of discipline can be considered, if relevant to that assessment.
- 14.8** The VPAD shall promptly investigate any concerns or allegations about a Member if the VPAD reasonably believes that a situation warranting disciplinary measures may exist. The VPAD shall inform the Member as soon as may reasonably be possible both of the nature of the allegation and if an investigation is being undertaken. The investigation itself is not a disciplinary measure, and an investigation which has not yet been completed is not a matter for grievance.
- 14.9** The VPAD shall take reasonable steps to maintain the Member's privacy and the confidentiality of the investigation and its findings until the imposition of discipline, if any. However, some disclosure of concerns and allegations may be necessary, either in order to conduct the investigation or if the VPAD has reasonable grounds to believe that such confidentiality may place a person or persons at risk of significant harm. In the event that it is determined that there shall be no disciplinary action, the VPAD must inform each individual to whom concerns and allegations were disclosed that there is no basis for disciplinary action.
- 14.10** When the investigation has been completed, and if disciplinary action is being considered, the VPAD shall notify the Member in writing of the results of the investigation and of the proposed disciplinary action. The notice shall provide the specific details of the alleged cause for the discipline, including all names, places, and dates of the alleged incidents, and shall either be hand-delivered to the Member, or delivered by registered mail to the Member's last known address. The date of notice is defined to be either the date on which a registered letter has been signed for or the date on which the notice is hand-delivered to the Member.
- 14.11** The VPAD shall convene a meeting within twenty-five (25) working days of the date of notice to afford the Member an opportunity to make oral and/or written submissions before any disciplinary measures are imposed. The Member shall be given at least seven (7) working days' notice of the time and place of the meeting. The VPAD may invite the person or persons who have carried out the investigation to attend. At this meeting an attempt shall be made to resolve the matter in a manner satisfactory to all concerned. For the purposes of this Article, days during which the

Member is on pre-scheduled vacation, as well as Saturdays and Sundays, other holidays, days during which the Employer is officially closed, and days during which the Member is absent on pre-scheduled official Employer business shall not be treated as working days.

- 14.12** If no satisfactory solution is reached at the meeting referred to in Article 14.11, within ten (10) working days the VPAD shall notify the Member in writing of the disciplinary decision with reasons.
- 14.13** The VPAD shall make every reasonable effort to notify the Member of the meeting referred to in Article 14.11. If the VPAD is unable to contact the Member, or if the Member is notified and chooses not to attend, the meeting shall be dispensed with, and the VPAD may give notice of discipline as in Article 14.12 above.
- 14.14** Where the disciplinary decision in Article 14.12 is dismissal for cause and where the Member chooses to contest the decision, a formal grievance shall be submitted to the President in accordance with Article 11. The President shall act as a committee of one to decide the matter on behalf of the Board of Governors. The decision of the President may be taken to external arbitration under Article 11.10.
- 14.15** Where the disciplinary action is dismissal for cause, suspension with reduced pay or a fine in lieu thereof, the Member shall retain full salary and benefits (subject to the rules and regulations of UW benefit programs) until the time limit for filing a grievance under Article 11 has expired. If the disciplinary action is grieved, the Member shall retain full salary and benefits for a period of one (1) year from the date of the disciplinary decision in Article 14.12, or until the grievance and arbitration procedures set out in Article 11.10 have been completed, whichever is earlier. In the event that the arbitrator finds in favour of the Member, any lost compensation shall be restored.
- 14.16** Notwithstanding Article 14.15, eligibility for full salary and benefits shall not extend beyond the Member's retirement date (if a retirement date exists), nor beyond the termination date for a Definite Term or probationary appointment terminated in accordance with this Agreement. Furthermore, the Employer may terminate salary and benefits if, during the period referred to in Article 14.15, the Member accepts outside employment in excess of that approved under this Agreement.
- 14.17** Where the disciplinary action is dismissal for cause or suspension, at the request of either the Member or the VPAD, the President may relieve the Member of their duties during the period of full salary and benefits as specified in Article 14.15. If this action is taken the Association shall be informed. If the disciplinary action is suspension with pay, such suspension shall count towards the period of suspension in the event that the grievance is unsuccessful.
- 14.18** Failure of a Member to grieve a letter of reprimand or warning at the time of receipt of the letter shall not be deemed an admission of the validity of the reprimand or the warning.

### **Article 15 – Non-Disciplinary Termination of Appointments**

**15.1** Termination of a Member's employment by the Employer in accordance with this Article shall not be considered a disciplinary measure in accordance with Article 14.

**15.2** Definite Term Appointments

Definite Term appointments shall terminate at the date specified within the letter of appointment.

**15.3** Probationary Appointments

Where the President implements the recommendation of the Renewal, Tenure, and Promotions Committee not to renew or continue a probationary appointment, the decision shall not be subject

to the grievance and arbitration procedure unless such recommendation was made in a discriminatory, arbitrary, or bad faith manner. The Member's employment shall terminate upon being provided with the greater of six (6) months' notice, or pay in lieu thereof, or that required under the *Employment Standards Act* (2000).

Where a Member is denied tenure or permanent status, the Member's employment shall terminate at the end of the Member's probationary appointment. The Member may challenge the denial of tenure through the grievance and arbitration procedure.

#### **15.4 All Appointments**

The Employer may terminate a Member's employment for reasons of financial exigency in accordance with Article 45 of this Agreement.

### **Article 16 – Privacy**

- 16.1** The Parties agree that Members have a right to privacy consistent with the traditions of academic freedom and Article 2 of this Agreement.
- 16.2** Members' files and personal communications, including those stored or transferred electronically on University computer systems, are private, subject to the *Freedom of Information and Protection of Privacy Act*. The Employer shall take reasonable precautions to safeguard the privacy of such communications as are stored and/or transferred through the Employer's computer network.
- 16.3** The Employer reserves the right to monitor and access user accounts solely to safeguard the integrity of the computer system, or as required by law. Only authorized and appropriately trained personnel in the performance of their employment duties may access and monitor the use of information technology and computing facilities.
- 16.4** The Employer shall notify all Members in writing of any monitoring conducted for the purpose of security. Data in the form of audio-video surveillance and electronic access gathered for security purposes shall be stored on a University computer, shall be monitored and/or accessed only by authorized personnel having a business need. The Employer shall destroy such data within one hundred and twenty (120) days unless further retention is otherwise required by law.
- 16.5** Information obtained through surveillance shall not be used in any evaluation of an employee's teaching or research performance, or in any renewal, tenure, or promotion proceeding.

### **Article 17 – Environment of Equal Opportunity and Diversity**

- 17.1** The Parties agree to promote equity and diversity in employment. The Parties recognize that all applicants for employment are entitled to equal rights and opportunities without discrimination that contravenes the Ontario *Human Rights Code*.
- 17.2** Every Indigenous person, person with a disability, member of a racial/ethnic minority, and persons of all gender identities are entitled to be considered for employment, hired, retained, treated, and promoted free of barriers, including systemic and deliberate practices and policies, which discriminate against them based on such immutable characteristics.
- 17.3** The Parties also agree that the Membership, in all ranks and categories, should strive to reflect a fair representation of such persons.

- 17.4** The Employer shall strive to ensure that employment policies and practices, including its policies and practices with respect to recruitment, hiring, retention, treatment, and promotion, are free of barriers, both systemic and deliberate, that discriminate against such persons.
- 17.5** The Association agrees that it, and its Members, shall also strive to administer their duties and responsibilities in a manner which assists the Employer in discharging its commitment to foster an environment of equal opportunity and diversity.
- 17.6** In striving for employment equity, the Parties agree that:
- (a) No candidate shall be recommended for appointment who does not meet the criteria for the applicable appointment; and
  - (b) The recommended candidate shall be a member of the group identified in Article 17.2 above, unless another candidate is demonstrably superior.

## **Article 18 – Search Procedure for Academic Appointments**

### **18.1**

- 18.1.1** The responsibility of initiating an academic appointment is that of the VPAD in consultation with the Academic Committee. When approval is granted, the Chair of the relevant academic Department will be invited to initiate the recruitment process.
- 18.1.2** The Chair of the Department, after consultation with their Department, may raise the need for academic appointments, whether required on an incremental or a replacement basis, with the VPAD who shall engage in consultations with such Chair.
- 18.1.3** The process of developing recommendations on the appointment of academic staff is a peer-review process. The Employer recognizes that input from Members of the same discipline as that of the contemplated appointment is important. The guiding objective is to attract and appoint the most highly qualified candidates considering various factors including:
- (a) Academic credentials;
  - (b) Program fit with the relevant academic unit;
  - (c) Evidence of positive teaching performance;
  - (d) Record or clear potential of a strong research record;
  - (e) Support for the Mission of the University;
  - (f) Principles of gender and employment equity including a commitment to Indigenization; and
  - (g) Suitability for appointment at the University.

### **18.2** Appointments Without Search

- 18.2.1** In the case of appointments at the rank of Assistant Professor, Teaching Stream (Definite Term), the VPAD shall review the current and previous two (2) years of Contract Academic Staff appointments in the relevant teaching area and shall seek the recommendation of the Chair of the relevant Department, and Academic Committee, as to the appropriateness of an appointment without search. If the Chair recommends an appointment without search, the Chair shall recommend the candidate to be appointed and give reasons to inform the recommendation of

Academic Committee. The VPAD may follow the recommendation of the Chair and Academic Committee where they agree or determine that the appointment should proceed with a search, in which case the procedures in Article 18.3 will apply.

- 18.2.2** In the case of appointments at the rank of Assistant Professor, Teaching Stream, an Assistant Professor, Teaching Stream (Definite Term) meeting the requirements of the position who was hired as the result of an open search, or reappointed subsequent to an open search, may be appointed without a search to the rank of Assistant Professor, Teaching Stream (probationary). The VPAD shall review the current and previous two (2) years of Definite Term appointments in the relevant Department hired as a result of an open search and shall seek the recommendation of the Department Chair, and Academic Committee, as to the appropriateness of an appointment without search. In making a recommendation, Chairs shall consult current full-time Department Members. If the Chair recommends an appointment without search, the Chair shall recommend the candidate to be appointed and give reasons to inform the recommendation of Academic Committee. The VPAD may follow the recommendation of the Chair and Academic Committee where they agree or determine that the appointment should proceed with a search, in which case the procedures in Article 18.3 will apply.
- 18.2.3** A Teaching Stream member with permanency shall relinquish that status upon appointment to the rank of Assistant Professor (probationary) unless and until it is reassumed in accordance with Article 21.1(i) of this agreement.
- 18.3** Appointments with Search
- 18.3.1** In the case of appointments with search, the Department, through the Department Chair, shall provide the VPAD with recommendations on the content of the advertisement. After consultation with the VPAD, the Department Chair shall present a draft advertisement to the Academic Committee for approval. Contents of advertisements shall include:
- (a) A description of the appointment including: rank; department(s) of appointment, and, if applicable, appointment share amongst departments; areas of teaching and research specialization; and teaching, research, and service or administrative duties required by the appointment;
  - (b) Required qualifications for the appointment, as well as any desirable qualifications or expertise for the appointment; and
  - (c) Any other relevant information, including the application materials to be submitted and such, as may be required by policies adopted by the SJUSC.
- 18.3.2** The position shall be advertised at least in, but not limited to, University Affairs and the CAUT Bulletin, and shall be advertised directly to any Definite Term Members and Contract Academic Staff who are teaching or have taught within the hiring Department or Program at any time during the preceding academic year.
- 18.3.3** The Department Chair of the relevant Department shall normally convene a Search Committee as set out in Article 18.4.
- 18.3.4** The Search Committee shall review applications and recommend to the VPAD a short-list of qualified candidates. The shortlist shall consist of at least two (2) applicants.
- 18.3.5** The Search Committee shall conduct interviews of the short-listed candidates. The University community as well as faculty Members from the University of Waterloo shall have the opportunity to meet the candidates and provide confidential feedback to the Search Committee. The Search Committee shall also seek the confidential written opinion of the Chair of the corresponding UW

department, where such department exists. The Chair of the Search Committee shall provide the Chair of the corresponding UW department a copy of the full application file of all short-listed candidates.

- 18.3.6** The VPAD and the President shall have an opportunity to review the Search Committee's file of the short-listed candidates and may interview such candidates thereafter.
- 18.3.7** The Search Committee shall make a detailed written report to the VPAD through its Chair which shall include, as appropriate, recommendations for: (a) starting rank; (b) credited years of equivalent service at a comparable institution; (c) grants of sabbatical credits, Course Credits, ETR points, and the like; and (d) tenure or permanency status. The VPAD shall provide such report, along with their written recommendation on the appointment, to the President, who may discuss such recommendations with the VPAD and the Chair of the Search Committee.
- 18.3.8** In cases where an appointment is not advertised as an appointment with tenure or permanency, the Search Committee may notwithstanding recommend that an offer of appointment be made with tenure or permanency. In such cases the Chair of the Search Committee shall at the earliest opportunity forward the application file(s), along with the Chair's detailed recommendation for tenure or permanency consideration, to the RTPC for an expedited determination as to suitability for tenure or permanency as established by the SJUSC. On the basis of the information supplied by the Search Committee Chair, the RTPC may recommend: (a) normal probationary appointment; (b) appointment with review for tenure or permanency in the first year of appointment; or (c) appointment with tenure or permanency. The RTPC shall make its recommendation through the VPAD concurrently with the Search Committee's recommendation in accordance with Article 18.3.7 above.
- 18.3.9** The President shall make the decision on acceptance or rejection, in whole or in part, of the VPAD and Search Committee's recommendations.
- 18.3.10** If the recommendation of the RTPC is to grant tenure or permanency to a newly appointed candidate, the President shall present the RTPC's recommendation to the Employer at the next scheduled meeting of the Board of Governors. The President shall not recommend tenure or permanency for a candidate who the RTPC has not recommended for such an appointment. The Employer's decision shall be communicated to the VPAD and the Chair of the relevant Department.
- 18.3.11** Where the decision of the Search Committee is that no candidate is appropriate, or the President declines the Search Committee recommendation, the request for an appointment shall be addressed in a manner consistent with the University's immediate academic needs as determined by the VPAD, after engaging in consultation with the Chair of the relevant Department.
- 18.3.12** The letter of appointment shall designate the terms and conditions of that appointment, including salary and the Member's Department(s). The letter of appointment shall stipulate that the appointment is subject to this Agreement and shall include the Member's rank and any credited years of equivalent service. A copy of the letter of appointment shall be placed in the Member's Confidential Human Resources File and forwarded to the Association.
- 18.4** Search Committee
- 18.4.1** The Search Committee shall consist of five (5) persons, where possible holding appointments with tenure or permanency, or, in the alternative, holding appointments leading to tenure or permanency. Definite Term Members are normally not eligible to serve on a Search Committee. The committee shall consist of:

- (a) The Department Chair, who shall normally chair the committee. Where the Department Chair is not available, has a conflict of interest, or wishes to designate another Department member to serve as Search Committee Chair, the VPAD shall appoint a Search Committee Chair in consultation with the Department Chair, or, if the Department Chair is not available, in consultation with the members of the Department;
- (b) Two (2) Department Members, selected by the Department, or in the case of cross appointments, in two (2) Departments, one (1) member of each affected Department. In cases where a Department does not have two eligible members, additional Members shall be appointed by the VPAD in consultation with the Department Chair, or, if the Department Chair is not available, in consultation with members of the Department. Where an appointment requires teaching responsibilities in more than two (2) Departments, the two voting members shall be appointed from the Departments in which the most teaching activity is anticipated to occur, and the VPAD may appoint one (1) additional non-voting representative from another Department;
- (c) A member of another Department, preferably with tenure or permanency, appointed by the VPAD after consultation with the Chair of the Committee;
- (d) A representative of the corresponding UW department or program, or, if no such program exists, a comparable UW department or program, who accepts the invitation from the Chair of the Search Committee. In the event that the Chair of the Search Committee has made reasonable effort and no UW member exists or is willing to serve, then a third Department member, selected by the Department, shall be appointed instead, where such a Department member exists and is willing to serve;
- (e) In cases where the above stipulations fail to produce five (5) members of the Search Committee, the Joint Committee shall appoint a fifth member from among the faculty.

**18.4.2** Search Committees may appoint a non-voting Equity representative to advise on matters of equitable recruitment.

**18.4.3** In serving on a Search Committee, Members are expected to attend all interviews, teaching presentations, research discussions, and Search Committee deliberations to ensure consistency and fairness in the search process.

**18.4.4** The Chair of the Committee shall advise the VPAD in writing as to the membership of the Search Committee.

**18.4.5** Search Committee deliberations and processes shall be administered in a confidential manner consistent with applicable privacy, human rights and employment equity legislation.

