

**COLLECTIVE AGREEMENT**  
**BETWEEN**  
**BOARD OF GOVERNORS OF LAKEHEAD UNIVERSITY**  
**AND**  
**LAKEHEAD UNIVERSITY FACULTY ASSOCIATION**

**JULY 1, 1996**  
**TO**  
**JUNE 30, 1997**

## TABLE OF CONTENTS

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE</u>
	Purpose	
2	Definitions	
3	Recognition and Composition of the Bargaining Unit	3
4	Fairness in Employment and No <b>Harrassment/Descrimination</b>	3
5	Association Membership and Dues	4
6	Correspondence	4
7	Copies of the Agreement	5
<b>8</b>	University Governance and Operations	5
9	Association-Board Relationship	5
10	Joint Committee for Administering the Agreement	6
11	Health and Safety	7
12	Access to Information	
13	Employment of Non-Members	9
14	Personnel Files	9
15	Academic Freedom	11
16	Rights and Responsibilities	12
	Overload	14
17	Position Descriptions for Professional Librarians	18
18	Workload for Librarian Members	19
19	Appointment of <b>Faculty</b> Members	20
20	Appointment of Librarian Members	24
21	Performance Reviews for Librarians	28
22	Promotion, Tenure, and Renewal Committee	30
23	Renewal of Probationary Appointment	33

24	Promotions (Library Members)	35
25	Tenure	38
26	Promotion	40
27	Outside Professional Activities	45
28	Appointment and Responsibilities of Chairs and Directors	46
29	Disciplinary Measures	49
30	Grievance and Arbitration	49
31	Lay-off of Members for Financial Reasons	53
32	Lay-off of Members for Academic Reasons	55
33	Procedures for Lay-off of Faculty Pursuant to Articles 31 and 32	60
34	Retirement, Resignation, and Clearance Upon Termination	63
35	Salaries	66
36	Employment Benefits	73
37	Leaves of Absence:  Sabbatical, Study, <b>Without</b> Pay, Maternity/Paternity/Adoption, Jury and Witness, Compassionate, Sick, Disability, Partial, Political	78
38	Patents and Copyrights	87
39	Research Misconduct	91
40	Duration	95
41	No Strikes or Lockouts	95
<u>LETTERS OF UNDERSTANDING</u>		
A	Faculty Employment Equity Policy	96
B	Voluntary Early Retirement Plan for Faculty	97
Appendix I	<b>Harrassment</b> and Discrimination Policy and Procedure	98
Appendix II	Employment Equity, Faculty	105
Appendix III	Supplemental Unemployment Benefits	109

## ARTICLE 1: PURPOSE

- 1.01** The parties acknowledge the objects and purposes of the University to be those set out in Article 3 of The **Lakehead** University Act, **1965**, namely: (A) the advancement of learning and the dissemination of knowledge; and (B) the intellectual, social, moral and physical development of its members and the betterment of society. The parties further acknowledge that all members of the University community have a responsibility to work toward the attainment of these goals,
- 1.02** It is the purpose of this Agreement to promote and maintain harmonious relations between the Board of Governors and the members of the bargaining unit.

## ARTICLE 2: DEFINITIONS

academic rank:	the classification of a member who has a full-time appointment as one of the following: Professor; Associate Professor; Assistant Professor; Lecturer; or an appointment as a Sessional Lecturer.
academic term:	the Fall (September to December), <b>Winter</b> (January to April), Spring (May to June), or Summer (July to August) term, which collectively constitute the academic year.
academic year:	the twelve month period commencing on the first day of July and ending on the thirtieth day of the following June.
Act:	The <b>Lakehead</b> University Act ( <b>1965</b> ) as may be amended from time to time.
Agreement:	this collective agreement between the Association and the Board.
Association:	the <b>Lakehead</b> University Faculty Association.
bargaining unit:	the two units combined defined in the decision of the Ontario Labour Relations Board dated September <b>27, 1979</b> .
Board:	the Board of Governors of the University.
Chair:	the Chair of a Department or Program in a Faculty or School.
Chief Librarian:	the Chief Librarian of the Library and/or his/her delegate.
contract year:	the twelve month period commencing on the first day of July and ending on the thirtieth day of the following June.
day:	a working day, <b>i.e.</b> Mondays to Fridays inclusive but excluding statutory holidays pursuant to Article <b>36.02</b> .
Dean:	the Dean of a Faculty or his/her delegate.
Department:	a Department in a Faculty or School; a functional unit within the Library.
department head in the Library:	<b>a</b> librarian member who holds a department head position in the Library.
Director:	the Director of a School

Director of Human Resources:	the Director of Human Resources of the University and/or his/her delegate.
employee:	an individual employed by the Board on a full-time or part-time basis.
employer:	the Board, or its successor, or officers delegated by the Board to act on its behalf.
Faculty:	the Faculty of Arts and Science, Business Administration, Education, Engineering, Forestry or any other Faculty created by the University
faculty member:	a member with academic rank.
full-time faculty member:	a faculty member appointed by the Board to the rank of Lecturer, Assistant Professor, Associate Professor or Professor.
immediate supervisor:	a member's immediate supervisor is: <ul style="list-style-type: none"> <li>a) the Director of his/her School,</li> <li>b) if he/she is not a member of a School, <ul style="list-style-type: none"> <li>i) the Chair/Head of his/her Department, or</li> <li>ii) the Dean of his/her Faculty in Business Administration, Education or Forestry, or,</li> </ul> </li> <li>c) if he/she is a Director, Chair or Department Head, the Dean of his/her Faculty or Chief Librarian</li> </ul>
joint appointment:	the appointment of a member whose services are shared between any combination of Department / School / Centre / Institute.
Librarian member:	a member with librarian rank.
Librarian rank:	the classification of a member as one of the following: Librarian I, Librarian II, Librarian III, Librarian IV.
Library:	the University Library.
member:	an employee in the bargaining unit pursuant to Article 3.
parties:	the Association and the Board.
President:	the President and Vice-Chancellor of the University or his/her delegate.
President of the Association:	the President of the Association or his/her delegate.
School:	the Schools of <b>Kinesiology</b> ; Mathematical Sciences; Nursing; Outdoor Recreation, Parks and Tourism or any other Schools created by the University
Senate:	the Senate of the University.

- Sessional Lecturer member: a faculty member, who teaches two or more full course equivalents or having eighteen or more contact hours per week of field instruction during the academic year, is a Sessional Lecturer member provided he/she is teaching
- spouse: (a) an individual to whom the member is legally married, or  
(b) a member's common-law spouse who is an individual of either sex with whom the member cohabits and whom the member represents to the Board as his/her spouse
- University: **Lakehead** University as constituted by the Act.

### ARTICLE 3: RECOGNITION AND COMPOSITION OF THE BARGAINING UNIT

- 3.01** The Board **recognizes** the Association as the exclusive bargaining agent of all employees who are members of the full-time academic staff at **Lakehead** University in the City of Thunder Bay with the rank of Lecturer, Assistant Professor, Associate Professor, Professor, or a Sessional Lecturer teaching two or more full course equivalents or having eighteen or more contact hours per week of **field** instruction during the academic year provided he/she is teaching, all full-time professional librarians and part-time professional librarians meeting the criteria set out in Article **13.04** and to the extent provided therein, employed by **Lakehead** University in the City of Thunder Bay, save and except the President, Vice-Presidents, Deans, the Associate Dean of Arts and Science, the Chief Librarian and persons above the rank of Chief Librarian, individuals holding administrative positions provided that more than fifty percent of their salary at the University is received for their administrative functions, Research Associates, Research Assistants, Post-Doctoral Fellows, academic staff employed at **Lakehead** University while on leave from other employers,
- 3.02** **3.02.01** If a faculty member who is a member of the Board files a grievance and such grievance is referred to arbitration, the member shall be deemed to have resigned from the Board.
- 3.02.02** If a faculty member who is a member of the Board accepts appointment as an officer of the Association, accepts appointment to any Association committee concerned with collective bargaining, or undertakes to represent the Association in a collective bargaining or labour relations capacity, the member shall be deemed to have resigned from the Board.

### ARTICLE 4: FAIRNESS IN EMPLOYMENT AND NO HARASSMENT/DISCRIMINATION

- 4.01** The Board and the Association agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any member of the bargaining unit in any matter with regard to conditions of employment as provided in this Agreement by reason of race, creed (i.e. religious **affiliation** or belief), colour, age (except for retirement as provided for in this Agreement), sex, sexual orientation, marital status, nationality, ancestry, political affiliation, family relationship, physical handicap (except where the handicap seriously impedes the carrying out

of required duties) nor by reason of membership/non-membership or activity/lack of activity in the Association. Where members participate in contributory benefit schemes, they shall be subject to the terms and provisions of such schemes.

- 4.02 No member of the bargaining unit shall take part in formal discussions or determinations regarding the individual terms and conditions of employment of a member of his/her family.
- 4.03 The Board's Harassment and Discrimination Policy and Procedures (September 16, 1994), is attached as Appendix I. The Board undertakes to negotiate with the Association any changes to the Harassment and Discrimination Policy and Procedures which may affect members.
- 4.04 The Board's Faculty Employment Equity Policy (April 1991), is attached as Appendix II. The Board undertakes to negotiate with the Association any changes to the Faculty Employment Equity Policy which may affect members.

#### ARTICLE 5: ASSOCIATION MEMBERSHIP AND DUES

- 5.01 The Board shall provide the Association by November 1<sup>st</sup> of each year with a list of the names, ranks and departments of all members of the bargaining unit, and shall notify the Association of additions and deletions to this list within two weeks after such additions and deletions have been made.
- 5.02 While membership in the Association shall not be a condition of employment, Association dues shall be deducted by the Board from the monthly salary payment of all members of the bargaining unit. The Board shall remit the dues to the Association within thirty days of the end of the pay period, together with a statement listing the names and academic classifications or librarian rank of members from whose salaries the dues have been deducted and the amount deducted from each member.
- 5.03 The Treasurer of the Association shall notify in writing the Director of Finance of the Board of any **authorized** change to the dues structure of the Association by no later than the first day of the month in which the change is to become effective. The dues structure shall not require deductions which are incompatible with the Board's payroll system, but reasonable effort will be made to accommodate requested changes.
- 5.04 The Board shall provide to each member, either on his/her T4 Income Tax slip or in other suitable written format, an annual statement of the Association dues which have been deducted from his/her salary during the calendar year.
- 5.05 The Association shall indemnify and save harmless the Board from any claim or liability made against it pursuant to the deduction or nondeduction of the Association dues, except where an error has been made by the Board.

#### ARTICLE 6: CORRESPONDENCE

- 6.01 Except where otherwise expressly provided in this Agreement, correspondence between the parties with respect to the administration of this Agreement shall be between the President of the University or his/her delegate and the President of the Association or his/her delegate. **Correspondence** to the President of the Association shall be addressed to his/her University Department, School or Library.

- 6.02 Except where otherwise expressly provided in this Agreement, the University's internal mail service shall be deemed adequate for the exchange of correspondence, including the giving of notice, required by this Agreement. The effective date for receipt of any correspondence shall be two working days from the date of mailing unless there is evidence to the contrary.

#### **ARTICLE 7: COPIES OF THE AGREEMENT**

- 7.01 The Board shall provide each member with one copy of this Agreement. The Board shall provide the Association with additional copies of the Agreement at cost.
- 7.02 When requested by the Association, the Board shall provide the Association with a copy of this Agreement and approved amendments to this Agreement on a computer diskette supplied by the Association.

#### **ARTICLE 8: UNIVERSITY GOVERNANCE AND OPERATIONS**

##### **8.01 Board of Governors**

The Association **recognizes** the rights, powers and responsibilities of the Board to operate and manage the University in accordance with The **Lakehead** University Act, **1965**. The Board shall exercise those rights, powers, and responsibilities which are pursuant to this Agreement in a fair and reasonable manner.

##### **8.02 University Senate**

The Board and the Association **recognize** the rights, powers, and responsibilities of the **Lakehead** University Senate in accordance with The **Lakehead** University Act, **1965**.

##### **8.03 Collegiality**

The Board acknowledges the reasonable, certain, and known rights and responsibilities of members to participate in the formulation **and/or** recommendation of academic and Library policies and procedures within the University. The involvement and participation of members in the selection of senior academic administrators is accepted and supported by the Board.

##### **8.04 Support Services**

The Board shall endeavour to provide an adequate level of services and supplies in support of the academic and professional functions of members and professors emeriti.

#### **ARTICLE 9: ASSOCIATION-BOARD RELATIONSHIP**

- 9.01 The Board shall make known to the Association its proposals to amend The **Lakehead** University Act, **1965**, and shall advise the Association of any request it shall receive from the Government of Ontario to make submission concerning The Act.
- 9.02 **Authorized** representatives of the Association shall be permitted to transact **official** business of the Association with members or with official representatives of the Board on University property provided such business shall not interfere with or interrupt normal University operations.



- 9.03 The Association shall have access to the following University services at standard University rates for internal users: telephones, mail, printing, computer use, meeting rooms, audiovisual aids, and general **office** services. The Board shall provide the Association with the use of office space, with the rental rate to be negotiated.
- 9.04 The Association shall have the right to appoint one person to the University Parking Committee.
- 9.05 The Association shall inform the Board of the names of its officers and other **authorized** representatives within seven days of their selection.
- 9.06 In years in which this Agreement is to be **re-negotiated**, the Association's Chief Negotiator shall not be assigned teaching responsibilities in the Spring or Summer terms. In the event that the Chief Negotiator is a librarian member, the Board shall **authorize** a reduction of working hours to a maximum of twelve (**12**) hours per week in the four (**4**) weeks preceding the last date on which negotiations may be opened and continuing during the period of negotiations. The Association has the right to purchase a one-half of a full-course equivalent to be assigned to the Chief Negotiator.
- 9.07 In years in which this Agreement is to be renegotiated, the Board shall **authorize** a reduction in scheduled working hours for each librarian member of the bargaining team, during the period of negotiations, of the hours used for negotiating to a maximum of twelve (**12**) working hours per week.
- 9.08 The President of the **Lakehead** University Faculty Association shall have observer status at regular general meetings of the Board of Governors. Pursuant to the By-Laws of the Board of Governors, an observer is a member of the University community who is invited by the Board to attend or participate in discussion at Board meetings, as approved by the Board. Unless specifically invited to do so, an observer does not attend special Board meetings, nor meetings of Board committees, including Committee of the Whole.
- 9.09 The Chair of the Board of Governors shall have observer status at regular general meetings of the **Lakehead** University Faculty Association. Unless specifically invited to attend, this observer status does not apply for special general meetings of the Association. As an observer, the Chair of the Board could participate in discussion on the invitation to do so by the meeting chair.
- 9.10 The Board shall establish and maintain a Joint **Benefits** Committee of six members, to which the Association shall have the right to appoint half the members,
- 9.11 The President of the Association shall receive a teaching load reduction of one-half of a full course equivalent. Should the Association President be a librarian member, that individual shall receive a reduction of six (**6**) hours per week. The Association has the right to purchase an additional one full course equivalent to be assigned by the Association to its President and/or its Chief Grievance Officer and in the event either position is filled by a librarian member, the Association may purchase an additional **12** hours per week. The Association has the further right to purchase one half of one full course equivalent or six (**6**) hours in the case of a librarian member, pursuant to Article **9.06** above.

#### ARTICLE 10: JOINT COMMITTEE FOR ADMINISTERING THE AGREEMENT

- 10.01 A Joint Committee for Administering the Agreement shall be established within ten days of the ratification, by both parties, of this Agreement.

- 10.02** The Joint Committee shall consist of three persons appointed by the Board and two faculty members and one librarian member appointed by the Association, with each party entitled to two votes.
- 10.03** The terms of reference of the Joint Committee shall be:
- (A) To assist the parties in creating and maintaining harmonious relationships by providing a means for discussing issues concerning the administration of the Agreement and the relationship in general between the Board and the Association, including issues not specifically covered by this Agreement;
  - (B) To perform functions assigned to it pursuant to this Agreement;
  - (C) To consider issues and problems associated with the administration, interpretation, and operation of this Agreement that are submitted to it by either or both parties, excluding formal grievances; and,
  - (D) To negotiate amendments to the collective agreement necessitated by Senate approved changes to academic governance.
- 10.04** (A) The Joint Committee shall meet on the giving of at least seven days notice by either party.
- (B) One of the Association appointees shall serve as Chair from July 1 to December 31, and one of the Board appointees shall serve as Chair from January 1 to June 30.
  - (C) A quorum shall be three voting members

#### ARTICLE 11: HEALTH AND SAFETY

- 11.01** The Board shall maintain a **Lakehead** University Occupational Health and Safety Committee, pursuant to the Ontario Occupational Health and Safety Act as amended from time to time.
- 11.02** The Association shall have the right to appoint one faculty member and one librarian member to the **Lakehead** University Occupational Health and Safety Committee.

#### ARTICLE 12: ACCESS TO INFORMATION

- 12.01** The Board shall provide the Association with the following information and data:
- (A) By November 1<sup>st</sup> of each year, a list of all members, by Department/School, Library, including academic rank, Librarian rank, type of appointment, year of appointment, years of first and last degree, and highest degree earned;
  - (B) By November 1<sup>st</sup> of each year, salary and age data on all **faculty** members sufficient to construct a scattergram of age versus salary. Data are to be provided in a format which does not divulge any individual salary information;
  - (C) By April 1<sup>st</sup> of each year, the number of sessional academic staff members by Department/School, the number of courses taught by sessional staff, the total annual

salary cost for sessional staff and a current seniority list for all sessional members.

- (D) By October **1st** of each year, the total cost of academic and Librarian salaries and benefits for the previous financial year, as reported to the Committee of Finance Officers of the Universities of Ontario;
  - (E) At the same time as candidates are informed of the Presidents recommendations to the Board with respect to promotion, tenure, **and/or** renewal, the names of members who were considered for renewal of probationary appointment, tenure, and/or promotion, the decision of the Promotion, Tenure, and Renewal Committee for each member, the President's recommendation to the Board for each member, and by June **1st** of each year the decision of the Board for each member so considered;
  - (F) By June **1st** of each year, the names of members, by Department/School, who were granted Sabbatical or Study Leave for the coming academic year, and the duration of each leave, and by April **1st** of each year, the total salary figure expended for full-time term appointments made to replace members who were on Sabbatical or Study Leave during that academic year;
  - (G) The Association shall be included on the circulation list for agendas, meeting materials, and Minutes of the Board, and for financial and staffing reports prepared for the Senate Budget Committee by the Office of the Vice-President (Administration);
  - (H) Copies of the University's Operating Budget and Audited Financial Statements when approved by the Board of Governors;
  - (I) Copies of formal University briefs, submitted in response to requests from the Ontario Council on University Affairs, the Federal Government, or the Provincial Government, which directly address the terms and conditions of employment of members; and,
  - (J) Copies of the pension and group insurance policies, triennial actuarial reviews of the pension plan, and measurement surveys supplied to the Joint Benefits Committee.
  - (K) By November **1st** of each year, age and salary of each librarian,
- 12.02 The Board shall **authorize** Statistics Canada to release copies of the standard Salary Analyses of Full-time Teachers at **Lakehead** University to **C.A.U.T.** and to **O.C.U.F.A.**
- 12.03 The Association shall provide the Board with the following information:
- (A) copies of general newsletters from the Association to members of the bargaining unit, to be sent to the Vice-President (Administration) and the Director of Human Resources at the same time as the general mailing;
  - (B) copies of any formal printed statements or briefs concerning the University to be made public by the Association;
  - (C) a current copy of the constitution of the Association; and
  - (D) copies of formal Association briefs, submitted in response to **CAUT** and/or **OCUFA** which directly address the terms and conditions of employment of faculty members.

ARTICLE 13: EMPLOYMENT OF NON-MEMBERS

- 13.01** Nothing herein shall prevent a member of the Board, President, Vice-President, Dean, Chief Librarian, or any other person excluded from the bargaining unit by **the** decision of the Ontario Labour Relations Board, dated September 27, 1979, as amended from time to time, from performing instructional work, research and scholarly activities, and professional librarian functions and activities.
- 13.02** Nothing herein shall prevent the performance of instructional work by persons registered at **Lakehead** University at Thunder Bay as graduate or undergraduate students and who are regularly employed on a part-time basis in teaching, demonstrating, tutoring or marking.
- 13.03** Nothing herein shall prevent the performance of instructional work by Sessional Lecturers.
- 13.04** Nothing herein shall prevent the performance of professional librarian work by professional librarians employed on a part-time basis. Professional librarians regularly employed on a **part-time** basis (i.e. for more than three consecutive months) for more than twenty-one hours per week shall be members of the bargaining unit, but for such members the following articles of this Agreement shall not apply: **16** (Rights and Responsibilities - Librarian Members), **20** (Appointments), **21** (Performance Reviews), **24** (Promotions), **32** (Lay-off (**Librarians**)), **34** (Retirement, Resignation, and Clearance Upon Termination), **36** (Employment Benefits), and **37** (Leaves of Absence). Professional librarians employed on a part-time basis either for periods of less than three consecutive months, or for twenty-one or less hours per week, shall be excluded from the bargaining unit.
- 13.05** Openings for professional librarians to be employed on a part-time basis of twenty-one or less hours per week and for less than three consecutive months shall be posted in the Library. Members of the bargaining unit with full-time appointments may apply for such openings, but such work shall not be treated as overtime work and the regular salary rate for the position shall apply.
- 13.06** Except as provided for in this Article, no instructional or professional Library work shall be performed by persons who are not members of the bargaining unit.

ARTICLE 14: PERSONNEL FILES

- 14.01** Official personnel files maintained by **the** Board about members of the bargaining unit are records of the employment history of the member in the University. Subject to the provisions of this Agreement, the contents and use of the official personnel file are for decisions respecting terms and conditions of the employment of a member. The purpose of this Article is to ensure that the files fairly represent the member's employment history.
- 14.02** There shall be one official personnel file maintained in the **office** of the President or in such other location designated by the President for each member which shall include some or all of the following items:
- (A)** **pre-employment** materials including correspondence associated with the application, curriculum vitae, transcripts, and letters of reference;
  - (B)** copies of letters relating to Board actions respecting the member, including initial appointment, annual renewal of appointment, granting of a continuing appointment, approved leaves of absence, administrative appointments, etc.;

- (C) correspondence related to the member's employment between the member, the President, the Dean/Chief Librarian;
- (D) materials relating to recommendations on salary, tenure, continuing appointment, and promotion;
- (E) materials respecting professional development and achievement;
- (F) copies of the **faculty** member's annual reports; and
- (G) copies of the librarian member's performance reviews.

**14.02.01** The Dean and the Chair/Director and the Chief Librarian may keep a file on a member, but such files shall not constitute the member's official personnel file. These files may contain copies of some or all of the material kept in the official personnel file. The official personnel **file** and any other files kept pursuant to **14.02.01** shall be clearly marked as confidential. All the restrictions specified in this Article which apply to the official personnel file apply equally to **all** files referred to in this Article

- 14.03** An **inventory** sheet shall be included in each **official** personnel file.
- 14.04** No anonymous material shall be kept in a member's official personnel file. Any anonymous material in a member's official personnel file when this Agreement comes into effect shall be removed and destroyed.
- 14.05** Confidential material kept in a member's official personnel file shall be subject to the following rules of storage:
- (A) **confidential** material is limited to signed letters of reference solicited with the knowledge of the member, and any other letter or document transmitted in confidence which the member, his/her Chair/Director, the Chief Librarian, the Dean, the President, the Director of Human Resources, or a Committee solicit pursuant to this Agreement; and,
  - (B) a member shall receive an inventory of the confidential materials in his/her official personnel file on request to the President, such an inventory to include the date and general subject matter of the confidential material.
- 14.06** The official personnel file shall be the only source of **confidential** personal employment information used in any official University proceeding. The official documents constituting the file shall be the paper originals or, in the event the original document is received in facsimile or electronic form, an accurate paper copy. Such material may be used as follows:
- (A) renewal of a probationary appointment, pursuant to Article **23**;
  - (B) tenure, pursuant to Article **25**;
  - (C) promotion, pursuant to Article **26**;
  - (D) grievance and arbitration, pursuant to Article **30**; and,

- (E) other proceedings with the written permission of the member  
and in addition, the official personnel file for librarians may be used **for**;
  - (F) appointment, pursuant to Article 20;
  - (G) performance reviews, pursuant to Article 21.
- 14.07 Upon written request to the President, a member and/or an agent **authorized** in writing by the member shall have the **right** to examine the contents of his/her official personnel file in the President's office, except for confidential material described in 14.05(A). Such examination shall be in the presence of a person designated by the President. The member shall not be allowed to remove the official personnel **file** or any part thereof from the President's office. Upon written request the member shall obtain at his/her expense copies of the documents to which he/she has the right of examination.
- 14.08 A member shall have the right to include in his/her official personnel file written comments on the accuracy or meaning of any of the **non-confidential** contents of the file, and to add to the file any documents that **he/she** deems relevant.
- 14.09 No information contained in the official personnel tile of a member, in a member's file kept in the Dean's office, or Chief Librarian's **office**, or in University payroll records, shall be made available to any other person or institution, except as **authorized** by this Agreement, by law, by the member in writing, or by the President for internal University administrative purposes. Access required by law shall be granted only to an individual holding a subpoena or a search warrant, and shall be granted only by the Vice-President or someone designated by him/her in writing. The **Vice-President** shall notify the member concerned immediately, stating the person or persons granted access and the legal reasons for granting this access unless such notification is prohibited by legal statute.

#### ARTICLE 15: ACADEMIC FREEDOM

- 15.01 The parties **recognize** that the University, in pursuing its objects and purposes, subscribes to the principle of academic freedom which encourages the search for knowledge and its free exposition.
- 15.01.01 Faculty members have the **right** to examine, question, teach, learn, investigate, speculate, comment, publish, and **criticize**, without deference to prescribed doctrines. Academic freedom makes possible commitment that may **result** in strong statements of beliefs and positions, and protects against any University penalty for exercising that freedom. Academic freedom carries with it the duty to use that freedom in a manner consistent with the scholarly obligation to base research and teaching on an honest search for knowledge.
- 15.01.02 Librarian members have the right and responsibility to make knowledge, ideas, and information freely available, no matter how controversial, without deference to prescribed doctrine or institutional censorship. Academic freedom also ensures the member's right to disseminate the results of his/her research and to express his/her professional opinion freely and publicly, without University penalty for exercising that freedom. Members **recognize** that academic freedom involves a duty to use that freedom in a responsible way.

**ARTICLE 16: RIGHTS AND RESPONSIBILITIES****16.01 Faculty Members**

- 16.01.01** The responsibilities of **faculty** members at **Lakehead** University shall encompass an appropriate combination of teaching, research and other scholarly activities, administrative activities, and service to the profession and community. In **fulfillment** of these responsibilities, it is **recognized** that a faculty member, on occasion, may be required to be absent from campus. In the case that such absences exceed two consecutive days, the faculty member shall provide prior notification and contact information to his/her immediate supervisor or designate
- 16.01.02** The primary responsibility of a Sessional Lecturer shall be to teach, however, nothing shall prevent a sessional lecturer from voluntarily engaging in research, other scholarly activities, administrative activities, and service to the profession and community.
- 16.01.03** The following articles are not applicable to Sessional Lecturers: Article **23** (Renewal), Article **25** (Tenure), Article **26** (Promotion), Article **27** (Outside Professional Activities), and Article **37** (Leaves of Absence).

**16.02 Teaching**

- 16.02.01** A faculty member shall accept his/her teaching assignments and schedules communicated to **him/her** by the Dean of the Faculty. The Dean shall seek the advice of the Department/School, through the Chair/Director on an appropriate assignment of teaching responsibilities. Failure by the Chair/Director to provide such advice when requested shall not preclude the Dean from assigning teaching responsibilities for the coming year to individual faculty members, nor shall it excuse the faculty member from his/her responsibility to accept the teaching assignment. Reasonable effort shall be made to achieve a just and equitable distribution of the departmental teaching load among faculty members of the **Department/School**, taking into account other aspects of each faculty member's workload. Normally the Dean shall accept the advice of the Department/School. If the Dean has difficulty accepting any aspect of the Department/School's advice, he/she may ask the **Department/School** to reconsider the matter and to provide whatever additional information it believes to be relevant. If the Dean departs from the departmental advice, he/she shall advise the Department/School in writing of the reasons for doing so.
- 16.02.02** A faculty member who believes that his/her assigned teaching load is excessive in relation to the teaching loads of other **faculty** members has the right to have the **Vice-President (Academic)** review his/her assigned teaching load. If the faculty member's concern is substantiated as a result of the review and the load cannot reasonably be reduced, he/she shall receive compensation in the form of either additional pay or a comparable reduction in assigned teaching load in a subsequent term or year.
- 16.02.03** The geographical location of **Lakehead** University and the desire to serve the people of Northwestern Ontario necessitate the teaching of courses in off-campus locations and during Spring and Summer terms. **In** these cases the assignment of teaching loads pursuant to **16.02.01** is subject to the following conditions:

- (A) the courses offered are within the Continuing Education plan approved by the Senate;
- (B) no faculty member shall be required to teach more than one full course or two half courses off-campus in each academic year;
- (C) no faculty member shall be required to teach more than one full course or two half courses in the Spring or Summer terms in any academic year;
- (D) no faculty member shall be required to teach in four consecutive terms, nor shall he/she be required to teach both the Summer and Spring terms of any academic year; and,
- (E) a faculty member, but excluding sessional lecturers, teaching at an off-campus location shall receive financial compensation pursuant to the Article on Salaries.