**18.5** Interdisciplinary Programs / Library

**18.5.1** Where the search involves an academic staff position for an Interdisciplinary Program or for the Library, the foregoing process shall be applied normally substituting the Director or Librarian, as the case may be, in lieu of the Department Chair. Where the Director or Librarian is unavailable or has a conflict of interest, the appointment shall be made by the VPAD.

**18.5.2** The Search Committee membership shall be determined by the Chair of the Search Committee in consultation with the VPAD. Normally members of the Search Committee shall be selected from those teaching in the Interdisciplinary Program or serving on the Library Advisory Committee, as the case may be.

## **Article 19 – Ranks and Categories of Appointment**

### **19.1 Ranks of Appointments**

All Members shall be appointed with academic rank. The ranks of Appointments governed by this Agreement are:

- (a) Professor
- (b) Associate Professor
- (c) Assistant Professor
- (d) Professor, Teaching Stream
- (e) Associate Professor, Teaching Stream
- (f) Assistant Professor, Teaching Stream
- (g) Assistant Professor, Teaching Stream (Definite Term)
- (h) Assistant Professor (Definite Term)
- (i) Instructor
- (j) Librarian
- (k) Associate Librarian
- (l) Assistant Librarian

### **19.2 Categories of Appointment**

The six (6) categories for appointments governed by this Agreement shall be as follows:

#### **19.2.1 Definite Term Appointments**

- (a) Members hired pursuant to a search at the rank of Assistant Professor, who have not completed the requirements for their PhD, may be appointed to the rank of Instructor for a definite term not exceeding twelve (12) months. Their workload shall be consistent with that of Assistant Professors, and they shall assume the rank and position of Assistant Professor when the minimum qualifications for that rank as specified in Article 19.3.3 have been met.
- (b) Other Definite Term appointments will normally be made at the rank of Assistant Professor (Definite Term) or Assistant Professor, Teaching Stream (Definite Term).
- (c) Definite Term appointments other than Instructor shall be for a period of not less than twelve (12) and not more than thirty-six (36) months. Where foreseeable need exceeds twelve (12) months, appointments shall be made for a period of between twenty-four (24) and thirty-six (36) months.
- (d) Where a Member has held a Definite Term appointment for at least thirty-six (36) consecutive months, the Department in which this has occurred, or, in the case of the library, the library, shall consider annually the need for a Regular appointment under Article 18.2 of this Agreement (without search), or, if no such appointment is possible, under Article 18.3 (with search).



- (e) A Member who holds a Definite Term appointment, or consecutive Definite Term appointments, for more than two (2) years shall receive one (1) Course Credit in each third year of appointment.

#### **19.2.2 Tenure-Track Appointments**

Regular tenure-track appointments consist of two (2) phases of probationary assessment during which time the Member must demonstrate the required qualifications and performance for obtaining a Tenured Appointment. A first probationary appointment shall normally have a duration of three (3) years and is normally followed by a second probationary appointment of the same duration.

Tenure-track appointments shall not be made at a Teaching Stream rank.

#### **19.2.3 Tenured Appointments**

Tenured Appointments reflect the permanency of the appointment and are conferred either as a result of the tenure process established under this Agreement or pursuant to the hiring process in accordance with Article 18.

Tenured appointments shall not be made at a Teaching Stream rank.

#### **19.2.4 Teaching Stream Appointments, Probationary**

Regular Teaching Stream Appointments shall normally include an initial probationary assessment period duration of thirty-six (36) months during which time the Member shall demonstrate the required qualifications and performance for obtaining permanency.

#### **19.2.5 Teaching Stream Appointments with Permanency**

Permanency shall be conferred either as a result of the process established under Article 19.4 of this Agreement or pursuant to the hiring process in accordance with Article 18.3.

Definite Term Members are not eligible to apply for permanency.

#### **19.2.6 Externally Funded Appointments**

- (a) St. Jerome's University may, from time to time, enter into agreements with external bodies (e.g. the University of Waterloo) that provide funding for academic appointments.
- (b) Externally funded appointments shall be governed by the usual collegial processes contained in this Agreement, where practicable. That notwithstanding, where the Employer deems necessary exemptions to the Collective Agreement by virtue of the requirements and conditions of the external funding source, such exemptions are permissible only with the prior consent of the Association. The Association shall respond to such requests for consent within five (5) working days of receipt.

### **19.3 Standards for Appointment**

#### **19.3.1 Standards for Promotion to, or Appointment at, the Rank of Professor**

The candidate must hold a recognized PhD or equivalent. The candidate must have at least ten (10) years full-time university faculty membership, or at least five (5) years in the rank of Associate Professor, completed by the date of promotion.

**19.3.2 Standards for Promotion to, or Appointment at, the Rank of Associate Professor**

The candidate must hold a recognized PhD or equivalent. The candidate must have at least four (4) years of full-time university faculty membership in the rank of Assistant Professor completed by the date of promotion or appointment.

**19.3.3 Standards for Promotion to, or Appointment at, the Rank of Assistant Professor**

The successful candidate must hold a recognized PhD or equivalent.

**19.3.4 Standards for Promotion to, or Appointment at, the Rank of Professor, Teaching Stream**

The candidate shall hold a recognized PhD or equivalent. Where a terminal professional degree or credential, or special industrial, professional, or other experience that is highly valuable for teaching in their discipline is the principal requirement of the appointment as approved under Article 18.3 of this Agreement, such a degree, credential, or experience may be taken to satisfy the degree “equivalent” requirement.

The candidate shall have at least ten (10) years full-time university faculty membership, or at least five (5) years at the rank of Associate Professor, Teaching Stream completed by the date of promotion.

**19.3.5 Standards for Promotion to, or Appointment at, the Rank of Associate Professor, Teaching Stream**

The candidate shall hold a recognized PhD or equivalent. Where a terminal professional degree or credential, or special industrial, professional, or other experience that is highly valuable for teaching in their discipline is the principal requirement of the appointment as approved under Article 18.3 of this Agreement, such a degree, credential, or experience may be taken to satisfy the degree “equivalent” requirement.

The candidate shall have at least four (4) years of full-time university faculty membership at the rank of Assistant Professor, Teaching Stream completed by the date of promotion or appointment.

**19.3.6 Standards for Promotion to, or Appointment at, the Rank of Assistant Professor, Teaching Stream**

The candidate shall hold a recognized PhD or equivalent. Where a terminal professional degree or credential, or special industrial, professional, or other experience that is highly valuable for teaching in their discipline is the principal requirement of the appointment as approved under Article 18.3 of this Agreement, such a degree, credential, or experience may be taken to satisfy the degree “equivalent” requirement.

**19.3.7 Standards for Appointment to the Rank of Assistant Professor, Teaching Stream (Definite Term)**

The candidate shall hold at least a recognized Master’s degree or equivalent.

**19.3.8 Standards for Appointment to the Rank of Assistant Professor (Definite Term)**

The candidate shall hold a recognized PhD or equivalent.

**19.3.9 Standards for Appointment to the Rank of Instructor**

The candidate shall hold at least a recognized Master’s degree or equivalent and be in the final stages of PhD completion.

### **19.3.10 Standards for Promotion to, or Appointment at, the Rank of Librarian**

The candidate must hold a PhD in Information Studies/Library Science or equivalent; or must hold a recognized Master of Library Science or equivalent, and a second Master's degree in a subject field taught at St. Jerome's University and/or the University of Waterloo; and must have at least five (5) years of full-time tenured university service at the rank of Associate Librarian or equivalent.

### **19.3.11 Standards for Promotion to, or Appointment at, the Rank of Associate Librarian**

The candidate must hold a PhD in Information Studies/Library Science or equivalent; or must hold a recognized Master of Library Science or equivalent, and a second Master's degree in a subject field taught at St. Jerome's University and/or the University of Waterloo; and must have at least four (4) years of full-time university service at the rank of Assistant Librarian or equivalent.

### **19.3.12 Standards for Appointment to the Rank of Assistant Librarian**

The candidate must hold a recognized Master of Library Science or equivalent.

## **19.4 Procedures for Permanency and Promotion, Teaching Stream Appointments**

**19.4.1** Regular Assistant Professor, Teaching Stream Members in their probationary period shall have their progress reviewed once per academic year until the Member has applied for permanency, according to the following process:

- (a) The Chair shall meet with the Member to review their progress in meeting standards for permanency as established by the SJUSC;
- (b) Subsequent to each meeting, and no later than 1 June of each year, the Chair shall provide an assessment of the Member's progress to the VPAD;
- (c) The VPAD shall then prepare a letter outlining the Chair's assessment, and the assessment of the VPAD, of the Member's performance;
- (d) The letter shall be sent to the Member, no later than 15 June each year;
- (e) The Member shall submit a written response to the VPAD on or before 30 June of the same year.

**19.4.2** At least six (6) months prior to expiry of an Assistant Professor, Teaching Stream Member's probationary period, the Member shall submit to the VPAD a Case File to support an application for permanency. The Case File shall include:

- (a) a cover letter describing the applicant's relevant professional experiences and achievements;
- (b) a statement of teaching philosophy;
- (c) evidence of successful pedagogy;
- (d) an updated *curriculum vitae*;
- (e) evidence of service experience and contributions;

- (f) annual VPAD assessment letters and Member responses as described in Article 19.4.1 above; and
- (g) any other materials supporting the application.

**19.4.3** Applicants for permanency shall be observed for at least fifty (50) minutes in at least two (2) of the Member's teaching sessions. Each observation shall be made by two (2) elected members of the RTPC.

**19.4.4** The VPAD shall solicit a confidential letter of recommendation from the Department Chair and from the Chair of the corresponding UW department, where such department exists.

**19.4.5** The VPAD shall present the RTPC with the Member's Case File, along with the Department Chair's and, if applicable, the UW Department Chair's recommendations and the VPAD's summary of the Member's performance, for a recommendation whether to confer, deny, or defer permanency, according to the standards for permanency as established and amended from time to time by the SJUSC. The VPAD shall then present that recommendation to the President.

**19.4.6** The President shall present a recommendation for conferral of permanency, or deferral with an extension of the probationary period, to the Employer for a decision on the Member's application no later than the next scheduled meeting of the Board in the academic year in which the review occurs. The Employer shall not unreasonably reject the RTPC's recommendation. The President shall inform the Member of the decision, in writing, within seven (7) calendar days.

**19.4.7** Conferral of permanency shall result in the automatic expiry of the probationary period and promotion to the rank of Associate Professor, Teaching Stream. Denial or deferral of permanency prior to the normal expiry of the probationary period is not, in itself, a termination of appointment.

**19.4.8** Deferral of permanency shall carry with it, if applicable, an extension of the probationary period for a period of two (2) years from the year in which the application was made.

**19.4.9** Within seven (7) calendar days of a notification of a decision of deferral, or a first decision of denial, the VPAD shall meet with the Member to review the recommendation of the RTPC. The VPAD shall then prepare a letter summarizing this meeting, to be delivered within seven (7) calendar days. The Member shall submit a written response to the VPAD within thirty (30) calendar days. The VPAD letter and Member response shall take the place of the annual assessment letter and response described in Article 19.4.1 if no such letters are on file for the academic year in which the application has occurred; otherwise, the VPAD letter and Member response shall be added to the annual assessment letters and responses described in Article 19.4.1.

**19.4.10** A Member may not be considered for permanency more than twice.

## **19.5 Academic Staff Complement**

**19.5.1** For the purposes of this Article, the "Full-time Academic Staff Complement" shall be all Faculty and Member Librarians employed at the University, as defined in this Agreement; and all administrators holding the rank of Associate Dean or equivalent who have previously been Members of the Bargaining Unit; and shall exclude the President and the VPAD.

**19.5.2** The Employer shall maintain a Full-time Academic Staff Complement respecting the following thresholds:

- (a) Member Librarians: at least one (1);

- (b) Regular Tenure Stream Members and Instructors: at least twenty-nine (29), and at least eighty-two and one-half percent (82.5%) of the sum of all Regular Members and Instructors in the Full-time Academic Staff Complement; and
- (c) Definite Term Faculty, excluding Instructors: no more than three (3), or ten percent (10%) of the sum of all Regular Faculty Members, whichever is less.

**19.5.3** Excepted and excluded from calculation of complement and thresholds above shall be:

- (a) Definite Term Members appointed in respect of a Regular Faculty Member's sabbatical, leave, reduced workload arrangement under Article 25.14 or 25.15, or other temporary absence, the term of the appointment not to exceed the Regular Faculty Member's anticipated period of absence or workload reduction;
- (b) Definite Term Members appointed in accordance with Paragraph 16 of the Contract Academic Staff Collective Agreement, Memorandum of Settlement (2022), and any continuation of such terms;
- (c) Individuals excluded pursuant to Article 19.5.1 entering the Bargaining Unit, unless they joined the University as Members of the Bargaining Unit prior to being excluded pursuant to Article 19.5.1.

**19.5.4** The Employer shall make no Full-time Academic Staff Complement hire which would cause the Employer not to meet a threshold stipulated in this Article. Should the Full-time Academic Staff Complement cross a threshold stipulated in this Article as a result of retirement, resignation, or other termination of employment, the Employer shall make no Full-time Academic Staff hire in any category which does not contribute to meeting an unmet threshold except as allowed under Article 19.5.3.

**19.5.5** The Association agrees that no grievance shall be brought against the Employer under Article 19.5 unless and until the Association becomes aware of a breach or intent to breach Article 19.5.4.

## **Article 20 – Renewal, Tenure, and Promotions Committee (RTPC)**

### **20.1** Mandate

- (a) The Renewal, Tenure, and Promotions Committee (RTPC) is responsible for evaluating the performance of Members on matters assigned to it by this Agreement, in particular renewal of tenure-track appointments and applications for tenure and promotion.
- (b) At the request of the VPAD, the RTPC may provide advice on any other matter consistent with its mandate under the terms of this Agreement, including maintenance of standards for teaching/academic librarianship, scholarship, and service.

### **20.2** Membership

The RTPC is composed of the following membership:

- (a) VPAD (Chair) who is ineligible to vote except to break a tie;
- (b) Three (3) tenured Faculty Members with tenure or permanency, elected by the full-time academic staff of the SJUSC and a fourth tenured Member of the faculty elected by the full-time academic staff as an alternate to serve in cases of conflict of interest or if and when one of the three other Members is unable to serve; and

- (c) A voting member from the corresponding UW department, or, where none exists, from a relevant discipline, appointed by the Dean of the applicable UW Faculty.

All members of the RTPC must be present for votes, except in cases of conflict of interest, including as identified below.

### **20.3 Rules and Procedures**

- (a) The Chair of RTPC shall maintain a record of attendance, appearances, and recommendations, as well as a Case File in accordance with Article 38.
- (b) Any material submitted anonymously or not specifically naming the Applicant shall not be considered by the RTPC in its deliberations.
- (c) The deliberations of the RTPC shall be strictly confidential, except as otherwise permitted under this Agreement or required by law.
- (d) Prior to finalizing its recommendation, the RTPC may elect to interview the Applicant regarding any matters of substantial concern.
- (e) All recommendations on applications shall be in written form and include the reasons on which such recommendations were based.
- (f) Elected members of the RTPC shall sit for a maximum of two (2) consecutive three-year terms with an election being held to replace one position on an annual basis.

### **20.4 Conflict of interest**

- (a) The RTPC shall develop and promulgate conflict of interest guidelines.
- (b) Applicants and members of the RTPC are responsible for claiming or declaring a conflict of interest, should one exist.
- (c) Should an Applicant wish to assert that a conflict of interest exists, the Applicant must provide the VPAD with written reasons in support of such claim prior to submitting the application. The Applicant will not be allowed to assert such a claim once the RTPC has received the application unless relating to a post-application change in the composition of the RTPC.
- (d) A Member of the RTPC who is in conflict of interest shall be replaced by the committee alternate. If no committee alternate exists or can serve, the RTPC may proceed with a minimum of two (2) elected, tenured Members of the faculty.

## **Article 21 – Procedures for Tenure and Promotion**

### **21.1 Guidelines**

- (a) The granting of tenure to a tenure-track Assistant Professor carries with it appointment at the rank of Associate Professor.
- (b) When a Member applies for simultaneous tenure and promotion, they shall submit a single case file.
- (c) A denial of an early application for tenure, that is, an application made prior to the third year of a renewed tenure-track appointment, is not, in itself, a termination of appointment.

- (d) A Member may not be considered for tenure more than twice.
- (e) Members may challenge the denial of tenure or promotion pursuant to the grievance and arbitration articles of this Agreement.
- (f) Recommendations and decisions on promotion and tenure shall be of the following types:
  - i. Promotion: that promotion be granted or denied;
  - ii. Tenure: that tenure be granted, denied, or deferred.
- (g) A deferral of tenure shall carry with it an extension of the second probationary period of at least one (1) and not more than three (3) years, to be determined by the RTPC.
- (h) Within seven (7) calendar days of a notification of a decision of deferral, the VPAD shall meet with the Member to review the recommendation of the RTPC. The VPAD shall then prepare a letter summarizing this meeting, to be delivered to the Member within seven (7) calendar days. The Member shall submit a written response to the VPAD within thirty (30) calendar days. The VPAD letter and Member response shall take the place of the annual assessment letter and response described in Article 22.1 of this Agreement for the academic year in which the application has occurred, or, if these exist already, the VPAD letter and Member response shall constitute a supplementary annual assessment letter and response.
- (i) A Member who previously held a Teaching Stream appointment with permanency at the University, and has been denied for tenure, may revert to the last Teaching Stream rank held.

## 21.2 Timelines

- (a) A Member on a tenure-track appointment may be considered for tenure at any time after having completed three (3) years of full-time university faculty service in the rank of Assistant Professor or in an academic librarian rank. That notwithstanding, consideration normally occurs in the penultimate year of a second probationary appointment, that is, during the fifth full year of full-time employment at the University in the rank of Assistant Professor or Librarian.
- (b) Assistant Professors or Librarians in their second probationary contracts, who have grounds allowable under law or this Agreement (e.g., a leave), may submit a request for a contract extension to the VPAD. Requests for extensions shall not be unreasonably denied. Such extensions shall be limited to one (1) year or what is required by law.
- (c) A Member may apply for promotion from Associate to Full Professor with at least ten (10) years full-time university faculty membership, or at least four (4) years in the rank of Associate Professor.
- (d) Members shall notify the VPAD, in writing, of their intention to apply for tenure or promotion on or before 1 June. The VPAD shall meet with the candidate at the earliest mutual opportunity to verify eligibility to apply and review the process as governed by this Agreement.
- (e) Members shall submit their Case File in electronic form, together with a list of at least three (3) external assessors, to the VPAD on or before 15 July of the year in which the review is to take place.

- (f) Within ten (10) working days of the deadline for submission of the Case File, the VPAD, the Member, and a member of the RTPC shall meet and review the case file to ensure that the Member has included all pertinent material. In the event that the file is incomplete, the Member shall have ten (10) working days to submit the missing material, after which time the Case File shall be considered closed.
- (g) The RTPC shall make its recommendations in writing and submit them, together with a written statement of the supporting reasons on which each recommendation was based to the President, with a copy at the same time to the Member, on or before 15 February. Where the RTPC cannot reach a unanimous recommendation, the Chair will also submit a written report to the President summarizing the divergent opinions.
- (h) In the case of a recommendation for tenure and/or promotion, or for deferral with an extension of the probationary period, the President shall present the RTPC's recommendation to the Employer for a decision on the Member's application no later than 15 March, or the next scheduled meeting of the Board thereafter, of the academic year in which the review occurs. The Employer shall not unreasonably reject the RTPC's recommendation. The President shall inform the Member of the decision of the Employer, or in the case of denial or deferral, of the RTPC recommendation, in writing, within seven (7) calendar days of receiving such a decision or recommendation.
- (i) Where tenure and/or promotion is granted, the effective date shall be 1 July.

### **21.3 External Assessors**

- (a) When making a recommendation for tenure and/or promotion, the RTPC shall obtain assessments from three (3) external assessors, expert in the area(s) of the Member's scholarly activity. The RTPC shall choose assessors with due regard to the area(s) of scholarly activity/professional librarianship. Normally assessors for promotion to Professor shall hold the rank of Professor or equivalent.
- (b) The RTPC shall select three (3) assessors from a list composed of at least three (3) names submitted by the Member and at least three (3) names determined by the RTPC. The RTPC shall present the Member with its list of names. The Member may challenge, in writing to the committee, potential assessors for bias, apprehension of bias, conflict of interest, or unsuitability. If the Member and the RTPC cannot agree on a common pool of possible assessors, the RTPC shall select two (2) names from its list and (2) two names from the Member's list. In this case alone, the RTPC shall consult four (4) assessors rather than three (3). The RTPC's consideration and decision regarding external assessors shall be completed on or before 1 September.
- (c) The Chair of the RTPC shall instruct external assessors to examine the scholarship of the Member. Outside assessors will reasonably consider the weight and nature of the candidate's teaching/professional librarianship, service, and scholarship as in any North American university comparable to St. Jerome's University in the demands it makes on Members.
- (d) Assessors will normally be provided with the entirety of the member-provided sources of information referred to in Article 21.4.
- (e) Following communication of the RTPC's recommendation, the Member may request to review the external assessors' comments after all identifying marks have been removed.



#### 21.4 Member-Provided Sources of Information

In applying for tenure and/or promotion, Members shall prepare a Case File to demonstrate achievements in accordance with three (3) criteria: Teaching (Criterion 1A)/Professional Librarianship (Criterion 1B), Scholarship (Criterion 2), and Service (Criterion 3). The Case File shall include:

- (a) A cover letter including the candidate's summary and self-assessment of their achievements in teaching/professional librarianship, scholarship, and service;
- (b) An up-to-date *curriculum vitae*;
- (c) Evidence of career progression, including annual assessment letters and responses required under Article 22.1 of this Agreement;
- (d) A teaching portfolio (Criterion 1A) which may include:
  - i. A teaching philosophy statement, that is, explanatory material about aims and methods of teaching written and submitted by the candidate;
  - ii. Course descriptions, syllabi, bibliographies, or other material distributed in courses;
  - iii. Material descriptive of courses submitted to other bodies (e.g. departmental or University curriculum committees, clinical and/or professional organizations);
  - iv. Letters of reference from colleagues;
  - v. Results of student evaluations carried out in accordance with the University's course evaluation policy and procedures. Evaluation results administered independent of University-wide standardized student evaluation procedures may also be submitted; and
  - vi. Evidence of internal and/or external awards, publications, citations, presentations at colloquia, seminars, workshops, or conferences on teaching.
- (e) In the case of Librarian members, a librarianship portfolio (Criterion 1B) which may include:
  - i. A philosophy of librarianship statement, that is, explanatory material about aims and methods of professional librarianship written and submitted by the candidate;
  - ii. Evidence of teaching in library and information science, or related fields;
  - iii. Letters of reference from colleagues;
  - iv. Results of student evaluations carried out in accordance with the University's course evaluation policy and procedures. Evaluation results administered independent of University-wide standardized student evaluation procedures may also be submitted; and
  - v. Evidence of internal and/or external awards, publications, citations, presentations at colloquia, seminars, workshops, or conferences on librarianship or teaching.
- (f) A scholarship portfolio (Criterion 2) which may include:
  - i. An explanation of the candidate's research progress and program;

- ii. References and citations, and copies of printed or electronic publications, papers presented at scholarly conferences, and other materials selected by the candidate;
  - iii. "Publications" may include work formally accepted for publication by reputable journals or publishers, as well as book chapters in the candidate's discipline, in interdisciplinary journals, or in journals devoted to the scholarship of teaching and learning, as well as creative works and works published outside the candidate's discipline;
  - iv. In the case of librarians, "publications" may also include, but are not limited to, the organization and synthesis of existing knowledge, published or edited articles, bibliographies, books, book chapters, entries, reviews, and/or internet resources;
  - v. Citations by others in the field;
  - vi. Evidence of reception of grants, fellowships, or awards;
  - vii. Evidence of participation in funded research;
  - viii. Substantial creative works relevant to the discipline or scholarly field which have been made public;
  - ix. Documentary evidence of exemplary practice in professional fields, which may include written research, and policy or practice monographs; and
  - x. Evidence of service as a reviewer, referee, contributor, or editor for a professional or scholarly publication.
- (g) A service portfolio (Criterion 3) which may include:
- i. Evidence of active participation in the life of the University and/or the University of Waterloo, professionally related service in the community, and/or professional and/or scholarly organizations;
  - ii. Letters from colleagues, committee chairs, and/or supervisors;
  - iii. Annual and/or ad hoc reports; and
  - iv. News reports.

## **21.5 RTPC Solicited Sources of Information**

In reviewing the Member's application, the RTPC shall solicit only the following sources of confidential information:

- (a) Written input from the Department Chair or the Associate Chair for Undergraduate Studies of the corresponding UW department, if such a department exists, or, in the case of the librarian candidate, written input from the UW University Librarian;
- (b) A written evaluation of the candidate's teaching, service, and where possible, scholarship by their Department Chair or Program Director. Where this is not possible, the RTPC shall solicit a written assessment from the most recent available Department Chair, or in the case of the most senior Librarian Member, from the Associate Dean.

- (c) Faculty members applying for the rank of Associate Professor must be observed for at least fifty (50) minutes in at least two (2) of the Member's teaching sessions. Each observation shall be made by at least two (2) Members of the RTPC, excluding the VPAD;
- (d) Responses from the external assessors sought by the RTPC;
- (e) Feedback from students, gathered by members of the RTPC through interviews. Eligible students are those previously enrolled in a Member's course, or who have utilized the librarian candidate's services; the RTPC shall randomly and anonymously select three (3) to five (5) students who received a mark of seventy (70) or greater in one or more of the Member's classes to interview.

## **Article 22 – Renewal Process – Probationary Tenure-Track Appointment**

### **22.1**

- (a) The Department Chair shall meet the Member at least once per academic year in order to review the Member's progress in meeting the departmental and University standards for tenure as established by the SJUSC. Subsequent to each meeting the Chair shall meet with the VPAD to discuss each Member with probationary status. The VPAD will then prepare a letter outlining the Chair's assessment and assessing the Member's performance. The letter shall be sent to the Member no later than 15 June of the first and second years of the first probationary appointment and in each year of a second probationary appointment, until the Member applies for tenure.
- (b) The Member shall submit a written response to the letter to the VPAD on or before 30 June of the same year. The written assessment and the written response from the Member shall be included as evidence in the renewal, tenure, and/or promotion process.

**22.2** The Member's application for the renewal of a first probationary appointment must be made no later than 1 September of the final year of the first probationary term. The letter of application must be addressed to the VPAD and shall include a Renewal Case File demonstrating acceptable performance in progressing towards meeting the standards for tenure and promotion. The Renewal Case File shall outline accomplishments, as well as provide an indication of promise, in three (3) criteria: teaching, research, and service. The Member must supply a written self-assessment indicating their performance in each of these criteria and may supply other supporting documentation (per Article 21.4). The Member must also supply a current *curriculum vitae*.

### **22.3 RTPC Solicited Sources of Information**

- (a) The Member shall be observed for at least fifty (50) minutes in at least two (2) of the Member's teaching sessions. Each observation shall be made by at least two (2) Members of the RTPC, excluding the VPAD.
- (b) The relevant Department Chair or Program Director, or in the case of Librarian Members, the UW University Librarian or their delegate, or, if that is not possible, the Associate Dean, shall provide written input to the Chair of the RTPC assessing the Member's application for renewal, taking into account the Member's teaching, scholarship, and service since beginning the Member's first probationary contract and/or prior professional experience at St. Jerome's University.

**22.4** The Chair of the RTPC shall consult the RTPC on its recommendation for renewal. The Chair of the RTPC shall, on or before 1 December of the applicable fall term, communicate its written

recommendation to the President regarding renewal of the appointment. The Chair of the RTPC shall also send a copy of the recommendation to the Member and the relevant Department Chair.

- 22.5** The President shall inform the Member of their decision within two (2) weeks of receipt of the recommendation and no later than 15 December of the third year of the Member's probationary appointment.

### **Article 23 – Bargaining Status of Administrators**

- 23.1** Administrators are eligible for appointment to academic positions provided they meet the standards for academic appointments established pursuant to this Agreement.

**23.2**

- (a) A Member appointed to a position excluded by this Agreement shall, upon cessation of the contract, regardless of reason, retain their academic position and enter the Bargaining Unit. Any termination of the Member's academic appointment shall be in accordance with the terms of this Agreement.
- (b) The salary and benefits of an administrator entering or re-entering the Bargaining Unit shall be governed solely in accordance with the terms of this Agreement.
- (c) The Member's length of service for the purpose of this Agreement shall continue to accrue for the duration of such appointment for all relevant purposes, except sabbatical. Sabbatical credits may be used towards a sabbatical while outside the Bargaining Unit, but use of these credits must be documented to the Association in writing.

- 23.3** When the Employer appoints a Member to an administrative position excluded from the Bargaining Unit defined under this Agreement, the VPAD shall consult with the affected Department or Interdisciplinary Program to determine the appropriate resource allocation or reallocation. The VPAD shall normally reallocate resources to an academic Department or Program.

- 23.4** The Employer shall appoint administrators with rank, and award tenure and/or promotion, only in accordance with the criteria established in this Agreement upon recommendation of the RTPC acting reasonably.

### **Article 24 – Legal Liability and Travel Insurance**

- 24.1** The Employer shall maintain liability insurance applicable to civil claims against Members acting within the scope of their employment. Coverage is subject to the terms and conditions set out in the policy in effect at the time the claim is made. The policy and carrier are subject to change provided at least the following coverage is maintained:

- (a) A minimum of ten million dollars (\$10,000,000) in respect of eligible damages claims against the Member including those relating to negligence, property loss, personal injury, defamation, and slander; and
- (b) All reasonable and necessary legal costs personally incurred by the Member to a maximum of one hundred thousand dollars (\$100,000) per individual claim, subject to an annual aggregate Employer total of five hundred thousand dollars (\$500,000) *per annum*.

- 24.2** The Employer shall provide the Association with a copy of the insurance policy, and any amendments to such policy, including notification of any change in carrier.

**24.3** The Employer shall maintain travel accident insurance coverage for Members consistent with the University of Waterloo travel accident insurance policy referenced in UW Policy 31, section 3 (revised 2021).

## **Article 25 – Workload of Members**

### **25.1** General

**25.1.1** The full-time workload of Tenure Stream Members shall include teaching, research and creative activities, and service in proportions as governed by and varied in accordance with this Agreement.

**25.1.2** For Teaching Stream Members, the emphasis shall primarily be teaching and service in proportions and as governed by and varied in accordance with this Agreement.

**25.1.3** No Member shall be assigned specific research, creative activity, or external professional activities.

### **25.2** Teaching

**25.2.1** Teaching may include, without limitation:

- (a) giving courses; conducting seminars; guiding tutorials, laboratories, and studio work; fieldwork supervision; clinical supervision; professional course instruction; and individual study projects;
- (b) preparing, grading, and correcting assignments, tests, and examinations;
- (c) guiding the work of teaching assistants, graders, markers, and laboratory instructors;
- (d) guiding and evaluating students' individual work, such as theses and papers;
- (e) consulting with students outside of class or laboratory time;
- (f) participating in the development of teaching methods, programs, or course content;
- (g) writing textbooks, which also may constitute scholarly production/research;
- (h) preparing course outlines, instructional material, laboratory exercises, and course notes; and
- (i) all other activities in which the Member engages to prepare for teaching, including activities to ensure that the Member's teaching is in keeping with the current state of the subject taught.

**25.2.2** All Members shall adhere to teaching policies governing:

- (a) the preparation of, and adherence to, academic course syllabi;
- (b) the grading of student assignments;
- (c) the posting of reasonable office hours and the availability to meet with students; and
- (d) the submission of grades as required by departmental/program practice.

### **25.3 Research and Creative Activities**

Research and creative activities may take several equally valuable forms, some of which may be non-traditional. Forms of scholarship may differ from discipline to discipline, and scholar to scholar. Research and creative activities shall include but is not limited to the following:

- (a) writing, editing, and/or publishing:
  - i. books;
  - ii. chapters in books;
  - iii. textbooks;
  - iv. book reviews;
  - v. papers in journals; and
  - vi. papers in conference proceedings;
- (b) compiling and publishing bibliographies;
- (c) creating literary or artistic works;
- (d) engaging in the scholarship of teaching and learning;
- (e) receiving external research grants;
- (f) writing case studies; and
- (g) engaging in scholarship that digitizes content.

### **25.4 Service**

Service is an integral and valued part of academic life. No member should be required to perform service that is not in alignment with their expertise, rank, or position.

#### **25.4.1 Service shall include but is not limited to the following:**

- (a) chairing and participating in University committees;
- (b) chairing and participating in departmental committees;
- (c) developing academic programs;
- (d) directing academic programs;
- (e) taking an active role in professional associations and learned societies;
- (f) organizing and/or leading conferences, symposia, workshops, speaking events, public seminars, and other types of professional activities;
- (g) serving as a reviewer for journals, granting bodies, refereed conferences, and publishers;

- (h) serving on editorial boards, including for publishers, journals, conferences, conference proceedings;
- (i) representing the University at internal and/or external events and on external organizations;
- (j) mentoring colleagues; and
- (k) serving in administrative roles for the Employer, the University, and the Association.