**16.02.04** A **faculty** member, but excluding sessional lecturers, shall not be required in any academic year to teach more than one full course or two half courses that begin on or after **5:30** p.m.

**16.02.05** A faculty member is expected to foster a learning environment that is conducive to scholarly learning, to treat students fairly and ethically, and to be conscientious in the preparation, **organization**, and revision of his/her course materials.

**16.02.06** At the commencement of each course, a faculty member shall prepare and make available to the students written information concerning course requirements, assignments, evaluation procedures, components and percentage weighting of the final mark, **penalties** for late filing of assignments, **office** hours for academic counselling and any other relevant material, and shall file a copy of this written information with his/her immediate supervisor. Any change to this written information must be provided in writing to the students and copied to the immediate supervisor in a timely manner.

**16.02.06.01** A faculty member shall be available to students for academic counselling as required.

**16.02.07** A faculty member shall notify students and his/her immediate supervisor as far in advance as is practicable of the rescheduling of any instructional activity. Rescheduling shall occur only in exceptional circumstances beyond the reasonable control of the faculty member or when **prior** approval has been obtained from the immediate supervisor and prior arrangements have been made with the students. Such approval shall not be unreasonably withheld.

**16.02.08** A faculty member shall evaluate students' performance and shall supervise, when appropriate, students' research, practical work, theses, and major papers.

**16.02.09** A faculty member shall supervise the work of teaching and laboratory assistants assigned to **him/her**.

**16.02.10** A faculty member shall comply with procedures approved by Senate for conducting examinations and for reviewing students' marks and grades, and with reporting



deadlines communicated to him/her by the Dean

**16.02.11** Faculty members shall attend registration when required and shall arrange for the adequate supervision of their examinations.

**16.02.12** Overload

Proposed course offerings which cannot be staffed by members with full-time appointments as part of their normal teaching load shall be posted internally, in the departmental office. The Dean, in selecting staff for these courses, shall consult the Chair/Director, taking into account the qualifications of the member, his/her teaching and research record, and service to the University. The teaching of overload courses shall not hinder the **fulfillment** of the member's responsibilities.

**16.03** Research and Other **Scholarly Activities**

**16.03.01** Faculty members have the right and the responsibility to devote a reasonable proportion of their time to research and other scholarly activities so as to advance knowledge and understanding and to maintain scholarly competence. Insofar as it is possible the Board shall attempt to provide adequate facilities for these purposes,

**16.03.02** Faculty members shall, where appropriate, indicate in their published work(s) their affiliation with **Lakehead** University and acknowledge the work and co-operation of others.

**16.03.03** Research and other scholarly activities shall include, but may not necessarily be limited to, the following:

(A) Investigations, conducted individually or in co-operation with others, so that the results are (a) published in refereed journals, conference proceedings, or as patents, or (b) are presented at conferences or seminars and are available for peer review;

(B) Any studies or works that may be published as books, chapters in books, or disseminated by other suitable means in a manner which makes them available for peer review; and,

(C) Experimentation with teaching techniques and formats, provided the results are disseminated by suitable means in a manner which makes them available for peer review.

**16.03.04** It is **recognized** that a level of scholarly competence may be achieved by a faculty member such that, without extensive publication, he/she becomes an acknowledged authority in his/her field, and is regularly consulted by established researchers or authorities outside the University. Evidence of such extensive use as a research resource shall be accepted as evidence of scholarly activity.

**16.03.05** The immediate and regular preparation for routine instructional activities shall not be considered as research in the context of this Article.

**16.03.06** When the conditions of a research grant do not provide explicit direction, a faculty member shall obtain the **prior** written approval of his/her Dean in order to employ any

member of his/her family under a University-administered research grant.

**16.04 Administrative Responsibilities**

- 16.04.01** Consistent with their primary teaching and scholarly responsibilities, faculty members shall participate in the governance of the University through active membership on appropriate bodies such as Department and Faculty Councils, and shall participate to a reasonable extent in other University bodies, including Faculty and University committees and Senate, when called upon to do so or when elected to such bodies.
- 16.04.02** While exercising administrative responsibilities, faculty members shall treat academic colleagues, other employees and students ethically, so that objectivity, fairness, and absence of discrimination are maintained in all deliberations, including assessment of performance of any colleague, other employee **or** student. Faculty members shall not infringe on their colleagues' academic freedom, and shall observe the principles of confidentiality in a manner consistent with the performance of their **collegial** responsibilities.
- 16.04.03** A faculty member's participation in the activities of the **Lakehead** University Faculty Association is a **recognized** administrative activity in the context of this Article.

**16.05 Service to the Profession and the Community**

- 16.05.01** A member has the right to participate in the governance of his/her professional **organizations**, including but not limited to membership on committees of such **organizations**.
- 16.05.02** The parties encourage service to the community that enhances or extends the reputation of the University.
- 16.05.03** In activities that extend to the community, the faculty member shall retain the rights and responsibilities associated with academic freedom. In activities not related to a **faculty** member's employment at the University, he/she **shall** not purport to represent the University nor use University letterhead without the prior written permission of his/her Dean. Such permission shall not be unreasonably withheld.

**16.06 Annual Report**

- 16.06.01** Each faculty member shall submit to his/her immediate supervisor three copies of an Annual Report by May **31st** of each year. The Annual Report shall include the previous May **1st** to April **30th** period. One copy of this Report shall be filed in the **office** of the Chair/Director and two copies shall be forwarded to the Dean, one of which shall be placed in the faculty member's official personnel **file** in the President's **Office**.
- 16.06.02** The Annual Report, which shall be completed on a **standardized** form supplied by the Dean, shall include only the following information:
- (A)** teaching responsibilities undertaken, and evidence of teaching delivery and teaching performance, which may include the Senate approved or other teaching evaluations, peer evaluations, student testimonials, course outlines, reproductions of student work, or any other pertinent materials.

- (B) books and papers published;
- (C) conference papers given;
- (D) research and other scholarly work in progress;
- (E) graduate degrees awarded or graduate studies in progress and the expected date of completion, university, and title of thesis;
- (F) awards and other honours received;
- (G) Departmental, Faculty, Senate, Board, Association and other University activities;
- (H) contributions to the faculty member's profession;
- (I) contributions to the faculty member's community;
- (J) an account of the academic activities pursued by the faculty member during a term or terms in which he/she did not have an assigned teaching responsibility;
- (K) research grants and contracts awarded, name of granting body, research title, amount awarded and the date awarded;
- (L) a statement of his/her outside professional activities in the previous year; and,
- (M) any other information that the faculty member deems relevant.

**16.06.03** Following review of the Annual Report, the Dean shall respond to each faculty member and provide constructive suggestions and reasonable support for the purpose of enhancing the faculty member's performance.

**16.07** Librarian Members

**16.07.01** A member has certain rights, duties and responsibilities which derive from his/her position as a professional librarian in the University Library. In exercising his/her rights and in fulfilling his/her duties and responsibilities a member shall deal fairly and ethically with colleagues and Library users and shall respect the principles of confidentiality in a manner consistent with the performance of his/her professional role.

**16.08** Professional Services (Librarian Members)

**16.08.01** The primary responsibilities of members are the selection, **organization** and dissemination of information to support the academic pursuits of the University. Such responsibilities are achieved by providing professional consultation and assistance to Library users, and by developing and maintaining the Library collection consistent with the academic and other general information needs of the University

- 16.08.02** Subject to Library and University policies, a member has the responsibility to use his/her special training and knowledge in providing to all members of the University community access to Library materials and facilities. He/she has the right and responsibility to exercise professional **judgement** in the performance of **his/her** duties, also subject to Library and University policies.
- 16.08.03** Members have the right and responsibility to develop their professional expertise. Subject to the approval of the Chief Librarian, members have the right to pursue activities leading to their professional development such as attending conferences and workshops and the observation of systems and procedures for possible implementation in the Library.
- 16.08.04** Members may be responsible for the supervision of support staff and for participation in the administration of the Library.

**16.09** **Service to the University (Librarian Members)**

- 16.09.01** A member has the right and responsibility, when eligible, to serve as a member of duly constituted Library and University committees, when invited or elected, to the extent that such involvement does not prevent the member from fulfilling his/her primary responsibilities. Such committee service shall be discussed in advance with the Chief Librarian to ensure that this service is not in conflict with the member's primary responsibilities.
- 16.09.02** A member's participation in the activities of the Association shall be **recognized** as service to the University in the context of this Article. As long as Library requirements are met, and subject to the **fulfillment** of the scheduled public services of the Library, members shall have the right to attend **L.U.F.A.** general meetings during the working day upon prior **notification** of the Chief Librarian.

**16.10** **Service to the Profession and Community (Librarian Members)**

- 16.10.01** A member has the right to participate in the activities of his/her profession, professional associations and/or learned societies. He/she is encouraged to participate in such activities which will enhance the standing of both the member and the University, provided that such activities do not interfere with his/her obligations, duties and responsibilities to the University and subject to the following conditions:
- (A) if the Chief Librarian has cause for concern, a member shall, upon written request, make available to the Chief Librarian information in writing on the scope of outside activities of a substantial nature. When the time commitment to those activities is such as to interfere with **fulfillment** of his/her service to the University, the member shall take corrective action to ensure the **fulfillment** of his/her service; and,
- (B) when a member's activities involve the use of University facilities, supplies or services, permission for the use of such facilities, supplies or services, and agreement on appropriate reimbursement therefor, shall be obtained in **advance** by the member from the Chief Librarian.
- 16.10.02** In activities that extend to the community, a member shall retain the rights and responsibilities associated with academic freedom. In activities not related to the

librarian member's employment at the University, he/she shall not purport to represent the University nor use University letterhead without the prior written permission of his/her Chief Librarian. Such permission shall not be unreasonably withheld.

**16.11 Research and Other Scholarly Activities (Librarian Members)**

- 16.11.01 Although not required to do so, a member may be invoked in research to the extent that such involvement does not prevent **him/her** from fulfilling his/her primary responsibilities.
- 16.11.02 Such research, if any, shall be outside the member's responsibilities to the University. A member engaged in research with the concurrence of the Chief Librarian shall be eligible to apply for the use of University facilities and for financial support.
- 16.11.03 The purpose of research conducted by a member shall be to increase knowledge and understanding and to improve the professional competence of librarians.
- 16.11.04 Upon written request by the Chief Librarian, a member shall submit by May **1st** a summary of the nature, scope and specific achievements of any research of **scholarly** and creative activities carried out in the preceding year,

**16.12 Annual Report (Librarian Members)**

- 16.12.01 Each librarian member shall submit to the Chief Librarian an annual report by May **31st** of each year. The annual report shall include the previous May **1st** to April **30th** period. A copy of the annual report will be placed in the librarian member's official personnel file.
- 16.12.02 The annual report, which shall be completed on a **standardized** form supplied by the Chief Librarian, shall include the following information:
  - (A) professional service activities relating to assigned duties and responsibilities;
  - (B) service to the University;
  - (C) service to the profession and community; and
  - (D) research and other scholarly activities.

**ARTICLE 17: POSITION DESCRIPTIONS FOR PROFESSIONAL LIBRARIANS**

The following procedure will be used to establish position descriptions and to make subsequent revisions.

- 17.01 The duties and responsibilities of each professional librarian position shall be described in an appropriate position description. All such position descriptions shall be accessible to all members,
- 17.02 A proposed position description shall be prepared by the Chief Librarian, after **consultation** with the incumbent member if there is one. The provisions of such position descriptions shall constitute a reasonable workload and shall be generally consistent with the professional nature of the position and with a thirty-five hour work week.

- 17.03** The Chief Librarian shall forward the proposed position description to the Director of Human Resources, along with the name of the incumbent member who assisted in its preparation. Any significant differences between the Chief Librarian and the incumbent member over the provisions of the position description shall be noted by the Chief Librarian and these shall be forwarded to the Director of Human Resources along with the proposed position description itself.
- 17.04** The Director of Human Resources shall attempt to resolve any differences between the Chief Librarian and the incumbent over the provisions of the position description. The Director of Human Resources shall prepare a final draft of the position description and, irrespective of agreement between the Chief Librarian and the incumbent, shall forward it to the Position Evaluation Committee for consideration.
- 17.05** The Position Evaluation Committee shall consist of the Vice-President (Administration) as Chair, the Director of Human Resources, and one person appointed by the Association, who shall not be a Librarian member of the bargaining unit.
- 17.06** The responsibility of the Position Evaluation Committee shall be to ensure that each position description accurately describes the duties and responsibilities expected of a member holding the position. In addition, the Committee shall attempt to resolve any outstanding differences between the Chief Librarian and the incumbent member if such differences still remain.
- 17.07** The position descriptions shall be implemented only after the above procedure has been completed.
- 17.08** The work activities with respect to a given position may change with time. A review of each position description may be initiated by the Chief Librarian or on request by the incumbent member.
- 17.09** Copies of the position description shall be forwarded to the incumbent and to the Association within **20** days following the approval by the Position Evaluation Committee.

**ARTICLE 18: WORKLOAD FOR LIBRARIAN MEMBERS**

- 18.01** On the average the workload for a member is **35** hours per week. In addition to the duties and responsibilities specified in the position description **for** each member, the Chief Librarian may also assign reasonable duties which are not in conflict with this Agreement.
- The Chief Librarian shall indicate to the member the length of time the assignment is expected to take and whether such an assignment is expected to recur. Whenever possible, the member concerned shall be consulted with respect to the additional duties to be assigned.
- 18.02** For hours worked in excess of the normal workload, equivalent time off shall be scheduled, the day and time being subject to the approval of the Chief Librarian.
- 18.03** The Chief Librarian has responsibility for the scheduling of evening and weekend duties of members, taking into account the following:
- (A)** the needs and priorities of the Library;
  - (B)** the member's engagement in committee service; and,

(C) any other relevant factors.

Whenever possible, the member concerned shall be consulted with respect to the schedule to be assigned. A member shall not be scheduled for more than one evening and one weekend shift per week for reference and information desk services, except for special conditions such as staff shortages owing to vacations, illness, vacancies, special projects, etc.

**18.04** Librarians assigned to work by the Chief Librarian on statutory holidays as defined in Article **36.02** shall be entitled to compensatory time off at the rate of one and a half hours for each hour worked. The scheduling of such time off shall be subject to the approval of the Chief Librarian.

#### ARTICLE 19: APPOINTMENT OF FACULTY MEMBERS

##### 19.01 Types of Appointments

**19.01.01** Appointments for faculty members shall be:

- (A) tenured;
- (B) probationary;
- (C) limited term; or
- (D) sessional

##### 19.01.02 Tenured Appointments

A tenured appointment shall continue until retirement or until otherwise terminated pursuant to this Agreement.

##### 19.01.03 Probationary Appointments

- (A) A probationary appointment shall continue up to six years and leads to consideration for tenure unless otherwise terminated pursuant to this Agreement. A probationary appointment is a period of appraisal during which time the member is expected to meet the criteria and standards of performance required for the granting of tenure.
- (B) Except as provided in **19.01.04**, the initial full-time appointment to any academic rank normally shall be a probationary appointment for a period of three years.
- (C) An academic year in which a member with a **probationary** appointment spends an accumulated period of more than six months on leave(s) pursuant to Article **37** shall not count toward the three years of the member's initial or renewed probationary appointment.
- (D) Probationary appointments normally commence on July **1st**. When such an appointment commences **after** July **1st** but prior to December **31st**, the probationary period shall be deemed to have commenced on the previous July **1st**. When such an appointment commences on or after January **1st**

but prior to June **30th**, the probationary period shall be deemed to have commenced on the next July **1st**.

- (E) The member shall be informed by December **1st** of the final year of his/her initial probationary appointment that:
  - (a) he/she is offered a tenured appointment effective **July 1st**;
  - (b) he/she is offered a renewal of his/her probationary appointment for an additional three-year period; or
  - (c) his/her appointment shall terminate as of June **30th**.
- (F) During a second probationary appointment, the member may apply for tenure during any year by written notification to his/her Dean by September **30th**. The member must apply for tenure by no later than September **30th** of the final year of his/her second probationary appointment.
- (G) The member shall be informed by December **1st** of the final year of his/her second probationary appointment that:
  - (a) he/she is offered a tenured appointment effective July **1st**; or,
  - (b) his/her appointment shall terminate as of June **30th**

**19.01.04 Limited Term Appointments**

- (A) A limited term appointment is for a stated period of time, and carries no implication of renewal or continuation beyond the stated term and no implication that the appointee shall be considered for tenure.
- (B) Limited term appointments may be made to:
  - (a) bring distinguished visitors to the University;
  - (b) provide replacements for members on leave;
  - (c) respond to a specific teaching or research need which, for budgetary and/or academic reasons, is not intended to result in a continuing appointment; or,
  - (d) fill a position for which there has been inadequate opportunity to conduct a satisfactory search for a probationary or tenured appointee; or,
  - (e) fill a position, having conducted a search pursuant to Article **19.02** for a probationary or tenured appointee, with an appointee who has not completed the required academic qualifications for the position but is expected to do so.
- (C) The Board shall inform the Association of the period and purpose of each limited term appointment.
- (D) A member with academic rank on a limited term appointment who accepts an immediately subsequent probationary appointment in the same Department shall be credited for the time spent on the limited term



appointment, to a maximum of two years, when he/she is being considered for renewal of the probationary appointment, for tenure, for promotion, and for Sabbatical and Study Leave.

- (E) The total consecutive years a member may serve on limited term appointment(s) shall not exceed three years.

**19.02 Appointment Procedures for Full-Time Faculty Members**

- 19.02.01** When a vacancy has been approved for staffing, the Department/School concerned shall establish a search procedure, which shall be communicated in writing to the Dean by the Chair/Director. The Department/School may delegate its responsibilities under **19.02** to an Appointments Committee consisting of one or more members. If an Appointments Committee is established, the search procedure should describe the nature of the involvement, if any, of the remaining members of the Department/School in the process. "Department/School" means "Appointments Committee" in **19.02.02** through **19.02.07**, if such has been established.
- 19.02.02** The Department/School shall consult with the Dean to jointly establish an appropriate description of the duties and responsibilities of the position and the desired qualifications of a successful candidate. Such criteria should be related to departmental needs and objectives and, for tenure-stream appointments, consistent with the established criteria for renewal of probationary appointments and the granting of tenure. The Dean and the Department/School shall consider the Faculty Employment Equity Policy in all appointments.
- 19.02.03** New appointments for full-time positions shall be advertised within the University and outside the University in suitable publications such as University Affairs and the CAUT Bulletin. Where appointments must be made urgently for academic reasons, or in the case of contractually-limited term appointments, the Dean, after **consulting** with the Department/School may **authorize** exceptions to this requirement. Advertising shall be designed to reach qualified individuals legally entitled to work in Canada. The placing of advertisements and receipt of applications shall be the responsibility of the University administration,
- 19.02.04** The **Department/School** shall recommend its preferred candidate to the Dean, shall include supporting documentation, and shall recommend, after **consultation** with the Dean, the type of appointment, rank, salary, probable teaching duties and other responsibilities, and other expectations **and/or** conditions of appointment. The Department/School's report to the Dean shall include the dissenting opinions, if any, of Department/School members.
- 19.02.05** Normally the Dean shall accept the recommendation and shall forward it to the **Vice-President (Academic)**. The Dean may reject the recommendation for good and sufficient reason related to the candidate's qualifications or the procedures followed, including the adequacy of the search for qualified individuals legally entitled to work in Canada. In such cases the Dean shall meet with the **Department/School** to advise it of his/her reasons for rejecting the recommendation.
- 19.02.06** If the **Department/School** and the Dean cannot agree on a final recommendation, the Dean shall submit both his/her recommendation and the report of the **Department/School** to the Vice-President (Academic).

- 19.02.07 The Vice-President (Academic) shall make a recommendation to the President.
- 19.02.08 The successful candidate shall be appointed by the Board on the recommendation of the President, but no person shall be appointed whose application, curriculum vitae, and proposed type of appointment have not been submitted to the **Department/School** for review.
- 19.02.09 The President shall provide each successful candidate with a letter of appointment containing the following information:
- (A) the date at which the appointment commences;
  - (B) type of appointment;
  - (C) salary for the **first** year of the appointment;
  - (D) rank;
  - (E) Department or School in which the candidate is to be appointed;
  - (F) any other terms and conditions pertaining to the appointment, particularly conditions that would affect renewal of a probationary appointment or the granting of tenure and the Faculty Employment Equity Policy;
  - (G) probable departmental teaching duties and other responsibilities for the first year of the appointment; and,
  - (H) a statement that the appointment is subject to the provisions of the Agreement,

The following documents shall be enclosed with the letter of appointment:

- (i) a copy of the Agreement; and
- (ii) a copy of a statement supplied by the Association providing contact information and informing the candidate that he/she may approach the Association for information and advice regarding terms and conditions of employment.

19.03 **Appointment** Procedures for **Sessional** Lecturer Members

- 19.03.01 Sessional Lecturer positions to be filled shall be posted on relevant departmental/school bulletin boards for a period of no less than two weeks and, whenever possible, no less than two months in advance of the commencement of the appointment. Such posting shall include the following: date of posting: title of the position; starting date; duration and location: qualifications preferred; and date of application closure. Recommendations for sessional appointments shall be posted for five days before an official offer is made.
- Position vacancies may be filled without posting but pursuant to Article **19.03.02** in the event of unanticipated course enrolment increases such that an additional section is established or in order to fill emergency replacements.
- 19.03.02 The criteria used in the appointment to a sessional lecturer position shall include academic qualifications, ability to perform the various duties of the position, and applicable prior experience.
- (A) A Sessional Lecturer member who has been a member of the Association for at least the three previous academic years shall have the right of first

refusal on sessional positions for which he/she is qualified

- (B) A Sessional Lecturer member who has the right of first refusal may apply in writing to the appropriate Dean for permission to retain his/her first refusal status for up to twelve months. This permission shall not be unreasonably withheld.
- (C) When the above factors are considered to be relatively equal among two or more candidates who have the **right** of first refusal, seniority shall apply. Seniority of a Sessional Lecturer member shall be calculated as the total number of full-course equivalents taught by a Sessional Lecturer since September, **1988**. If there is a break in service of more than two consecutive years, any courses taught prior to that break will not be included in the calculation of seniority.
- (D) Where courses are available, Sessional Lecturer members are entitled to teach up to, but are not limited to, three full-course equivalents in the combined **Fall/Winter** term and one full-course equivalent in each of the Spring/Summer terms.

#### ARTICLE 20: APPOINTMENT OF LIBRARIAN MEMBERS

##### 20.01 General Conditions

- 20.01.01 Appointment as a professional librarian shall be limited to persons with the following minimum qualifications:
  - (A) an undergraduate degree from a **recognized** university; and,
  - (B) a degree from a library school accredited by the American Library Association, or by a comparable Canadian accrediting body if such is established, or a comparable combination of experience and formal qualifications,
- 20.01.02 Appointments shall be made to one of the following ranks: Librarian I, Librarian II, Librarian III. Librarian IV.
- 20.01.03 Unless specifically provided otherwise in the letter of appointment, a member is employed **12** months a year, including vacation time and statutory holidays.
- 20.01.04 Appointments may be made at any time during the year, and shall be one of the following types:
  - (A) limited term;
  - (B) probationary; or
  - (C) continuing

20.02 **Limited Term Appointment**

- 20.02.01 A limited term appointment is for a stated period of time and carries no implication of renewal or continuation beyond the stated term and no implication that the appointee shall be considered for a continuing appointment.
- 20.02.02 A limited term appointment may be made to:
- (A) provide a replacement for a member on leave;
  - (B) meet specific Library needs of limited duration; or
  - (C) fill a position for which there has been inadequate opportunity to conduct a satisfactory search for a probationary appointee
- 20.02.03 The total consecutive years a member may serve on limited term appointment(s) shall not exceed two years without the agreement of the Association, except where the limited term appointment(s) is funded entirely from granting agencies external to the University. In this latter instance, the total consecutive years a member may serve in a limited term capacity shall not exceed the duration of the external funding without the agreement of the Association.
- 20.02.04 In addition to the information provided to the Association pursuant to **12.01**, the Board shall inform the Association of the period and purpose of any limited term appointment.

20.03 **Probationary Appointment**

- 20.03.01 A probationary appointment shall be for one year. During that year performance judged to be unsatisfactory shall be just cause for termination of the probationary appointment pursuant to **20.03.03**. The probationary appointment may be extended for up to one additional year when
- (A) the member's performance has been marginally satisfactory and, in the opinion of the Chief Librarian, may be expected to improve, or
  - (B) in the opinion of the Chief Librarian the probationary period has not provided a suitable opportunity for the member to demonstrate satisfactory performance.
- 20.03.02 A probationary appointment is a period of appraisal during which time the member is expected to meet the standards of performance required for a continuing appointment.
- 20.03.03 The member shall be informed within five (5) days of each quarterly performance review of the result of the review. If the member's performance is judged clearly unsatisfactory following a quarterly review, he/she may be informed that, if the unsatisfactory performance persists, he/she may be given one month's notice of termination of the probationary appointment. If the member's performance is judged marginally unsatisfactory following a quarterly review, he/she may be informed that, if his/her performance is judged to be unsatisfactory at a subsequent quarterly review, he/she may be given one month's notice of termination of the probationary

appointment. The member shall be given advice and support for improvement throughout the probationary period.

**20.03.04** The member shall be informed within five **(5)** days of the twelve **(12)** month evaluation that:

- (A)** he/she is offered a continuing **appointment** effective at the beginning of the thirteenth **(13th)** month;
- (B)** he/she is offered an extension of the probationary period; or
- (C)** his/her appointment shall terminate and he/she shall receive one month's notice or pay in lieu thereof.

**20.03.05** A member on an extended probationary appointment shall be informed within five **(5)** days of the final evaluation that:

- (A)** he/she is offered a continuing appointment effective at the beginning of the month following the end of the extended probationary period; or
- (B)** his/her employment shall terminate and **he/she** shall receive one month's notice or pay in lieu thereof.

**20.04** Continuing **Appointment**

A continuing appointment shall continue until retirement or until otherwise terminated pursuant to this Agreement

**20.05** **Appointments and Promotions Committee**

**20.05.01** There shall be an Appointments and Promotions Committee with three members. The Committee shall consist of the Chief Librarian serving as chair and two librarians with continuing appointments selected by librarian members of the bargaining unit.

**20.05.02** The two members shall serve for a term of two years with a new representative being selected each year. Terms commence as of a given July **1st** and terminate **twenty-four (24)** months thereafter.

**20.05.03** The Committee shall consider applications for appointment and promotion.

**20.05.04** Any member of the Committee who has applied for appointment to a new position or for promotion shall be excused from the Committee and an alternative member shall be selected by the librarian members of the bargaining unit.

**20.05.05** If a member of the Committee selected by the membership resigns or is unable to serve for any other valid reason, an alternate member shall be selected by the librarian members of the bargaining unit to serve out that term or appropriate portion thereof.

**20.06** **Appointment Procedures**

**20.06.01** When a vacancy has been approved for staffing, the Chief Librarian shall convene a meeting of the Appointments and Promotions Committee.

- 20.06.02** The Appointments and Promotions Committee shall review the duties and responsibilities of the vacant position and the qualifications desired in a successful candidate. For vacancies below the department head level, the department head will meet with the Appointments and Promotions Committee in its review of the duties and responsibilities of this position.
- 20.06.03** Notice of a vacancy, of the desired qualifications, and of the application deadline shall be sent to all librarian members. Vacancies **may** be advertised outside the **University** in suitable publications such as Fallicker University Affairs and/or the CAUT Bulletin. The placing of **advertisements and the** receipt of applications shall be the responsibility of the University Administration.
- 20.06.04** The Appointments and Promotions Committee shall review the internal and external applications received and shall interview all qualified applicants it selects. For applications below the department head level, the department head shall be included in the interview process. The Chief Librarian shall select the successful applicant giving consideration to the evaluation of the applicants by the Committee and, where applicable, the department head.
- 20.06.05** A limited term appointment may be made without following the above procedures at the discretion of the Chief Librarian.
- 20.06.06** The Chief Librarian shall provide the successful applicant with a letter of appointment containing the following information:
- (A) the date at which the appointment commences;
  - (B) type of appointment;
  - (C) starting salary;
  - (D) rank;
  - (E) department in which the candidate is to be appointed;
  - (F) any other terms and conditions pertaining to the appointment which are not inconsistent with the provisions of this Agreement;
  - (G) a copy of the position description for the position; and
  - (H) a statement that the appointment is subject to the provisions of this Agreement.

The following documents shall be enclosed with the letter of appointment:

- (i) a copy of the Agreement; and
- (ii) a copy of a statement supplied by the Association providing contact information and informing the candidate that he/she may approach the Association for information and advice regarding terms and conditions of employment,

**20.07 Appointment of Department Heads**

- 20.07.01** A member may be appointed as head of a Library department by the Chief Librarian, pursuant to **20.06**.
- 20.07.02** Upon appointment as a department head, a member shall serve a trial period which shall not exceed one year. At the conclusion of the **trial** period, the member either

shall be confirmed as head of the department if his/her professional performance during the trial period was satisfactory, or shall be returned to his/her former rank and the salary he/she would be receiving if the appointment had not been made.

- 20.07.03 A rank no lower than Librarian III shall be acquired by appointment as department head.