**25.4.2** As part of service commitments, Members are expected to attend some University functions such as St. Jerome's University orientation events, St. Jerome's University graduation ceremony, spring and fall University of Waterloo Convocation, and the annual student recognition event.

## **25.5** Assignment of Teaching

**25.5.1** Department Chairs, in consultation with their Department Faculty Members and, where applicable with the Chair or delegate of the corresponding UW department or program, shall submit a teaching assignment recommendation for each Department Member to the VPAD. Chairs shall consider departmental curricular needs, and the expertise and individual preferences of Faculty Members. Librarian Members may be assigned to teaching with due consideration to workload as outlined in Article 25.8.1.

**25.5.2** The VPAD shall assign courses to Members after a consideration of the teaching assignment recommendation. In so doing, the VPAD shall ensure that there is an equitable distribution of teaching workload across the University and among Members of the Department. The VPAD's consideration of equitable distributions of workload shall include but not be limited to the following: number of undergraduate courses, number of graduate courses, where applicable, student-teacher ratios, number of thesis supervisions, number of graduate student supervisions, and number of directed readings courses, field courses, experiential learning courses, or other forms of teaching as defined in Article 25.2.1. The VPAD shall consult appropriately with the St. Jerome's University Chair on the assignment of teaching duties. In no case shall the VPAD make a teaching assignment for which a Member is not qualified.

## **25.6** Teaching Load of Members, Excluding Librarians

**25.6.1** Teaching Stream Members shall normally teach six (6) courses over a three-term academic year.

**25.6.2** Tenure Stream Members shall normally teach two (2) courses in one term and three (3) courses in another term of a three-term academic year. Any redistribution of a Member's normal two and three teaching load must be made with the Member's permission.

**25.6.3** A Member may make a request to the VPAD to teach below their expected load. If approved, such Member may enter a Course Credit deficit for a period not normally exceeding three (3) years. Any Course Credit earned while a deficit exists shall be automatically applied to such a deficit; otherwise, the Member may be required to teach above their expected load before the expiry of the three-year period.

**25.6.4** Members may be assigned one (1) additional course per year with the approval of the VPAD, on advice from the relevant Department Chair or Program Director. Any Member who teaches an additional course shall receive a Course Credit. No Member shall be required to teach an additional course.

**25.6.5** Members shall normally teach a minimum of two (2) courses every academic year.

**25.6.6** Tenure Stream Members shall be entitled to a Research and Professional Development Term, normally the Spring term, unless the Member agrees otherwise.

**25.6.7** Teaching Stream Members shall be entitled to one (1) term in six (6) with no assigned teaching. In the academic year in which the non-teaching term occurs, the Member's normal course load shall be distributed over the two other terms.

## **25.7** Course Credits

**25.7.1** Members may be granted Course Credits by the University in consideration of increased workload or achievement in research, administrative service, teaching, or professional activities, or as specified elsewhere in this Agreement.

**25.7.2** Members may request in writing, through their Department Chair, Course Credits in respect of temporary significant increases in workload. The Department Chair shall make a recommendation to the VPAD, who shall grant or deny the request.

Temporary significant increases in workload may include:

- (a) external professional administration or leadership in a national or international academic society;
- (b) exceptional administrative service on behalf of the University;
- (c) organization of a major conference or scholarly meeting;
- (d) editorship or guest editorship of a significant scholarly publication; and
- (e) a major short-term research activity.

**25.7.3** Generally Course Credits may be used as course releases in the years they are granted, or are reasonably anticipated to be granted. Alternatively, upon timely notification to the VPAD, a Member may redeem Course Credits for:

- (a) one (1) course release per Course Credit with notification normally during course scheduling for the next academic year, or at least ninety (90) days before the first day of the term in which the release is applied, unless agreed otherwise by the Member and the VPAD; or
- (b) one (1) Sessional Stipend per Course Credit, normally to be paid in the fiscal year the Credit is granted unless agreed otherwise by the Member and the VPAD. Course Credits granted in respect of research are not normally eligible for redemption for a Sessional Stipend; or
- (c) one (1) one-year (plus automatic extension year) Research and Professional Development Grant of ten thousand dollars (\$10,000) per Course Credit to be used for expense reimbursement in line with University policies, with notification normally on or before 20 November for a grant beginning the following 1 May; or
- (d) Only in the case of Librarian Members, release time equivalent to three and one-half (3.5) hours per week for one (1) term, the actual distribution of such to be agreed with the VPAD at least ninety (90) days before the start of term.



**25.7.4** A Member's unused Course Credits shall not expire, notwithstanding changes to rank, category of employment, or membership in the Bargaining Unit. Accumulated Course Credits shall have no cash value at the termination of employment with the University.

**25.7.5** A Member's unused accumulated Course Credits shall be reported to the Member on their annual compensation statement.

**25.8** Workload of Assistant Librarian, Associate Librarian, and Librarian Members

**25.8.1** The normal full-time workload of Librarian Members shall include:

- (a) The professional practice of academic librarianship, including management of library operations, the supervision of library staff and, when appropriate, teaching;
- (b) Scholarship and creative activities required to sustain the Member's teaching, research, and professional librarianship activities;
- (c) Active service participation in the life of the University and/or the University of Waterloo, professionally related service in the community, and/or professional and/or scholarly organizations. No Librarian Member can be assigned specific research, creative, scholarly, or external professional activities.

**25.8.2** Librarian Research and Service Time

Librarian Members shall have the right to devote up to twenty-five percent (25%) (approximately fifty-five [55] working days per academic year) of normal workload to the pursuit of research, study, educational, and other scholarly activities, unless otherwise agreed to in writing by the VPAD and the Librarian Member. The Employer agrees that Librarian workload shall allow for regular and sufficient uninterrupted time for the pursuit of research, study, educational, and other scholarly activities.

- (a) Librarian Members shall schedule research and service taking into account the operational needs of the Library.
- (b) The Librarian Members shall notify the VPAD of their anticipated schedules at the beginning of each term.

**25.8.3** The Library Advisory Committee

- (a) The Library Advisory Committee shall consist of:
  - i. All Librarian Members of any rank;
  - ii. One (1) (full) Professor;
  - iii. One (1) other Member normally holding tenure or permanency;
  - iv. Where possible, a Librarian appointed from an AFIW Library; and
  - v. Where possible, one (1) representative of the University of Waterloo Library.
- (b) The VPAD shall appoint a St. Jerome's University Librarian of any rank to Chair the Library Advisory Committee.

- (c) The Committee shall work through consensus in developing its recommendations, or, in the absence of consensus shall submit a majority and minority opinion.

#### **25.8.4 Librarianship Duties and Responsibilities**

The specific duties and responsibilities of professional librarianship shall be assigned by the VPAD over all three (3) terms in consultation with the librarians, and in accordance with the University's strategic and academic plans.

#### **25.9 Course Credits for External Research Grants**

**25.9.1** Members who are awarded external grant funding should normally secure a letter of support from the VPAD as part of the grant submission process at the University of Waterloo and should provide a copy of the award letter to the VPAD. Members who are collaborators on external research grants at other institutions should provide copies of award letters and grant documentation that details role in the project and amount of award to allow for application of this Article.

**25.9.2** Members designated as Applicant or co-Applicant (i.e., Principal Investigator, Project Director, co-Principal Investigator, co-Director, or equivalent) on an external grant valued in excess of twenty thousand dollars (\$20,000) shall receive one (1) Course Credit per twenty thousand dollars (\$20,000), limited to one (1) per year, over the duration of the grant period, including, where applicable, one (1) automatic extension year. A single year SSHRC Connection Grant shall be awarded one (1) Course Credit.

**25.9.3** In addition to Course Credits granted under Article 25.9.2 above, Members designated as Applicant or co-Applicant (i.e. Principal Investigator, Project Director, co-Principal Investigator, co-Director, or equivalent) on an external grant valued in excess of one hundred thousand dollars (\$100,000) shall receive one (1) Course Credit per twenty thousand dollars (\$20,000) over eighty thousand dollars (\$80,000), limited to one (1) per year, over the duration of the grant period, including, where applicable, one (1) automatic extension year.

**25.9.4** For Members designated as co-Applicant, co-Principal Investigator, co-Director, or equivalent, Course Credits granted under Article 25.9.2 shall be reduced to match the member's involvement in the grant project (e.g., as evidenced by the total number of investigators, team description, or the like).

**25.9.5** Members designated as Collaborator or equivalent may apply in writing to the VPAD for Course Credits in proportion to their involvement in the grant project upon notification of the award.

**25.9.6** Course Credits granted under Article 25.9 shall count as a form of matching funds on the part of the University, with a nominal value of ten thousand dollars (\$10,000) per Course Credit.

#### **25.10 Externally Funded Teaching Buy-Outs**

Members who have an external source of support (such as a secondment or a Killam Fellowship) that provides for a buy-out of teaching duties may be relieved of all teaching duties during all or part of an academic year.

#### **25.11 New Members**

Definite Term Members are not eligible for New Member benefits under this Article.

**25.11.1** Regular Faculty Members shall receive one (1) Course Credit in their first year of appointment as such at the University.

**25.11.2** The Employer shall provide each new Regular Faculty Member with a Start-Up Grant of three thousand dollars (\$3,000) to be utilized within twenty-four (24) months of the date of appointment.

**25.12 Teaching Support**

**25.12.1** The VPAD shall approve a budget annually for each Department for teaching supports, to be administered by the Chair of the Department in consultation with Members.

**25.12.2** Teaching supports shall normally be provided in the form of marking assistance and/or teaching assistance, in consultation with the Department Chair, and with due consideration of overall Member workload, total course enrolment, and the pedagogical requirements of the course.

**25.12.3** Notwithstanding the above, Members shall be entitled to teaching supports for any course in which enrolment exceeds sixty (60) students on the first day of the second week of classes; or teaching supports for at least one of two courses where enrolment exceeds a total of eighty-five (85) across the two courses on the first day of the second week of classes.

**25.12.4** Members shall be entitled to increased teaching supports for any course in which enrolment exceeds one hundred and seventy-five (175) students on the first day of the second week of classes.

**25.12.5** Requests for teaching supports shall normally be made through the Department Chair.

**25.13 Online Courses**

**25.13.1** Members may submit requests to prepare, re-prepare, and deliver online courses to their Department Chairs. Department Chairs may also invite Members to submit such requests. The Chair shall make a recommendation to the VPAD who shall approve or deny the request.

**25.13.2** Intellectual Property for teaching materials for online courses and the licence or assignation thereof shall be governed by Article 13 of this Agreement. No licence or Authorship Agreement established in accordance with Article 13 shall limit or waive any term established in Article 25.13.

**25.13.3** A Member who creates an online course shall have the right of first refusal to teach the course as created by the Member. Such right shall not extend to other online preparations with the same course number, or in-person deliveries of the course.

**25.13.4** To inform a teaching assignment recommendation, a Department Chair may consult a Member who created an online course as to the academic qualifications of a person being considered to deliver the course.

**25.13.5** A Member may request to make changes or updates to materials they created for online course. Such requests shall not be unreasonably denied.

**25.13.6** Members who develop a new online course approved under Article 25.13.1 shall receive one (1) Course Credit in the term in which the course is created.

**25.13.7** Members who re-prepare an online course shall receive one (1) Course Credit in the term in which the re-preparation occurs. For the purposes of this Article "re-preparation" shall mean substantial updating, replacement, or modification of course teaching materials, which shall be approved in advance by the VPAD under Article 25.13.1 above.

**25.13.8** Delivery of an online course shall be counted as one (1) course towards a Member's regular teaching workload.

**25.13.9** No Member shall be compelled to prepare, re-prepare, or deliver an online course.

**25.14** Temporary Reduced Workload

Definite Term Members are not eligible for the provisions of this Article.

**25.14.1** Members who have begun receiving pension payments in accordance with the Income Tax Act shall not be eligible for the pension related provisions in this Article.

**25.14.2** A Member may submit a request to the VPAD seeking a reduction in workload, not to exceed fifty percent (50%) of their normal workload as stipulated in Article 25.6. Such arrangements shall be for a defined period, not to exceed thirty-six (36) months unless otherwise agreed between the Member, the Employer, and the Association.

**25.14.3** The Employer shall endeavour to facilitate such requests. Members who wish to initiate a reduced workload arrangement shall meet with the VPAD to discuss particulars of such an arrangement, and a Human Resources representative to discuss pension and benefits implications consistent with the arrangements specified below. Members shall have the right to be accompanied by an Association representative.

**25.14.4** Any approved workload reduction arrangements shall continue for the term agreed to and are not terminable until the expiration of such arrangement, cessation of employment, and/or upon mutual consent.

**25.14.5** The denial of a request for workload reduction shall not be subject to the grievance and arbitration procedure under this Agreement except on the basis that the Employer's decision was made in a discriminatory, arbitrary, or bad faith manner.

**25.14.6** A Member working a reduced workload at pro-rated pay shall:

- (a) Continue as a Member of the Bargaining Unit;
- (b) Choose a percentage reduction in workload;
- (c) Receive a salary pro-rated according to the percentage reduction in each year, or over the period;
- (d) Earn sabbatical credits on a pro-rated basis, in accordance with Article 28.9.1; or earn ETR points according to their pro-rated normal load in accordance with Article 28.13.2, and consume ETR points in accordance with Article 28.13.3;
- (e) Accrue years of service toward permanency, tenure and promotion, on a pro-rated basis;
- (f) Receive, on a prorated basis, such additions to their nominal salary as shall be implemented, as a result of collective bargaining, from time to time during the period of reduced workload and shall be eligible to have PTR increments added to the nominal salary, also on a pro-rated basis;
- (g) Receive Professional Development funds pro-rated according to Article 34.3; and
- (h) Continue to have access to appropriate University services and facilities.

**25.14.7** Cost sharing arrangements shall be adjusted to match those for full-time appointments. Special pension and benefits arrangements, as outlined below, shall be implemented for approved temporary reduced workload arrangements:

- (a) Pension participation based on nominal full-time salary subject to Canada Revenue Agency limitations on the accumulation of pension service credit for time not worked. For greater clarity, in no case shall a Member accrue additional pension benefits during the reduced workload arrangement where the Member has reached the maximum limit on prescribed compensation under the Income Tax Regulations applicable to the pension plan (i.e. five [5] years of prescribed compensation during periods of temporary absences and reduced pay, plus up to three [3] years for periods of parenting related leaves), taking into account all periods of temporary absence and reduced pay during the Member's employment;
- (b) Extended Health Care and Dental coverage as if full time, subject to the terms and conditions applicable to any UW benefits;
- (c) Life Insurance premiums and benefits based on nominal full-time salary;
- (d) Vacation, sick leave as well as Long Term Disability premiums and benefits based on actual salary and reduced workload time commitment;
- (e) Paid holidays subject to Employment Standards regulations; and
- (f) Canada Pension Plan, Employment Insurance, and Workers' Compensation according to government regulations.

#### **25.15 Reduced Workload to Retirement**

Definite Term Members are not eligible for the provisions of this Article.

**25.15.1** To be eligible to request a reduced workload to retirement arrangement, Members must be at least fifty-two (52) years of age with completion of at least ten (10) years of continuous St. Jerome's University service in a full-time regular ongoing position, in Definite Term/temporary consecutive contracts whose lengths are a minimum of one (1) year, or a combination thereof, prior to the commencement of the arrangement. Approved leaves of absence, maternity/parental leaves and sick leave/Long Term Disability shall not be deemed as interruptions in service for purposes of this Article.

**25.15.2** Reduced workload to retirement arrangements at up to fifty percent (50%) workload shall be for a maximum of ten (10) years, or to the person's seventy-first (71st) birthday, whichever comes first. Members over the age of seventy (70) may participate in these arrangements but the provisions related to pension do not apply.

**25.15.3** Members who wish to initiate a reduced workload arrangement shall meet with the VPAD to discuss particulars of such an arrangement, and a Human Resources representative to discuss any pension and benefits implications consistent with the arrangements specified below. The Members shall have the right to be accompanied by an Association representative.

**25.15.4** Requests for a reduced workload arrangement shall be made in writing to the VPAD by 1 January of the calendar year in which the reduced workload to retirement arrangement is proposed to begin and shall specify the retirement date at the end of the arrangement and the percentage(s) of workload reduction applicable in each year of the arrangement, to be agreed between the Member and the VPAD.

**25.15.5** Once formally accepted by the Member, the mutually agreed upon and approved retirement date shall be irrevocable and may only be altered by mutual agreement. If the Member has entered into an arrangement under Article 30.2, the declared retirement date under the reduced workload to retirement arrangement must be the same.

**25.15.6** Requests for such arrangements shall not be unreasonably denied. If not granted, a Member is entitled to receive a written explanation of the decision, if so requested, with a copy of such explanation provided to the Association.

**25.15.7** The VPAD shall confirm details of the arrangement in writing to the Member and to the Department Chair; expectations under the arrangement will be specified in the letter. A copy of the letter confirming details of the arrangement, and a copy of the revised appointment letter, shall be provided to the Association.

**25.15.8** Members on reduced workload to retirement shall be entitled to:

- (a) Continue as a Member of the Bargaining Unit;
- (b) Receive a salary, pro-rated annually according to the percentage reduction in workload in each year, over the period;
- (c) Earn sabbatical credits, and take a sabbatical, in accordance with Article 28.9.2; or earn ETR points according to their pro-rated normal load in accordance with Article 28.13.2, and consume ETR points in accordance with Article 28.13.3 or 28.13.5;
- (d) Receive, on a pro-rated basis, such additions to their nominal salary as shall be implemented, as a result of collective bargaining, from time to time during the period of reduced workload and shall be eligible to have PTR increments added to the nominal salary, also on a pro-rated basis;
- (e) Receive Professional Development funds pro-rated according to Article 34.3; and
- (f) Continue to have access to appropriate University services and facilities.

**25.15.9** Cost sharing arrangements shall be as provided in Article 25.14.7 above.

**25.16** Annual Activity Report

Each Academic Staff Member shall submit to the VPAD an Annual Activity Report by 1 July of each year. The Annual Activity Report shall document activities for the period from the previous 1 July to 30 June. The Annual Activity Report shall include activities relating to teaching/professional librarianship, scholarship, and service. Members shall also submit an updated *curriculum vitae* with the Annual Activity Report.

**25.17** Secondment

- (a) Where Members are seconded to the University of Waterloo, or other institutions, their rights, benefits, and obligations will continue to be determined in accordance with this Agreement. The VPAD shall notify the Association in writing of all such secondments, including the nature of the responsibility, the duration of the secondment, and workload during such secondment.
- (b) No Member may be obliged to accept a secondment to the University of Waterloo or to any other institution.

## **Article 26 – Department Chairs**

### **26.1 Eligibility**

**26.1.1** A Department Chair shall normally be a Regular Faculty Member with tenure or permanency. Members on Definite Term appointments are ineligible to serve as Department Chairs.

**26.1.2** Where a department has no Member with tenure or permanency willing or able to serve as Department Chair, then the VPAD, in consultation with the Department Members, shall appoint a Regular Faculty Member on a pre-tenure or probationary appointment as Acting Chair for a term of one (1) year. If none is willing to serve, then the VPAD, in consultation with the Department Members, shall appoint a tenured member from another department.

**26.2** Departments of three (3) or more Regular Faculty Members shall conduct a vote to nominate their Chair and present such recommendation for approval by the VPAD. For all other departments, the Chair will be appointed by the VPAD after consultation with the Department's Regular Faculty Members.

**26.3** Department Chairs shall serve a fixed term of three (3) years, with a possibility for appointment to one (1) further consecutive term after another election or consultation by the VPAD, as the case may be.

**26.4** In their capacity as full voting members of the Academic Committee, Department Chairs exercise academic leadership for the University. Department Chairs discharge various responsibilities related to their leadership and coordination of departmental activities, including the following:

- (a) To represent the Department's interests within the University;
- (b) To attend the meetings of the Academic Committee, to consult with Department Members about matters facing Academic Committee, and to report back to Department Members on the business of Academic Committee;
- (c) To hold regular department meetings, at least once per term in the Fall and Winter, and submit minutes from such meetings to the VPAD;
- (d) To ensure, after consultation with the Department Members, that proposals requiring approval of the appropriate academic bodies are brought forward;
- (e) To consult with the Department Members in preparing an academic plan regarding teaching assistant and research assistant support, new courses, future hires, curriculum development, and all other departmental and academic matters;
- (f) To collaborate with Department Members to establish the departmental budget and submit such budget to the VPAD;
- (g) To advise students and coordinate student advising on academic matters within their departments and to deal with student concerns;
- (h) To chair search committees within their Department;
- (i) To meet with and mentor junior colleagues including those serving in Definite Term appointments; and
- (j) To perform those duties assigned to Department Chairs under this Agreement.

- 26.5** Chairs and Directors of Interdisciplinary Programs shall receive compensation on the following basis:
- 26.5.1** Chairs of departments with high administrative loads shall receive per year of service: one (1) Course Credit, to be granted at the start of each year of service; and one (1) sabbatical credit (for Tenure Stream Members) or eight (8) ETR points (for Teaching Stream Members), to be granted at the end of each year of service.
- 26.5.2** Chairs of all other departments and Directors of Programs shall receive per three-year term of appointment: one (1) Course Credit, to be granted at the start of the appointment term; and one (1) sabbatical credit (for Tenure Stream Members) or eight (8) ETR points (for Teaching Stream Members), to be granted at the end of the appointment term.
- 26.5.3** Pre-tenure and Pre-Permanency Chairs or Directors (appointed under Article 26.1.2) shall receive per one-year term of appointment: one (1) Course Credit, to be granted at the start of the appointment term; and one (1) sabbatical credit (for Tenure Stream Members) or eight (8) ETR points (for Teaching Stream Members), to be granted at the end of the appointment term.
- 26.6** If the Department Chair/Program Director is on a leave of absence or otherwise unable to fulfill the duties of Chair/Director for a period equal to one (1) academic term or longer, the Department/Program shall consult and make a recommendation to the VPAD for the appointment of an Acting Chair/Director. The Acting Chair/Director shall receive compensation on a pro-rata basis.
- 26.7** The VPAD shall not normally serve as Acting Chair/Director.
- 26.8** When a Department Chair/Program Director is on a leave, their term shall be extended by an equal length of time.

## **Article 27 – Working Conditions**

- 27.1** The Employer shall provide each Member with a furnished, private, single-occupancy office containing office supplies, services, equipment, computer, laser printer, and licenced software as are reasonably necessary for Members to perform their duties and responsibilities.
- 27.2** The Employer shall replace the Member's office computer with a new one at least once every five (5) years and provide notice of such replacement at least six (6) months in advance. The Employer will make available to Members the date of their last computer replacement.
- 27.3** The Employer shall also provide information technology services to the Member as are reasonably necessary to support Members in performing their duties and responsibilities.
- 27.4** The Employer shall maintain the preferred meal rate program and limited beverage service for Members.
- 27.5** Parking
- 27.5.1** Monthly Parking. The Employer shall establish a parking rate for Members at a cost of no more than ninety percent (90%) of the monthly rate in effect from time to time and charged by the University of Waterloo.
- 27.5.2** Single-Entry Parking. Members shall have access to single-entry parking at the standard daily rate subject to availability.



- 27.6** To further assist Members with the performance of their individual duties and responsibilities, the Employer shall provide Members with:
- (a) Photocopier and library access;
  - (b) A secure mailbox;
  - (c) Mail services; and
  - (d) Administrative assistance equivalent to a combined Bargaining Unit total averaging twenty-five (25) hours per week.

## **Article 28 – Sabbaticals and Earned Teaching Relief**

- 28.1** Sabbaticals are intended to assist Members in scholarly and pedagogical pursuits beneficial to the individual and to the University: advanced study, research, scholarly writing, and the widening of professional contacts.
- 28.2** Teaching Stream and Definite Term Members are not eligible to earn sabbatical credits. Periods of time when a Member has a leave with/without pay, except as required by the *Employment Standards Act* (2000), shall not count toward eligibility for a subsequent sabbatical, nor shall a sabbatical be taken while a Member is on leave.
- 28.3** Sabbaticals may be granted for a consecutive period of either six (6) months or twelve (12) months during which period the Employer shall maintain the Member's benefits at their normal level. The Employer may only grant a Member one (1) sabbatical in the period between 1 July through 30 June unless the VPAD approves otherwise in accordance with Article 28.12.
- 28.4** Calculating Sabbatical
- 28.4.1** Regular Tenure Stream Members shall receive one (1) sabbatical credit for each full year of service at the University as a Member of the Bargaining Unit.
- 28.4.2** Sabbatical credits shall not expire and shall be retained in cases where a member is promoted or appointed to a different rank within the University.
- 28.5** Full-Year Sabbatical
- 28.5.1** A Full-Year Sabbatical shall mean the Member has no assigned teaching or service duties at the University for three (3) consecutive terms normally beginning 1 July and ending 30 June. In the case of Librarian Members, the equivalent twelve (12) month sabbatical need not coincide with teaching terms. The Employer will continue salary payments to the Member, subject to the terms outlined below.
- 28.5.2** A Member may apply for a Full-Year Sabbatical with the accumulation of a minimum of six (6) sabbatical credits. A Member may request:
- (a) With six (6) sabbatical credits, a full-year sabbatical at eighty-five percent (85%) salary, which consumes six (6) credits;
  - (b) With seven (7) sabbatical credits, a full-year sabbatical at ninety percent (90%) salary, which consumes seven (7) sabbatical credits;
  - (c) With eight (8) sabbatical credits, a full-year sabbatical at one hundred percent (100%) salary, which consumes eight (8) sabbatical credits.

## **28.6 Half-Year Sabbatical**

**28.6.1** A Half-Year Sabbatical shall mean the Member has no assigned teaching or service duties at the University for one and one-half (1.5) consecutive terms out of three (3), normally to coincide with the six (6) months between 1 January and 30 June, or 1 July and 31 December. Remaining teaching or service duties shall be assigned in the remaining term. The Employer will continue salary payments to the Member, subject to the terms outlined below.

**28.6.2** A Member may apply for a Half-Year Sabbatical with the accumulation of at least three (3) sabbatical credits. A Member may request:

- (a) With three (3) sabbatical credits, a half-year sabbatical at eighty-five percent (85%) salary, which consumes three (3) sabbatical credits;
- (b) With four (4) sabbatical credits, a half-year sabbatical at one hundred percent (100%) salary, which consumes four (4) sabbatical credits.

**28.6.3** Where a Member's normal teaching load is not evenly divisible by two (2), sequential Half-Year Sabbaticals shall normally not give rise to course reductions exceeding the normal load of the Member (e.g., a three [3] course release sabbatical should be followed by a two [2] course release sabbatical or vice versa for a Member who normally has a five [5] course load).

## **28.7 First Half-Year Sabbatical**

A Member who was appointed at a pre-tenure or probationary rank shall be entitled to take their first sabbatical as a Half-Year Sabbatical at one hundred percent (100%) salary, which shall consume three (3) sabbatical credits.

## **28.8 Unused Sabbatical Credits**

Unused sabbatical credits shall continue to accumulate throughout a Member's career until retirement, resignation, or other termination of employment; however, they shall not be translated into salary equivalents.

## **28.9 Sabbatical Credits for Reduced Load Appointments**

**28.9.1** Sabbatical credits for a Member on a Temporary Reduced Workload under Article 25.14 shall accrue on a pro-rated basis according to the agreed reduction in workload. A sabbatical may not be taken during such reduced workload arrangements.

**28.9.2** Sabbatical credits for a Member on a Reduced Workload to Retirement under Article 25.15 shall accrue at the normal rate and may be consumed as normally provided for under this Article.

## **28.10 Sabbatical Credit for Fellowship Holders**

A Member who receives a national or international fellowship may submit a special sabbatical application to facilitate research. The Employer may grant such a special sabbatical application on the abbreviated accumulation period.

## **28.11 Procedures**

**28.11.1** A member shall apply for a sabbatical in writing to their Department Chair, or in the case of Department Chairs or Librarian Members to the Associate Dean, normally twelve (12) months and no later than eight (8) months prior to the proposed commencement of the sabbatical. Application letters shall include:

- (a) The Member's current *curriculum vitae*;
- (b) The professional reason(s) for the application;
- (c) The proposed sabbatical agenda with expected outcomes;
- (d) Ways in which the sabbatical agenda could benefit scholarship and/or teaching at the University;
- (e) The status of any scholarly projects undertaken in the previous sabbatical (where applicable);
- (f) Any relevant external funding applications;
- (g) The percentage-of-salary level expected during the sabbatical as well as the number of sabbatical credits to be consumed; and
- (h) The dates of the intended sabbatical.

**28.11.2** Within two (2) weeks of receipt of the Member's application, the Department Chair or Associate Dean shall forward the application to the VPAD with a letter evaluating the application's merits including its impact on the programming needs of the Department.

**28.11.3** The VPAD shall complete a review of all applications and approve, defer, or deny each sabbatical. The VPAD shall communicate their decision to the Member in writing, with a copy to the Association, normally within sixty (60) days of the Department Chair or Associate Dean receiving a sabbatical application.

**28.11.4** Should a Member wish to appeal the decision of the VPAD to deny a sabbatical, the Member shall, within fifteen (15) days following the receipt of the communication from the VPAD, request a meeting with the President, whereupon the Member shall present their reasons for a sabbatical approval based on the academic merits of the application. The Member shall have the right to be accompanied by a Member of their choice. In such cases, the President shall render a final decision to approve, defer, or deny the sabbatical. The President shall communicate their decision to the Member in writing, with a copy to the Association, normally within thirty (30) days of the meeting with the Member.

**28.11.5** Within sixty (60) days of the sabbatical's end, the Member shall submit a written report to the VPAD outlining progress on the proposed sabbatical agenda.

## **28.12** Consecutive Sabbaticals

Members shall normally be required to return to regular duties for a period equal in length to the latest sabbatical before they become eligible for their next sabbatical. A Member may submit a request in writing to the VPAD to waive this requirement, which shall be at the sole discretion of the Employer and not subject to the grievance and arbitration procedure.

## **28.13** Earned Teaching Relief (ETR) for Teaching Stream Members

Tenure Stream and Definite Term Members are not eligible for the provisions of this Article.

**28.13.1** Earned Teaching Relief provides probationary and permanent Teaching Stream Members with course reductions to assist in reviewing and revising courses, improving pedagogy, keeping current with and making contributions to scholarship in their teaching field(s) and/or researching and contributing to the scholarship of teaching and learning.

**28.13.2** Teaching Stream Members shall earn ETR points equal to their normal annual teaching load, less any ETR course reductions received under this Article in the same year. ETR points shall accrue termly and shall be reported to the Member annually.

**28.13.3** ETR points may be redeemed for course reductions at a rate of ten (10) ETR points per one (1) course reduction. Members shall inform their Chair of their intention to redeem ETR points for course reductions, normally during the annual course scheduling period, and no later than 1 January of the preceding Academic Year.

**28.13.4** Members who receive two (2) or fewer ETR course reductions in an Academic Year shall receive their full one hundred percent (100%) salary and benefits and shall maintain their committee memberships and other service commitments to the University.

**28.13.5** Members who wish to receive ETR course reductions in one (1) Academic Year equal to half or all of their normal load (i.e. three [3] or six [6] courses) shall follow the sabbatical provisions and procedures of this Article, and shall have ETR points converted to sabbatical credits and consumed as follows:

- (a) With twenty-four (24) ETR points, a three (3) credit Half-Year Sabbatical (under Article 28.6) at eighty-five percent (85%) salary; or a First Half-Year Sabbatical (under Article 28.7) at one hundred percent (100%) salary if they have never taken an equivalent leave.
- (b) With thirty (30) ETR points, a four (4) credit Half-Year Sabbatical (under Article 28.6) at one hundred percent (100%) salary;
- (c) With forty-eight (48) ETR points, a six (6) credit Full-Year Sabbatical (under Article 28.5) at eighty-five percent (85%) salary;
- (d) With fifty-four (54) ETR points, a seven (7) credit Full-Year Sabbatical (under Article 28.5) at ninety percent (90%) salary;
- (e) With sixty (60) ETR points, an eight (8) credit Full-Year Sabbatical (under Article 28.5) at one hundred percent (100%) salary.

## **Article 29 – Leaves of Absence**

**29.1** Entitlement to Leaves of Absence shall be determined in accordance with UW policy applicable to Members as may be in effect at the relevant time. Eligibility for such leaves shall be determined by the Employer, in accordance with such policy and applicable legislation.

**29.2** The Employer agrees to comply with the following UW policies regarding leaves of absence not otherwise provided for in this Agreement:

- (a) UW Policy 14 (Pregnancy and Parental Leaves including Adoption), subject to the processes of St. Jerome's University HR and University of Waterloo HR, where applicable;
- (b) UW Policy 38 (Paid Holidays); and
- (c) Compassionate Care Leave and Bereavement Leave as set out in Article 4 of the Memorandum of Salary Settlement between the University of Waterloo and the Faculty Association of the University of Waterloo (FAUW), 1 May 2021-30 April 2024.

**29.3** Members may request an unpaid leave of absence of a fixed duration, upon consultation with their Department Chair and with the approval of the VPAD (such consent shall not be unreasonably withheld).