**ARTICLE 21 PERFORMANCE REVIEWS FOR LIBRARIANS**

- 21.01 21.01.01 Reviews of a member's performance as a professional librarian shall be conducted pursuant to this Article. Conclusions reached in the course of a review shall be reasonable and consistent with the information used in the review.

- 21.01.02 Formal evaluations of a member's performance may be used in any University appraisal of the member.

21.02 Performance Criteria

- 21.02.01 The duties and responsibilities of a member which may be subject to performance review encompass four fields of activity:

- (A) professional service;
- (B) service to the University;
- (C) service to the profession and the community; and
- (D) research and other scholarly activities.

- 21.02.02 A review of a member's professional service performance shall be based on the following criteria as they relate to the member's assigned duties and responsibilities during the period in review:

- (A) accuracy and thoroughness of work, including quality and consistency of performance and effective application of knowledge and skills;
- (B) **organization** of work, including the ability to set priorities, to choose efficient means of accomplishing goals and to use time effectively;
- (C) quantity and timeliness of work, including the level of productivity and ability to meet deadlines;
- (D) **judgement**, including recognition of problems, decision making and the ability to assess alternate solutions and the consequences of recommendations;
- (E) communication skills, including the ability to communicate effectively in speech and in writing, and the ability to gain the confidence, cooperation and respect of others;
- (F) initiative, including choosing objective, resourcefulness and creative innovation, flexibility and responsiveness to new ideas; and
- (G) supervisory skills, where applicable.

- 21.02.03 A review of a member's performance in service to the University, service to the profession and the community, and research and other scholarly activities, shall be based on the following criteria:

- (A) effectiveness of service to the University, as evidenced by successful service on University committees, activities that further the welfare of the

University, etc.;

- (B) active participation in professional and/or scholarly **organizations**, and/or professionally related community service; and
- (C) scholarly ability (where a member is engaged in research or other **scholarly** activity pursuant to **16.11**), as evidenced by the execution of research, by publication in librarianship, information science, bibliography or other related areas of professional expertise, and/or by presentation of work at conferences or seminars in a form that is available for review.

**21.03** The standards of performance that can be reasonably expected within the **various** criteria stated in **21.02** vary with the experience, administrative responsibilities, type of appointment and position of the members.

**21.04** **Performance in a Probationary Appointment**

**21.04.01** The professional service performance of a member on a probationary appointment shall be formally reviewed at three **(3)** month intervals. The Chief Librarian shall be responsible for the formal reviews and shall consult with the member's department head, if any.

**21.04.02** The performance of a member shall be reviewed on the basis of the criteria described in **21.02.02**.

**21.04.03** The Chief Librarian shall provide the member with a **written** copy, including copies of all documentation, of his/her evaluation of a member's performance at least three **(3)** days in advance of a meeting with the member to discuss his/her performance. The member shall sign the report to signify that he/she has read the review and has discussed his/her performance at the meeting with the Chief Librarian. The signature does not indicate that the member agrees with the evaluation.

**21.04.04** At the conclusion of a probationary or extended probationary period, a performance review pursuant to this Article that concludes that the member has not met the standards of performance required for a continuing appointment shall be just cause for termination of the appointment.

**21.05** **Performance in a Continuing Position**

**21.05.01** The parties **recognize** that no periodic, structured performance review substitutes for regular communication between the Chief Librarian and a member, for constructive staff relations or for addressing staff problems promptly and reasonably.

**21.05.02** The performance of a member on a continuing appointment shall be formally reviewed in May or June of each year by the Chief Librarian, who shall consult with the member's department head, if any. The performance review shall be for the immediately preceding period from May **1st** to April **30th**. At the meeting held pursuant to **21.05.06**, an exchange of information on the state of Library operations and of issues of concern shall be encouraged.

**21.05.03** The performance of a member shall be reviewed on the basis of the criteria described in **21.02**.



**21.05.04** Prior to carrying out the performance review, the Chief Librarian, on his/her own initiative may, or on the request of the member shall, obtain written information about and/or evaluation of **the** member's work from other librarians, University colleagues, library users **and/or** professional associates. When the Chief Librarian does so on his/her own initiative, **he/she** shall so inform the member in advance.

**21.05.05** Depending on the degree of a member's participation in service to the University pursuant to **16.09**, in service to the profession and the community pursuant to **16.10** and in research and other scholarly activities pursuant to **16.11**, professional service performance pursuant to **21.02.02** shall be given a weighting of eighty-five to **ninety-five percent (85-95%)** and other performances pursuant to **21.02.03** shall be given a weighing of fifteen to five percent **(15-5%)**.

**21.05.06** The Chief Librarian shall provide the member with a written copy, including copies of all documentation, of his/her evaluation of a **member's** performance at least three **(3)** days in advance of a meeting with the member to discuss his/her performance. The member shall sign the **report** to signify that he/she has read it and has discussed his/her performance at the meeting with the Chief Librarian. If there is disagreement with the evaluation, the member shall so indicate upon the signing of the report, Within three **(3)** days of the meeting the member shall provide a concise written statement of his/her reasons for dissent and this **statement** shall be attached to and become part of the evaluation report. Failure to supply a statement of disagreement shall be taken as acceptance of the Chief Librarian's evaluation,

**21.06**     **Performance in a Headship Trial Period**

**21.06.01** The performance of a member in a trial period as a department head pursuant to **20.06.02** shall formally be reviewed at the mid-point and the conclusion of the trial period.

**21.06.02** The procedures described in **21.05.02, 21.05.03, 21.05.04, 21.05.05** and **21.05.06** shall apply to reviews conducted pursuant to **21.06.01**.

**21.07**     **Documentation**

All documentation used on a review shall be dated and attached to the report prepared by the Chief Librarian with respect to the review, and filed in the member's official personnel file. No anonymous material may be used. When the Chief Librarian believes that confidential material, from the member's official personnel file or gathered pursuant to **21.05.04**, should be used, the member shall be given a typed copy of such confidential material, edited to remove statements that could identify the author.

**ARTICLE 22: PROMOTION, TENURE, AND RENEWAL COMMITTEES**

**22.01** There shall be two Promotion, Tenure, and Renewal Committees responsible for making recommendations to the President concerning:

- (A)** the renewal of probationary appointments;
- (B)** the granting of tenure to members holding probationary appointments; and,

(C) the promotion of members.

One Committee shall be referred to as the Arts and Science Committee and shall consider members from the following Departments or Schools: **the** Departments of Anthropology, Biology, Chemistry, Economics, English, Geography, Geology, History, Indigenous Learning, Languages, Library and Information Studies, Music, Physics, Philosophy, Political Science, Psychology, Social Work, Sociology, and Visual Arts; and the School of Mathematical Sciences.

The other Committee shall be referred to as the Professional Faculties and Schools Committee and shall consider members from the following **Faculties** or Schools: Business Administration; Education; **Engineering**; Forestry; **Kinesiology**; Nursing; and Outdoor Recreation, Parks and Tourism.

**22.02 22.02 01** The composition of each Promotion, Tenure, and Renewal Committee shall be as follows:

- (A) a **non-voting** Chair who shall be the Vice-President (Academic);
- (B) four tenured professors who shall be elected by and from the faculty members within Departments or Schools or Faculties concerned;
- (C) three tenured associate professors who shall be elected by and from the faculty members within Departments or Schools or Faculties concerned;
- (D) one **tenured** assistant professor who shall be elected by and from the faculty members within Departments or Schools or Faculties concerned;
- (E) one Faculty Dean (in the case of the Arts and Science Committee, the Dean of Arts and Science; in the case of the Professional **Faculties** and Schools Committee, a Dean elected from the Deans of Business Administration, Education, Engineering, and Forestry by the faculty members within the Schools or Faculties concerned); and
- (F) the other Dean (in the case of the Arts and Science Committee, the Dean elected from Business Administration, Education, **Engineering**, or Forestry in **(E)**; in the case of the Professional Faculties and Schools Committee, the Dean of Arts and Science), who shall be a non-voting member.

In the Arts and Science Committee at least three members shall be from each of the following groups and no more than two members shall be from a Department or School:

- i) the Departments of Anthropology, Economics, English, Geography, History, Indigenous Learning, Languages, Library and Information Studies, Music, Philosophy, Political Science, Psychology, Social Work, Sociology, and Visual Arts;
- ii) the Departments of Biology, Chemistry, Geology, Physics, and the School of Mathematical Sciences.

In the Professional Faculties and Schools Committee, at least one member shall be from each of Business Administration; Education; Engineering; Forestry; **Kinesiology**; Nursing; and Outdoor Recreation, Parks and Tourism.

- 22.02.02** In the event that the numerical requirements for the above positions cannot be met, the replacement(s) shall be chosen as follows:
- for the tenured professors, first from the rank of tenured associate professor and secondly from the rank of tenured assistant professor;
- for the tenured associate professors, first from the rank of tenured professor and secondly from the rank of tenured assistant professor; and,
- for the tenured assistant professors, first from the rank of tenured associate professor and secondly from the rank of tenured professor.
- 22.02.03** Replacements when needed shall be appointed by the Chair of the Promotion, Tenure, and Renewal Committee, and they must be tenured, they must come whenever possible from the same rank as the members they are replacing, and they shall be those individuals who received the next highest number of votes to the members who are elected by the Faculty.
- 22.03** A member elected or appointed to the Promotion, Tenure, and Renewal Committee shall serve in all cases except:
- (A) if he/she is to be considered for promotion in that year in which case **he/she** shall not serve for any Promotion hearings;
- (B) if a candidate who is to be considered by the Committee can successfully demonstrate to the Chair prior to October **10th** in cases of renewal and tenure, or prior to February **15th** in cases of promotion, that the member is improperly biased and therefore incapable of rendering a fair **judgement**, in which case he/she **shall** not serve for that candidate's hearing;
- (C) if **he/she** is the President of the Association or its Chief Grievance Officer; or
- (D) if he/she has not met the requirements of "satisfactory performance" as set forth in Article **35.01.04**, in the preceding year.
- 22.04** The Executive Assistant to the President shall conduct the elections of the Promotion, Tenure, and Renewal Committees by October **1st** of each year. The Board and the Association each shall appoint one **scrutineer** for the elections.
- 22.05** The President shall convene a meeting of all Promotion, Tenure, and Renewal Committees to be chaired by the President or Vice-President (Academic) by October **15th** of each year for the purpose of **familiarizing** all Committee members with the responsibilities and procedures of the Committees, including recognition of the Faculty Employment Equity Policy.
- 22.06** A quorum for a Promotion, Tenure, and Renewal Committee shall consist of the full voting membership.
- 22.07** To achieve a recommendation for tenure or promotion the candidate must receive at least six positive votes. To achieve a recommendation for renewal the candidate must receive at least five positive votes.

**ARTICLE 23: RENEWAL OF PROBATIONARY APPOINTMENT****23.01 Criteria for Renewal**

- 23.01.01** To receive a recommendation for renewal, the member must show reasonable progress toward meeting the criteria for tenure, pursuant to **25.01**.
- 23.01.02** It is the candidate's responsibility to provide the Promotion, Tenure, and Renewal Committee with sufficient information for it to make a reasoned evaluation with respect to the criteria.

**23.02 Renewal Procedure**

- 23.02.01** The Dean shall inform a member in writing before September **15th** of the final year of his/her first probationary appointment that he/she will be considered for renewal by the Promotion, Tenure, and Renewal Committee.
- 23.02.02** **By** September **30th** the member shall indicate to the President through the Dean whether he/she wishes to be considered for tenure or whether **he/she** wishes to be considered for renewal. If the member chooses to be considered for tenure, he/she shall proceed pursuant to Article **25**. If the member chooses to be considered for renewal, he/she shall supply the President and his/her Immediate supervisor with the following information by September **30th**:
- (A) a copy of his/her current curriculum vitae;
  - (B) copies of the written information given to students pursuant to Article **16.02.06** for all courses taught by the candidate during the probationary period;
  - (C) a copy of those materials the candidate wishes to use as evidence of **fulfillment** of his/her teaching responsibilities;
  - (D) a copy of those materials which the candidate wishes to use as evidence of **fulfillment** of his/her research and other scholarly activities; and,
  - (E) any other information which the candidate feels would aid his/her case.
- 23.03** The President shall assemble an information **file** for each candidate **containing** the candidate's letter of appointment, the materials described in **23.02.02**, and shall make this file accessible to all Promotion, Tenure, and Renewal Committee members. When the President believes that confidential material from the member's official personnel file should be used, the member shall be given a typed copy of any such confidential materials, edited to remove statements that could identify the author and without the author being identified. The Committee shall have the same copy and shall know the identity of the author
- 23.04** For each candidate for renewal of a probationary appointment, the immediate supervisor shall make the candidate's information **file** available to faculty members in the candidate's School or Department or Faculty and shall solicit from each full-time faculty member in the School or Department or **Faculty** other than the candidate and the immediate supervisor, a **signed**, written opinion on the renewal **of** the probationary appointment, impressing upon the members the need to relate opinions and comments to the criteria for renewal pursuant to **23.01**, the Faculty Employment Equity Policy, and to any formal **departmental** criteria which are not inconsistent with

this Agreement. In cases in which the candidate holds a joint appointment, the immediate supervisor of the candidate's principal School or Department or Faculty shall make the candidate's information file available to and shall solicit **signed**, written opinions from each full-time faculty member and the Director or Chair or Dean in the candidate's secondary School or Department or Faculty. The opinion shall be written on a standard form providing for (A) a simple statement that the full-time faculty member does or does not support the renewal of the probationary appointment, and **(B)** comments by which the member provides a reasoned basis for **supporting** or not supporting the application for renewal of the probationary appointment. The immediate supervisor shall forward the originals to **the** President at least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee.

- 23.05** At least **fifteen** days before the meeting of the Promotion, Tenure, and Renewal Committee the immediate supervisor shall supply the President with his/her own written recommendation concerning the candidate and shall provide the candidate with a copy of the recommendation.
- 23.06** At least fifteen days before **the** meeting of the Promotion, Tenure, and Renewal Committee to consider the candidate's renewal, the **immediate** supervisor shall advise the candidate in writing, with a copy to the President, of the number of faculty members supporting and not supporting the renewal and shall provide **him/her** with **unattributed** typed copies of the reasons given for the support or lack of support.
- 23.07** The candidate shall be invited to appear before the Committee and shall have the right to be accompanied by a colleague from the University. The candidate **and/or** his/her colleague shall have the right to address the Committee, to respond to questions, and to hear any new information which may be given relative to his/her candidacy.
- 23.08** **23.08.01** The Promotion, Tenure, and Renewal Committee, in considering whether the candidate meets the criteria for renewal, shall take into account:
- (A)** the contents of the information file pursuant to **23.03**;
  - (B)** any relevant conditions specified in the candidate's letter of appointment which are not inconsistent with **23.01**;
  - (C)** the opinions of his/her colleagues, pursuant to **23.04**;
  - (D)** the recommendation of his/her immediate supervisor pursuant to **23.05**;
  - (E)** any departmental criteria submitted to the Promotion, Tenure, and Renewal Committee which are not inconsistent with **23.01**; and
  - (F)** the Faculty Employment Equity Policy.
- 23.08.02** Members of the Committee shall record their vote on an official ballot and shall write on the ballot a reasoned opinion supporting the vote.
- 23.08.03** The Chair of **the** Committee shall prepare a written report from the Committee on each candidate which shall include the recommendation of the Committee, the **result** of the ballot vote, and any comments which the Chair wishes to make. Attached to the report and forming part of **it** shall be the original ballot of each Committee member. The report shall be forwarded to the President

- 23.09** The candidate shall be informed by the President in writing by December **1st** of the Committee's recommendation to the President and of the President's recommendation to the Board. The candidate shall receive a copy of **the** Committee report, including typed **copies** of the ballots. If the President's recommendation to the Board is inconsistent with the recommendation of the Committee, the President shall advise the candidate in writing of the reasons for his/her decision.
- 23.10** All materials in an information **file** about a candidate, written Departmental opinions, records or evidence taken at hearings, materials **used** in arriving at the decision, and the Committee ballots shall be retained by the **President**.
- 23.11** A decision of the Board, insofar as it is consistent with the recommendations of the President and the Promotion, Tenure, and Renewal Committee, may be grieved **only** on the grounds of violation of discrimination pursuant to Article **4**, of significant procedural irregularity pursuant to Articles **22** or **23**, or of violation of academic freedom pursuant to Article **15**.

ARTICLE **24** - PROMOTIONS (**LIBRARY MEMBERS**)

- 24.01** Promotion means a change in rank from Librarian I to Librarian II, from Librarian II to Librarian III or from Librarian III to Librarian IV.
- 24.02** Application for Promotion
- 24.02.01** An application for promotion shall be submitted in writing to the **Chief** Librarian no later than January **15th** in any given year.
- 24.02.02** An application shall **include** a current curriculum vitae, a copy of those materials the candidate wishes to use as evidence of fulfillment of his/her duties and responsibilities, a description of his/her professional development and scholarly activities and any other information which the candidate thinks would aid his/her case.
- 24.02.03** In addition to the material described in **24.02.02**, a candidate shall **include** a list of **three** or more possible referees.
- 24.03** Promotion Procedures
- 24.03.01** The Appointments and Promotions Committee shall meet to consider any applications for promotion during April or May.
- 24.03.02** For promotion to Librarian III or Librarian IV, the Chief Librarian shall solicit letters of reference respecting the member's professional performance and capabilities from two referees chosen from the candidate's list. The **Chief** Librarian may solicit up to two **(2)** additional references or assessments with respect to the member's professional performance and capabilities, and if so doing, shall inform the candidate and shall submit the names of up to four **(4)** persons who could be asked to serve as referees. The candidate shall have the right to comment in writing on the names suggested and to have such comments included in his/her official personnel file. If the candidate can successfully demonstrate to the Chief Librarian that a proposed referee(s) **is(are)** incapable of rendering a reasoned and unbiased **judgement**, the name(s) of the person(s) shall be **removed** from the list. If the candidate **makes** no comments within five **(5)** days, the Chief Librarian may select referees from the original list.

- 24.03.03** When the Chief Librarian writes to any referee, he/she shall include:
- (A) copies of the materials submitted by the candidate pursuant to **24.02.02**; and
  - (B) a copy of Article **24**.
- 24.03.04** Each referee shall be asked to comment on the member's professional performance and capabilities on the basis of the referee's knowledge of the member's work and/or of the materials submitted to him/her, and to provide a supporting rationale for his/her appraisal, relating the appraisal to the criteria for the promotion.
- 24.03.05** The comments of the referees, which must be **received** in written form, shall be edited by the Chief Librarian to remove anything which might identify the authors, and each shall be **retyped**.
- No less than five (**5**) days prior to the meeting of the Appointments and Promotions Committee, the candidate shall be provided with **unattributed** edited copies of the referees' comments.
- The Appointments and Promotions Committee shall receive the same edited copies of the referees' comments, but the authors shall be identified for the Committee
- 24.03.06** The Appointments and Promotions Committee shall consider:
- (A) the materials submitted by the candidate;
  - (B) the responses from the referees, if any; and
  - (C) the formal performance review made pursuant to Article **21**.
- 24.03.07** The candidate shall be invited to appear before the Committee and shall have the right to be accompanied by a colleague from **the** University.
- 24.03.08** If the Committee requires clarification of any responses from referees and/or performance reviews, it shall invite the writer to provide clarification,
- 24.03.09** To obtain a recommendation for promotion, a candidate must receive the support of the Chief Librarian plus at least one **other** member of the Promotion Committee. Members of the Committee shall record their vote on an official ballot and shall **write** on the ballot a reasoned opinion supporting **the** vote.
- 24.03.10** The Chief Librarian shall prepare a report from the Committee on each candidate which shall include the **recommendation** of the Committee, the result of the ballot vote and any comments which **the** Chief Librarian wishes to make. Attached to **the** report and forming part of it shall be the official ballot of the Committee.
- 24.03.11** The Chief Librarian shall inform the candidate in writing by June **15th** of the **result** of his/her application for promotion. The candidate shall receive a copy of the report from the Committee. If the application is denied, the Chief Librarian shall advise the candidate at the same time the reasons for the decision,
- 24.03.12** Unless there are reasonable procedural or substantive grounds for not doing so, the recommendation of the Promotion Committee shall be accepted.

**24.04** Criteria for Promotion

**24.04.01** For evaluating each application for promotion, the **following general criteria** shall apply:

- (A) **the** performance criteria pursuant to **21.02**, with an emphasis on demonstration of **judgement**, initiative and the ability to communicate and interact effectively;
- (B) competent fulfilment of the duties and responsibilities of the member's position or positions;
- (C) ability to work constructively with other Library staff and toward the interests of **the Library and the University**; and
- (D) where appropriate pursuant to **16.09, 16.10** and **16.11**, consistent contribution and individual **achievement** in service to the University, in service to the community and profession and in research or other scholarly work.

**24.04.02** In addition to **the** above general criteria, the following specific criteria for different ranks shall apply:

- (A) for promotion to Librarian II a member shall:
  - i) hold a continuing appointment; and
  - ii) have a minimum of one **(1)** year of full time professional experience in a university library;
- (B) for promotion to Librarian III a member shall:
  - i) hold a continuing appointment;
  - ii) have a minimum Of Seven **(7)** years Of **full time professional** experience, of which at least **five(5)** were in a university library;
  - iii) **have** given valued service to the Library;
  - iv) have developed his/her professional expertise; and
  - v) have given valued service to the profession and/or the University; and
- (C) for promotion to Librarian IV a member shall:
  - i) hold a continuing appointment;
  - ii) if hired after July **1, 1993**, hold a Master's degree, but exceptional services to the profession or scholarship may compensate for lesser degree qualifications;
  - iii) have a minimum of five **(5)** years of service as a department head in a university library or a minimum of ten **(10)** years of full-time professional experience, of which at least five **(5)** were in a university library;
  - iv) have given valued service to the Library;
  - v) show evidence of sustained professional development; and
  - vi) show evidence of professional leadership and/or professional scholarship and/or valued service to the University which represents a contribution that is additional to the requirements of **24.04.02(B)(v)**.

**24.04.03** A **member** with a minimum of five **(5)** years of service as a department who ceases to be a head as a **direct** result of Library **reorganization** shall continue to be eligible for promotion to the rank of Librarian IV.



**ARTICLE 25: TENURE****25.01** Criteria for Tenure

**25.01.01** To receive a recommendation for tenure, the member must have the qualifications required to support effectively the University's teaching programs and research and other scholarly activities. In particular, the member must:

- (A) be a full-time member of the teaching staff and hold the academic rank of Assistant Professor or above;
- (B) hold a doctorate or the degree normally considered to be terminal in his/her discipline;
- (C) have at least five years of experience in university teaching or a combination of at least three years of university teaching experience plus at least four years of relevant professional practice;
- (D) demonstrate that the quality of his/her teaching is satisfactory as may be established by the evaluation of his/her teaching;
- (E) demonstrate a visible activity in the **field** of research or other scholarly activities that goes beyond the doctoral thesis or the equivalent; and,
- (F) have, when invited to do so, accepted and discharged reasonable administrative responsibilities within the University community.

**25.01.02** Where the criteria in **25.01.01(B), (D), and/or (E)** cannot be met, the Promotion, Tenure, and Renewal Committee may consider **that**:

- (A) exceptional quality of teaching, which shall be demonstrated by an evaluation of his/her teaching, may compensate for a lesser research output on the part of **the** candidate;
- (B) exceptional research and scholarly output, as confirmed by peer opinion, may compensate for a lesser teaching performance on the part of the candidate or, for lesser degree qualifications pursuant to **25.01.01(B)**; or,
- (C) exceptional competence in the activities of administrative service or in professional and/or community service related to the work of the candidate, coupled with teaching of a satisfactory quality, may compensate for a lesser research output on his/her part.

**25.01.03** It is the candidate's responsibility to provide the Promotion, Tenure, and Renewal Committee with sufficient information for it to make a reasoned evaluation with respect to the criteria.

**Tenure Procedure**

**25.02** When a member applies for tenure pursuant to **19.01.03(F)** or **23.02.02**, **he/she** shall supply the **President and** his/her immediate supervisor with the following information by September **30th**:

- (A) a copy of his/her current curriculum vitae;

- (B) copies of the written information given to students pursuant to Article **16.02.06** for all courses taught by the candidate during the probationary period;
  - (C) a copy of those materials the candidate wishes to use as evidence of **fulfillment** of his/her teaching responsibilities;
  - (D) a copy of those materials which the candidate wishes to use as evidence of **fulfillment** of his/her research and other scholarly activities; and,
  - (E) any other information which the candidate feels would aid his/her case.
- 25.03** The President shall assemble an information file for each candidate containing the candidate's letter of appointment, a copy of the President's letter to the candidate pursuant to Article **23.09**, the materials described in **25.02**, and shall make this file accessible to all Promotion, Tenure, and Renewal Committee members. When the President believes that confidential materials from the member's official **personnel** file should be used, the member shall be given a typed copy of any such confidential materials, edited to remove statements that could identify the author and without the author being **identified**. The Committee shall have the same copy and shall know the identity of the author.
- 25.04** **25.04.01** The immediate supervisor of a candidate for tenure shall make the candidate's information file available to faculty members in the candidate's School or Department or Faculty and shall solicit from each full-time faculty member in the Department or School or Faculty other than the candidate and immediate supervisor a signed, written opinion on the tenure, impressing upon the members the need to relate opinions and comments to the criteria for tenure pursuant to **25.01**, the Faculty Employment Equity Policy, and to any formal departmental criteria which are not inconsistent with this Agreement. In cases in which the candidate holds a joint appointment, the immediate supervisor of the candidate's principal School or Department or Faculty shall make the candidate's information **file** available to and shall solicit signed, written opinions from each full-time faculty member and the Director or Chair or Dean in the candidate's secondary School or Department or Faculty. The opinion shall be **written** on a standard form providing for (A) a simple statement that the full-time faculty member does or does not support the tenure, and (B) comments by which the member provides a reasoned basis for supporting or not supporting the application for tenure. The immediate supervisor shall forward the originals to the President at least **fifteen** days before the meeting of the Promotion, Tenure, and Renewal Committee.
- 25.04.02** When a candidate for tenure may also be eligible for renewal, the immediate supervisor shall conduct a separate review pursuant to Article **23.04**.
- 25.05** At least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee, the immediate supervisor shall supply the President with his/her own written recommendation concerning the candidate and shall provide the candidate with a copy of the recommendation.
- 25.06** At least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee to consider the candidate's tenure, the immediate supervisor shall advise the candidate in writing, with a copy to the President, of the number of faculty members supporting and not supporting tenure and shall provide him/her with **unattributed** typed copies of the reasons given for the support or lack of support.

- 25.07** The candidate shall be invited to appear before the Committee and shall have the **right** to be accompanied by a colleague from the University. The candidate and/or his/her colleague shall have the right to address the Committee, to respond to questions and to hear any new information which may be given relative to his/her candidacy.
- 25.08** **25.08.01** The Promotion, Tenure, and Renewal Committee, in considering whether the candidate meets the criteria for tenure, shall take into account:
- (A) the contents of the information file pursuant to **25.03**;
  - (B) any relevant conditions specified in the candidate's letter of appointment which are not inconsistent with **25.01**;
  - (C) the opinions of his/her colleagues, pursuant to **25.04**;
  - (D) the recommendation of his/her immediate supervisor pursuant to **25.05**;
  - (E) any departmental criteria submitted to the Promotion, Tenure, and Renewal Committee which are not inconsistent with **25.01**; and
  - (F) the Faculty Employment Equity Policy.
- 25.08.02** Members of the Committee shall record their vote on an official ballot and shall write on the ballot a reasoned opinion supporting the vote.
- 25.08.03** The Chair of the Committee shall prepare a written report from the Committee on each candidate which shall include the recommendation of the Committee, the result of the ballot vote, and any comments which the Chair wishes to make. Attached to the report and forming part of it shall be the original ballot of each Committee member. The report shall be forwarded to the President.
- 25.09** The candidate shall be informed by the President in writing by December **1st** of the Committee's recommendation to the President and of the President's recommendation to the Board. The candidate shall receive a copy of the Committee report, including typed copies of the ballots. If the President's recommendation to the Board is inconsistent with the recommendation of the Committee, the President shall advise the candidate in writing of the reasons for his/her decision.
- 25.10** All materials in an information file about a candidate, written Departmental opinions, records or evidence taken at hearings, materials used in arriving at the decision, and the Committee ballots shall be retained by the President.
- 25.11** A decision of the Board which does not result in termination of employment may be grieved **only** on the grounds of violation of discrimination pursuant to Article **4**, of significant procedural irregularity pursuant to Articles **22** or **25**, or of violation of academic freedom pursuant to Article **15**.

#### ARTICLE 26: PROMOTION

- 26.01** Promotion means a change in rank from Lecturer to Assistant Professor, or from Assistant Professor to Associate Professor, or from Associate Professor to Professor.

**26.02** Criteria for Promotion

**26.02.01** To receive promotion to the rank of Assistant Professor the member shall:

- (A) be a full-time tenured or probationary member of the teaching staff;
- (B) hold a doctorate or the degree normally considered to be terminal in his/her discipline, except that research or other scholarly work which is available for peer review and which represents a contribution to the member's discipline or profession may compensate for lesser degree qualifications; and,
- (C) have fulfilled his/her teaching responsibilities satisfactorily.

It is the candidate's responsibility to provide the Promotion, Tenure, and Renewal Committee with **sufficient** information for it to make a reasoned evaluation with respect to each of (B) and (C) above.