#### **29.4 Jury and Witness Duty**

If a Member is required to serve as a juror in any court of law, or is required to attend as a witness in a court proceeding in which the Crown is a party, or is required by subpoena to attend a court of law, the Member shall not suffer loss of salary because of such attendance provided that the Member provides to the Employer:

- (a) Notification immediately upon receiving notification that they will be required to attend at a court;
- (b) Proof of service requiring the Member's attendance; and
- (c) The full amount of compensation received excluding mileage, travelling and meal allowances, and an official receipt thereof.

**29.5** A Member whose probationary or Definite Term appointment is interrupted by a leave of absence in excess of four (4) months shall have such appointment extended by the duration of the leave of absence up to a period of time no longer than the original probationary or Definite Term appointment.

### **Article 30 – Retirement and Resignation from Employment**

**30.1** The Parties encourage Members who are resigning or retiring from employment to provide at least six (6) months' notice to the Employer prior to the effective date to facilitate institutional planning.

**30.2** Conversion of Vacation Entitlement Prior to Retirement at Age 71 or Earlier

- (a) Under the conditions set out below, a Member may opt to convert (the "Conversion Option") one (1) week of annual vacation entitlement in each year preceding retirement (to a maximum of three [3]) into a one-time two percent (2%) salary increase based on the Member's salary in the immediately preceding salary year. The two percent (2%) increase will be calculated on the Member's base salary immediately prior to the start of the salary year during which it takes effect. Both the salary increase and the reduction in vacation will be ongoing until the Member's retirement date.
- (b) The Member shall submit the Conversion Option to the Employer within three (3) years of their retirement date. The latest eligibility date for the Conversion Option shall be the Member's seventieth (70th) birthday, with a retirement date no later than the end of the academic term (i.e., either 30 April, 31 August, or 31 December) during which the Member turns seventy-one (71).
- (c) Where the Member notifies the Employer prior to the earliest eligibility date, the two percent (2%) salary increase shall take effect on the earliest eligibility date (three [3] years prior to the retirement date). Where the Member notifies the Employer after the earliest eligibility date, the two percent (2%) salary increase shall take effect on the first day of the month following such notification.

**30.3** Emeritus/a Status

A lifetime award of Professor Emeritus/a, Lecturer Emeritus/a, or Librarian Emeritus/a shall be bestowed upon a Member, regardless of rank, where the Member retires from employment, normally after fifteen (15) years or more of service with the Employer. In exceptional circumstances, the Employer may also bestow such award on a Member with a lesser period of service. This status accords such Members the following post-retirement benefits:

- (a) University affiliation for external research and grant application purposes, including the use of the University letterhead and business cards;
- (b) Inclusion on the University website;
- (c) Access to University library;
- (d) Tuition fee waivers as set out in Article 37; and
- (e) Certain other privileges as may be accorded through any comparable status at or through the University of Waterloo from time to time.

In addition, retired Members may apply to the VPAD for access to:

- (a) Office space; and
- (b) Access to University supports of mail, photocopying, IT support, and internet connection.

### **Article 31 – Vacation**

- 31.1** The annual vacation entitlement for Members with an appointment duration of one (1) year or more shall be twenty (20) working days during each of the first ten (10) years of employment. The annual entitlement shall increase to twenty-five (25) working days in the earlier of the eleventh year of employment or the fifth year prior to the Member’s normal retirement date.
- 31.2** Vacation shall be scheduled at times mutually agreed upon by the Member and their Department Chair, or, in the case of the Department Chair or Librarian Member, the VPAD.
- 31.3** Vacation entitlement shall be exhausted during the year, normally 1 July to 30 June, unless mutually agreed upon between the Member and the Employer. Vacation entitlement shall be exhausted prior to termination or retirement.

### **Article 32 – Health, Welfare, and Pension Benefits**

- 32.1** The Employer shall remit premiums and/or matching contributions to the University of Waterloo in order to maintain, health, welfare, and pension benefits through the University of Waterloo Member Benefit Plan (see the University of Waterloo and FAUW Memorandum of Agreement, Pension and Benefits, Article 11), as amended from time to time.
- 32.2** The Employer shall maintain the Unregistered Plan (Private Pension Fund).
- 32.3** The Employer agrees to make representations on behalf of any Member contesting a denial of benefits under Article 32.1.

### **Article 33 – Payment of Moving Expenses and Travel Allowances to Newly Appointed Members**

- 33.1** The Employer shall reimburse newly appointed Members on a term of two (2) or more years for the costs incurred by the appointee and their immediate family:
  - (a) from more than fifty (50) kilometers to within fifty (50) kilometers of the University; or
  - (b) from more than one hundred and fifty (150) kilometers of the University to within one hundred and fifty (150) kilometers of the University.

- 33.2** Moving costs shall be reimbursed to a maximum of ten thousand dollars (\$10,000). Reimbursement is subject to the terms of the University Expenses policy and Canada Revenue Agency regulations and must be submitted within the first ninety (90) days of employment.
- 33.3** If a Member voluntarily leaves the Employer before the expiry of two (2) years from the effective date of appointment, the Member will be required to refund a portion of any moving and/or travel expenses reimbursed. This amount may be deducted from the final salary payment. The amount will be calculated on the basis of 1/24 of the allowance for each month of the two-year period not yet served.

#### **Article 34 – Professional Development (PD) Reimbursement Plan**

- 34.1** The Employer shall provide Members annually with an annual professional development allowance to defray expenses accrued in professional pursuits. All claims must adhere to Canada Revenue Agency guidelines regarding accepted professional expense claims.
- 34.2** The annual PD allowance per Member shall be four thousand two hundred and six dollars (\$4,206), effective May 2023; and shall be increased annually by the year over year percentage change in the All Items - Ontario CPI as reported by Statistics Canada, averaged over the period January to December of the previous year and rounded to one decimal place.
- 34.3** Members on reduced load and Members who begin or terminate their employment partway through a fiscal year shall be eligible for the PD allowance, normally on a prorated basis.
- 34.4** A Member's unspent PD allowance shall be carried over to the next fiscal year, up to a ceiling of one hundred and fifty percent (150%) of the next year's PD allowance.
- 34.5** A Member who resigns or retires shall forfeit any unspent PD allowance when their employment terminates.

#### **Article 35 – Travel**

The Employer shall reimburse Members for approved expenses incurred while travelling on University business as per the University's policy on Expenses.

#### **Article 36 – Member Salary**

- 36.1** The Employer shall administer Member salaries by reference to the floors and thresholds applicable to the Memorandum of Agreement negotiated between the University of Waterloo and FAUW, as amended from time to time, unless otherwise modified by this Agreement.
- (a) Regular Teaching Stream Member salary references shall be one hundred percent (100%) of the floor and thresholds applicable to the corresponding Tenure Stream rank.
  - (b) Definite Term Member salary references shall be eighty-five percent (85%) of the floor and thresholds applicable to the Regular Assistant Professor rank.
  - (c) Librarian Member floors shall be seventy-five percent (75%) of the floors applicable to Regular Faculty Members.
  - (d) Should FAUW and the University of Waterloo implement a market adjustment in a given year, such an adjustment shall be applied to Member salaries.

### **36.2 Scale Increase**

Prior to the application of the Progression Through the Ranks set out in Article 36.3, Member salaries shall be subject to a Scale Adjustment equal to the greater of: (a) the Waterloo-FAUW scale; (b) two percent (2%); or (c) the year over year percentage change in the All Items - Ontario CPI over the period January to December as calculated by Statistics Canada up to two and three-quarters percent (2.75%).

### **36.3 Progression Through the Ranks (PTR)**

Members shall be eligible for an annual PTR increase equal to one and one-tenth (1.1) times the Waterloo-FAUW Selective Increase Unit (SIU).

The applicable PTR shall be added to the Member's base salary, except as follows:

- (a) Members with a base salary in the previous fiscal year at or above T1 shall receive fifty percent (50%) of the annual PTR as an adjustment to base salary.
- (b) Members with a base salary in the previous fiscal year at or above T2 shall receive twenty-five percent (25%) of the annual PTR as an adjustment to base salary.

**36.4** A new Member's PTR shall be pro-rated based on their date of hire into the Bargaining Unit.

**36.5** The Employer shall provide each Member annually, on or before 30 June, a letter confirming the Member's salary, Professional Development allowance, accumulated sabbatical credits or ETR points, and accumulated Course Credits.

## **Article 37 – Tuition Benefits**

Members are eligible for the Tuition Benefit as set out in Policy 24 at the University of Waterloo.

## **Article 38 – Confidential Human Resources, Dean's, and Case Files**

### **38.1 Confidential Human Resources File**

- (a) The Employer shall maintain individual Confidential Human Resources Files to track Member employment status. The files will be maintained in a secure location within the Human Resources Department and include the following information relating to employment:
  - i. Original application for employment;
  - ii. Original letter of appointment;
  - iii. Correspondence relating to probation, tenure, promotion, and permanency;
  - iv. Formal counselling and/or disciplinary notations arising under this Agreement;
  - v. Information relating to accommodation and absence management;
  - vi. Information relating to claims under the Workplace Safety and Insurance Act; and
  - vii. Any other employment-related documents provided the subject Member is notified in writing and copied on the addition at least twenty-four (24) hours in advance of filing.



- (b) Removal of Disciplinary Notations from Confidential Human Resources File
  - i. For Members who have worked less than thirty-six (36) months for the Employer, any material relating to disciplinary action taken against such Member shall be removed from the Confidential Human Resources File after thirty-six (36) months of active service without further disciplinary incident.
  - ii. For Members who have worked more than thirty-six (36) months for the Employer, any material relating to disciplinary action taken against such Member shall be removed from the Confidential Human Resources File after twenty-four (24) months of active service without further disciplinary incident.
  - iii. For the purpose of this Article, time spent on any leave of absence from teaching duties, excluding sabbatical, does not count towards the accrual of active service.

**38.2 Confidential Dean's File**

Documents and materials used by the VPAD to track Members' teaching load and decanal correspondence shall be maintained in a Confidential Dean's File securely maintained in the Dean's office.

**38.3 Access to Confidential Dean's File and Human Resources File**

- (a) Members shall have a right to review the foregoing files during regular business hours. The Employer shall normally, within three (3) business days of such request, make the file available for the Member's review. The Member may obtain copies of the information contained in such file, append written comments thereto and, space permitting, additional relevant documentation or reference to such material.
- (b) The Employer shall limit access to the foregoing files to the President, VPAD, Dean's Assistant, and to the Human Resources staff, except on the Member's written consent, by law, or pursuant to proceedings commenced under this Agreement.

**38.4 Case File**

- (a) Documents and materials submitted by a Member and pertaining to probationary review, tenure, promotion, and permanency shall constitute the Case File.
- (b) The contents of the Case File shall be maintained until after the conclusion of the Member's probationary review, tenure, promotion, or permanency process, including any grievance, arbitration, or appeals and for a period of up to five (5) years from the termination of the applicable process, or until the conclusion of any related legal or other proceedings, whichever is later.
- (c) After the applicable process concludes, the Case File shall be maintained by Human Resources in a secure electronic form. The Member who produced the Case File shall have a right to review the Case File, on site, during regular business hours upon providing two (2) business days' notice except when the Director of Human Resources is on a previously scheduled vacation in which case the matter will be addressed within two (2) business days of their return to office.

**38.5** The foregoing files shall be managed and safeguarded in accordance with the *Freedom of Information and Protection of Privacy Act* as well as the *Personal Health Information Protection Act*.

## **Article 39 – Research and Scholarship Funds**

### **39.1 Committee on Research and Scholarship**

- 39.1.1** The Committee on Research and Scholarship (CRS) shall receive, adjudicate, and disburse research support described in this Article. The CRS is a standing committee of the SJUSC, with protocols defined in the SJUSC Terms of Reference and the Academic Operations Manual. From time to time the SJUSC may modify the policies and procedures of the CRS, establishing further criteria, regulations, guidelines, application forms, and timelines, not to conflict with any term in this Article.
- 39.1.2** The CRS shall be composed of: (a) the VPAD or their delegate (ex-officio, voting); (b) an elected Faculty Research Officer, elected by the SJUSC to a two-year term; and (c) three (3) voting members of the SJUSC elected annually by the SJUSC for, normally staggered, two-year terms.
- 39.1.3** At least two (2) of the elected members shall be tenured and at least one (1) shall normally hold the rank of Professor. The Research Officer shall chair the CRS and shall report the results of the committee's work to the SJUSC.
- 39.1.4** Members of the CRS shall recuse themselves from evaluation or discussion of their own applications. The CRS shall deliberate first on any applications submitted by CRS members. In cases where the applicant is also the Faculty Research Officer, the VPAD or their delegate shall undertake those duties and responsibilities assigned to the Chair related to the application.

### **39.2 Administration of Funds**

- 39.2.1** The Employer shall make available to the CRS an annual budget of sixty thousand dollars (\$60,000).
- 39.2.2** In any fiscal year, the CRS shall adjudicate all applications to the Additional Professional Development Fund (APDF) and Aid to Scholarly Publications Fund (ASPF) first, followed by the Faculty Research Grant (FRG), then the Faculty Research Release Pool (FRRP). All grants shall be advertised to Members at least thirty (30) days before the application deadline; all awards shall be adjudicated such that Members, and where applicable their Chairs, be notified on or before 20 November of each year. Further timelines and application deadlines for each award may be set by procedures established by the SJUSC.
- 39.2.3** Amounts remaining after the FRG competition has been adjudicated shall be converted to Course Credits to be added to the same year's FRRP allocation at a rate of one (1) Course Credit per ten thousand dollars (\$10,000) in unawarded FRG funds.
- 39.2.4** In evaluating applications, the CRS may: (a) authorize the grant as requested; or (b) authorize a reduced grant; or (c) reject the application. A conditional acceptance may be granted in cases where Members must fulfil ethics approval or other precondition or formalities.

### **39.3 Additional Professional Development Fund**

- 39.3.1** The CRS shall make awards to support professional development activities which Members anticipate will exceed their annual Professional Development allowance, including carry-over (Article 34).
- 39.3.2** Members applying to the APDF shall submit applications to the VPAD following the policies and procedures established by the SJUSC, not to conflict with any term in this Article.
- 39.3.3** The total amount awarded from the APDF shall not be more than eight thousand dollars (\$8,000).

#### **39.4 Aid to Scholarly Publications Fund**

**39.4.1** The CRS shall make awards to support scholarly publications according to the following terms:

- (a) Members are eligible to apply for funds to defray the costs of:
  - i. the preparation of book-length manuscripts of advanced scholarly research, including permission fees, photographic reproduction, editing and indexing fees, and the like; and
  - ii. Open Access licence fees for peer reviewed articles in academic journals.
- (b) The CRS shall only consider a request for funding in support of a publication when a manuscript has been accepted by a publisher.
- (c) Funding provided by the ASPF is not intended as the sole source of funding. Applicants must demonstrate that the total cost of publication is shared with the publisher and that efforts have been made to secure outside sources of funding.

**39.4.2** Members applying to the ASPF shall submit applications to the VPAD following the policies and procedures established by the SJUSC, not to conflict with any term in this Article.

**39.4.3** The total amount awarded from the ASPF in any year shall be not more than eight thousand dollars (\$8,000).

#### **39.5 Faculty Research Grants**

**39.5.1** All Members shall be eligible to apply for research support, following guidelines, procedures, and timelines established by the SJUSC, not to conflict with any term in this Article.

**39.5.2** The maximum grant from this fund to any one (1) Member shall be ten thousand dollars (\$10,000) in any given year although, in exceptional circumstances, projects may be eligible for more than the normal funding.

**39.5.3** Eligible projects can be those defined in Article 25.3 (Research and Creative Activities) of this Agreement. Projects might include, but are not limited to, “start-up” grants, completing a research project, bringing research to publication, etc. These funds may be used by researchers preparing applications especially to SSHRC programs and to other funding agencies.

**39.5.4** All applications must comply with guidelines established by the UW Office of Research Ethics and procedures established by the CRS and the SJUSC.

**39.5.5** All items purchased from research funds and valued at more than two hundred and fifty dollars (\$250) become the property of St. Jerome’s University.

**39.5.6** Grants shall normally be for one (1) year starting 1 May. Grant funds not expended in the year of the award may be carried forward for a maximum of one (1) extension year. Further extensions in respect of extraordinary circumstances may be granted by the VPAD.

**39.5.7** Members applying for the FRG shall submit applications to the VPAD following the policies and procedures established by the SJUSC, not to conflict with any term in this Article. If the total funds applied for are less than the year’s available budget, the Chair of the CRS may extend the application deadline to an appropriate date and shall inform all Members of such.

**39.5.8** The CRS shall complete its adjudication with all applicants informed in writing of the committee's decision on or before 20 November of the year prior to the funding year. In their letter, the CRS Chair shall briefly outline the reasons for the decision.

**39.5.9** All grant recipients shall submit a report to the VPAD upon expiry of their FRG.

**39.5.10** Funds under a previous FRG must be expended or relinquished before additional FRG funds are awarded.

**39.5.11** An FRG shall be deemed expired once all funds have been expended or relinquished.

## **39.6 Faculty Research Release Pool**

The purpose of the FRRP is to provide teaching relief to Members to support research activity. Members in need of small grant funding should apply to the FRG (Article 39.5).

**39.6.1** The Employer shall make available to the CRS six (6) Course Credits annually, plus any Course Credits converted from the CRS budget in accordance with Article 39.2.3 above.

**39.6.2** In addition to the annual allocation specified in Article 39.6.1 above, the CRS may elect to award up to three (3) of the next year's normal allocation of Course Credits to the current application year, only in order to facilitate two-year grants. The next year's allocation shall be reduced by an equal amount.

**39.6.3** The maximum award to any Member is one (1) Course Credit per year for a maximum of two (2) consecutive years.

**39.6.4** Members shall be eligible for awards from the FRRP in respect of future research plans. Applications shall be prioritized according to: (a) principles of equity, access, and fairness among Members; and (b) the anticipated impact of teaching relief on the proposed research, as evidenced by the Member. The CRS may consider recent teaching reductions in respect of research, as well as overall teaching load. Further guidelines and criteria not conflicting with these priorities shall be developed by the CRS and established by the SJUSC.

**39.6.5** Members shall not be eligible to apply for awards from the FRRP which would become redeemable in a year in which the Member has received or expects to receive a Course Credit award under Article 25.9 of this Agreement (Course Credits for External Research Grants) or other teaching relief in respect of research.

**39.6.6** Course Credits granted under Article 39 may not be redeemed for a Sessional Stipend or a Research and Professional Development Grant under Article 25.7.3.

## **Article 40 – Reimbursement of Professional Expenses**

Members shall make requests for reimbursement from internal and external grants and/or Professional Development funds on the applicable expense request form, normally accompanied by original receipts to the VPAD, or designate.

## **Article 41 – Harassment and Discrimination**

### **41.1**

- (a) The Parties recognize a mutual obligation to foster an environment that is free from harassment or discrimination and to refrain from any conduct which is contrary to the

Human Rights Code, Occupational Health and Safety Act, or Article 9 (Non-discrimination) of this Agreement.

- (b) Harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome. Harassment also includes unwelcome sexual solicitations or advances, as well as reprisals because such solicitations or advances have been refused.

## 41.2

- (a) Members have the right to seek assistance from the Ontario Human Rights Commission at any stage. Members shall be permitted to file a grievance alleging harassment under Article 11 only in the following circumstances:
  - i. Once the procedures under this Article 41 have been exhausted; or
  - ii. If the Member alleges that there has been non-compliance with the procedures set out in this Article.
- (b) All procedures under this Article shall be guided by the paramount need to ensure that complainants, respondents, and witnesses are treated fairly. Every reasonable effort will be made to safeguard the rights of both complainants and respondents. Both complainants and respondents have the right to be accompanied by a representative of their choice.
- (c) Wherever possible, complainants and respondents shall attempt to resolve the conflict between the complainant and the respondent informally or by mediation. Unless otherwise required by law, disciplinary measures under this Article will be imposed only after an informal resolution or mediation of the alleged incidences has been attempted and has failed, or has been declined, as the case may be.
- (d) A Member who is a participant in these procedures may consult with the Association.
- (e) All statements and disclosures made, information furnished, and documents and exhibits provided or presented by the complainant, the respondent, or other persons to the Harassment Advisor (see Article 41.8) or the Investigator (see Article 41.7), shall be treated as confidential except as required by law, and shall not be publicly disclosed by the Harassment Advisor or the Investigator without the consent of the complainant, respondent, or other parties providing such information.

Where the Harassment Advisor or Investigator has a concern that the circumstances may engage protections under the Occupational Health and Safety Act or otherwise present an ongoing risk of liability to the Employer under the Ontario Human Rights Code or at law, the Harassment Advisor or the Investigator may disclose relevant information to the President necessary for the Employer to address such matters.

- (f) The information received by the President under this provision shall not be placed in the Member's Confidential Human Resources File.
- (g) Reprisals, retaliation, or threats of reprisals against anyone for pursuing their rights under this Article, for having participated in the procedures, or for acting in any role under these procedures are prohibited.
- (h) Where a complaint under this Article is made against the President, the Chair of the Board will be substituted as the responsible Employer official where necessary.

### 41.3

- (a) Members considering the activation of the Harassment Resolution Procedure in this Article are encouraged to seek advice and support from the Harassment Advisor, the Conflict Management and Human Rights Office at the University of Waterloo, the UW Special Constable Service, or a representative of the Association in order to clarify or discuss possible situations which may or may not constitute harassment.
- (b) At any stage, the complainant may decide whether to continue with the resolution procedures, move to mediation, request a formal investigation, or withdraw the complaint.
- (c) Should the complainant commence proceedings before the Human Rights Tribunal or in the courts or should any criminal prosecution be commenced concerning the circumstances of a complaint of harassment under this Article, the Employer may elect to suspend the Harassment Resolution Procedure under this Article, until those other proceedings are concluded.

### 41.4 Harassment Resolution Procedure

- (a) The contact person for Members seeking to activate the Harassment Resolution Procedure is the Harassment Advisor. In the absence of exceptional circumstances, a complainant must contact the Harassment Advisor within four (4) months of the latest alleged incident to activate the Harassment Resolution Procedure. Upon first contact, the Harassment Advisor shall consult with the complainant with regard to the circumstances of the incidences under consideration. Following the consultation with the Harassment Advisor, the complainant shall indicate whether they elect to:
  - i. Take no further action; or
  - ii. Proceed with the following three options:
    - 1. Informal Resolution facilitated by the Harassment Advisor;
    - 2. Mediation;
    - 3. Formal Investigation.
- (b) If the complainant elects to proceed with informal resolution or mediation, the complainant shall make a written statement, signed and dated, of the circumstances of the alleged incidences, and shall provide written authorization for the Harassment Advisor to proceed with informal resolution or mediation.

### 41.5 Informal Resolution

- (a) The Harassment Advisor assists the complainant in clarifying the allegations and in considering possible means of resolution.
- (b) Upon receipt of the written statement of complaint, the Harassment Advisor will provide the respondent with a written summary of the same and will invite the respondent to reply in writing. The Harassment Advisor will discuss the complaint with both Parties and attempt to resolve the complaint fairly and acceptably to both Parties, including by way of an informal third-party effort at conciliation.
- (c) If a fair and acceptable resolution is reached with the Harassment Advisor, both Parties will sign a statement to that effect, which will be filed with the Harassment Advisor. No further

action on the complaint so resolved will be taken unless the Parties fail to comply with the terms on which the complaint is resolved.

- (d) If a fair and acceptable resolution is not reached by the Harassment Advisor within twenty (20) working days of receipt of the written statement of complaint, the Harassment Advisor will so inform the Parties in writing and the complainant may then elect to:
  - i. Withdraw the complaint;
  - ii. Request that a mediation be conducted under Article 41.6; or
  - iii. Request that the complaint be referred to the President for a Formal Investigation.
- (e) If the complainant fails to make an election under Article 41.5(d) within ten (10) working days of the expiry of the twenty (20) working day period allowed for informal resolution under that Article, the complaint shall be deemed to be withdrawn by the complainant and no further action will be taken by the Harassment Advisor.

#### **41.6 Mediation**

- (a) In the event that no informal resolution under Article 41.5 is reached, and where the complainant and the respondent have agreed to seek a resolution through mediation, an independent mediator shall be selected by the Harassment Advisor from a list of mediators agreed to by the Employer and the Association. The mediator shall agree to complete the mediation within twenty (20) working days of accepting the invitation to mediate the complaint.
- (b) If the mediator succeeds in assisting the complainant and the respondent in reaching a settlement of the complaint, the terms of the settlement shall be stated in writing, signed by the complainant, the respondent, and the mediator, and copied to the Employer and the Association. If a settlement entails action on the part of the Employer, such settlement is conditional upon Employer approval.
- (c) No record of the complaint or the mediated settlement shall be placed by the Employer in any of the Member's Confidential Files established under Article 38.
- (d) In the event that mediation fails, the mediator shall make a report to that effect to the Harassment Advisor within twenty (20) working days of accepting the invitation to mediate. The mediator's report shall be copied to the complainant and the respondent.
- (e) Within ten (10) working days of receipt of this report, the complainant may request, or the Harassment Advisor may recommend that the President undertake a Formal Investigation. If such a request or recommendation is made, the respondent shall be notified in writing by the Harassment Advisor. The request for a Formal Investigation shall include a written statement of the complaint, the respondent's written response, if any, the mediator's report, and other documents considered by the Harassment Advisor and mediator in their efforts to resolve the complaint.
- (f) If no request or recommendation for a Formal Investigation is made within ten (10) working days of the receipt of the mediator's report, the complaint shall be considered to have been withdrawn and no further action shall be taken, except where required by law. No record of the complaint shall be placed by the Employer in any Confidential Files established under Article 38.

#### **41.7 Formal Investigation**

- (a) Within ten (10) working days following the receipt of the request or recommendation for a Formal Investigation, or otherwise as may be required by law, the President shall appoint an investigator from a standing list of investigators prepared by the Employer, in consultation with the Association, to investigate and report on the complaint. The investigator shall not be the Harassment Advisor or the VPAD. The Employer shall notify the Association of the name of the investigator and the name of the Member who has made the complaint and/or the name of the Member against whom the complaint has been made.
- (b) Within twenty (20) working days of appointment, the investigator shall submit a written report to the President. The report shall include a copy of the signed complaint, the written response, if any, of the respondent, and a finding as to whether the complaint has been upheld or not with a statement of reasons for that finding.
- (c) Within ten (10) working days following the receipt of this report, the President shall notify the respondent in writing, with a copy to the Association, of the outcome of the investigation, including any actions or sanctions they propose to impose on the respondent. The President shall also inform the complainant in writing of the outcome of the investigation.
- (d) A statement from the President that a Member was guilty of harassment with or without any formal sanctions constitutes discipline under Article 14, and may be grieved. Any disciplinary action imposed on a Member for harassment shall be subject to the grievance and arbitration procedures of Article 11 (Grievance and Arbitration).
- (e) If the Employer decides after Formal Investigation not to take disciplinary action against the respondent or if an arbitration decides in favour of the respondent, the Employer shall remove all documentation concerning the allegation from the Members' Confidential Files established under Article 38.

#### **41.8 Harassment Advisor**

- (a) The Employer shall hire a Harassment Advisor mutually agreeable to the Association.
- (b) In the event that the Harassment Advisor has a conflict of interest or knows of any other circumstance which would inhibit fulfilling their role in a fair and impartial manner, the Harassment Advisor shall report the existence of such circumstances to the President who shall select an alternate candidate in accordance with Article 41.8(a).
- (c) By 1 June each year, the Harassment Advisor shall submit an annual report to the President with a copy to the Association. This report shall provide an anonymous statistical record of the number of complaints, informal resolutions, mediations, and formal investigations, and shall include any observations and recommendations the Harassment Advisor may have with respect to the operation of this Article.

### **Article 42 - Term and Duration of the Agreement**

- 42.1** The Agreement shall be binding on both Parties and shall come into effect on the date of ratification by both Parties and shall remain in force until 30 April 2027. This Agreement shall automatically renew itself on 1 May 2027 for a period of one (1) year, and for successive one (1) year periods thereafter, unless either Party notifies the other in writing within the period of ninety (90) days prior to 30 April 2027, and any subsequent expiry date thereafter, that it desires to bargain with a view to the renewal, with or without modifications, of this Agreement, or that it desires to bargain with a view to the making of a new Agreement.



- 42.2** In the event of notice being given requesting negotiations to amend this Agreement in accordance with Article 42.1, the negotiations shall commence within fifteen (15) days following receipt of notification and thereafter both Parties shall negotiate in good faith.
- 42.3** This Agreement shall remain in full force until either a new Collective Agreement has been ratified by both Parties or, following conciliation, a strike or lockout is declared in accordance with the Ontario *Labour Relations Act* (1995).

### **Article 43 – Academic Misconduct**

#### **43.1** Definition

Academic misconduct is defined as:

- (a) Fabrication, falsification, or plagiarism in the dissemination of research but does not include those 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;
- (b) Material failure to comply with relevant federal or provincial statutes or regulations for the protection of researchers, human subjects, or the health and safety of the public, or for the welfare of laboratory animals;
- (c) Failure to reveal any material conflict of interest to the sponsors when asked to undertake reviews of research grant applications or manuscripts for publication, or to test products for sale or distribution to the public; or
- (d) Failure to reveal to the Employer any material financial interest in a company that contracts with St. Jerome's University or the University of Waterloo to undertake research, particularly research involving the company's products, materials, or services. Material financial interest includes ownership, substantial stock holding, a directorship, significant honoraria or consulting fees, but does not include routine stock holding in a large publicly traded company.

#### **43.2** Report and Management of Allegations

##### **43.2.1**

- (a) All allegations of academic misconduct shall be in writing, with documented evidence, signed, dated, and forwarded to the President. The President may refer the allegations to a designate.
- (b) The President or designate shall deal with the allegations in order to determine whether or not there is a need for formal investigation. The President or designate shall meet with the Member promptly, fairly, and judiciously to discuss the nature of the allegations and allow the Member an opportunity to respond to the allegations. The Member shall be advised of their right to be represented by the Association and have a Member of the Association present at the informal meeting. Any statements made by the Member during these discussions shall be without prejudice.
- (c) If in their judgement the allegations have sufficient substance to warrant formal investigation, the President or designate shall inform the Member named in the allegations, and the Association, in writing and with a summary of the allegations of sufficient detail to permit the Member a fair opportunity to respond if they wish.

- (d) No person consulted by the Employer concerning the case shall be appointed an arbitrator in any subsequent arbitration dealing with these allegations.

**43.2.2** The formal investigation process commences when the Member named in the allegations has received the written notice. The President or designate shall have thirty (30) working days from issuing the written notice to conduct the formal investigation. The Member shall be informed of their right to be represented by the Association at all meetings during the formal investigation. Any finding of academic misconduct shall require clear, cogent, and convincing proof of such misconduct.

**43.2.3** After being informed of the results of an investigation, a Member shall have the right to meet with the President to provide explanations and to make submissions, before any disciplinary action is undertaken.

**43.2.4**

- (a) Any discipline imposed on a Member for academic misconduct is subject to normal grievance procedures except that the Parties agree that cases involving accusations of academic misconduct will proceed directly to arbitration.
- (b) A statement from the Employer that a person was guilty of academic misconduct constitutes discipline.

**43.2.5** The Employer shall take such steps as it determines necessary and reasonable to:

- (a) Protect the reputation and credibility of Members wrongfully accused of academic misconduct, including written notification of the decision to all agencies, publishers, or individuals who were informed by the Employer of the investigation;
- (b) Protect from reprisal Members who in good faith make allegations of academic misconduct, or whom it calls as witnesses in an investigation. Such protection may include the provision of legal counsel should the Member be sued for their participation in any investigation or in arbitration proceedings.

The Employer shall take disciplinary action against Members or students who make unfounded allegations of academic misconduct which are reckless, malicious, or not in good faith.

**43.2.6** If the Employer's investigation or the arbitration board sustains an accusation of academic misconduct related to a Member's research, and if that research is funded by an outside agency or has been published or submitted for publication, the President shall inform the agency or publisher concerned of the decision, as well as the Association and the complainant. In any event, if the outside agency or publisher has been informed of the proceedings before a judgement has been rendered, the President shall send a copy of the decision to the concerned agency or publisher.

## **Article 44 – Cross Appointments**

**44.1** Members may be cross-appointed to two academic units simultaneously at the time of their initial appointment or at any time thereafter. The Employer shall note the details of the cross appointment in the Letter of Appointment, or in the case of a subsequent cross appointment, in a letter of confirmation.

**44.2** A Member seeking to be cross-appointed or have a cross appointment renewed shall make the request in writing to the VPAD. The request must include letters of support from the Chairs of both units or Departments. The VPAD shall review the request and consult with the respective

Chairs. The VPAD will then bring the request forward to Academic Committee for consideration. When the member seeking cross appointment is serving as Department Chair, the VPAD shall consult with Members of the Department in lieu of a letter from the Chair.

- 44.3** Academic Committee will consider and either support or not support the request. The VPAD will make the final decision on whether to grant the request for cross appointment.
- 44.4** If the request is approved, Human Resources will communicate the change in or renewal of appointment, in writing to the Member with a copy to the Association.
- 44.5** Cross-appointed Members, at any percentage of cross appointment, shall attend and be included in Department or Program discussions and will have a voice in each academic unit. Such Members will hold voting rights only in Departments in which they hold a workload of forty percent (40%) or greater.
- 44.6** Cross-appointed Members are eligible to serve on all committees, perform relevant service, and teach within the limits of their expertise. Such Members having a workload of forty percent (40%) or greater in a Department may serve as Chair in such Department.
- 44.7** Cross-appointed Members may count teaching, service, and research from both Departments or units in all matters, including renewal, tenure, and promotion applications.