**26.02.02** To receive promotion to the rank of Associate Professor the member shall:

- (A) be a full-time tenured member of the teaching staff;
- (B) hold a doctorate or the degree normally considered to be terminal in his/her discipline;
- (C) have fulfilled his/her teaching responsibilities satisfactorily;
- (D) have done research or other scholarly work which is available for peer review and which represents a continuing contribution to the member's discipline or profession that is additional to the doctoral thesis or to the work done in connection **with** the degree considered to be terminal in his/her discipline; and,
- (E) have, when invited to do so, accepted and discharged reasonable administrative responsibilities within the University community.

It is the candidate's responsibility to provide the Promotion, Tenure, and Renewal Committee with sufficient information for it to make a reasoned evaluation with respect to each of (B) to (E) above.

**26.02.03** Where all the criteria in **26.02.02 (B) to (D)** have not been met, the Promotion, Tenure, and Renewal Committee shall consider that:

- (A) exceptional quality of teaching, which shall be demonstrated by peer and/or student evaluation of his/her teaching, may compensate for a lesser research and other scholarly output;
- (B) exceptional research and scholarly output may compensate for lesser degree qualifications pursuant to **26.02.02 (E)**;
- (C) exceptional competence in the activities of administrative service or in professional and/or community service related to the work of the candidate, coupled with teaching of a satisfactory quality, may compensate for a lesser research and other scholarly output; or,

- (D) exceptional quality of teaching, which shall be demonstrated by peer **and/or** student evaluation of his/her teaching, in combination with exceptional competence in the activities of administrative service or in professional and/or community service **related** to the work of the candidate, may compensate for a lesser research and other scholarly output and for lesser degree qualifications.

**26.02.04** To receive promotion to the rank of Professor the member shall:

- (A) be a full-time tenured member of the teaching staff;
- (B) hold a doctorate or the degree normally considered to be terminal in his/her discipline, but exceptional research and other scholarly output may compensate for lesser degree qualifications;
- (C) have fulfilled his/her teaching responsibilities satisfactorily;
- (D) have done research or other scholarly work which is available for peer review, which represents a contribution to the member's discipline that is additional to the requirements of **26.02.02 (D)**, and which indicates that the candidate has maintained an active contribution to the advancement of scholarly knowledge **and/or** of the member's profession. A sustained teaching record of exceptional quality which is demonstrated by peer and/or student evaluation, or a sustained and distinguished record of administrative accomplishment within the University coupled with teaching of good quality which is demonstrated by peer and/or student evaluation, may compensate for a moderate research and scholarly output;
- (E) have at least ten years of a combination of full-time teaching **and/or** research in a university or equivalent institution **and/or** professional experience relevant to teaching and/or research at the university level; and,
- (F) have, when invited to do so, accepted and discharged reasonable administrative responsibilities within the University community.

It is the candidate's responsibility to provide the Promotion, Tenure, and Renewal Committee with sufficient information for it to make a reasoned evaluation with respect to each of **(B)** to **(F)** above.

**26.03** Promotion Procedure

When a member applies for promotion, **he/she** shall supply the President and his/her immediate supervisor with the following information by November **1st**;

- (A) a copy of his/her current curriculum vitae;
- (B) a copy of those materials the candidate wishes to use as evidence of **fulfillment** of his/her teaching responsibilities;
- (C) a copy of those materials which the candidate wishes to use as evidence of **fulfillment** of his/her research and other scholarly activities; and,
- (D) any other information which the candidate feels would aid his/her case.

A member who applies for promotion to the rank of Professor shall supply the President by November 1<sup>st</sup> with three additional copies, if possible, of all material listed in (A) through (D) which the candidate wishes to have circulated to external appraisers.

- 26.04 26.04.01** For each candidate for promotion to Professor, the Dean of the candidate's Faculty after consultation with the Director or Chair, except **in** the case of Business Administration, Education or Forestry, shall assemble a list of at least six persons external to the **University** who could be asked to submit appraisals of the written materials submitted by the candidate as evidence of the quality of his/her scholarship and/or of his/her teaching performance. The Dean shall present this list to the candidate by November 15<sup>th</sup>. Within five days from this date, the candidate shall advise the Dean if any of the persons named on the list should not be asked to serve as external appraiser on the grounds of unfair or improper bias. If the candidate can successfully demonstrate to the Dean that the person(s) objected to **is(are)** incapable of rendering an unbiased **judgement**, the name(s) of the person(s) shall be removed from the list. If the candidate makes no objection within five days, then the Dean shall recommend to the President three persons from the list who will serve as external appraisers. The candidate may name one additional external appraiser, and shall notify the President of his/her choice by no later than November 30<sup>th</sup>.
- 26.04.02** When the President writes to any external appraiser, he/she shall include:
- (A) copies of the materials submitted by the candidate pursuant to **26.03**;
  - (B) a copy of the criteria for promotion to Professor pursuant to **26.02.04**, including a copy of **26.02.02(D)**;
  - (C) a copy of that section of Article 16 referring to Research and Other Scholarly Activities (**i.e. 16.03**); and
  - (D) a copy of the Faculty Employment Equity Policy.
- 26.04.03** Each external appraiser shall be asked to evaluate the candidate, on the basis of the materials submitted to him/her, and to provide a supporting rationale for his/her appraisal, relating the appraisal to the criteria set forth in **26.02.04(D)**.
- 26.04.04** The reports of the external appraisers, which must be received in written form, shall be edited by the President to remove anything which might identify the authors, and each shall be retyped. No less than five days prior to the meeting of the Promotion, Tenure, and Renewal Committee to consider his/her promotion, the candidate shall be provided with **unattributed** edited copies of the appraisers' reports. The Promotion, Tenure, and Renewal Committee shall receive the same edited copies of **the** appraisers' reports, but the author of each report shall be identified for the Committee.
- 26.05** The President shall assemble an information **file** for each candidate containing the candidate's letter of appointment, the materials described in **26.03**, and make this file accessible to all Promotion, Tenure, and Renewal Committee members. The information file for candidates for promotion to Professor also shall contain the edited reports of the external appraisers, pursuant to **26.04.04**. When the President believes that confidential materials from the member's **official** personnel file should be used, the member shall be given a typed copy of any such confidential materials, edited to remove statements that could identify the author and without the author being identified. The Committee shall have the same copy and shall know the identity of the author.

- 26.06** The immediate supervisor of a candidate for promotion shall make the candidate's information file available to faculty members in the candidate's School or Department or Faculty and shall solicit from each full-time faculty member in the School or Department or Faculty other than the candidate and immediate supervisor, a **signed**, written opinion on the promotion, impressing **upon** the members the need to relate opinions and comments to the criteria for promotion pursuant to **26.02**, the Faculty Employment Equity Policy, and to any formal departmental criteria which are not inconsistent with this Agreement. In cases in which the candidate holds a joint appointment, the immediate supervisor of the candidate's principal School or Department or Faculty shall make the candidate's information file available to and shall solicit signed, written opinions from each **full-time** faculty member and the Director or Chair or Dean in the candidate's secondary School or Department or Faculty. The opinion shall be written on a standard form providing for (A) a simple statement that the full-time faculty member does or does not support the promotion, and (B) comments by which the member provides a reasoned basis for supporting or not supporting the application for promotion. The immediate supervisor shall forward the originals to the President at least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee.
- 26.07** At least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee, the immediate supervisor shall supply the President with his/her own written recommendation concerning the candidate and shall provide the candidate with a copy of the recommendation.
- 26.08** At least fifteen days before the meeting of the Promotion, Tenure, and Renewal Committee to consider the candidate's promotion, the immediate supervisor shall advise the candidate in writing, with a copy to the President, of the number of faculty members supporting and not supporting promotion and shall provide him/her with **unattributed** typed copies of the reasons given for the support or lack of support.
- 26.09** The candidate shall be invited to appear before the Committee and shall have the right to be accompanied by a colleague from the University. The candidate and/or his/her colleague shall have the right to address the Committee, to respond to questions and to hear any new information which may be given relative to his/her candidacy.
- 26.10** **26.10.01** The Promotion, Tenure, and Renewal Committee, in considering whether the candidate meets the criteria for promotion, shall take into account:
- (A) the contents of the information file pursuant to **26.05**;
  - (B) any relevant conditions specified in the candidate's letter of appointment which are not inconsistent with **26.02**;
  - (C) **the** opinions of his/her departmental colleagues, pursuant to **26.06**;
  - (D) the recommendation of his/her immediate supervisor pursuant to **26.07**;
  - (E) any departmental criteria submitted to the Promotion, Tenure, and Renewal Committee which are not inconsistent with **26.02**; and
  - (F) the Faculty Employment Equity Policy.
- 26.10.02** Members of the Committee shall record their vote on an official ballot and shall write on the ballot a reasoned opinion supporting the vote.
- 26.10.03** The Chair of the Committee shall prepare a written report from the Committee on each candidate which shall include the recommendation of the Committee, the result

of the ballot vote, and any comments which the Chair wishes to make. Attached to the report and forming part of it shall be the original ballot of each Committee member. The report shall be forwarded to the President.

- 26.11** The candidate shall be informed by the President in writing by May **1st** of the **Committee's** recommendation to the President and of the President's recommendation to the Board. The candidate shall receive a copy of the Committee report including typed copies of the ballots. If the President's recommendation to the Board is inconsistent with the recommendation of the Promotion, Tenure, and Renewal Committee, the President shall advise the candidate in writing of **the** reasons for his/her decision.
- 26.12** All materials in an information file about a candidate, written Departmental opinions, records or evidence taken at hearings, materials used in arriving at the decision, and the Committee ballots shall be retained by the President.
- 26.13** A decision by the Board, insofar as it is consistent with the recommendations of the President and the Promotion, Tenure, and Renewal Committee, to deny promotion to a candidate on his/her first or second application, may be grieved **only** on the grounds of violation of discrimination pursuant to Article **4**, of **significant** procedural irregularity pursuant to Articles **22** or **26**, or of violation of academic freedom pursuant to Article **15**.

#### ARTICLE **27**: OUTSIDE PROFESSIONAL ACTIVITIES

- 27.01** Outside professional activities conducted with professional and academic responsibility can enhance the reputation of the University and the abilities of its academic staff and librarians. While a member has a primary obligation to fulfill his/her University responsibilities, he/she has the right to engage in outside professional activities subject to the following conditions:
- 27.01.01** A member shall notify his/her Dean/Chief Librarian in writing of the nature and scope of any such proposed professional activity for which the total remuneration will exceed **\$300.00**. If the proposed activity involves the teaching at another educational institution of a course related to the faculty member's professional expertise, the faculty member shall obtain the prior written permission of his/her Dean, and such permission shall not be unreasonably withheld;
- 27.01.02** Such activities shall not require the commitment of a block of time on a regular basis which might **interfere** with the faculty member's normal timetable for teaching activities or a librarian's normal working hours, nor shall such activities require the member to devote more than an average of one working day per **five-day** week on an annual basis;
- 27.01.03** Such activities shall not hinder the **fulfillment** of the member's obligations to the University;
- 27.01.04** The name of the University and University letterhead shall not be used in such activities unless agreed to in advance by the member's Dean/Chief Librarian, although nothing shall prevent a member from stating the nature and place of his/her employment, rank, and title in connection with such professional activities, provided that he/she shall not purport to represent the University or to speak for it, or to have its approval, unless such approval has been given in advance in writing by the Dean/Chief Librarian;



- 27.01.05** Use of University facilities, equipment, supplies, services or other personnel shall require prior written **authorization** from the member's Dean/Chief Librarian or from the appropriate administrative officer. Financial arrangements for such use shall be made in advance. University activities shall have priority in the use of such facilities, equipment, supplies, services and personnel;
- 27.01.06** A member engaged in outside professional activities shall hold the University harmless against any loss or damage that the **University** may suffer from such activities; and,
- 27.01.07** In preparing his/her Annual Report, each member shall include a statement of his/her outside professional activities in the previous year.
- 27.02** If the Dean/Chief Librarian has cause for concern, **he/she** has the right to review a member's current or proposed outside professional activities and may require the member to provide information concerning the time devoted to current and past outside professional activities. The Dean/Chief Librarian shall inform the member in writing of the results of the review and, if necessary, of any corrective action which might be required of the member.
- 27.03** **Non-University Employment**
- If the Dean/Chief Librarian has cause for concern about a member who is engaged in non-University **employment** which is not related to his/her area of professional expertise, the Dean/Chief Librarian has the right to conduct a review as outlined in **27.02**. The Dean/Chief Librarian shall inform the member in writing of **the** results of the review and, if necessary, of any corrective action which might be required of the member.

#### **ARTICLE 28: APPOINTMENT AND RESPONSIBILITIES OF CHAIRS AND DIRECTORS**

##### **28.01** **Appointment of Chairs and Directors**

- 28.01.01** The Chair of a Department or Program, or the Director of a School shall be appointed, in writing, by the Board on the recommendation of the President. A Chair or Director shall be a full-time **faculty** member with academic rank. The appointment shall be for three years or for a specified lesser term acceptable to the President, the appointee, and the Department or School or Faculty in which the appointee holds his/her academic appointment.
- 28.01.02** Prior to making his/her recommendation to the Board, the President **shall** obtain a recommendation from a Nomination Committee pursuant to **28.01.04** and advice from the Vice-President (Academic) and the Dean.
- 28.01.03** The Department or School or Faculty, in the case of a Chair of a Program, may decide, in a formal meeting pursuant to **28.06**, either:
- (A)** to recommend that the incumbent Chair or Director be reappointed; or,
  - (B)** to appoint a Nomination Committee pursuant to **28.01.04** with the responsibility of making a recommendation to the Department or School or Faculty.

- 28.01.04** The Nomination Committee for a Chair or a Director shall be composed of:
- (A) three faculty members holding tenured or probationary appointments, if possible, and not more than two from one rank, if possible, elected by and from members of the Department or School or Faculty;
  - (B) the Director of a School for the appointment of a Chair in that School; or, in **all** other cases, a cognate Director or Chair for the appointment of a Director or Chair, appointed by the Dean after **consultation** with the faculty members in the Department or School or Faculty seeking a Director or Chair;
  - (C) the Dean of the Faculty who shall be the non-voting chair of the Committee.

The structure of the Nomination Committee may be altered by formal agreement between the Department or School and the Dean when it is not possible to fulfill the numerical requirements of (A) above.

- 28.01.05** The Nomination Committee shall solicit nominations from faculty members of the Department or School or Faculty. If there is an approved vacancy in the Department or School or **Faculty**, the Committee may advertise the position of Chair or Director in external publications pursuant to the Appointment procedure in this Agreement. Taking **into** account factors such as academic and administrative competence, the Committee shall establish a short list of candidates and shall present this list to the members of the Department or School or Faculty for their comments. A report based on these comments and containing, if possible, at least two names, shall be approved by the Nomination Committee and submitted to the Department or School or Faculty. The full-time members of the Department or School or Faculty shall vote by ballot to select its candidate from those named in the report of the Nomination Committee. The report of the Nomination Committee and the name of the preferred candidate shall be submitted to the Vice-President (Academic) and President for endorsement.

- 28.01.06** If the President endorses the candidate, he/she shall recommend such an appointment to the Board. The President may refuse to endorse the candidate if **he/she** has **significant** concerns about the candidate's academic and/or administrative capabilities or about his/her ability to work with the Dean or Director in a productive fashion. If the President does not endorse the candidate, he/she shall refrain from making a recommendation to the Board, and shall meet with the Department or School or Faculty to advise it of these concerns prior to its consideration of alternate candidates.

- 28.01.07** When a temporary vacancy exists due to the absence of the Chair or Director or when a vacancy cannot be filled for bona fide reasons, the President may appoint an Acting Chair or Acting Director for a period of not more than twelve months. The appointment shall be made after consultation with the Vice-President (Academic) and Dean, who shall have consulted with the Department or School. An Acting Chair or Acting Director has all the rights and responsibilities of a Chair or Director.

**28.02** **Responsibilities of Chair and Directors**

- 28.02.01** The Chair or Director provides academic leadership, represents the Department, Program, or School, and works to achieve progress and development in all matters

affecting the academic life of the Department or School, the Faculty, and the University.

Although responsible for communication, **organization**, and administration, the Chair or Director remains a scholar for whom teaching and research are also fundamental responsibilities.

The Chair is administratively responsible to the Director or Dean. The Director is administratively responsible to the Dean.

**28.02.02** The Chair or Director shall have the following particular responsibilities:

- (A) to provide leadership and co-ordination in the initiation and formulation of the Department's, School's, or Faculty's policies within the framework of Faculty and University policies, and in the planning and development of academic programs;
- (B) to ensure that regular Department or School meetings are called;
- (C) to present the Department's or School's policies and programs to the Faculty Council and Senate, as appropriate, for approval;
- (D) to represent the Department or School inside and outside the University;
- (E) to supervise the faculty, staff, students, and programs;
- (F) to prepare budget estimates for submission to the Director or Dean, and to administer **authorized** budgets;
- (G) to make known and administer University policies as formulated by the Board, the Senate, or the Faculty Council as they affect the Department, Program, or School; and,
- (H) to carry out other responsibilities pursuant to this Agreement.

**28.03** In recognition of the administrative responsibilities of a Chair or Director, due consideration shall be given to a reduction in his/her assigned teaching responsibilities.

**28.04** A Chair or Director or Acting Chair or Acting Director may have his/her appointment terminated by the Board for just cause on the recommendation of the President. A statement of non-confidence approved by the School or Department or Faculty (Business Administration, Education and Forestry) by ballot vote at a formal meeting pursuant to **28.05** of the School or Department or Faculty chaired by the Dean, shall be considered just cause.

**28.05** Formal Meeting

A formal meeting for purposes of this Article is a meeting of full-time faculty members that includes the following procedures:

- (A) **five** days' written notice of the meeting and of the issue to be discussed pursuant to **28.01.03** or **28.04**;

- (B) a quorum of at least fifty percent of the full-time faculty members in the department;
- (C) a formal motion and vote on the substantive issue;
- (D) the right of the member who is affected by the substantive issue to speak on his/her own behalf; and,
- (E) **official** minutes which include a list of those present and of the number voting for and against the substantive motion.

#### **ARTICLE 29: DISCIPLINARY MEASURES**

- 29.01** (A) A member may be disciplined only for just cause.
- (B) Medical disability shall not be cause for disciplinary actions.
- (C) A criminal charge or conviction is not necessarily grounds for discipline or dismissal.
- 29.02** Disciplinary actions that may be taken pursuant to **29.01** by the Board include, but are not limited to, the following:
- (A) a letter of warning or reprimand;
  - (B) withholding of a **CDI** pursuant to **35.01.04**;
  - (C) suspension with pay;
  - (D) suspension without pay;
  - (E) dismissal for cause

In this Article, suspension refers to the act of the Board in relieving a member of some or all University duties for cause without his/her consent for a specified period of time; dismissal for cause refers to the termination of an appointment by the Board without the consent of the member.

- 29.03** Actions pursuant to **29.01** shall be clearly identified in writing as being disciplinary and a clear statement of the reasons for the action taken by the Board shall be sent by registered mail to the member's last known address or delivered by hand. All disciplinary action shall be initiated within **20** days of the date the Board knew, or ought reasonably to have known, of the matter giving rise to the discipline.

#### **ARTICLE 30: GRIEVANCE AND ARBITRATION**

- 30.01** The parties agree to use every reasonable effort to encourage the informal, amicable, and prompt resolution of grievances arising from the administration, interpretation or application of this Agreement.
- 30.02** All written communications pursuant to the Article shall be by registered mail or receipted delivery.

**30.03** Definitions

**30.03.01** Academic Status Grievance

An academic status grievance shall be a dispute or difference arising from a peer evaluation of an academic nature and relating to the scholarly qualities and performance of a member. Such a grievance shall be a dispute or difference arising out of the application, interpretation, administration or alleged violation of Article **23** (Renewal of Probationary Appointments), **25** (Tenure), or **26** (Promotion), except where the grievance alleges violation of discrimination under Article 4 or of the procedures established under Articles **23, 25, or 26**, in which cases the **grievance** shall proceed **as** an ordinary grievance, commencing at Step III.

**30.03.02** Ordinary Grievance

An ordinary grievance shall be any dispute or difference (other than those defined in **30.03.01**) arising out of the application, interpretation, administration, or alleged violation of the provisions of this Agreement.

**30.03.03** Types of Grievances

Each formal grievance shall be classified as one of the following and shall not subsequently be reclassified:

- (A) an "individual grievance", which shall be one involving a single member and shall be initiated by the member or by the Association. If the Association initiates an individual grievance, the member concerned must sign the formal grievance. An individual grievance shall not proceed beyond Step III of the grievance procedure without the written consent of the Association;
- (B) a "group grievance", which shall be one involving more than one member and which by virtue of this Article can be presented as an individual grievance. It shall be initiated by the Association and shall name the members involved;
- (C) an "Association grievance", which shall be one arising directly between the Association and the Board concerning the interpretation, application, administration or alleged violation of the provisions of this Agreement, but which is not an Academic Status Grievance;
- (D) a "Board grievance", which shall be one arising directly between the Board and the Association.

**30.04** The following grievances shall be filed at Step III (**30.07.03**) of this procedure:

- (A) Association grievances
- (B) Board grievances
- (C) Academic status grievances
- (D) Individual grievances that involve the dismissal or suspension of a member, or that involve allegations of discrimination or procedural irregularities as described in **30.03.01**.

In the above instances, the grieving party shall submit a written grievance to the Board's designated Grievance Officer within fifteen days of the date on which the event(s) giving rise to the grievance occurred, or within **fifteen** days of the date upon which the **grievor** knew or ought to have known of the event(s) giving rise to the grievance. Where the grieving party is an individual member, the member shall send a copy of the grievance to the President of the Association. Where the grieving party is the Board, the grievance shall be submitted to the President of the Association. The grievance shall specify the matter(s) **in** dispute, the Article(s) alleged to have been violated, and the remedy sought.

**30.05 Time Limits**

**30.05.01** The parties and **grievors** shall act in accordance with the time limits set out in this Article.

**30.05.02** The parties may extend the time limits set forth in this Article by mutual agreement in writing.

**30.05.03** Time limits shall be computed by excluding Saturdays, Sundays and official University holidays.

**30.06** The contents of Article 1 (Purpose) shall not be made the subject of a grievance.

**30.07 Steps of the Grievance and Arbitration Procedure**

**30.07.01 Step I: Informal Stage**

A member should discuss informally a grievance with his/her Dean/Chief Librarian as soon as possible after the date on which the event(s) giving rise to the grievance occurred, or the date upon which the **grievor** ought to have known of the event(s) giving **rise** to the grievance. If the grievance is resolved at this stage, the agreed resolution shall, at the discretion of the Dean/Chief Librarian and the member, be put in writing and countersigned by the member and the Dean/Chief Librarian. The Dean/Chief Librarian shall forward a copy of any such signed resolution to the Association. Such resolution shall not constitute a precedent to be used against the Board, the Association, or any other member.

**30.07.02 Step II: Formal Stage**

If the informal procedure described at Step I of this Clause is unsuccessful in resolving the dispute or difference, the **grievor** may present a formal grievance to the Dean/Chief Librarian. A formal grievance shall be in writing signed by the member and shall specify the matter(s) in dispute, the Article(s) alleged to have been violated, and the remedy sought. A formal grievance shall be presented within twenty days of the date on which the event(s) giving rise to the grievance occurred or within twenty days of the date upon which the **grievor** ought to have known of the event(s) giving rise to the grievance. No later than five days following the receipt of the formal grievance, the Dean/Chief Librarian shall meet with the **grievor**, who shall have the right to be accompanied and **officially** represented by an Association representative, and the parties shall make every reasonable effort to resolve the grievance. In the event that a resolution is reached, It shall be immediately put in writing and signed by the Dean/Chief Librarian and the **grievor**. In the event that the Association is not a signatory to the resolution, the Dean/Chief Librarian shall send a copy of the

resolution to the President of the Association, but such resolution shall not constitute a precedent to be used against the Board, the Association, or any other member. In the event that no resolution is reached, the Dean/Chief Librarian shall forward in writing to the **grievor** and to the President of the Association a statement of his/her position within five days of the date of the meeting specified in **30.07.02**.

**30.07.03 Step III: Grievance Officer**

If the formal procedure described in **30.07.02** is unsuccessful in resolving the dispute or difference which gave **rise** to the grievance, or If no response has been received within the time limit, or if the grievance is filed pursuant to **30.04**, the grieving party shall submit a written grievance to the Board's designated Grievance Officer within fifteen days from the date of the meeting specified in **30.07.02**. Where the grieving party is an individual member, the member shall send a copy of the grievance to the President of the Association. Where the grieving party is the Board, the grievance shall be submitted to the President of the Association.

The grievance shall be in writing, shall specify the matter(s) in dispute, the Article(s) alleged to have been violated, the remedy sought and, if applicable, shall include a statement as to the reason that the disposition of the grievance offered at Step II was unsatisfactory. The Board's Grievance Officer shall be responsible for seeing that a response in writing is submitted to the **grievor** and to the Association within twenty days of receipt of the grievance. In the meantime, the Board's Grievance Officer, or the President of the Association in the case of a Board grievance, shall convene a meeting of the parties concerned with the grievance.

**30.07.04 Step I V : Arbitration**

In the event that the grievance is not resolved at Step III, the Association or the Board shall inform the other party within fifteen days of the receipt of the response of its intent to proceed to Arbitration.

**30.08 Arbitration Procedures**

**30.08.01** Within five days of receipt of the notice of intent to proceed to arbitration described in **30.07.04**, a representative of the Board and a representative of the Association shall meet to establish an arbitration board to hear and decide the grievance. If the arbitration board is to be comprised of three members, pursuant to **30.08.03**, the parties shall name their nominees at this meeting.

**30.08.02** The following five persons shall serve as arbitrators on a rotating basis:

1. Barton, Professor **P.G.** (London, Ontario)
2. Chapman, Jack (**Winnipeg**, Manitoba)
3. Kruger, Dean A.M. (Toronto, Ontario)
4. Simmons, Professor **C.G.** (Kingston, Ontario)
5. **Teplitsky**, Martin (Toronto, Ontario)

Except as specified in **30.08.03**, the foregoing arbitrators shall serve as single arbitrators in rotation according to the order in which they are listed. If an arbitrator is not available within a reasonable period of time, but in any case not to exceed six weeks, the next arbitrator on the list shall be selected, and so on until one of the

arbitrators is available. If none of the arbitrators on the list is available within the six week period and if the parties do not agree on another arbitrator who is available within six weeks, either party may request the Minister of Labour to appoint an arbitrator.

For the next arbitration thereafter the arbitrator whose name appears on the list immediately **after** that of the last arbitrator selected shall be next in sequence of selection. By mutual agreement, the parties may select a listed arbitrator out of turn, or select an arbitrator not on the list.

No person may be appointed an arbitrator who has been Involved in an attempt to negotiate or resolve the grievance, or who has acted as a member of a panel or committee which has been involved in the case at any level.

- 30.08.03** Academic Status grievances, as described in **30.03.01**, shall be heard by a three member arbitration board comprised of a nominee appointed by the Association, a nominee appointed by the Board, and a chairman appointed pursuant to **30.08.02**.
- 30.09** **30.09.01** The arbitrator or arbitration board shall have the jurisdiction to dispose of a grievance, including whether a grievance is **arbitrable**, by any arrangement which it deems to be just and equitable, but shall not have the jurisdiction to amend or add to any of the provisions of this Agreement, nor to substitute any new provisions in lieu thereof, nor to give any decision inconsistent with the terms of this Agreement.
- 30.09.02** The decision of the arbitrator or arbitration board shall be final and binding upon the parties. In grievances decided by a three-member arbitration board, the decision of the majority shall be the decision of the arbitration board, and where there is no majority decision, the decision of the chairman shall be the decision of the arbitration board.
- 30.10** Each party shall bear the fees and expenses of its own nominee to an arbitration board and the parties shall jointly and equally bear the fees and expenses of the chairman. In cases involving a single arbitrator, the costs of the arbitration hearing shall be shared equally by the parties. In both cases, the costs of presenting the case to arbitration shall be borne by the respective parties.
- 30.11** Association Grievance Officers, whose names have been submitted to the Board pursuant to **9.05**, shall be entitled to devote a reasonable amount of time to processing grievances so long as there is no interference with the scheduled teaching responsibilities or in the case of librarians, scheduled responsibilities of the Grievance Officer or the members,

#### **ARTICLE 31: LAY-OFF OF MEMBERS FOR FINANCIAL REASONS**

- 31.01** Lay-offs of members for financial reasons shall occur only when a bona fide financial crisis exists and only to the extent required to alleviate the crisis. A bona fide financial crisis exists when there has been a substantial financial deficit, which is projected, on the basis of reasonable assumptions, to continue for at least one year, and which threatens the long-term well-being of the University, in particular its academic functions. The onus of proof shall be on the Board to establish that a bona fide financial crisis exists.



- 31.02** When the President has reason to believe that the circumstances described in **31.01** exist and that the lay-off of members is therefore required, he/she shall notify the Association in writing of his/her belief and shall establish a three person Financial Advisory Committee. The Association and the Board shall each appoint one person to the Committee within five days of the above **notification**. The appointees shall have ten days to agree upon a Chair. If the appointees cannot agree within ten days on a Chair, a Chair shall be appointed pursuant to **30.08.02**.
- 31.03** The President shall submit to the Committee a written proposal in which he/she states the justification for believing that a financial crisis, as defined in **31.01** exists, the magnitude, in dollars, of the financial crisis and the remedial actions that he/she considers necessary to meet the crisis, including the dollar amount of the reduction in the budgetary allocation for salaries and benefits of members.
- 31.04** The initial tasks of the Financial Advisory Committee shall be to study the proposal submitted by the President and advise the President on the validity of the crisis and the feasibility of the remedial actions which he/she has proposed. The Committee may make recommendations as to further remedial actions that may be undertaken in addition to, or instead of, those proposed by the President.
- 31.05** The Financial Advisory Committee shall establish its own procedures. The Committee shall have access to available information pertinent to the financial crisis and deemed relevant by the **Committee**. The Committee may consult with any person or group of persons from inside or outside the University and shall consider any submissions made by the Senate or the Association.
- 31.06** The Committee shall present its report to the President within **30** days of the naming of the Chair. The Committee shall include in its report the dollar amount of the reduction in the salary and benefits budget for members and shall give full and complete reasons for all findings contained in the report. The President shall forward copies of the Committee's report to the Senate and the Association, and these bodies shall have **20** days in which to provide the President with comments. Once the President has received these comments, he/she shall inform the Committee in writing whether he/she intends to accept or reject the Committee's report or any part of it, and, if he/she intends to reject any or all of it, shall provide the Committee with the reasons that have led him/her to reject the report.
- 31.07** The Committee shall have **15** days in which to reconsider its report in the light of the Presidents disagreement and following such reconsideration, shall submit a final report to him/her. **After** due consideration of the final report of the Financial Advisory Committee, the President shall report to the Board on the University's financial position and shall make his/her final recommendations for meeting the problem, including the lay-off of members. The President may alter or reject the final recommendations of the Financial Advisory Committee for just and sufficient reasons, which reasons shall be included in his/her report to the Board. The President's report shall include copies of the Financial Advisory Committee's final report. Following receipt of the Presidents report, the Board may declare a financial crisis and, if so, shall specify the amount of reduction in the budgetary allocation for salaries and benefits of members.
- 31.08** If the Board approves the President's recommendation to lay off members for financial reasons, the President shall seek the advice of the Senate on an appropriate distribution of such reductions among the University's Departments/Schools and programs. The Senate shall have **20** days in which to present its advice to the President. Reasonable effort shall be made to distribute the reductions in a manner which permits the University to continue to provide the best academic program possible in the circumstances. If the President has difficulty accepting any aspect of the Senate's advice, he/she shall explain his/her difficulty and shall ask the Senate to reconsider the

matter and to provide whatever additional information and/or advice it believes to be relevant within a further 20 days. If the President departs from the Senate's advice in making his/her final recommendations concerning the lay-off of members, he/she shall advise the Senate in writing of his/her reasons for doing so.

- 31.09** Any time limits in this Article may be extended up to a maximum of two months with the written agreement of the parties, and such agreement shall not be unreasonably withheld by either party. In the event the Financial Advisory Committee, the Senate or the Association fails to do any action or to submit any report or comment, as appropriate, within the time limits set out in this Article, the Board shall have the right to proceed without such action, report or comment.
- 31.10** There shall be no increase to the **authorized** establishment pursuant to **32.01** and there shall be no additional positions created in the administrative or support staffs of the University, from the date the President notifies the Association of his/her belief that a financial crisis exists, pursuant to **31.02** until the Board has determined what action will be taken on the recommendations made by the President pursuant to **31.07**. The Board shall have the right to make replacement appointments to any existing academic, administrative or support staff positions that become vacant during this period. The Board shall have the right to make sessional appointments during this period.

#### ARTICLE 32: LAY-OFF OF MEMBERS FOR ACADEMIC REASONS

- 32.01** The Board shall determine, for each Department/School an **authorized** staff establishment, being the number of full-time academic staff to which the University has made or is prepared to make a continuing commitment. The Board shall advise Senate at least six calendar weeks prior to the meeting at which the **authorized** establishment is to be determined and shall request Senate's recommendations. The Board, in determining the **authorized** establishment, shall give due consideration to any recommendations made by Senate and shall endeavour to ensure that the **authorized** establishment reflects the long-term academic **priorities** of the University. The establishment, which may differ from the actual number of staff at any particular time, shall be reviewed regularly by the Board and may be adjusted. Copies of the **authorized** establishment shall be sent to the Senate and the Association.
- 32.02** Subject to **32.04**, reduction in the actual number of members in any Department/School in order to accommodate adjustments to the **authorized** establishment shall take place through attrition, including retirement, death, or resignation, or through voluntary redeployment or transfer where the member's qualifications meet existing or planned requirements, voluntary retraining where practicable to meet existing or planned requirements, or partial leaves.
- 32.03** Lay-offs of members pursuant to this Article shall occur **only** when an exceptional academic reason exists and only to the extent required by that reason. For the purposes of this Article, exceptional academic reasons which would justify such adjustments are a significant decrease in course registrations in a Department/School over a period of at least two years, or a recommendation from Senate to discontinue a program. A program is any academic program of studies distinguished by a defined set of requirements leading to a degree or diploma. When such exceptional academic circumstances arise, the procedures described in **32.04** to **32.10** shall be implemented. The onus of proof shall be on the Board to establish that an exceptional academic reason exists.

- 32.04** When the Board believes that an exceptional academic reason as set out in **32.03** exists and that adjustments to the **authorized** establishment of a **Department/School** are necessary and the measures **32.02** have not and cannot produce the desired reduction in a reasonable period of time, and that the lay-off of members is therefore required, the President shall establish a three-person Academic Commission. The Academic Commission shall consist of: one person appointed by the President who shall serve as Chair, the Chair of the Senate Academic Committee, and, one person appointed by the Association. The Academic Commission shall establish its own procedures, and shall have access to available information pertinent to the academic problem and deemed relevant by the Commission. The Commission may consult with any person or group of persons from inside and outside the University, and shall **consult** with any **Department/School** concerned.
- 32.05** The Academic Commission shall examine the academic reasons for and the extent of the problems giving rise to the situation, and shall present a preliminary report to the President, with copies at the same time to the Senate and the Association, within thirty days of the date on which its establishment was announced by the President. The Preliminary report shall contain the results of the Commission's examination and recommendations on both short- and long-term actions which might be appropriate, together with the academic consideration on which the recommendations are based. The report shall include recommendations on any immediate actions that can be taken that do not involve the lay-off of members. The Senate and the Association shall have twenty days in which to provide the Commission and the President with comments on the report and its implications.
- 32.06** Following receipt of comments from the Senate and the Association, the Academic Commission shall prepare a **final** report within twenty days, making such detailed recommendations as seem appropriate to the Academic Commission, including recommendations, if necessary, on the number of any lay-offs in the Department/School concerned, and commenting upon the extent and nature of the potential impact, if any, of the recommendations on the academic programs of the University. The Commission may also include a recommendation to vary the seniority list in accordance with the criteria described in **33.01**. The Academic Commission shall include in its report the reasons for its recommendations and any supporting documents which are appropriate. The report shall be submitted to the President with a copy at the same time to the Senate and the Association, The Senate and the Association shall have twenty days in which to provide the President with comments on the final report.
- 32.07** After due consideration of the final report of the Academic Commission the President shall make his/her final recommendations to the Board, including the lay-off of members. The President may alter or reject the final recommendations of the Academic Commission for just and sufficient reasons, which reasons shall be included in his/her report to the Board. The Presidents report shall include copies of the Academic Commission's final report. Following receipt of the President's report, the Board may lay off one or more members for academic reasons.
- 32.08** Lay-off for academic reasons shall not occur until all reasonable alternative means of making the necessary reduction (as described in **32.02**) have been considered and implemented as far as is reasonably practicable.
- 32.09** Any time limits in the Article may be extended up to a maximum of two months with the written agreement of the parties, and such agreement shall not be unreasonably withheld by either party. In the event the Academic Commission, the Senate or the Association fails to do any action or to submit any report or comment, as appropriate, within the time limits set out in this Article, the Board shall have the right to proceed without such action, report or comment.

- 32.10** The Board shall have the right to make appointments to the academic, administrative, or support staffs in the period of time from the date the President announces the appointment of the Academic Commission until the Board has determined what action will be taken on the recommendations made by the President pursuant to **32.07**. When making an appointment during this period, the Board shall invite applications from members in the affected **Department/School** before advertising externally, and, subject to subsisting collective agreements, shall give preference to such a member who applies and who is or can reasonably become qualified to meet the requirements of the vacant position. No appointment(s) shall be made in the affected **Department/School** during this period of time.
- 32.11** For the purposes of this Article, a reasonable period of time for a member to become qualified to fill a position in the bargaining unit shall be no more than one year, and no more than three months for a position outside the bargaining unit.

**JAY-OFF (LIBRARIANS)**

- 32.12** Lay-off of members pursuant to this Article shall occur only for the following reasons:
- (A) financial reasons - lay-offs of members for financial reasons shall occur only when a bona fide financial crisis exists and only to the extent required to alleviate the crisis. A bona fide financial crisis exists when there has been a substantial deficit, which is projected, on the basis of reasonable assumptions, to continue for at least one year, and which threatens the long-term well-being of the University, in particular its academic functions. The onus of proof shall be on the Board to establish that a bona fide financial crisis exists; or
- (B) exceptional operating circumstances - lay-off of members for exceptional operating circumstances shall occur only to accommodate a major and continuing **organizational** restructuring of the Library operations. The onus of proof shall be on the Board to establish the need for a major and continuing **organizational** restructuring of the Library operations.

The procedures described in **31.02 - 31.10** shall be implemented in the financial circumstances described above in **32.12(A)**. The procedures described in **32.13** to **32.19** shall be implemented in the exceptional operating circumstances described in **32.12(B)**.

- 32.13** When the Board believes that an exceptional operational circumstance as set out in **32.12(B)** exists and that the lay-off of members is therefore required, the President shall establish a three person Library Advisory Committee. The Library Advisory Committee shall consist of the Chief Librarian, the President of **L.U.F.A.**, or his/her designate, and one member named by the President. The Committee shall establish its own procedures, and shall have access to any and all available information pertinent to the exceptional operational circumstance and deemed relevant by the Committee. The Committee may consult with any person or group of persons from inside and outside the University, and shall consult with the professional librarians.
- 32.14** The Committee shall examine the exceptional operational reasons for and the extent of the problems giving rise to the circumstance. The Committee shall make such detailed recommendations as seem appropriate on both short- and long-term actions which might be needed, on the number of lay-offs, and on any immediate actions that can be taken that do not invoke the lay-off of members. It shall comment upon the extent and nature of the potential impact, if any, of the recommendations on the academic programs of the University. The Committee shall include in its report the reasons for its recommendations and any supporting

documents which are appropriate. The report shall be submitted to the President, and a copy shall be given to the Association, within twenty days of the date on which its establishment was announced by the President. The Association shall have fifteen days in which to provide the President with comments on the Committee's report.

- 32.15** After due consideration of the final report of the Committee, the President shall make his/her final recommendations to the Board, including the lay-off of members. The President may **alter** or reject the final recommendations of the Library Advisory Committee for just and sufficient reasons, which reasons shall be included in his/her report to the Board. The Presidents report shall include copies of the Committee's report. Following receipt of the Presidents report, the Board may lay off one or more members.
- 32.16** Lay-off of members for an exceptional operational circumstance shall not occur until all reasonable alternative means of making the necessary reduction (including early retirement, partial leaves) have been considered and implemented as far as is reasonably practicable.
- 32.17** Any time limits in this Article may be extended up to a maximum of one month with the written agreement of the parties, and such agreement shall not be unreasonably withheld or requested by either party. In the event the Association fails to do any action or to submit any comment within the time limits set out in this Article, the Board shall have the right to proceed without such action or comment.
- 32.18** The Board shall have the right to make appointments to the academic, administrative, or support staffs in the period of time from the date the President announces the appointment of the Library Advisory Committee until the Board has determined what action will be taken on the recommendations made by the President pursuant to **32.15**. When making an appointment during this period, the Board shall invite applications from members before advertising externally, and shall give preference, subject to collective agreements, to such a member who applies and who is or can reasonably become qualified to meet the requirements of the vacant position. No appointment(s) of professional librarians shall be made in the Library during this period of time,
- 32.19** For the purposes of this Article, a reasonable period of time for a member to become qualified to fill a position outside the bargaining unit shall be no more than three months.
- 32.20** Members shall be laid off in reverse order of date of hire within the following sequence:
- (A) first, members on part-time appointment;
  - (B) second, members on limited term appointment;
  - (C) third, members on probationary appointment; and
  - (D) fourth, members on continuing appointment in rank sequence, i.e. commencing with Librarian 1.
- 32.21** For purposes of this Article, date of hire is established by the date upon which current uninterrupted employment commenced in a position with librarian rank. Current uninterrupted employment is not affected by leave taken in accordance with provisions of this Agreement. If two or more members have the same date of hire, the order of lay-off shall be determined by the number of years since the granting of a member's first degree, those with a lower number being laid off prior to those with a higher number. Failing a distinction, the order of lay-off shall be determined by lot.

- 32.22** Members being laid off shall be given written notice as follows:
- (A) members on part-time appointment shall be given notice in accordance with the Employment Standards Act;
  - (B) members on limited term appointment shall be given one month's notice; notwithstanding the foregoing, term employment shall cease on the date stated in the letter of appointment if that date is prior to the expiration of the one months notice in writing;
  - (C) members on probationary appointment shall be given two months' notice in writing; and
  - (D) members holding continuing appointments shall be given four months' notice in writing.
- 32.23** At the Board's discretion, members being laid off may be given payment in lieu of notice.
- 32.24** Members with continuing appointments who are at least forty years of age, who have at least six years of current continuous full-time service with the University, and for whom the sum of their age plus their years of service is at least fifty-five shall be exempt from lay-off until all other lay-off procedures provided for in this Article have been completed.
- 32.25** The President shall notify in writing each member who is being laid off and shall state the reason for the lay-off pursuant to this Article.
- 32.26** Laid-off Librarian members shall retain their recall rights as provided for in **32.27** and shall receive written notice of all vacancies being filled in the Library, in academic positions and in administrative positions at Grade 7 or above in the University, within that period, such notice to be mailed to the member's last known address. The member is responsible for keeping the University informed of his/her current address.
- 32.27** A laid-off librarian member shall have the right of **first** refusal following the day of lay-off for any vacancy in the bargaining unit which was filled prior to the vacancy by a librarian member for the following periods of time as appropriate:
- (A) continuing librarian members with six years or more of service, for a period of four years;
  - (B) continuing members with less than six years of service, three years;
  - (C) probationary librarian members, one year.
- 32.28** The order of right to recall shall be the reverse of the order of lay-off
- 32.29** A laid-off member shall have one month from the date the offer of **re-employment** is made, as provided for in **32.26** and **32.27** to indicate acceptance thereof, and shall have up to three months from the date the offer is made to take up the position.
- 32.30** Any member who rejects an offer of a librarian position in the bargaining unit made pursuant to this Article or who fails to respond within the one month provided for in **32.29** or who informs the

University that he/she is no longer interested in reemployment with the University shall have forfeited all further rights accorded laid-off members.

- 32.31 A member who, pursuant to **32.18 and/or 32.19**, accepts employment in the University in an area other than the Library shall retain the full right of first refusal for any librarian position in the bargaining unit.
- 32.32 While subject to recall, laid-off members shall have the right to use the Library and such other specific University facilities as may reasonably be made available. In addition, such a member who is not employed on a full-time basis elsewhere may elect to continue coverage in the insured benefit plans at the member's expense and in accordance with the provisions of the plans until he/she is no longer eligible for recall.
- 32.33 All laid-off members and their dependents and spouses shall have the right to tuition waiver in the University for the recall period, or until alternate employment is secured, whichever comes first.
- 32.34 If recalled, laid-off members shall retain seniority, appointment status, and rank rights as at the time of lay-off,
- 32.35 Lay-off shall not be treated, described, or recorded as dismissal for cause.

**ARTICLE 33: PROCEDURE FOR LAY-OFF OF FACULTY PURSUANT TO ARTICLES 31 AND 32**

- 33.01 Within Departments or Schools which have been identified pursuant to the procedures outlined either in Article **31** or Article **32** members shall be laid off in the following order:
  - (A) first, members of limited-term appointment;
  - (B) second, members on probationary appointment, in reverse order of hire; and,
  - (C) third, tenured members or continuing members, as appropriate, in reverse order of date of hire.
- 33.02 For purposes of this Article, date of hire is established by the date upon which current uninterrupted employment commenced in a position with academic rank. Current uninterrupted employment is not affected by leave taken in accordance with provisions of this Agreement. If, within a **Department/School** two or more members have the same date of hire, the order of lay-off shall be determined by the number of years since the granting of a member's first degree, those with a lower number being laid-off prior to those with a higher number. Failing a distinction, the order of lay-off shall be determined by lot.
- 33.03 In order to preserve the primacy of the University's academic function, the sequence of lay-offs outlined in **33.01** may be varied. Any variation of the sequence of lay-offs shall be done only for bona fide academic reasons when the academic program of the affected Department/School can no longer be offered except with a variation. If the Dean believes the sequence of lay-offs outlined in **33.01** should be varied, he/she shall inform the Association and the member(s) in writing, stating what the specific variation he/she believes is necessary and the reason why the academic program of the affected Department/School is best served by the variation.

- 33.04** Members being laid off for reasons of financial crisis will be given written notice as follows:
- (A) members on term appointments shall be given three months' notice in writing; notwithstanding the foregoing, term employment shall cease on the date stated in the letter of appointment if that date is prior to the expiration of the three months' notice;
  - (B) members on a probationary appointment shall be given six months' notice in writing; and,
  - (C) members holding tenured or continuing appointments shall be given six months' notice in writing.
- 33.05** Members being laid off for academic reasons will be given written notice as follows:
- (A) members on term appointments shall be given three months' notice in writing; notwithstanding the foregoing, term employment shall cease on the date stated in the letter of appointment if that date is prior to the expiration of the three months' notice;
  - (B) members on a probationary appointment shall be given six months' notice in writing; and.
  - (C) members holding tenured or continuing appointments shall be given six month's notice in writing.
- 33.06** At the Board's discretion, members being laid off may be given payment in lieu of notice.
- 33.07** In addition to the notice or payment in lieu of notice described in **33.04** and **33.06** above,
- (A) a **faculty** member holding a first probationary appointment who is laid off shall receive a termination allowance equal to six months' salary (at his/her salary rate at the time of termination);
  - (B) a faculty member holding a second probationary appointment who is laid off shall receive a termination allowance equal to twelve months' salary (at his/her salary rate at the time of termination); and,
  - (C) a member holding a tenured or continuing appointment who is laid off shall receive a termination allowance equal to one month's pay (at his/her salary rate at the time of termination) for each completed year of service, to a minimum allowance of the equivalent of fifteen months' salary and to a maximum of twenty months' salary.
- 33.08** In addition to the notice or payment in lieu of notice described in **33.05** and **33.06** above.
- (A) a faculty member holding a first probationary appointment who is laid off shall receive a termination allowance equal to nine months' salary (at his/her salary rate at the time of termination);
  - (B) a faculty member holding a second probationary appointment who is laid off shall receive a termination allowance equal to fifteen months' salary (at his/her salary rate at the time of termination); and,



- (C) a member holding a tenured or continuing appointment who is laid off shall receive a termination allowance equal to one month's pay (at his/her salary rate at the time of termination) for each completed year of service, to a minimum allowance of the equivalent of twenty-four months' salary and to a maximum of thirty months' salary.
- 33.09** Members with tenured or continuing appointments who are at least forty years of age, who have held for at least six years a current continuous full-time appointment with the University, and for whom the sum of their age plus their years of current continuous full-time appointment with the University is at least **fifty-five**, shall be exempt from lay-off until all other lay-off procedures provided for in this Article have been completed.
- 33.10** The President shall notify in writing each probationary member recommended for lay-off and each tenured or continuing member recommended for lay-off. In both cases the notice of lay-off shall state the reasons for the lay-off pursuant to Article **31** or Article **32**.
- 33.11** Laid-off members shall retain their recall rights as provided for in **33.12** and shall receive written notice of all vacancies being filled in academic positions and in administrative positions at Grade **10** or above in the University within that period, such notice to be mailed to the member's last known address. It is the member's responsibility to keep the University informed of his/her current address.
- 33.12** A laid-off member shall have the right of first refusal following the date of lay-off for any vacancy in his/her Department/School unless the Board can demonstrate that the post is so **specialized** that it cannot be filled by the laid-off member or by an rearrangement of duties within the member's Department/School for the following periods, as appropriate:
- (A) tenured and continuing members, for a period of four years;
- (B) members in a second probationary appointment, for a period of three years; and,
- (C) members in a first probationary appointment for a period of two years
- 33.13** The order of right to be recalled shall be the reverse of the lay-off.
- 33.14** A laid-off member shall have one month in which to accept an offer of **re-employment** as provided for in **33.11** and **33.12** and shall have up to nine months to terminate other employment in order to take up a position in the bargaining unit, and up to three months in order to take up a position that is not in the bargaining unit.
- 33.15** When accepting a recall, a member shall be required, as a condition of recall, to repay any termination payments (not including any payment received in lieu of notice) which exceeds what his/her salary would have been for the period he/she continued to occupy his/her former position.
- 33.16** Any member who rejects an offer of a position as provided for in **33.12** or who fails to respond within the one month provided for in **33.14** or who informs the University that he/she is no longer interested in **re-employment** with the University shall have forfeited all further **rights** accorded laid-off members.
- 33.17** A member who, pursuant to **33.11**, accepts employment in the University in an area other than his/her original Department/School shall retain the full right of first refusal for any position in that original Department/School.

- 33.18** While subject to recall, laid-off members shall have the right to use the Library and such other specific University facilities as may reasonably be made available. In addition, such member who is not employed on a full-time basis elsewhere may elect to continue coverage in the insured benefit plans at the member's expense and in accordance with the provisions of the plans until he/she is no longer eligible for recall.
- 33.19** All laid-off members and their dependents and spouses shall have the right to tuition waiver in the University for the recall period, or until alternate employment is secured, whichever comes first.
- 33.20** Laid-off members shall retain seniority, tenure and academic rank rights as at the time of lay-off after accepting reappointment at the University.
- 33.21** Lay-off shall not be treated, described, or recorded as dismissal for cause.

**ARTICLE 34: RETIREMENT, RESIGNATION, AND CLEARANCE UPON TERMINATION**

**34.01 Retirement**

- (A) The normal retirement date shall be either December **31st** or June **30th** whichever coincides with or immediately follows a member's **65th** birthday. The Board, at its discretion, may agree to postpone a member's retirement.
- (B) A member who does not qualify under **34.03(C)** for Voluntary Early Retirement may apply for early retirement by giving six months' notice in writing to his/her Dean/Chief Librarian.

**34.02 Voluntary Partial Early Retirement**

- (A) Full-time members may give notice of intention to partially retire to the Dean/Chief Librarian between July **1st** and September **1st** in any year with the partial retirement to commence on June **30th** following.
- (B) Members must have attained the age of **55** years and have at least **15** years of **service** with **Lakehead** University on July **1st** in the year commencing partial retirement or have at least **25** years of full-time service with **Lakehead** University if they have not attained the age of **55** years.
- (C) The terms of partial retirement are subject to agreement between the member and the Dean/Chief Librarian and shall be set out in writing and approved and signed by the member and the Vice-President (Academic). No member shall be forced to accept partial retirement.
- (D) An agreement to partially retire is irrevocable unless cancellation is mutually agreeable to the member and the Dean/Chief Librarian.
- (E) The workload of members on partial retirement shall be composed primarily of teaching/appropriate library duties. The normal teaching load of a member on partial retirement shall consist of two-thirds of a full teaching load. The normal period of library duty shall consist of two-thirds of full-time duty as arranged to the mutual agreement of the member and the Chief Librarian.

- (F) The reduction in salary shall be commensurate with the reduction in workload. That is, if a member takes a normal reduction of one-third of full workload, he/she shall take a reduction of one-third of full salary.
- (G) Members on partial retirement shall maintain their status as members of the bargaining unit, and shall be entitled to benefits based upon actual salary as it applies to particular benefits, and to sharing the premium cost on other benefits in proportion to their reduced salary.

**34.03 Voluntary Early Retirement Plan**

- (A) Full-time faculty members may submit an **official** application to retire to their Dean between July **1st** and September **1st** in any year with the retirement June **30th** following or between January **1st** and March **1st** in any year with the retirement December **31st** following.
- (B) An official application to retire is irrevocable unless mutually agreeable to the member and the Dean.
- (C) Members must have attained the age of **55** years and have at least **15** years of full-time service with **Lakehead** University on the date commencing early retirement or have at least **25** years of full-time service with **Lakehead** University if they have not attained the age of **55** years.
- (D) Members taking this Voluntary Early Retirement Plan will be entitled to a sum based on their salary on June **30th** or December **31st** immediately prior to voluntary early retirement, payable in equal monthly instalments commencing on July **1st** in the year of early retirement and ending on the June **30th** coincident with or following the member's **65th** birthday. If the member has elected to retire on December **31st** in any year, the sum payable in equal monthly instalments will commence on the January **1st** immediately following and end on the December **31st** coincident with or following the member's **65th** birthday.
- (E) The sum to which a member is entitled for Article **34.03(D)** is determined as follows:

<u>Years Remaining to Normal Retirement Date</u>	<u>Sum</u> (no. of months salary)
10 years	25
9 years	25
8 years	25
7 years	25
6 years	25
5 years	25
4.5 years	22.5
4 years	20
3.5 years	17.5
3 years	15
2.5 years	12.5
2 years	10
1.5 years	7.5

1 year	5
.5 year	2.5

- (F) Other forms of settlement may be made if mutually agreeable to the member and the University, and provided it is acceptable to Revenue Canada.
- (G) Members opting for the Plan will be entitled to a University benefits package for the number of years remaining to normal retirement date.
- (H) The University benefits package for members in The Plan and payable by the University will include supplementary medical plan, basic dental care plan, vision care and group life insurance with maximum coverage equal to one times the Member's salary immediately prior to retirement. Members in the Plan will also be entitled to free tuition equivalent to the terms of Article 36.06 of the Agreement between Board of Governors of Lakehead University and Lakehead University Faculty Association, free individual athletic membership and Library privileges.
- (I) All voluntary early retirements are expected to return savings to the University. However, there shall be no discrimination with respect to individual cases where savings are not possible.
- (J) Members opting for the Plan are expected not to accept full-time employment as faculty members or as academic administrators with another university during the term of payment as provided under 34.03(D).
- (K) Members opting for the Plan will normally commence pension benefits provided under the Pension Plan for Professional Staff. Members may defer any pension benefits and continue contributing as an active member, with contributions based on the monthly benefit as provided under 34.03(D). The University's contribution will be deducted from the monthly benefit as provided under 34.03(D). When a member commences drawing pension benefits, pension contributions will cease and all terms of the Pension Plan will apply.

#### 34.04 Resignation

A faculty member may resign effective June 30th of any year by giving five months' written notice to his/her Dean. A member who is a department head in the Library may resign effective the end of any month by giving two (2) months' written notice to the Chief Librarian. Other members in the Library may resign effective the end of any month by giving one (1) month's written notice to the Chief Librarian. A member who has given notice of resignation shall not be entitled to any leave beyond the effective date of his/her resignation. Requirements with respect to the effective date of the resignation and/or length of notice may be waived by mutual agreement between the member and the Board.

#### 34.05 Clearance Upon Termination

Upon termination of employment the member's final salary payment shall be made on the last day of the month concerned or as soon thereafter as all financial and material obligations of the member to the University are fulfilled. Such obligations include: submission of students' final marks; return of keys, library books, audio/visual and other equipment; reimbursement for goods and services; submission of travel expense reports and the reimbursement of outstanding travel

advance balances: and, fulfillment of all contractual obligations to the Board pursuant to this Agreement and/or any other contract which exists between the member and the Board.

ARTICLE 35: SALARIES

**35.01 Regular Salary**

**35.01.01** Regular Salary is the annual salary rate of a member engaged in full-time employment with the University excluding any stipends and/or payments for overload teaching or in the case of a librarian for overtime work. The salary of a member employed on a full-time basis for less than an academic year shall be pro-rated on the basis of his/her Regular Salary. The salary of a member who is on leave pursuant to Article 37 shall be pro-rated on the basis of his/her Regular Salary.

**35.01.02** Regular Salaries shall be adjusted annually, and the adjusted salaries shall take effect as of July 1st. Salary adjustments for individual members shall include some or all of the following components:

- (A) a scale increment;
- (B) a career development increment;
- (C) a merit increment; and,
- (D) an anomaly adjustment.

**35.01.03** The scale increment shall be a percentage increase applied to the salary floor and ceiling of each faculty and librarian rank and to the Regular Salaries of all members within the rank.

**35.01.04** A career development increment (CDI) shall be awarded annually for satisfactory performance of a full-time member's responsibilities. Satisfactory performance for full-time members shall be measured against the criteria by rank established in Article 24 for librarian members and Article 26 for faculty members. One-half or all of a CDI may be withheld if a member's performance of his/her responsibilities has been unsatisfactory. The first withholding shall be for one-half of the CDI. Any decision to withhold one-half or one CDI shall be a reflection of real concern about the performance and professional development of the member concerned and shall constitute disciplinary action.

The decision to withhold one-half or one CDI shall be made by the President after consultation with the Vice-President (Academic) and Dean/Chief Librarian, who shall have discussed the matter with the member's immediate supervisor unless he/she is the member concerned.