#### **Article 45 – Financial Exigency**

- 45.1** Preamble. The Parties agree that the primary aims of St. Jerome's University are teaching, scholarship and research, and that the first duty of the University is to ensure that its academic priorities remain paramount, particularly with regard to the quality of instruction and research, and the preservation of academic freedom.
- 45.2** The term financial exigency denotes the extraordinary and rare condition in which substantial and recurring financial deficits in the total University budget have occurred or, on the basis of generally accepted accounting principles, are projected to be ongoing, thereby placing the solvency of the University as a whole in serious jeopardy. This Article is invoked only in the event of a declaration of financial exigency in which lay-off of Members is proposed as a part of the resolution process.
- 45.3** In the event the President considers that a financial exigency exists within the meaning given above, they shall formulate a report, together with a preliminary plan to deal with the emergency. The President's report shall include both a specification of the precise nature of the problem faced by the University and accompanying information, including economies taken to date, to support their conclusion, and it shall document the reasons supporting the lay-off of Members, including the number of Member lay-offs that are deemed by the President to be necessary. Further, the President shall:
  - (a) provide the information identified above to the Board of Governors, to the SJUSC, and to the Association;
  - (b) impose a University-wide hiring freeze until the exigency has been resolved;
  - (c) within fifteen (15) working days of declaring a financial exigency, establish a five (5) member Financial Exigency Commission, with membership specified in Article 45.5(a) below, to adjudicate their declaration of financial exigency.

**45.4** The Association shall have the right to receive from the University additional relevant information as requested by the Association President and agreed to by the President, such agreement not to be unreasonably withheld.

**45.5** Structure of the Financial Exigency Commission (FEC)

- (a) The FEC shall be composed of three (3) individuals who are at arm's-length from St. Jerome's University and the Association, plus two (2) senior members of the St. Jerome's University professoriate. Of the three individuals at arm's-length, one shall be appointed by the President, one by the Association, and the third appointed jointly by the President and the Association. One of the two senior members of the St. Jerome's University professoriate shall be appointed by the President, the other by the Association.
- (b) The jointly-appointed arm's-length member of the FEC shall serve as Chair and normally shall be a person familiar with university finances. Should no agreement be achievable on the appointment of the third member of the FEC, the Chief Justice of Ontario shall be asked to make the appointment.

**45.6** The FEC shall determine its own terms of reference and decision-making procedures consistent with generally recognized principles of natural justice. All reasonable expenses of the FEC established under this Article shall be borne by the University.

**45.7** The onus shall be on the President to establish to the satisfaction of the FEC that a state of financial exigency exists within the meaning of Article 45.2. To this end, the President shall disclose all information that is related to the claimed financial exigency and/or deemed relevant by the FEC. The FEC may consult with any person or group of persons, internal or external to St. Jerome's University. In particular, it will receive any preliminary input that the SJUSC may choose to provide regarding proposed program redundancies.

**45.8** The FEC shall, within forty (40) days of being constituted, prepare a report that analyzes both the extent and the nature of the financial problems identified by the President, as well as the potential impact of the plan on the academic programs of St. Jerome's University. The FEC report shall be submitted to the Chair of the Board of Governors, with copies to the Presidents of the University and the Association, and to the SJUSC. If there are recommendations for program redundancies in the plan, the SJUSC will then have a further fourteen (14) days to determine what, if any, program redundancies for *bona fide* academic reasons in the context of a confirmed declaration of financial exigency it approves and recommends to the Board. A copy of the SJUSC report shall be sent to the FEC which shall have an additional ten (10) days to prepare a supplementary report as a result. The FEC supplementary report shall be submitted to the Chair of the Board of Governors, with a copy to the Presidents of the University and the Association.

If the FEC supports the President's contention that faculty lay-offs are necessary, it will address in its report the proposed number of lay-offs in both the academic and support staff components of St. Jerome's University with a view to ensuring that a balance between these two sectors is maintained.

Given the academic nature of the University, the Employer in its actions shall ensure that the academic wellbeing of St. Jerome's University is preserved to the maximum extent possible.

**45.9** When preparing its report, the FEC shall consider all submissions on St. Jerome's University's financial condition. Specifically, it shall consider and respond (with reasons) to each of the following questions:

- (a) Is there indeed a substantial and ongoing financial crisis with respect to the total operating budget which threatens the financial viability of St. Jerome's University?

- (b) In view of the primacy of academic goals at the University, is a reduction in the number of Members through layoff an operationally justifiable type of cost saving?
- (c) Have all reasonable means of achieving cost saving in all areas of the University budget (short of the lay-off of Members) been explored and implemented? In particular, have all reasonable means been taken to reduce costs through Members' voluntary early retirement, voluntary resignation, voluntary transfer to reduced load status and redeployment?
- (d) Have all reasonable means for improving St. Jerome's University's revenue position, including efforts to secure further assistance from the Provincial Government, been explored and taken into account?
- (e) Is the number of proposed faculty lay-offs consistent with enrollment projections?

**45.10** In its report, the FEC shall confirm or reject the declaration of financial exigency.

- (a) If the FEC finds that a state of financial exigency does not exist, no lay-off of Members or reduction in the faculty complement shall take place for budgetary reasons. The report shall specify the reasons for its finding, and shall recommend additional and/or alternative ways in which it believes that St. Jerome's University may resolve its financial problems.
- (b) In the event that the FEC finds that a state of financial exigency does exist, its Report shall recommend the amount of reduction required, if any, in the budgetary allocation to Member salaries and benefits. The FEC shall also specify the number of Member lay-offs that may be required in order to effect the proposed reduction. If the number of lay-offs specified by the FEC differs from the number proposed by the President, reasons for the difference must be provided. Any reduction in the budgetary allocation for Member salaries and benefits shall be made conditional upon ongoing exploration of alternative cost-saving measures by the Employer.

**45.11** The Employer has the responsibility for implementing actions arising out of the FEC Report and shall provide reasons why specific recommendations of the FEC were not carried out. The FEC shall also be afforded the opportunity to make an oral presentation to the Board.

**45.12** Any time limits under this Article may be extended by agreement, in writing, between the two Parties. Such agreement may not be unreasonably denied.

**45.13** Lay-off is an exceptional action which shall be taken only after St. Jerome's University has exhausted all reasonable means to alleviate the financial exigency by applying rigorous economies in all areas of its present and projected expenditures, by using all reasonable means of improving its income, and by using all other means of making the necessary reductions in the employee groups in a manner which best maintains the academic viability of St. Jerome's University. Any lay-offs under this Article shall occur only to the extent necessary to alleviate the financial exigency.

**45.14 Lay-Offs**

Preamble. Under normal circumstances, no Member shall be dismissed, suspended, suffer employment contract termination, or otherwise be penalized with respect to terms and conditions of employment and/or rights and privileges relating to employment for budgetary reasons. Lay-off of Members who hold ongoing appointments (whether tenured, tenure-track, or continuing) or Definite Term appointments (in advance of their normal expiry date) is an exceptional action which may occur only in accordance with this Article.

In no case shall the number of months during which salary is paid under this Article exceed the time remaining until a Member's officially declared retirement date, nor shall such Member have any recall rights.

Lay-off pursuant to this Article is not dismissal for cause and shall not be recorded or reported as such.

All payments under this Article shall be based on a Member's base salary (or actual salary for Members on reduced load as defined in Articles 25.14 and 25.15).

#### **45.15 Association Membership While on Lay-Off**

Members who are laid off in accordance with this Article remain Members of the Association while not employed by the University for a period not to exceed three (3) years or until they accept full-time employment elsewhere. The Association shall waive payment of membership dues or amounts equal to its membership dues for such Members during this period.

#### **45.16 Criteria and Process for Lay-Off Under Financial Exigency**

When a declaration of financial exigency has been confirmed and no satisfactory provision can be made by the University for the continued employment of all Members and, as a financial exigency may affect the ability of St. Jerome's University to carry on its mission, a plan for reduction in the number of Members employed by St. Jerome's University shall be prepared by the President and the VPAD in consultation with the SJUSC and the President of the Association. This plan shall be structured so that the University may continue to operate as far as possible in accordance with its mission and may propose vertical cuts (involving full or partial program redundancies), across-the-board cuts, or some combination of vertical and across-the-board cuts. Program redundancies will require the approval of the SJUSC.

The plan shall also provide that faculty who are to be laid off other than through program redundancies shall be laid off in this order: (a) Contract Academic Staff; (b) Members on Definite Term appointments; (c) pre-tenure and pre-permanency Regular Members; (d) tenured Members and Members with permanency.

The President shall select those Members who are to be laid off under any across-the-board provision on the basis of reverse seniority.

#### **45.17 Notice of Lay-Off Under Confirmed Financial Exigency**

The President shall provide written notice to Members who are to be laid off in accordance with Article 45 under a confirmed financial exigency, with copies of the individual notices to the Association, as much in advance of the date of lay-off as possible, but not less than:

- (a) six (6) months in advance of the lay-off date for Members on Definite Term appointments, and for Members holding probationary-term appointments with fewer than three (3) years of service;
- (b) nine (9) months in advance of the lay-off date for Members holding probationary-term appointments with three (3) to six (6) years of service;
- (c) twelve (12) months in advance of the lay-off date for Members with tenure or holding probationary-term appointments with more than six (6) years of service.

By informing a Member and the Association in writing twenty (20) days in advance, the University may lay off a Member with pay in lieu of notice or with a combination of notice and pay in lieu of notice totalling the appropriate notice period in (a) to (c) above.

#### **45.18 Severance Arrangements for Lay-Off Under Confirmed Financial Exigency**

A Member who is laid off under the terms of Article 45 under confirmed financial exigency shall be entitled to the following severance arrangements, in addition to the notice set out in Article 45.17:

- (a) one (1) month's pay for each completed year of service from the initial time of appointment to the time of lay-off, with part years prorated, for Members on Definite Term appointments, with a maximum total amount of ten (10) months' salary;
- (b) one (1) month's pay for each year or partial year of service at the time of lay-off for Members holding tenure-track appointments;
- (c) one (1) month's pay for each year or partial year of service at the time of lay-off, with a minimum total amount of nine (9) months' salary and a maximum total amount of eighteen (18) months' salary, for Members who have tenure.

#### **45.19 Rights of First Refusal, or Recall**

In the event that, within three (3) years from the date at which lay-off begins, a position becomes available through retirement, resignation, death, or the cessation of the state of financial exigency, Members who have been laid off for reasons of financial exigency or program redundancy shall be informed of the vacancy in writing. A Member who chooses to apply shall have the right of first refusal for any position in the original Department for which that Member is qualified.

- (a) In the event there is no Member on the recall list who is qualified or if no Member accepts a recall, and if the Association agrees that the recall provision has been exercised properly, the University may proceed to fill a vacancy through normal recruiting and appointment procedures.
- (b) Laid-off Members shall be recalled in reverse order to the specific order of lay-offs determined by the University under Article 45.16.
- (c) Members who are recalled to service in the University shall retain all rights and entitlements that would be in place had the Member not been laid off. The salary of the recalled Member shall be that held at the time of lay-off, altered by any applicable scale changes.
- (d) A Member who is recalled to an area or position at St. Jerome's University other than in their original discipline retains the right of first refusal for any opening in the original discipline.
- (e) A Member being offered recall shall be notified in writing by registered mail sent to the Member's last known address, with a copy to the Association. The Member shall have twenty-five (25) working days in which to respond to the recall offer and shall have up to six (6) months from receipt of notice of recall to terminate other obligations and recommence employment at the University.
- (f) If a Member is offered a temporary recall (e.g. as a leave replacement) it may be refused by the Member without prejudicing recall rights. If a Member fails to respond to a recall, or refuses a recall that is not specified as temporary, the Member's name will be removed from the recall list.

- (g) Members who have secured alternative ongoing full-time employment outside St. Jerome's University that is substantially equivalent to their duties at St. Jerome's shall be removed from the recall list.

#### **45.20 Rights and Benefits During Recall Period**

- (a) Until a Member who has been laid-off has been recalled (in the case of a declaration of financial exigency), secured alternative full-time employment, or until three (3) years have elapsed from the date of lay-off, whichever is earlier, that Member shall have the option of continuing to be covered by any of the University's benefit plans (including the University pension plan) for Members, at the same level, at their expense, and shall be entitled to retain any University loan. In the event that a Member is given salary in lieu of notice, full benefits, with the same sharing of costs as were in effect immediately prior to lay-off, shall apply for the normal notice period.
- (b) For the lay-off period during which a Member is eligible for recall, they shall continue to have full access to Library facilities on the same basis as on-site Members. In addition, Departments shall endeavour to maintain a full range of collegial contacts with laid-off Members, and to provide them with access to office space, laboratory, and computer facilities so that they may maintain their professional skills, provided laid-off Members continue to make use of these facilities in order to keep up with ongoing work in their fields.
- (c) Dependents of laid-off Members shall have the same rights to tuition assistance as dependents of Members who have not been laid off.
- (d) A Member on lay-off who is recalled shall repay any portion of the severance allowance specified in Article 45.17 that exceeds the entitlement that would have been obtained had they continued to occupy their position held prior to lay-off.
- (e) A Member who has already received the severance allowance referred to in Article 45.17 and who is recalled and laid off a second time shall receive that allowance again, minus any net amount received as a consequence of the first lay-off.

- 45.21** Only disputes arising out of the failure to follow the foregoing procedures, or claims of arbitrary, discriminatory, or capricious considerations in such procedures, may be the subject of the Grievance and Arbitration process set out in the Collective Agreement and are referable directly to arbitration.

#### **Article 46 – Spousal Appointments**

- 46.1** A spousal appointment is a non-renewal Definite Term appointment to an academic unit or sub-unit for up to three (3) years and shall not replace positions that have been previously approved.
- 46.2** The VPAD may request a spousal appointment for an Assistant Professor or Assistant Librarian who is the spouse or partner of a candidate who has been recommended for a tenure-track or tenured position at St. Jerome's University or University of Waterloo.
- 46.3** The VPAD shall consult the Association, specifying the academic field/area of expertise, and the Department(s) or Program(s) into which the VPAD wishes to appoint the candidate.
- 46.4** The VPAD shall then bring the request to the Department(s) or Program(s) into which the spousal candidate would receive an appointment. The voting members of the Department(s) or Program(s) shall then vote on whether the spousal candidate would be a credible candidate for an Assistant Professor/Assistant Librarian position in their field, were such a position advertised.



In the event the members of the Department(s) or Program(s) vote to recommend, the VPAD may make the spousal appointment.

- 46.5** During the non-renewal Definite Term appointment of a spousal appointment, the appointee may apply for an advertised limited, tenure-track, or tenured position, a Continuing Appointment or a position leading to a Continuing Appointment. If the appointee has met the academic qualifications and experience for the position, the search committee shall add their name to the short-list.

#### **Article 47 – Emergencies**

- 47.1** For the purposes of this Article, an Emergency shall be the occurrence of a significant event affecting Members, the workplace, or the safety and health of workers, generally of a magnitude to warrant a designation by a federal, provincial, or local government entity.
- 47.2** Where the University intends to take measures in response to an Emergency which would directly affect Members' health, safety, working conditions, protections, or benefits, the Association and the Employer shall strike a Joint Emergency Planning Committee to develop such measures. The Joint Emergency Planning Committee shall be composed of an equal number of representatives appointed by the Association and the Employer.
- 47.3** The Joint Emergency Planning Committee shall be entitled to receive minutes of meetings, as well as any reports of any other committee or ad hoc committee established to respond to the Emergency unless such disclosure would be a violation of law.

**Appendix A: Memo to Short-Listed Job Candidates**

To: Short-listed Job Candidate [insert name]  
From: [Insert name], President, St. Jerome's University Academic Staff Association  
Subject: St. Jerome's University Academic Staff Association

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Dear [insert job candidate name],

Congratulations on being short-listed for [insert position name]!

In an effort to keep you apprised of necessary information, we would like to let you know that the academic staff at St. Jerome's University are unionized. It is suggested that you visit the SJU ASA website (<https://sjuasa.com/>) to learn more about the Academic Staff Association and its activities.

The SJU ASA website contains a copy of the current Collective Agreement. Please do not hesitate to contact the Association about the Agreement or any of its initiatives and activities. Contact information for the Association is also available on the website.

We are very excited at the prospect of a new academic staff member and colleague. Should you be offered the position, it is our suggestion that you contact the Association for assistance, including with respect to the negotiation process.

We wish you all the best of luck at your interview.