The President shall advise the member in writing of the reason for the withholding. The President shall advise the Association in writing of the number of members who have had one-half or all of the CDI withheld.

**35.01.05** A merit increment may be awarded for exceptional performance in teaching, research, professional service, or other scholarly activities, or outstanding involvement in departmental, Faculty, Library or University affairs. Exceptional performance for faculty members will be recognized when the faculty member's contribution to teaching, research and other scholarly activities is clearly beyond the measurement

for satisfactory performance as described in Article **35.01.04**. A merit increment for members shall be in the form of an additional Career Development Increment to be included in the member's Regular Salary.

Consideration for a merit increment may be initiated by the member, by his/her department head, Chair, Director, Dean/Chief Librarian, by the Vice-President (Academic), or by the President.

Ten percent (rounded to the next higher whole number) of the full-time tenured members in each Faculty shall be awarded merit increments **in** each year. Subject to the availability of funds in **35.04**, **35.06** and **35.08**, ten percent (**10%**) (rounded to the next higher whole number) of full-time Librarians holding continuing appointments may be awarded merit increments in each year.

No person is eligible to receive a merit increment in two successive years

The decision to award merit shall be made by the President after **consultation** with the Vice-President (Academic) and Dean/Chief Librarian, who shall have consulted with each Chair/Director.

The President shall advise the member in writing of the award of a merit increment and of the reason for the award, and shall advise the Association in writing of the members receiving merit increments and the reason for each award.

- 35.01.06 ( A )** An Anomaly Fund shall be established for adjustments to correct individual salaries which are anomalously low with respect to salaries paid to members with comparable **qualifications** and experience (Internal Anomalies), or to adjust individual salaries which are anomalously low with respect to salaries paid to individuals of comparable qualifications and experience at other Ontario universities (External Anomalies). The amount allocated for such adjustments shall be equal to or **multiples of \$500** added to the member's Regular Salary. Discrepancies between salaries that are the result of the normal functioning of salary policy, **e.g** withheld increments, award or non-award of merit increments, leaves without pay, promotions, and the like, shall not be considered anomalous.
- (B)** A Faculty Anomalies Committee to make recommendations to the President on the distribution of the Anomalies Fund shall be formed by October **31** of each year. The Committee shall consist of **four** individuals: two appointed by the Board and two appointed by the Association.
- (C)** A Librarians Anomalies Committee to make recommendations to the President on the distribution of the Anomalies Fund shall be formed by October **31** of each year. The Committee shall consist of four individuals: two appointed by the Board and two appointed by the Association.
- (D)** Consideration for anomaly adjustments may be initiated by a member, by his/her immediate supervisor, his/her Dean/Chief Librarian, the Vice-President (Academic) or the President. A member who applies for an anomaly adjustment shall do so in writing to the Vice-President (Academic) by October **31**.

- (E) The President shall provide the Committee with relevant comparative salary data and such documentation as the Committee may require.
  - (F) The committee shall report its recommendations to the President by December 15. By January 15, the President shall advise the member in writing whether he/she will be receiving an anomaly adjustment and of the reason for the decision, and shall inform the Association in writing of the members receiving anomaly adjustments, of the reason for each adjustment and the values and frequency of adjustments.
  - (G) The full amount pursuant to Articles **35.04.05** and **35.05.04** shall be allocated to Regular Salaries retroactive to July 1, 1996.
- 35.01.07** When a faculty member is promoted to a higher rank, his/her total salary adjustment for the year in which the promotion takes effect shall be the greater of
- (A) the amount required to raise the salary to the floor of the new rank pursuant to **35.04.06** or.
  - (B) the increase which would have been received without promotion plus one additional career development increment. The value of the career development increment referred to here shall be **\$2000**.
- 35.01.08** When a librarian member is promoted pursuant to Article **24**, or when a member is promoted to Librarian III pursuant to **20.07.03** and has successfully completed his/her trial period, he/she shall receive a total salary adjustment which is the greater of:
- (A) the amount required to raise the salary to the floor of the new rank pursuant to **35.05.05** or,
  - (B) the increase which would have been received without promotion plus one additional career development increment. The value of the career development increment referred to here shall be **\$1460**.
- 35.01.09.01** For each rank there shall be a salary floor, which shall be determined each year in relation to the negotiated Assistant Professor floor as follows:
- (A) for the rank of professor, **1.576** times the floor of the Assistant Professor rank;
  - (B) for the rank of Associate Professor, **1.254** times the floor of the Assistant Professor rank;
  - (C) for the rank of Lecturer, **.847** times the floor of the Assistant Professor rank.
- 35.01.09.02** For each rank there shall be a salary ceiling, which shall be determined each year as follows:
- (A) for the rank of professor, **2.5** times the floor of the Assistant Professor rank;

- (B) for the rank of Associate Professor, **2.25** times the floor of the Assistant Professor rank;
- (C) for the rank of Assistant Professor, **1.576** times the floor of the Assistant Professor rank; and
- (D) for the rank of Lecturer, **1.254** times the floor of the Assistant Professor rank.

No faculty member's salary shall exceed the ceiling for his/her rank, except as a result of merit increases pursuant to Article **35.01.05**.

**35.01.09.03** For each Librarian rank there shall be a salary floor, which shall be determined each year in relation to the negotiated Librarian II floor as follows:

- (A) for the rank of Librarian IV, **1.336** times the floor of the Librarian II rank;
- (B) for the rank of Librarian III, **1.168** times the floor of the Librarian II rank;
- (C) for the rank of Librarian I, **0.909** times the floor of the Librarian II rank;

**35.01.09.04** For each Librarian rank there shall be a salary ceiling, which shall be determined each year in relation to the negotiated Librarian II floor as follows:

- (A) for the rank of Librarian IV, **2.027** times the floor of the Librarian II rank;
- (B) for the rank of Librarian III, **1.863** times the floor of the Librarian II rank;
- (C) for the rank of Librarian II, **1.389** times the floor of the Librarian II rank;
- (D) for the rank of Librarian I, **0.965** times the floor of the Librarian II rank.

No Librarian member's salary shall exceed the ceiling for his/her rank, except as a result of merit increases pursuant to Article **35.01.05**.

**35.01.10** Members' salaries shall be paid semi-monthly.

**35.02 Payment for Overload, Distance Education, Off-Campus, and Part-time Teaching**

**35.02.01 ( A )** For each full-time equivalent credit course, except a Distance Education course, taught by a full-time member on an overload basis, pursuant to **16.02.02** or **16.02.12**, he/she shall receive a total payment (including



vacation pay) equal to seventeen percent of the Assistant Professor floor. For teaching a credit course which is **less** than a full-time equivalent, a member shall receive a pro-rated payment.

(B) For Sessional Lecturer members there shall be two levels of remuneration:

Level 1: For sessional lecturer members with service of **30** or fewer **FCE's** the total payment (including vacation pay) shall be **\$100.00** plus **17%** of the Assistant Professor floor. (Service is the cumulative total of all courses taught **during** any academic year since September **1988** in which the sessional lecturer was a member of the Association.)

Level 2: For all sessional lecturer members with service of more than **30 FCE's**, the total payment (including vacation pay) shall be **18%** of the Assistant Professor floor.

**35.02.02** For each full-course equivalent taught by a full-time member at an off-campus location which is a minimum of one hundred and twenty kilometres from the Thunder Bay campus, he/she shall receive an inconvenience allowance of **\$1,150**. This amount will be pro-rated for a credit course which is less than a full-time equivalent,

**35.02.03** Development and/or delivery of a distance education course normally shall be part of a member's teaching assignment pursuant to **16.02.01** but may be a combination of such an assignment and overload. Notwithstanding **16.02.01**, the Dean shall not assign development or delivery of a distance education course as part of a member's teaching responsibilities without his/her prior consent. Such consent shall not be withheld unreasonably. Development of a distance education course may occur over more than one year.

When the development **and/or** delivery of a distance education course is undertaken by a full-time faculty member on an overload basis pursuant to **16.02.02** or **16.02.12**, he/she shall receive a total payment (including vacation pay) of:

(A) Seventeen percent of the Assistant Professor floor for work to develop a distance education course where the work is equivalent to teaching one course by normal teaching methods.

(B) For delivery, **4.5%** of the Assistant Professor floor plus **\$130** per student over **10** students to a maximum of **17%** of the Assistant Professor floor.

When the development **and/or** delivery of a distance education course is undertaken by a Sessional Lecturer Member, **he/she** shall receive a total payment (including vacation pay) of:

(A) Level 1: For sessional lecturer members with service of **30** or fewer **FCE's** the total payment (including vacation pay) shall be **\$100.00** plus **17%** of the **Assistan** Professor floor.

Level 2: For all sessional lecturer members with service of more than **30 FCE's**, the total payment (including vacation pay) shall be **18%** of the Assistant Professor floor.

- (B) For delivery, 4.5% of the Assistant Professor floor plus \$130 per student over 10 students to a maximum of \$100 plus 17% of the Assistant Professor floor for Level 1 Sessionals and 18% of the Assistant Professor floor for Level 2 Sessionals.

**35.03 Stipends for Chairs and Directors**

**35.03.01** Members who are Chairs or Directors shall receive an administrative stipend. The stipend shall be \$1155 plus a professional allowance of \$500.

**35.03.02** An Acting Chair or Acting Director appointed pursuant to 28.01.08 shall receive the stipend in lieu of the Chair/Director for each full month served in excess of the first month.

**35.03.03 Stipends for Acting Appointments**

A librarian member who, in addition to his/her normal duties, is formally assigned a temporary position which continues for more than twenty (20) consecutive working days, excluding replacement for normal annual vacation (as in 36.04.01), shall receive a stipend for the period in excess of twenty (20) working days based on the following rates:

- (A) for filling a vacant Librarian position resulting from illness, maternity/parental leave, resignation or leave of absence, \$350 per month;
- (B) for serving as Acting Department Head, \$450 per month; and,
- (C) for serving as Acting Chief Librarian, \$600 per month.

For (A) above, when more than one member is assigned a part of the responsibilities of the vacant position, the stipend shall be apportioned accordingly by the Chief Librarian.

**35.04 Salary Adjustments from July 1, 1996 to June 30, 1997 for Faculty Members on staff as of June 30, 1996**

**35.04.01** The scale increment shall be 0% plus 0% of the percentage increase in the all items Consumer Price Index for Canada (CPI) for the twelve-month period ending April 30, subject to limitations as set forth in the 1990/93 collective agreement.

**35.04.02** The Career Development Increment shall be \$2000.

**35.04.03** A special adjustment shall be added to all regular salaries January 1, based upon the following determination. For the 1996/97 period, this adjustment shall be \$0.00.

- (A) Using Statistics Canada Data - Table 1 to determine the average salary by rank at January 1, for each of the following universities: Brock, Carleton, Guelph, Laurentian, McMaster, Ottawa, Queen's, Trent, Laurier, Waterloo and Western.

- (B) Calculate the average salary, by rank, of the universities noted in (A).
- (C) For each rank, calculate the difference between the **Lakehead** University average salary for that rank and the average for that rank determined in (B) above.
- (D) For each rank, calculate the percentage that the difference in (C) is of the **Lakehead** University average for that rank.
- (E) Each member shall receive an adjustment to his/her regular salary of **1/2** of the percentage (if positive) as determined in (D) above for his/her rank, subject to a maximum of **0.0%**.

35.04.04 A merit fund of **\$0.00** shall be established for distribution pursuant to 35.01.05.

35.04.05 An anomaly fund of **\$30,000.00** shall be established for distribution pursuant to 35.01.06.

35.04.06 Notwithstanding 35.01.03 the **1996/97** floors and ceilings shall be

(A)	Professor	<b>\$61,730 - \$97,910</b>
(B)	Associate Professor	<b>\$49,120 - \$88,120</b>
(C)	Assistant Professor	<b>\$39,165 - \$61,730</b>
(D)	Lecturer	<b>\$33,190 - \$49,120</b>

35.05 **Salary Adjustments from July 1, 1996 to June 30, 1997 for Librarian Members on Staff as of June 30, 1996**

35.05.01 (A) The scale increment shall be **0%** plus **0%** of the percentage increase in the all items Consumer Price Index for Canada (CPI) for the twelve-month period ending April **30**, subject to limitations as set forth in the **1990/93** collective agreement,

(B) A special adjustment of **0.00%** of the member's previous June **30th** salary shall be effective January **1st**.

35.05.02 The Career Development Increment shall be **\$1460**.

35.05.03 A merit fund of **\$0.00** shall be established for distribution pursuant to 35.01.05.

35.05.04 An anomaly fund of **\$1000.00** shall be established for distribution pursuant to 35.01.06.

35.05.05 The **1996/97** floors and ceilings shall be:

(A)	Librarian IV	<b>\$46,800 - \$71,000</b>
(B)	Librarian III	<b>\$40,915 - \$65,255</b>
(C)	Librarian II	<b>\$35,025 - \$48,640</b>
(D)	Librarian I	<b>\$31,840 - \$33,810</b>

<b>35.05.06</b>	The hourly rates for members employed on a part time basis pursuant to <b>13.02</b> shall be:	
	(A) Librarian III	<b>\$22.48</b>
	(B) Librarian II	<b>\$19.24</b>
	(C) Librarian I	<b>\$17.49</b>

**ARTICLE 36: EMPLOYMENT BENEFITS**

For the period July 1, 1996 to June 30, 1997, the benefits provided hereunder will be those in effect on June 30, 1996.

**36.01 Pension and Benefits**

- 36.01.01** As a condition of employment, each full-time member, unless specifically exempted by legislation or regulation, shall **enroll** and participate in:
- (A) the University Supplemental Group Medical Benefits Plan;
  - (B) the University Group Life Insurance Plan, to a maximum of **\$250,000** coverage.
  - (C) the University Long Term Disability Insurance Plan;
  - (D) the University Pension Plan;
  - (E) the University Dental Plan, including coverage for crowns and bridges; and
  - (F) the University Vision Care Plan.
- 36.01.02** The Board shall pay one hundred percent of the applicable premium costs for a member's coverage under the plans specified in **36.01.01 (A), (B), (E)** excluding crowns and bridges, and **(F)** and the member shall pay one hundred percent of the applicable premium costs for his/her coverage under **36.01.01 (C)**. The Board shall pay **fifty** percent of the additional premium cost for crowns and bridges with a **\$1,500** maximum coverage per year.
- 36.01.03** The Board shall contribute to the integrated University Pension (or to the Ontario Teacher's Superannuation Plan for faculty members who as of June **30, 1985** were employed by the Board and enrolled in that plan) and Canada Pension Plans an amount which is at least equal to the total of the required contributions made each year by each member.
- 36.01.04** The Board shall provide under separate cover (a booklet entitled "Employee Benefit Plans for Professional and Administrative Staff") a brief summary of the principal features of all current employee **benefits** available to members.
- 36.01.05** Members shall be notified in writing of any non-trivial amendments to the current plans referred to in **36.01.01 (A), (B), (C), (D), (E) and (F)**.

- 36.01.06** Retired members beyond the age of **65** shall have the right to remain enrolled in plans (A) and (E) as of June **30, 1991**. The retired member shall pay one hundred percent of the premium costs for his/her coverage under **36.01.01** (A) and (E).
- 36.01.07** In the event that any of the foregoing **health** and medical plans for any reason becomes unavailable or is discontinued, the Board shall continue to contribute toward the premium for any health or medical plans substituted **therefor** sums of money equivalent to those being paid at the date of such unavailability or discontinuance.

### **36.02 Statutory Holidays**

- 36.02.01** The Board **recognizes** the following as paid holidays: New Year's Day; Good Friday; Easter Monday; Victoria Day; Canada Day; Civic Holiday; Labour Day; Thanksgiving Day; Christmas Day; Boxing Day; and, three days in conjunction with the Christmas Holiday period as designated by the Board.

### **36.03 Vacations**

- 36.03.01** In addition to the statutory holidays, each member is entitled to the equivalent of four weeks' vacation after eleven months of service, **five** weeks' vacation after seventeen years of service, and annually thereafter. The member shall be paid during such vacations but there shall be no remuneration in excess of the annual salary in the event a member chooses to work through all or part of his/her vacation period. Entitlement to such annual vacation shall not be cumulative and shall expire with the end of the academic year in which the entitlement was earned. The Dean may for academic reasons approve the carry over into another academic year of part of the vacation. Such approval shall not be unreasonably withheld.
- 36.03.02** After consultation with his/her Chair/Director and provided the Dean is notified in advance of the vacation period(s), a member may take his/her annual vacation at any time which does not coincide with a period in which he/she has undertaken a particular responsibility such as teaching or counselling students.
- 36.03.03** Vacation entitlement shall not be redeemable for its monetary value except in the event of death in which case the value of such entitlement shall be paid on a pro-rated basis of unused credits for the current year.

### **36.04 Vacations (Librarians)**

- 36.04.01** Each member earns vacation entitlement at the rate of **1.67** days per full month worked (**20** days per year). A member having completed seventeen (**17**) years of service earns vacation entitlement at a rate of **2.083** days per full month worked (**25** days per year).
- 36.04.02** The member will be paid during the vacation periods but there shall be no remuneration in lieu of vacation in the event that the member selects not to take his/her vacation entitlement.

- 36.04.03** Vacation entitlement may be accumulated to a maximum of thirty (30) days.
- 36.04.04** A member may use his/her vacation entitlement at any time during the year provided that he/she gives reasonable notice to the Chief Librarian and such vacation does not unduly interfere with the normal functions of the Library or the member's normal duties.
- 36.04.05** Vacation entitlement shall not be redeemable for its monetary value except in the event of death in which case the value of such entitlement will be paid on a pro-rated basis of unused credits for the current year.

### **36.05 Moving Expenses**

- 36.05.01** The Board shall continue its policy on Moving and Travel Allowances for Newly-Appointed Faculty and Staff Members, which is designed to assist full-time members with the payment of necessary moving and travel expenses incurred in their relocation to Thunder Bay.
- 36.05.02** Copies of the policy, which describes the acceptable types of expenses and allowable maxima, are available from the Department of Human Resources upon request.

### **36.06 Waiver of Tuition**

- 36.06.01** It is the policy of the Board to assist members in meeting educational expenses for members, their spouses and dependents attending **Lakehead** University.
- 36.06.02** A full-time member, his/her dependent as defined in the Board of Governors' Tuition Waiver Policy approved September, **1991** or the spouse of a member with a full-time appointment, who enrolls in a regularly scheduled University course for academic credit will have one hundred percent (**100%**) of the applicable tuition fee waived, but will be responsible for all incidental (i.e. lab, field trip, etc.) and activity fees related to that course. A member with an appointment as a Sessional Lecturer who **enrolls** in up to a maximum of two (**2**) regularly-scheduled University full-course equivalents offered for academic credit in the combined Fall/Winter **and/or** the Spring/Summer term immediately following the period of appointment shall have **fifty** percent of the applicable tuition fee waived. Such member, whether full-time or Sessional, shall be responsible for all incidental (i.e. lab, field trip, etc.) and activity fees related to that course.
- 36.06.03** In order to obtain a waiver of tuition fees a member must complete the appropriate application form and obtain **authorization** from his/her Dean/Chief Librarian.
- 36.06.04** Waiver of tuition is available only once for any particular course. When a course is repeated, the full tuition shall be payable by the member, spouse, or dependent.
- 36.06.05** A spouse and/or dependent of a member who dies **will** continue to be eligible for the waiver to tuition benefit until **he/she** has completed the

course(s) in which he/she is enrolled and for two additional academic years.

**36.07 Professional Expenses Reimbursement - Faculty**

**36.07.01** The Board shall reimburse each member who has a full-time appointment for **professionally-related expenditures**, including **those** related to research and teaching improvement, made by the member in the calendar year on behalf of the Board as follows:

In January **1997, \$1000.**

The reimbursement shall be based on the actual numbers of months the member is employed and is reimbursed by the University during the allowance period. Partial years shall be reimbursed on a pro-rated basis.

**36.07.02** The Board shall reimburse each member who has a Sessional Lecturer appointment for professionally-related expenditures, including those related to research and teaching improvement, made by the member in the calendar year on behalf of the Board as follows:

At the time of their first cheque,

In **1996/97, \$160.**

**36.07.03** Eligible expenses as provided in **36.07.01** and **36.07.02** may include:

- (A) membership fees for professional **and/or** learned societies related to the member's discipline;
- (B) subscriptions to professional and/or learned journals;
- (C) purchase of equipment, supplies and books related to the member's research, scholarly and teaching activities;
- (D) registration fees for the member to attend scholarly and professional conferences;
- (E) travel including transportation, food, and accommodation (subject to University travel policies) for the member to attend relevant scholarly and professional conferences or seminars, or to visit other universities or research sites to conduct research and scholarly work which cannot be done at **Lakehead** University;
- (F) page and reprint charges or costs incurred in the preparation and completion of scholarly manuscripts.

**36.07.04** In each calendar year each member shall file a written declaration with the Board stating **he/she** has incurred eligible expenditures up to the amount pursuant to Articles **36.06.01** and/or **36.06.02** on behalf of the Board during the calendar year, and each member shall retain his/her receipts to satisfy Revenue Canada in the event that the status of the payments is questioned. Failure to sign and return such a declaration by December **31st** in each

calendar year and/or failure to expend the full amount as set out in Articles **36.06.01** and/or **36.06.02** will result in the reimbursement or portion thereof being deemed a taxable allowance for that calendar year.

**36.08 Professional Allowance (Librarians)**

**36.08.01** The Board shall reimburse each librarian member who has a full-time appointment for professionally related expenditures made by the member to a maximum of **\$500** annually. Expenses eligible for reimbursement as provided above shall include:

- (A) membership fees for professional and/or learned societies;
- (B) purchase of equipment, supplies, books and subscriptions to professional and/or learned journals related to the member's research and scholarly interests;
- (C) registration fees for the member to attend professionally related courses, conferences, meetings, seminars, workshops and learned societies' meetings; and
- (D) travel, including transportation, food and accommodation (subject to University travel policies) for the member to attend professionally related courses, conferences, meetings, seminars, workshops, learned societies' meetings and to visit other institutions for the purpose of observing systems and procedures.

Expense claims and supporting original receipts shall be submitted for reimbursement semi-annually (by December **31** and June **30**) on a standard form to the Chief Librarian who shall verify that claims are for eligible expenditures.

Any portion of the maximum amount specified above which is not expended in the contract year to which it refers may be held over for a maximum of one (**1**) additional year.

**36.09 Professional Development Leave for Librarians**

**36.09.01** Leave to attend the above-mentioned activities, with the payment of salary, benefits and agreed expenses, shall be granted at the discretion of the Chief Librarian. Members shall apply in writing to the Chief Librarian.

**36.09.02** The Chief Librarian may elect to initiate a professional leave for a member. If the member agrees to take this leave in order to attend courses, conferences, meetings, seminars, workshops, learned societies' meetings and the study of operating systems and services at other libraries and institutions, payment of salary, benefits and of agreed expenses shall be made to the member. All or **part** of the expenses incurred from such a leave will not be taken from the member's Professional Allowance without agreement of the member.



ARTICLE 37: LEAVES OF ABSENCE37.01 Sabbatical Leave

- 37.01.01** A Sabbatical Leave enables a member to seek intellectual invigoration, to improve teaching effectiveness, and to pursue research and other scholarly activities, for the mutual **benefit** of the member and the University.
- 37.01.02** Tenured members shall be eligible for a Sabbatical Leave after completing six academic years of full-time service with the University uninterrupted by a Sabbatical or Study Leave, except as provided in **37.01.06**, the taking of which is subject only to the following conditions:
- (A) arrangements satisfactory to the Department/School and the Dean can be made to cover the member's absence;
  - (B) the academic activities proposed by the member are approved by the Dean on the basis of their academic merit; and,
  - (C) the accomplishments of the member on previous Sabbatical Leaves taken under the terms of this Agreement reasonably fulfilled the member's Sabbatical responsibilities.
- 37.01.03** A member seeking Sabbatical Leave shall submit a written application to the Dean by October **1st** of the year immediately preceding the academic year for which **the** leave is requested and shall include the following information:
- (A) the period of the leave;
  - (B) a statement of the proposed academic activities and of their academic value to the member and to the University;
  - (C) a description of the way in which the member's accomplishments will be recorded and reported to the Dean and to the member's colleagues; and,
  - (D) if external funding is required for the completion of the proposed academic activities, the potential sources of that funding shall be indicated.
- 37.01.04** The President shall notify the applicant in writing and before December **15th** whether the Sabbatical Leave has been approved, and shall state the reasons for any non-approval of the Sabbatical Leave application. Approval of a Sabbatical Leave shall not be unreasonably withheld. A successful applicant may be asked by the Dean to postpone his/her Sabbatical Leave, but such year(s) of postponement shall be credited toward the subsequent Sabbatical Leave. A successful applicant may cancel the Leave by notifying the President in writing no later than January **31st**, **after** which a requested cancellation by the member may be granted at the discretion of the President.
- 37.01.05** A Sabbatical Leave is for a period of twelve months, commencing on July **1st**, or for a period of six months, commencing on either July **1st** or January **1st**. No portion of the academic year in which a Sabbatical Leave is taken

shall count toward the years of eligibility entitlement pursuant to 37.01.02. A Sabbatical Leave includes the appropriate **vacation entitlement** proportional to the length of the Leave.

- 37.01.06** A member who takes a **twelve-month** Sabbatical Leave shall receive **85%** of his/her Regular Salary. Upon his/her return all accumulated years of eligibility entitlements shall be exhausted. A member who takes a six-month Sabbatical Leave shall receive one hundred percent of his/her Regular Salary, and upon his/her return all accumulated years of **eligibility entitlements** except two shall be exhausted. The member may apply to receive **part** of this remuneration as a research grant to cover his/her research and travel expenses; applications are available in the Office of Graduate Studies and Research.
- 37.01.07** A member on Sabbatical Leave shall continue, subject to the terms of such policies, to be covered by the University's group benefit plans, and the University shall continue its normal contributions toward the premium costs for such plans.
- 37.01.08** The University and the member **shall** continue normal percentage contributions toward the member's pension plans (University and **C.P.P.**) based on the member's Regular Salary. The period of Leave shall be included as credited years of service in determining University Pension benefits.
- 37.01.09** A member on **Sabbatical** Leave shall receive any across-the-board scale increments paid to members of the same rank and shall remain eligible for Career Development Increments.
- 37.01.10** Time spent on any other type of leave with a period of more than six months, including Long Term Disability Leave, shall not count toward the eligibility requirement of six years full-time service, but such leaves are considered not to break the continuity of years accumulated.
- 37.01.11** Members on Sabbatical Leave shall continue to be members of the bargaining unit and shall continue to have dues deducted from their salaries.
- 37.01.12** While on Sabbatical Leave a member may accept, with the prior written permission of the President, paid employment outside **Lakehead** University. Permission to accept outside employment which is related to the academic purposes for which the Sabbatical Leave was granted shall not be unreasonably withheld.
- 37.01.13** Immediately following completion of a Sabbatical Leave, the member is required to return to **the** University for a period equal to the length of the Leave taken.
- 37.01.14** Faculty members who have been appointed to **Lakehead** University directly from service at another university shall be granted credit equal to one-half of the number of years of sabbatical credit accumulated at the previous university (calculated in accordance **with** this Agreement), to a maximum of two years, in determining years of service for Sabbatical Leave entitlement at **Lakehead** University.

**37.02 Study Leave**

- 37.02.01** A Study Leave with pay is granted to enable the member to pursue a program of study of benefit to the member and in order to meet specific needs of the University. The Board may request that a member apply for Study Leave.
- 37.02.02** Study Leave periods may vary. Vacation entitlement shall be proportional to the length of the Leave.
- 37.02.03** A member on Study Leave shall receive **13.33%** of his/her Regular Salary for each year of service in the University uninterrupted by a Sabbatical or Study Leave, to a maximum of **80%** of his/her Regular Salary. Time spent on any other type of leave with a period of more than six months, including Long Term Disability Leave, shall not count toward the eligibility requirement of three years, nor toward years of service for the purpose of determining salary while on Study Leave.
- 37.02.04** A member on Study Leave shall continue, subject to the terms of such policies, to be covered by the University's group benefit plans, and the University shall continue its normal contributions toward the premium costs for such plans.
- 37.02.05** At the members option, the University and the member shall continue normal percentage contributions toward the member's pension plans (University and C.P.P.) based on the member's Regular Salary. If normal pension contributions are continued, the period of the Leave shall be included as credited service in determining University Pension benefits,
- 37.02.06** A member on Study Leave shall receive any across-the-board scale increments paid to members of the same rank and shall remain eligible for Career Development Increments.
- 37.02.07** Members on Study Leave shall continue to be members of the bargaining unit and shall continue to have dues deducted from their salaries.

**Articles Applicable to Faculty Members**

- 37.02.08** Members with three years service in the University or who are requested by the Board to apply for **Study Leave** are eligible for Study Leave.
- 37.02.09** A member seeking Study Leave shall submit a written application to the Dean by October **1st** of the year immediately preceding the academic year for which the Leave is requested. Applications may be accepted after October **1st** at the discretion of the Dean. The application shall include the following information.
- (A) the period of the Leave;
- (B) a statement of the proposed program of study and of its academic value to the member and to the University; and,

- (C) the way in which the member's accomplishments will be reported to the Dean.
- 37.02.10** The President shall notify the applicant in writing and before December **15th** whether the Study Leave has been approved, and shall state the reasons for non-approval of such an application. A successful applicant may cancel the Leave by notifying the President in writing no later than January **31st**, after which a requested cancellation by the member may be granted at the discretion of the President.
- 37.02.11** Immediately following completion of Study Leave, a member shall be required to return to the University for one year. Except in the case of death, a member who fails to return shall be required to reimburse the Board for all or part of the compensation received by the member pursuant to **37.02.03**, **37.02.04**, and **37.02.05**.
- 37.02.12** While on Study Leave a member may accept, with the prior written permission of the President, paid employment outside **Lakehead** University. Permission to accept outside employment which is related to the approved program of study for which the Study Leave was granted shall not be unreasonably withheld.
- 37.02.13** The Dean shall arrange a career planning meeting with each member who is required by letter of appointment to pursue a terminal degree through a study leave option. The meeting shall be convened no later than the end of his/her second year of service at the University and shall include the Dean, the member and the member's **Chair/Director**.

**Articles Applicable to Librarian Members**

- 37.02.14** A member with a continuing appointment who has three (**3**) years' service in the University, or who is requested by the Board to apply for Study Leave, shall be eligible for Study Leave. **Additional** criteria include the member's professional performance while at the University and the ability of the Library **to** make satisfactory arrangements to cover the member's absence.
- 37.02.15** A member seeking Study Leave shall submit a written application to the Chief Librarian six (**6**) months prior to the proposed leave. The application shall include the following information:
- (A) the period of the leave;
  - (B) a statement of the proposed program of study and of its professional value to the member and to the University; and
  - (C) the way in which the member's accomplishments will be reported to the Chief Librarian,
- 37.02.16** Four (**4**) months prior to the proposed leave, the applicant shall be notified in writing whether the Study Leave has been approved and shall be advised of the reasons for non-approval of such an application. A successful applicant may cancel the leave by notifying the Chief Librarian in writing no later than three (**3**) months prior to the proposed leave, after which a requested cancellation by the member may be granted at the discretion of the Board.

- 37.02.17 Immediately following completion of Study Leave, a member shall be required to return to the University for six (6) months if the leave was less than four (4) months' duration and for one (1) year if the leave was four (4) months or more in duration. Except in the case of death, a member who fails to return shall be required to reimburse the Board for all or part of the compensation received by the member pursuant to 37.02.03, 37.02.04 and 37.02.05.
- 37.02.18 The Board shall inform the Association of the names of members granted Study Leave, the purpose of the leave and the duration of the leave.
- 37.02.19 The time periods set out in 37.02.15 and 37.02.16 may be shortened at the discretion of the Chief Librarian.

**37.03 Leaves of Absence Without Pay**

- 37.03.01 Leave of Absence Without Pay may be granted to a tenured member or to a member holding a second probationary appointment for a period of time mutually agreeable to the Board and the member.
- 37.03.02 Leave of Absence Without Pay may be granted to a librarian member with a continuing appointment for a period of time mutually agreeable to the Board and the member.
- 37.03.03 Leave of Absence Without Pay may be granted for the following reasons:
- (A) professional activities intended to improve the member's qualifications and thereby enhance his/her value to the University;
  - (B) to provide professional service on a full-time basis to a governmental or other outside agency; or,
  - (C) for other good and sufficient purpose.
- 37.03.04 If the member's application for Leave of Absence Without Pay **satisfies** the requirements of 37.03.03, the granting of such leave shall be subject to the provision that the Department/School and the Dean or the Chief Librarian in the case of a librarian who has satisfactory performance while at the University, can make satisfactory arrangements, which may include the appointment of a replacement, to cover the member's responsibilities to the University.
- 37.03.05 A member desiring Leave of Absence Without Pay shall apply in writing to the Dean with a copy to the Chair/Director or in the case of librarians to the Chief Librarian with a copy to the department head, where applicable, stating the purpose and duration of the leave. The application should be submitted at least six months prior to the commencement date of the leave. Within three months of the date of receipt of the member's application for Leave of Absence Without Pay, he/she shall be notified in writing by the President whether his/her request will be granted, or alternatively, of the status of the consideration being given to the application. Consideration will be given to a request by an applicant who has been given a Leave of Absence Without

Pay to forego or alter the dates of such a leave, but the arrangements made to cover the member's responsibilities to the University may preclude the granting of such a request.

- 37.03.06** If a Leave of Absence Without Pay does not exceed thirty-one calendar days, the Board and the member shall continue to make contributions towards the benefit programs in which the member is participating pursuant to this Agreement. If such Leave of Absence Without Pay exceeds thirty-one calendar days, the member shall be entitled but not required to maintain membership in the benefit programs in which he/she was enrolled immediately prior to such Leave of Absence Without Pay, provided that the benefit programs so permit and that **the** member pays the total cost involved.
- 37.03.07** A member taking Leave of Absence **Without** Pay for the reasons listed under **37.03.03(A)** and **(B)** shall receive, on returning to the University, the salary he/she received at the time of taking the Leave plus any across-the-board scale increments paid to members of the same rank during his/her absence, and shall be eligible for Career Development Increments awarded during the period of the Leave. A member taking Leave of Absence Without Pay under **37.03.03(C)** shall receive, on returning to the University, the salary he/she received at the time of taking the Leave plus any across-the-board scale increments paid to members of the same rank during his/her absence, but shall not be eligible, unless otherwise agreed to in advance by the Board, for Career Development Increments awarded during the period of the Leave.
- 37.03.08** While on Leave of Absence Without Pay, the member is responsible for the payment of his/her union dues directly to the Association.
- 37.03.09** The time periods set out in **37.03.05** as applicable to Librarians may be shortened at the discretion of the Chief Librarian,

#### **37.04 Other Leaves**

- 37.04.01 Maternity/Parental/Adoption Leave**
- (A)** A female member who has been employed by the Board for at least thirteen weeks preceding the estimated date of delivery is entitled to seventeen weeks of unpaid leave of absence for pregnancy. Such leave may be commenced up to seventeen weeks before the expected date of delivery. A member wishing to take maternity leave shall provide her Dean/Chief Librarian with two weeks notice in writing of the date the leave is to begin, together with a medical certificate estimating the day of delivery.
- (B)** A member who becomes the parent of a child and who has been employed by the Board for at least thirteen weeks is entitled to an eighteen week unpaid parental leave following the birth of the child or the coming of the child into the parent's custody, care and control for the first time. A member shall provide his/her Dean/Chief Librarian with two weeks notice in writing prior to the commencement of the leave.
- (C)** A **faculty** member who has held a probationary or tenured appointment for one year or a librarian member who has held a continuing appointment for

one year, shall for a seventeen week period have her pregnancy leave benefits under the Unemployment Insurance Act topped up to 95% of the member's regular salary. All payments made under this policy must be in accordance with the agreement that is filed by the University with Human Resources Development Canada pursuant to paragraph 57(13)d of the Unemployment Insurance Regulations (see Appendix III) which may be updated by Human Resources Development Canada from time to time.

Maternity Leave with supplemental salary is granted on the understanding that the member shall return to the University after her Maternity Leave. In the event that a member is unwilling or unable to make the commitment to return to the University following her Leave or cannot fulfill the requirements above, Maternity Leave shall be taken without supplemental salary. If a member has received top-up maternity benefits and does not fulfill her obligation to return to her position, she shall be obliged to repay the Board for any supplemental monies received during her Maternity Leave. The amount of such required repayment shall be calculated on a pro-rata basis. Any member who tenders her resignation pursuant to 34.04 prior to such Leave shall not be eligible for the top-up benefit.

- (D) A **faculty** member who has held a probationary or tenured appointment for one year or a librarian member who has held a continuing appointment for one year, who is the primary care-giver is entitled to four weeks paid leave for adoptive parental care if **the** child at the time of adoption is under 12 months of age; otherwise the leave shall be for a period of five days. The non-primary care-giver member is entitled to five days paid leave.

The four week paid adoptive care leave is granted on the understanding that the member shall return to the University after the leave. If a member takes such a paid leave and does not return to the University, he/she shall be obliged to repay the Board any monies received during the leave.

- (E) A male member is entitled to five days paid leave within two weeks of the birth of his child.
- (F) A member taking leave pursuant to 37.04.01 (D) or (E) shall give his/her Dean/Chief Librarian at least two week's written notice of the taking of the leave. A member shall confirm in writing to the Dean or Chief Librarian the duration and reasons for such leave upon his/her return to the University.
- (G) A member who is on any other form of approved leave, whether paid or unpaid, is not eligible for leave pursuant to 34.04.01(D) or (E).
- (H) The Dean or Chief Librarian may **authorize** unpaid extensions to leaves pursuant to this Article.

37.04.02 **Jury and Witness Leave:** A member who is called for jury duty or is compelled by subpoena to attend as a witness before any body in Canada, except in cases involving personal litigation, shall be granted a leave of absence with pay. The member shall inform the Dean and Chair/Director or Chief Librarian as soon as possible after receiving notification of being called, and shall supply the Dean or Chief Librarian with a copy of the

summons. The member and the Department shall make alternate arrangements to meet his/her teaching or professional responsibilities. The member shall remit to the University all compensation received for service as a juror or witness, other than amounts received for travelling and/or living expenses.

**37.04.03** **Compassionate Leave:** A member is eligible for a leave of absence with pay for up to three days in a case of grave illness or bereavement in his/her family. An additional two days of paid leave may be granted by the Dean or Chief Librarian in cases of demonstrated need. The member shall notify his/her Chair/Director or Dean, or Chief Librarian, when Compassionate Leave is required, and shall confirm in writing to the Dean or Chief Librarian the duration and reason for such leave upon his/her return to the University. A member who is on any other form of approved leave, whether paid or unpaid, is not eligible for Compassionate Leave.

**37.04.04** **Sick Leave:** In the event of an illness or accident which causes a member who is a full-time employee to be unable to perform his/her regular duties, the Board shall continue payment of Regular Salary and fringe benefits to the extent of one months salary for each year of past service, to a maximum of four months. Partial years of service will entitle the member to sick leave pay on a ~~pro rata basis~~ **pro rata basis**. The total of sick leave months will equal the member's years of service less sick leave already taken, Unused Sick Leave entitlement is not **cashable** at any time. Any Workers' Compensation benefits or similar disability income benefits derived from a governmental or University plan which the member receives while on Sick Leave shall be remitted to the Board. While on Sick Leave, the member may be required to undergo medical examinations by doctors appointed and paid by the Board in order to continue on Sick Leave and/or to return to work. A member who is absent from work due to illness shall notify his/her immediate supervisor as soon as possible of such absence and, upon returning to work, shall notify his/her immediate supervisor in writing of the duration of such absence. This Article excludes pregnancy which shall be covered by the provisions of Article **37.04.01** except complications due to pregnancy.

**37.04.05** **Disability Leave:** A member who is totally disabled shall be placed on Disability Leave when **he/she** qualifies for benefits under the University's Long-Term Disability Insurance Plan, While he/she continues to receive L.T.D. benefits, the member shall continue to participate in benefit programs provided the benefit programs so permit. During the first twenty-four months of such Disability Leave the member shall retain the right to resume his/her normal duties.

After twenty-four months of such Disability Leave the member shall lose the right to resume his/her normal duties. During the subsequent twenty-four months the Board shall give preference in filling University positions to a member on Disability Leave who ceases to be totally disabled, and who applied for and is reasonably qualified to meet the requirements of the vacant position.



**37.04.06** **Partial Leave:** A member may apply for a Partial Leave with reduced workload and pro-rated salary and benefits. A Partial Leave may allow the members, among other things, to undertake research, exchanges or fellowships. The terms of the Partial Leave, including the details of the reduced workload and pro-rated salary and benefits, shall be arranged and agreed to by the member, his/her Chair/Director and the Dean, or by a librarian his/her department head where applicable and the Chief Librarian, and shall require the written approval of the President. Normally a Partial Leave shall be for a period of not less than one full academic term for a faculty member or four (4) months for a librarian. While on Partial Leave the member shall retain membership in the bargaining unit and shall continue to enjoy all other rights and benefits of employment, including salary increments, on a pro rata basis where applicable. A request for Partial Leave from a Librarian which would result in a workload of less than **twenty-one (21)** hours per week should not be considered.

**37.04.07** **Political Leave:** A tenured member or a librarian on continuing appointment shall be granted Political Leave for the purpose of seeking election to a municipal, provincial or federal **office**. As far in advance as possible the member shall submit to the Dean or Chief Librarian a written request for either a partial or full-time leave from his/her teaching, professional and other scheduled responsibilities. The granting of such leave shall be subject only to the provision that the Department/School and the Dean or Chief Librarian can make satisfactory arrangements to cover the member's responsibilities to the University. Full-time Political Leave in order to seek election is granted without pay. The provisions of **37.04.06** will apply in the case of a Partial Leave granted for such purpose. A tenured member or a librarian on continuing appointment elected to the Parliament of Canada, the Legislature of Ontario, or the Mayoralty of Thunder Bay shall be required to take Political Leave without pay, to a maximum of six years. At the expiration of the sixth year, or earlier if the member ceases to hold office, he/she shall either resign or be deemed to have resigned from his/her University position, unless **he/she** returns to full-time service with the University, but he/she may be granted additional Political Leave without pay at the discretion of the Board. If a Political Leave does not exceed thirty-one calendar days, the Board and the member shall continue to make contributions towards the benefit programs in which the member is participating pursuant to this Agreement. If such Political Leave exceeds thirty-one calendar days, the member shall not be entitled to maintain membership in these benefit programs; the member shall have the right to make voluntary contributions to the University Pension Plan, subject to the terms of the Plan.

A member taking Political Leave shall retain his/her tenured rank or librarian rank, and on returning to full-time service with the University shall receive the salary he/she received at the time of beginning the leave, plus any across-the-board scale increments paid to members of the same rank during his/her absence, but shall not be eligible for Career Development Increments paid during the period of the Leave. In the case of librarians, if the Political Leave exceeds thirty-one (31) calendar days, the returning member may not be assigned the same duties or position, nor be assigned to the same department, as applied prior to the leave.

**ARTICLE 38 - PATENTS AND COPYRIGHTS****38.01**      Patents

In interpreting **38.01**, ordinary support shall include the member's regular salary and benefits; the personnel, equipment, supplies, and facilities funded by regular departmental operating budgets; ordinary use of the library and **centralized** computing facilities; and research equipment and supplies obtained through grants in aid of the member's work. Extraordinary support shall be any other funding or support provided by the Board.

The term "invention" in **38.01** shall include any device, machine, or process.

**38.01.01**      A member has no obligation to seek patent protection for the results of his/her research or to modify his/her research to enhance the patentability of such results. A member has the **unqualified right** to publish such results.

**38.01.02**      Unless otherwise provided in this Article, the Board makes no claim to any rights to any invention, improvement, design, or development made by a member and the rights to such invention, improvement, design, or development and any patents arising from them shall be the sole property of the member.

**38.01.03**      A member shall give notice to the Board in writing of any patent application made by him/her within three months of the date of the application and shall assert at that time whether or not it refers to an invention, improvement, design or development made with the extraordinary support of the Board. If the Board fails to challenge in writing the assertion of the member within three months of the receipt of the **notification** of the application, the Board shall be deemed to have accepted as accurate the assertions set out in the member's notice. Failure by the member to give notice of a patent application within the prescribed three month period shall maintain the Board's rights under **38.01.03** until such notification.

**38.01.04**      Where an invention, improvement, design or development has been invented or developed with the ordinary or extraordinary support of the Board, the member concerned shall grant to the Board a non-exclusive, royalty-free, irrevocable, indivisible, and non-transferable right to use the invention, improvement, design or development solely within the University. Such right shall not include the right to exploit the invention, improvement, design or development in any way.

Where a patented invention, improvement, design, or development involved:

- (A)      the ordinary support of the Board, the Board shall receive **25%** of the net proceeds;
- (B)      the extraordinary support of the Board, the Board shall receive **50%** of the net proceeds.

As used herein, "net proceeds" shall mean the net **profits** derived from the sale, leasing, licensing, or commercial exploitation of the invention, improvement, design or development after deduction of all expenses

incurred in patent searches, patent applications, patent application prosecution, and maintenance of patent protection in Canada and in other countries.

**38.01.05** A member may, at his/her sole discretion, make his/her own arrangements for an application for patent at his/her own expense, subject to **38.01.03** and **38.01.04**.

**38.01.06** A member may, at his/her sole discretion, prepare and process an application for patent through any agency with which the Board has an agreement, subject to **38.01.03** and **38.01.04**. In such case, the member shall make such agreements and shall receive such proceeds as are specified in the agreement between the Board and the agency.

The Board shall not initiate modifications to or the abandonment of its agreement with any such agency in such a way as to affect a continuing contract with any member without the approval of the Joint Committee for Administering the Agreement.

Any agency with which the Board has an agreement shall, at its sole discretion, have the right to refuse to prepare or process any application for patent or to exploit any patent. In such case, the member concerned remains bound by **38.01.03** and **38.01.04**.

**38.01.07** The name of the University and the University letterhead shall not be used in connection with any invention, improvement, design or development in which the Board has no interest unless agreed to in advance in writing by the Board, although nothing shall prevent a member from stating the nature and place of his/her employment, rank, and title in connection with activities associated with the invention, improvement, design or development, provided that **he/she** shall not purport to represent the University or to speak for it, or to have its approval, unless such approval has been given in advance in writing by the Board.

**38.01.08** Any revenue that the Board may receive under **38.01.04** shall be dedicated to research and dispersed at the Board's discretion except that in each case **25%** of such income shall be assigned by the Department or the School with which the member concerned is affiliated. The Board's auditors shall certify in writing annually to the Association that these funds have been expended in accordance with this Article.

## **38.02 Copyrights**

Intellectual property, as used in **38.02** shall include, but not necessarily be limited to, books, articles, and similar printed material written or prepared by a member; painting, sculpture, music, and similar works of art created by a member; lectures delivered by a member; audio and video recordings or digitally encoded representations; photographs, **film**, and other similar recordings for which the content was created by a member; and computer programs developed, improved, or written by a member.

**38.02.01** The Board shall not hold or make any claim to the copyright in any

intellectual property produced or created by a member, except as described in this Article.

The Board may, with the consent of the member, use for its original purpose any intellectual property that the member produced in the course of his/her teaching assignment pursuant to **16.02.01**, **16.02.02**, or **13.03** and for which the member holds the copyright. Such use shall be without any payment, **royalties**, or other compensation and such consent shall not be withheld unreasonably.

**38.02.02** The Board shall hold copyright with respect to the original purpose of any written information produced by a member pursuant to **16.02.06**, and of any assessment, grading, report, or correspondence produced in his/her normal administrative duties pursuant to **16.04**.

**38.02.03** A member is the sole holder of copyright in his/her own lectures and in all intellectual property produced in association with his/her teaching assignment pursuant to **16.02.01**, **16.02.02**, or **13.03**.

**38.02.04** A member who edits a journal or magazine published by **Lakehead** University shall not claim copyright therein save and except for those articles, reviews, or literary pieces written by him/her.

**38.02.05** The Board has the right to use the package of material developed by a member for a distance education course without change and for its original purpose.

Where the Board retains possession of such material, it shall exercise reasonable care and caution to ensure that no material is erased, copied, amended, or edited in any way without the written consent of the copyright holder. The Board or its employees or agents shall not loan, transfer or distribute a copy of such material to a third party outside **Lakehead** University without the written consent of the copyright holder.

**38.02.05.01** The member who holds copyright in such material may, at any time after five academic years following completion of its development, and at three-year intervals thereafter, notify the Board of the need to revise such material or have it withdrawn from use by the Board.

The Board may request revisions in such material in order to ensure that proper and current academic standards are met.

The member who holds copyright in such material shall be responsible for its revision pursuant to **16.02.01**, **16.02.02**, or **13.03**. At the time the development of a distance education course is assigned, the member shall agree that for **five** academic years following completion of its development, **he/she** shall accept the Board's request for revisions or allow the appropriate department or school to make the revisions. The member shall remain bound by this agreement regardless of his/her employment status with respect to the Board.

**38.02.05.02** At the time a distance education course is developed, the member shall warrant to the Board in writing that **he/she** is the copyright holder of all material contained therein and that it is original with him/her or shall at that time provide the Board with a list in writing of any other copyright material contained therein and the names of the relevant copyright holders. The member shall indemnify the Board against any loss resulting from a failure by the member to list the registered owner of any such copyright material. No such copyright material may be included by the member without the written approval of the Board. The Board shall pay any cost related to securing all copyright permissions and for the use of such approved copyright material.

**38.02.05.03** The member who holds copyright in the package of material developed for a distance education course for the University shall grant to the Board an exclusive licence to distribute copies of such distance education material for use by other educational agencies and the member shall receive **\$50** for each student permitted by such agencies to use such material. The Board, in distributing such material to any other educational agency, shall ensure that the other agency shall not loan, transfer, or distribute a copy of such material to any other party without the written consent of the copyright holder.

Notwithstanding the above, where funding has been provided by contractual agreement with the Province of Ontario for distance education initiatives, the Board may grant to the Province an exclusive royalty-free licence to distribute copies of distance education material. This exemption applies only to that material for which such a licence is a condition of receipt of funding and only where the Board has submitted a statement to the Association from the granting agency that such a condition obtains.

**38.02.06** Where more than one copyright holder has contributed to and has an interest in a copyright work and that work is severable, each copyright holder shall exercise his/her rights and responsibilities under **38.02** and **38.03** with respect to his/her contribution independently. Where more than one copyright holder has contributed to and has an interest in a copyright work and that work is not severable, the copyright holders shall exercise their rights and responsibilities under **38.02** and **38.03** collectively and unanimously. As used herein, a work is severable if a portion of that work could be removed or erased or replaced by a similar portion without substantially diminishing the value of the other portions of the work.

**38.02.07** When a member or a former member dies, his/her estate shall assume all rights and responsibilities for copyright works under **38.02** and **38.03**.

**38.03 Transfer of rights and responsibilities**

- 38.03.01** Where the Board or a member holds a right or interest in a patented invention, improvement, design, or development, or in a copyright work and wishes to sell, assign, or dispose of that right or interest, each shall, as a condition of the **right** to sell, assign, or dispose, protect and maintain the rights of the other pursuant to Article **38**.
- 38.03.02** The Board shall not enter into any agreement to subcontract work or responsibilities held by the Board or any of its employees, or to form a consortium of other universities, government departments or agencies or corporations, and/or private companies or corporations for the purposes of research and development or commercial exploitation without securing to the members who may be seconded to or employed by the subcontractors or consortia all the rights, privileges, and benefits accorded them by Article **38**. Any such agreement made contrary to this provision shall not apply to any member except with his/her consent in writing.

**ARTICLE 39: RESEARCH MISCONDUCT**

**39.01 Definition**

- 39.01.01** 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 do not constitute fraud or misconduct.
- 39.01.02** Fraud or misconduct in academic research means:
- (A) Fabrication, falsification, or plagiarism;
  - (B) Material failure to **recognize** by due acknowledgement the substantive contributions of others or the use of unpublished material of others without permission, or the use of archival materials in violation of the rules of the archival source;
  - (C) Material failure to obtain the permission of the author before making significant use of new **information**, concepts or data obtained through access to manuscripts or grant **applications** during the peer review process;
  - (D) Attribution of authorship to persons other than those who have participated **sufficiently** in the work to take public responsibility for its intellectual content;
  - (E) Submission for publication of articles originally published elsewhere except where it is clearly indicated in the published work that the publication is intended to be a republication;
  - (F) Intentional diversion of the research funds of the university, federal or provincial granting councils or other sponsors of research;
  - (G) 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;

- (H) Material failure to meet relevant legal requirements that relate to the conduct or reporting of research;
- (I) Failure to reveal material conflict of interest to sponsors or to those who commission work, or when asked to undertake reviews of research grant applications or manuscripts for publication, or to test products for sale or for distribution to the public;
- (J) Failure by those involved in a research project to reveal to the Board any material financial interest in a company that contracts with the Board to undertake research, particularly research involving the company's products, or to provide research-related 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.
- (K) Deliberate destruction of one's own research data in order to avoid the detection of wrong doing; or tampering with or destruction of the research of another person either for personal gain or out of malicious intent;
- (L) In the event that there is an allegation of misconduct that is a violation of common practices and standards of behaviour which is not listed above, both parties shall discuss the issue and determine whether or not the alleged misconduct should be considered as fraud or research misconduct.

39.01.03 Nothing in this Article shall be construed to restrict the academic and artistic freedom of creative artists.

## 39.02 Procedures for Investigating Reports of Fraud and Research Misconduct

### 39.02.01 Consultation

- (A) Before making a written allegation of misconduct pursuant to **39.02.01(D)**, a complainant must consult with the Dean of Graduate Studies and Research (hereafter in this Article "the Dean"), it being understood that this consultation will remain **confidential**. The Dean shall exercise discretion and respect **confidentiality** in dealing with the allegation so as to protect the reputation and careers of all involved, as well as the reputation of the University. If the allegations are against the Dean, the complainant must consult with the Vice-President (Academic) who shall follow the same process as outlined below for the Dean.
- (B) Upon receiving an allegation, the Dean must determine within ten days the merit of the allegation.
- (C) If it is determined that the allegation has no merit, the Dean shall inform the complainant and the respondent, as well as individuals **consulted** by the Dean pursuant to **39.02.01(B)** of his/her determination. No reference to the allegation shall be retained in the **official** personnel file of the respondent. The complainant may discuss the issue in confidence with the Vice-President (Academic) if he/she believes that the consultation has not adequately **dealt** with the allegation.

- (D) If it is determined that the allegation has merit, the Dean shall recommend that the complainant submit a written allegation to the Vice-President (Academic). Within ten days of a receipt of the written allegation, the Vice-President (Academic) must decide whether a formal investigation pursuant to **39.02.02** should proceed. The Vice-President (Academic) shall ask the respondent(s) to show cause why a formal investigation should not be initiated and shall inform the respondent of his/her right to approach the Association and to be accompanied and/or assisted by a representative of the Association throughout all related proceedings.
- (E) The Dean shall take reasonable measures to protect the complainant from coercion or retribution by the respondent. Any act of coercion or retribution is subject to disciplinary action pursuant to Article **29**.

**39.02.02** Formal Investigation

When the Vice-President (Academic) has determined that a formal investigation should be initiated, he/she shall establish an Investigative Committee within ten days.

- (A) The Investigative Committee shall be comprised of three members. The complainant and respondent shall each nominate one Committee member. The two nominees shall nominate a third member of the Committee who shall chair the Committee.
- (B) The Vice-President (Academic) shall present the Investigative Committee with the written allegation and relevant materials. The respondent has the right to full disclosure of all information or evidence relevant to the case in order to prepare a defence and to submit materials to the Committee.
- (C) The Committee shall address the charges of fraud or research misconduct and determine whether or not they have validity.
- (D) The Committee shall conduct its investigation in accordance with principles of natural justice and due process.
- (E) The Committee shall take into account real or apparent conflicts of interest on the part of those involved in the inquiry.
- (F) The Committee may seek impartial expert opinions, as necessary and appropriate, to ensure that the investigation is thorough and authoritative.
- (G) The Committee shall keep, on file, copies of all materials relevant to its deliberation.
- (H) The Committee shall review, where appropriate, all research with which the respondent has been involved during the period of time considered pertinent to the allegation. A special audit of research accounts may be performed.
- (I) The Committee shall present a report on its findings to the President within 30 days of the Committee being established. The respondent, any co-



investigator, immediate supervisor related to the investigation, and the complainant, shall be given the opportunity to review and comment on a draft of the report. Their remarks shall be included as appendices in the final report

**39.02.03** **Subsequent Actions from the Formal Investigation of the Investigative Committee**

- (A) Within **15** days following the receipt of the Committee's report, upon reviewing all the elements, the President shall inform the respondent of the decision of the Committee and of any actions that are to be taken. In addition, where appropriate, any outside funding agency shall be informed of the results of the inquiry and of actions which will be taken. In all proceedings and subsequent to a final decision, the Board shall undertake to (a) assure that those making an allegation in good faith and without demonstrably malicious intent will be protected from reprisals or harassment, (b) take disciplinary action against those who make allegations of fraud or misconduct in research which are reckless, malicious and not in good faith.
- (B) The Board shall take such steps as may be necessary and reasonable to:
- (a) protect the reputation and credibility of persons wrongfully accused of fraud or misconduct in research, including written notification of the decision to all agencies, publishers, or individuals who were informed by the Board of the investigation.
  - (b) protect the rights, positions and reputations of persons who in good faith make allegations of fraud or research misconduct, or whom it calls as witnesses in an investigation. Such protection shall include, as a minimum, legal counsel and other legal costs should the persons be sued for their participation in arbitration proceedings.
  - (c) minimize disruption to the research of the person making the allegation and of any third party whose research may be affected by the securing of evidence relevant to the allegation during the course of the investigation.
  - (d) ensure that any disruption in research, teaching or community service resulting from allegations of fraud or misconduct does not adversely affect future decisions concerning the careers of those referenced in **39.02.03(B)** above.
- (C) A statement from the President that a member is guilty of misconduct in research with or without any formal sanctions constitutes discipline under Article **29**. Any disciplinary action imposed on a member for research misconduct shall be subject to the grievance and arbitration procedures of Article **30** except that the parties agree that cases involving research misconduct will proceed directly to Step III of the grievance procedure.
- (D) If the matter is referred to an arbitration board, the Board shall bear the onus of proving just and sufficient cause, notwithstanding the recommendations of any previous inquiry committee.

- (a) The standard of proof in any such arbitration shall require the establishing of a deliberate intention to deceive and that there was no possibility of an honest error.

**39.03 Retention of Research and Scholarly Activity Materials**

- 39.03.01** Members shall only be responsible for providing investigators and an arbitration board access to research and scholarly activity materials which are in their possession and not for research materials which may be stored in archives, libraries or other institutions which the Board may consult at its expense.
- 39.03.02** Normally, members shall retain research and scholarly activity materials that are within their personal control for five years. No disciplinary action may be taken in respect of any research or scholarly activity if such disciplinary action is initiated more than **five** years after the date upon which such activity was completed.
- 39.03.03** If there are non-trivial financial costs involved in retention of such materials, these costs shall be borne by the Board. The member shall be indemnified by the Board for any material loss resulting from the search or seizure, change of supervisory personnel, or access by third parties to or the use of his/her research and scholarly activity materials in the course of any investigation, inquiry or arbitration.

**ARTICLE 40: DURATION**

- 40.01** This Agreement comes into effect on July **1st, 1996** and expires on June **30th, 1997**, subject to **40.03**. The provisions of this Agreement supersede any and all previous provisions and arrangements.
- 40.02** Either party may within the period of ninety (**90**) days prior to the **expiry** of the Agreement give notice in writing to the other party of its desire to bargain with a view to the renewal of the Agreement.
- 40.03** This Agreement shall remain in full force and effect until a new agreement has been reached or until the conciliation process prescribed under the Ontario Labour Relations Act has been completed and a legal strike or lockout is declared.

**ARTICLE 41: NO STRIKES OR LOCKOUTS**

- 41.01** During the term of this Agreement, there shall be no strikes (as defined by the Ontario Labour Relations Act, **R.S.O. 1970**) by members of the bargaining unit, and there shall be no lockouts of members by the Board.

LETTER OF UNDERSTANDING: A

Within 6 months of ratification of the Collective Agreement, the parties agree to revise the Faculty Employment Equity Policy to incorporate librarian members.

**LETTER OF UNDERSTANDING: B**

The parties agree to negotiate through the Joint Committee for Administering the Agreement the inclusion of librarian members into the Voluntary Early Retirement Plan pursuant to **34.03**, or the establishment of a voluntary early retirement plan for librarian members. These negotiations are to commence within two months of the signing of this Agreement and will be completed no later than three months thereafter.

## APPENDIX I

## policy

Human Resource: **Harassment and Discrimination Policy and Procedures**

Approved by: Board of Governors

Approved on: September 16, 1994

**1. Preamble**

The Ontario Human Rights Code, 1981, provides that every person has a right to freedom from discrimination and harassment on the grounds of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, disability, age, marital status, family status, the receipt of public assistance and record of **offenses**.

**2. Definitions**

**2.1** Harassment is defined by the Ontario Human **Rights** Code as a course of comments or conduct consisting of words or actions that disparage or humiliate a person in relation to a prohibited ground contained in the Code. It can include comments or conduct by a person in a position of authority that is intimidating, threatening or abusive and may be accompanied by direct or implied threats to the individual's grade(s), status or job. Harassment can also occur between people of similar authority. Harassment occurs when it is known or ought reasonably to be known that such comments or conduct would be unwelcome.

Examples of harassment include gestures, remarks, jokes, taunting, innuendo, display of offensive materials, threats, imposition of academic penalties, hazing, stalking, shunning or exclusion related to the prohibited grounds. Further examples of sexual harassment include unwanted physical contact, unwanted attention, invitations, leering, solicitation, demands, implied or express promise of reward or benefit in return for sexual favours, implied or express threat or act of reprisal if sexual favours are denied.

**2.2** Discrimination means action(s) or behaviour(s) that results in the unfavourable or adverse treatment or preferential treatment related to the prohibited grounds.

Examples include preferential treatment, refusal to provide goods, services or facilities, exclusion from employment or employment benefits, refusal to work with, teach, or study with someone, failure to provide physical access.

**2.3** Members of the University Community means all faculty, staff and students of **Lakehead** University.

**2.4** Poisoned Environment means comments or conduct related to the prohibited grounds and of a significant nature or degree that creates ill will, enmity or malice for individuals or groups. It includes comments or conduct that creates and maintains an offensive, hostile or intimidating climate for work, study or living.

Examples include graffiti, cartoons, signs, remarks, exclusion, adverse treatment related to one or more of the prohibited grounds.

- 2.5 Systemic Harassment/Discrimination means policies, practices, procedures, actions or inactions that appear neutral but have an adverse impact associated with one of the prohibited grounds.
- 2.6 Third Party Facilitation is part of the informal resolution process that may be applied upon request of a complainant and with the agreement of an alleged respondent.
- 2.7 Vexatious Complaint means a complaint made with the intent to annoy or to damage the reputation of the respondent. This concept is not to be confused with a complaint made in good faith that is found to be without merit.

### 3. Policy Guidelines

The Board of Governors of **Lakehead** University believes that all members of the University community have the right to study, to work, and to live in an environment free from harassment and discrimination on any of the prohibited grounds of the **Ontario** Human Rights Code.

To provide an environment that supports the University's goals and the dignity and self-esteem of its members, it is the University's policy that:

- 3.1 It will not tolerate behaviour from members of the University community that constitutes harassment or discrimination on any of the prohibited grounds as set out in the Ontario Human Rights Code.
- 3.2 Individuals who believe they have been harassed or discriminated against, shall have the right to complain and receive due process under this Policy.
- 3.3 Complaints of harassment and discrimination should be directed to the Harassment and Discrimination Officer. However, it is **recognized** that some individuals may wish to complain initially to their supervisor or, in the case of students, to a staff or faculty member. When complaints are initiated at this level, the supervisor, staff or faculty member shall maintain **confidentiality** and encourage the complainant to talk with the Harassment and Discrimination Officer. **It** is also the responsibility of the supervisor, staff or faculty member to notify the Officer immediately of the nature of the complaint without naming the complainant and the alleged respondent and to **consult** with the Officer about any necessary action.
- 3.4 The scope of harassment and discrimination shall extend to include the poisoned environment and appropriate concerns of a systemic nature.
- 3.5 Each member of the University community is responsible for helping to create an environment that is free from harassment and discrimination.
- 3.6 Harassment and discrimination are serious **offenses** and individuals found to have perpetrated such **offenses** may be subject to disciplinary action ranging from a verbal apology to dismissal or expulsion.
- 3.7 Each member of the University community shall be made aware of this Policy and his/her rights and obligations under the Policy.

- 3.8 Individuals who are party to a complaint shall be entitled to confidentiality subject to the conditions of the complaints procedures. University personnel having access to information relating to a complaint of harassment and/or discrimination, must hold such information in confidence. However, University personnel shall act and, if necessary, break confidentiality in cases that involve imminent danger, where an institutional response is warranted or where otherwise required by law.
- 3.9 The Harassment and Discrimination Officer shall maintain records of informal complaints for the purpose of statistical reporting. Such records shall not identify the alleged respondent(s). The Officer shall compile a single, complete file on a formal complaint and shall maintain this file for seven (7) years. All records of the complaint placed in any other file for disciplinary purposes shall be in accordance with University policies, practices and respective collective agreements.
- 3.10 Complaints will be dealt with quickly, fairly and effectively.
- 3.11 When appropriate, an individual will be encouraged to pursue a complaint through an informal resolution process. However, this does not preclude an individual's right to proceed directly to a formal complaint.
- 3.12 During formal investigation of a complaint, the Harassment and Discrimination Officer shall not be called as a witness.
- 3.13 A third party who has been engaged in facilitation under the informal process shall not be called as a witness in any subsequent formal investigation nor be required to produce notes taken at a facilitation process.
- 3.14 Vexatious complaints are not condoned and individuals creating such complaints may be subject to disciplinary action.
- 3.15 A reprisal or threat of reprisal against a complainant or against a person involved in the complaint process, whether the complaint is substantiated or not, may result in disciplinary action.
- 3.16 Visitors to the University or contractors engaged by the University will be expected to adhere to this Policy.
- 3.17 A person's right to equal treatment without discrimination is not infringed by the establishment of a special program. The University may implement a special program to relieve hardship or economic disadvantage, assist disadvantaged persons or groups to achieve or attempt to achieve equal opportunity, and/or to contribute to the elimination of discrimination prohibited by the *Ontario Human Rights Code*.

#### 4. Education of University Community

**Lakehead** University will undertake the following educational initiatives for the University community:

- 4.1 Every student, employee, and contractor will receive a plain language version of the policy and procedure.
- 4.2 Every new student, employee and contractor will receive a plain language version of the

policy and procedure.

- 4.3 Managers, supervisors, and others in authority will be made aware of their responsibilities under the policy and the Code in creating and maintaining an environment free from discrimination and harassment. They will also be made aware of complaint procedures and various internal and external mechanisms available.
- 4.4 An awareness and/or training program for students, employees, contractors will be implemented.
- 4.5 A mechanism will be established to solicit feedback on an ongoing basis for harassment and discrimination issues.

Each member of the campus community is responsible for helping to create an environment which is free from harassment and discrimination. The University has a Harassment and Discrimination Officer, reporting to the Vice-President (Administration), who will coordinate these educational initiatives and the complaint services for the University community.

## 5. General

- 5.1 The Board of Governors of **Lakehead** University **recognizes** that some collective agreements contain articles on discrimination, harassment, and academic freedom and these are attached hereto as Appendix A.
- 5.2 Nothing in this policy is intended to preclude any person from following any alternate complaint procedure that may be available under the Code of Student Behaviour and Disciplinary Procedures, a Collective Agreement, the Ontario Human **Rights** Code or from initiating any other proceedings in law.
- 5.3 The Vice-President (Administration) in consultation with faculty, staff and students, will review this policy within two years to ascertain if any amendments are necessary.



PROCEDURES**1. Informal Process**

- 1.1 A member of the University community who feels they have been harassed or discriminated against should contact the Harassment and Discrimination Officer.
- 1.2 In complaints where the respondent(s) are unknown to the complainant or in situations where the complaint is of a systemic nature, the complainant should consult with the Harassment and Discrimination Officer to seek a remedy through the informal process.
- 1.3 The **Officer** will meet with a complainant as soon as possible and:
- a) identify options available to the individual;
  - b) review informal means of **resolving** the problem including speaking or writing to the alleged harasser and/or requesting arrangements be made for a third party to facilitate an informal resolution;
  - c) provide information on formal means of resolution;
  - d) determine whether the individual should be encouraged to contact an appropriate body or individual such as the police, counselling services, sexual **assault** crisis centre;
  - e) with the permission of the complainant, seek advice from appropriate University personnel without identifying the complainant or alleged respondent.
- 1.4 No reprisals will be taken against individuals solely because they have sought advice about incident(s) of harassment and/or discrimination.
- 1.5 A third party, selected from a pool of qualified facilitators, requested to facilitate an informal resolution to a complaint shall attempt to bring about a resolution. At all times he/she shall respect confidentiality and shall understand that he/she cannot impose any form of discipline, sanction or redress. Such party shall not be called as a witness in any subsequent formal investigation.
- 1.6 A complainant may proceed directly to the formal complaint process without having attempted an informal resolution.
- 1.7 A complainant may choose not to proceed to the formal complaint process even if the informal resolution has proven to be unsuccessful.

**2. Formal Process**

- 2.1 In a formal investigation of a complaint, the following time lines will apply:
- a) All references to days mean working days.
  - b) All references to months mean calendar months.
  - c) All deadlines are binding, except where the parties mutually agree to extend them or as per **2.10**.
  - d) A formal complaint must be made as soon as possible , normally no later than six **(6)** months **after** the incident, or most recent incident. (See **2.10**.)
- 2.2 The President will appoint **five** persons from the University community to serve as investigators in formal harassment and discrimination complaints and will provide appropriate training.

- 2.3 A formal letter of complaint must be in writing and signed by the complainant before a formal investigation will be initiated.
- 2.4 A formal letter of complaint must be addressed to the Harassment and Discrimination Officer and should be delivered by hand or in a sealed envelope marked "Confidential".
- 2.5 A letter of complaint must contain to the best knowledge of the complainant, the following information about the alleged incident(s) of harassment/discrimination: the name of the respondent(s), the place(s) **the** incident(s) occurred, date(s) of the incident(s), the prohibited ground(s) and nature of the harassment/discrimination, and such other relevant information.
- 2.6 The Harassment and Discrimination Officer will supply the respondent with a copy of the complaint within five (5) days of receiving it from the complainant.
- 2.7 The Harassment and Discrimination **Officer** will supply the President with a copy of the complaint within five (5) days of receiving it from the complainant
- 2.8 Within five (5) days of receiving a copy of the complaint from the Harassment and Discrimination Officer, the President will select an investigator and will advise the Officer of his/her choice.
- 2.9 The Officer shall inform both parties of the identity of **the** investigator.
- 2.10 A formal investigation may proceed, notwithstanding that such complaint is made after the six month time period, if in the opinion of the President in consultation with the Harassment and Discrimination Officer, **the** circumstances justify doing so.
- 2.11 The investigation will be carried out as expeditiously as possible.
- 2.12 The **investigation** will normally include interviews with the complainant, interviews with the respondent(s), and interviews with others considered by the investigator to have information relevant to the complaint,
- 2.13 Upon completion of the **investigation**, the investigator shall give a written report of the investigation to the President with a copy to the Officer.
- 2.14 The report to the President shall include: determination on whether the complainant has established that harassment and/or discrimination as defined in the policy has occurred, recommendations on sanctions and/or redress if appropriate, and other such relevant information.
- 2.15 Within **ten (10)** days of receiving the investigator's report, the President will give a copy of the investigator's report to the complainant and the respondent and will advise them of his/her decision regarding resolution of the complaint.

### **3. Systemic Complaint/Unknown Respondent Process**

- 3.1 if **there** is no remedy through the informal process, the complainant may request a formal investigation into the complaint.
- 3.2 The complainant will write a letter of complaint according to the formal procedures outlined

in section 2. The letter of complaint should contain as much of the relevant information regarding the dates, place, nature and grounds of the harassment/discrimination as possible.

- 3.3 The Harassment and Discrimination Officer will give a copy of the letter of complaint to the President who will appoint an investigator or team of investigators not necessarily from the list of five as established under 2.2.
- 3.4 Due to the difficulty in identifying and investigating complaints of a systemic nature, the time lines established in section 2 will be extended as necessary (with the exception of 2.1(d) which requires that the complaint normally be made no later than six months of the most recent incident).
- 3.5 The President will communicate the findings of the investigation and any resulting remedies to the complainant with a copy to the Officer.

## APPENDIX II

**POLICY**

Human Resources: **Employment Equity, Faculty**  
 Approved by: Board of Governors' Executive Committee  
**Lakehead** University Faculty Association  
 Approved on: **11 October 1988**, Guidelines and Procedures  
 revised: April **1991**

In demonstrating a commitment to achieving employment equity, **Lakehead** University undertakes to initiate and maintain an employment equity program for female faculty. Specifically, **Lakehead** University believes that female academics have a right to equal opportunity in employment and remuneration. The University is committed to providing an environment within which employment equity operates. Through study, analysis and action, the University shall eliminate, where present, salary differentials based on gender bias. Further, the University shall eliminate systemic barriers that may prevent women from **maximizing** their potential. The University shall ensure equal opportunity for preparation and advancement to positions of responsibility and shall actively help women increase their participation in areas of work and study where they are **under-**represented.

The Joint Committee on Faculty Employment Equity shall report annually to the President on the progress being made towards the achievement of the goals of this policy. The Policy will be reviewed every two years.

**DEFINITIONS**

**SYSTEMIC BARRIER:** an employment policy, practice, procedure or system that excludes or discriminates against women or other target groups, whether or not that discrimination was intended, and that cannot be justified by job requirements,

**EMPLOYMENT EQUITY:** a set of action strategies designed to identify and eliminate systemic barriers in an **organization's** policies and procedures; to create practices and procedures which do not discriminate; and, to facilitate the appropriate representation of women throughout the **organization**.

**JOINT COMMITTEE ON FACULTY EMPLOYMENT EQUITY:** comprised of three representatives of the **Lakehead** University Faculty Association and three representatives of the **Lakehead** University Board of Governors.

**GUIDELINES****1. GOAL SETTING. FACULTY RECRUITMENT AND RETENTION****Goal Setting**

**Lakehead** University Employment Equity Committee shall set reasonable goals for the achievement of an equitable ratio of female and male faculty members holding continuing appointments during the period commencing July 1, **1990** and ending July 1, **2000**. The goals will be evaluated on a yearly basis. The goals are to be determined using the following factors, but not limited to:

- (a) the current female/male ratio

- (b) the female/male ratio among the available and soon to be available pool of candidates
- (c) the female/male ratio of qualified graduates
- (d) the number of retirements in the ten year period
- (e) geographic location and labour market conditions

#### Faculty Recruitment

Qualified females in areas where women are under-represented shall be actively recruited. "Under-representation" shall be deemed to exist when:

Faculty members of one gender constitute a smaller portion of the membership of an academic unit or sub-unit than exists in the pool of qualified graduates from academic programs in Canada in the relevant disciplines.

Where women are under-represented among members in an academic unit, and where candidates are substantially equally qualified for a position, including any female candidates, the most qualified female candidate shall be recommended for appointment.

#### Retention of Female Faculty

**Lakehead** University shall ensure that departmental or school practices do not discriminate individually or systemically against female faculty. These practices include but are not limited to:

- (a) renewal
- (b) tenure
- (c) promotion criteria and procedures
- (d) awarding of merit increments and salary anomaly adjustments, and
- (e) appointments to administrative positions

#### PROCEDURES

##### Appointment

- 1.1. The Collective agreement between the Board of Governors and the Faculty Association, article 17 shall apply in all recruitment.
- 1.2. The Chair/Director shall ensure at the commencement of the appointment process that all faculty in the department are knowledgeable of the Employment Equity Policy.
- 1.3. Where women faculty are available they shall be encouraged to participate on Appointment Committees. When there is no female member in an Academic unit, the Dean may select a female member from available female faculty.
- 1.4. Human Resources shall prepare the advertisement and specifically define the requirements for each position, The advertisement may contain but not be limited to the following:
  - (a) that the university is an equal opportunity employer
  - (b) that either women or men are encouraged to apply
  - (c) **specializations** will be expressed as teaching and/or research areas and applicants will be invited to indicate additional teaching and interest areas.

- (d) university facilities/opportunities available e.g., housing assistance, day care, leisure activities
- 1.5. The Dean shall circulate the advertised terms of reference for the position as described in 1.4 to other Canadian Universities.
- 1.6. **Organizations** within the profession or discipline that specifically represent the interests of women will either be asked to provide names of qualified women who could be invited to apply for the position or have the advertisement sent to them for circulation.
- 1.7. In exceptional cases, where there is difficulty in finding candidates, recruitment consultants may be engaged upon approval of the Vice-President (Academic).
- 1.8. Candidates shall be evaluated with due recognition given to legitimate differences between the careers of men and women, These differences include but are not limited to the effects of primary responsibilities for family care and related career interruptions, part-time education and work history.
- 1.9. The Faculty Recruitment Summary Form shall be completed in all academic competitions.
- 1.10. Permission to interview shall be granted to the Search Committee Chair by the Dean once he/she has reviewed the short list (candidates for interview) and is satisfied that it does not exclude suitably qualified female applicants.
- 1.11. The Employment Equity Committee, working with University Administration, shall endeavour to develop strategies for funding and filling positions for female faculty, i.e., Chairs, **NSERC** female faculty awards.
- 1.12. Records shall be kept of all proceedings of Appointment Committees and relevant statistical portions of the Faculty Recruitment Summary Form will be made available for the Annual Report of the Employment Equity Committee.

#### Retention of Female Faculty

- 2.1. The Vice-President (Academic) shall ensure that differences between the careers of men and women are taken into consideration in:
  - (a) departmental/school policies and practices
  - (b) evaluation of candidates in peer review processes
  - (c) awarding of research grants
  - (d) merit awards
  - (e) salary anomaly adjustments, and
  - (f) administrative appointment procedures

These differences include but are not limited to effects of primary responsibility for family care and related career interruptions, part-time education, and work history.
- 2.2. The Chairs of the Promotion, Tenure and Renewal Committee shall ensure at the commencement of the promotion, tenure and renewal process that all members of the Committee are knowledgeable of the Employment Equity Policy.
- 2.3. An Employment Equity representative selected from a list provided by the President and Faculty Association will sit as a non-voting member at all Promotion and Tenure Committee meetings. This

person will have the responsibility to review all procedures used and to ensure that standards for promotion and tenure are applied equally to female and male candidates.

- 2.4. Records will be kept of all proceedings of Promotion and Tenure Committees and relevant portions will be made available for the Annual Report of the Employment Equity Committee as follows:
- (a) number of female/male applicants for renewal
  - (b) number of female/male applicants for tenure
  - (c) number of female/male applicants for promotion
  - (d) ratio of successful female/male applicants for each category

Annual Report

- 3.0. A report will be submitted by the Faculty Employment Equity Committee to the President on a yearly basis. The report shall include, but not be limited to:
- i) Statistical information on recruitment, tenure, renewal and promotion.
  - ii) Statistical information on administrative appointments.
  - iii) Statistical information on merit
  - iv) The administration and effectiveness of the Policy, including any recommendations for Policy changes.
  - iv) Any other information the Committee deems appropriate.

## APPENDIX III

LAKEHEAD UNIVERSITY  
SUPPLEMENTAL UNEMPLOYMENT BENEFITS**(SUB) PLAN**

## GENERAL

The purpose of the **Lakehead** University Supplemental Unemployment Benefits (SUB) Plan is to supplement the unemployment insurance **benefits** received by an employee for unemployment caused by pregnancy. Employees must qualify for and be entitled to unemployment benefits to receive SUB benefits and must apply for unemployment insurance benefits before SUB becomes payable. The employee shall provide the employer with proof that she is receiving such benefits. Employees do not have the right to SUB payments except as specified in the plan. Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under this plan.

## GROUP COVERED

The following group of employees, a total of one, is covered by the plan:

**Lakehead University Faculty Association (LUFA) - Faculty and Librarians (275)**

## SPECIAL CONDITIONS

A faculty member must have held a probationary or tenured appointment for at least twelve (**12**) months. A librarian member must have held a continuing appointment for at least twelve (**12**) months and agree to return to the University following the leave. In the event that a faculty member or a librarian member does not fulfil her obligation to return to the University, she shall be obliged to repay the Board any supplemental monies received during her maternity leave.

## BENEFIT LEVEL

The benefit level paid under this plan is set at **95%** of the employees' regular weekly earnings. In any week the total amount of SUB payments and the weekly rate of UI benefits will not exceed **95%** of the employee's weekly earnings.

Benefits are effective for a maximum of **17** weeks of maternity leave. It is understood that in any week, the total amount of SUB, unemployment insurance gross benefits and any other earnings received will not exceed the percentage as noted above of the employee's normal weekly earnings.

Any employee **disentitled** or disqualified from receiving unemployment insurance benefits is not eligible for SUB. Employees do not have the right to SUB payments except as specified in the plan.

## OTHER INCOME

Payments in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits will not be reduced or increased by payments received under the plan.



DURATION OF THE **PLAN**

July 1, **1996** to June **30, 1997** - continuing benefit

METHOD OF PAYMENT

SUB payments are financed from the University's operating revenues with a separate recording procedure in place.

REVENUE CANADA TAXATION REGISTRATION NUMBER

**#LUN400204**

Dated September **10, 1996**

## ALPHABETICAL LISTING

NOTE: The following listing is provided only for the convenience of the reader. It does not constitute any part of the Agreement, it does not purport to be a complete or comprehensive listing of all matters covered by the Agreement, and it should not be construed to affect the meaning of any portion of the Agreement.

	<u>Page</u>	<u>Article</u>
Absence, Leaves of	78	37
Absence, <b>Without</b> Pay, Leave of	82	37.03
Academic Freedom	11	15
Academic Status Grievance	50	30.03.01
Access to Information	7	12
Adoption Leave	83	37.04.01
Administering the Agreement, Joint Committee for	6	10
Administrative Responsibilities	15	16.04
Allowance, Inconvenience	70	35.02.02
Annual Report	15	16.06
Annual Report (Librarian Members)	18	16.12
Anomaly	67	35.01.06
Appointment of Department Heads (Librarian Members)	27	20.07
Appointment of Faculty Members	20	19
Appointment of Librarian Members	24	20
Appointment Procedures for Full-time Faculty Members	22	19.02
Appointment Procedures for Librarian Members	26	20.06
Appointment Procedures for Sessional Lecturer Members	23	19.03
Appointment and Responsibilities of Chairs and Directors	46	28
Appointments and Promotions Committee	26	20.05
Appointments, Limited Term	21	19.01.04
Appointments, Probationary	20	19.01.03
Appointments, Tenured	20	19.01.02
Appointments, Types of	20	19.01
Arbitration, Grievance and	49	30
Arbitration Procedures	52	30.08
Association-Board Relationship	5	9
Association Membership and Dues	4	5
Bargaining Unit, Recognition and Composition of the	3	3
Benefits Committee, Joint	6	9.10
Benefits, Employment	73	36
Board of Governors	5	8.01
Career Development Increment	66	35.01.04
Chairs, Appointment and Responsibilities of	46	28
Chairs, Stipends for	71	35.03
<b>Collegiality</b>	5	8.03
Committee for Administering the Agreement, Joint	6	10
Committee, Joint <b>Benefits</b>	6	9.10
Committee, Promotion, Tenure, and Renewal	30	22
Community, Service to the Profession and	15	16.05

	<u>Page</u>	<u>Article</u>
Compassionate Leave	<b>85</b>	<b>37.04.03</b>
Composition of the Bargaining Unit, Recognition and	3	3
Continuing Appointment (Librarian Members)	<b>26</b>	<b>20.04</b>
Copies of the Agreement	5	7
Copyrights	<b>88</b>	<b>38.02</b>
Correspondence	4	6
Criteria for Promotion	<b>41</b>	<b>26.02</b>
Criteria for Renewal	<b>33</b>	<b>23.01</b>
Criteria for Tenure	<b>38</b>	<b>25.01</b>
Definitions	1	2
Development Increment, Career	<b>66</b>	<b>35.01.04</b>
Directors, Appointment and Responsibilities of	<b>46</b>	<b>28</b>
Directors, Stipends for	<b>71</b>	<b>35.03</b>
Disability Leave	<b>85</b>	<b>37.04.05</b>
Disciplinary Measures	<b>49</b>	<b>29</b>
Discrimination, No	3	4
Documentation (Librarian Members)	<b>30</b>	<b>21.07</b>
Dues, Association Membership and	4	5
Duration	<b>95</b>	<b>40</b>
Early Retirement	<b>64</b>	<b>34.03</b>
Employment Benefits	<b>73</b>	<b>36</b>
Employment of Non-Members	9	13
Employment, Non-University	<b>46</b>	<b>27.03</b>
Expenses Reimbursement, Faculty	<b>76</b>	<b>36.07</b>
Faculty Members, Appointment of	<b>20</b>	<b>19</b>
Faculty Members, Rights and Responsibilities	<b>12</b>	<b>16</b>
Files, Personnel	9	14
Governance and Operations, University	5	<b>8</b>
Governors, Board of	5	<b>8.01</b>
Grievance, Academic Status	<b>50</b>	<b>30.03.01</b>
Grievance and Arbitration	<b>49</b>	<b>30</b>
Grievance, Ordinary	<b>50</b>	<b>30.03.02</b>
Grievances, Types of	<b>50</b>	<b>30.03.03</b>
Health and Safety	7	<b>11</b>
Holidays, Statutory	<b>74</b>	<b>36.02</b>

	<u>Page</u>	<u>Article</u>
Inconvenience Allowance	70	35.02.02
Increment, Career Development	66	35.01.04
Information, Access to	7	12
Joint Benefits Committee	6	9.10
Joint Committee for Administering the Agreement	6	10
Jury and Witness Leave	84	37.04.02
Lay-off (Librarian Members)	57	32.12
Lay-off of Members for Academic Reasons	55	32
Lay-off of Members for Financial Reasons	53	31
Lay-off Pursuant to <b>31 &amp; 32</b> , Procedure for	60	33
Leaves	78	37
Absence	78	37
Absence Without Pay	82	37.03
Compassionate	85	37.04.03
Disability	85	37.04.05
Jury and Witness	84	37.04.02
Maternity/Paternity/Adoption	83	37.04.01
Other	83	37.04
Partial	86	37.04.06
Political	86	37.04.07
Sabbatical	78	37.01
Sick	85	37.04.04
Study	80	37.02
Lecturers, Sessional	23	19.03
Limited Term Appointments	21	19.01.04
Limited Term Appointments (Librarian Members)	25	20.02
Lockouts, No Strikes or	95	41
Maternity Leave	83	37.04.01
Membership and Dues, Association	4	5
Merit	66	35.01.05
Moving Expenses	75	36.05
No Discrimination	3	4
Non-Members, Employment of	9	13
Non-University Employment	46	27.03
No Strikes or Lockouts	95	41
Off-Campus and Part-Time Teaching, Payment for Overload	69	35.02
Ordinary Grievance	50	30.03.02
Outside Professional Activities	45	27

Overload, Off-Campus and Part-Time Teaching, Payment for	69	35.02
Overload	14	16.02.12
Partial Early Retirement	64	34.03
Partial Leave	86	37.04.06
Part-Time Teaching, Payment for Overload, Off-Campus and	69	35.02
Patents and Copyrights	87	38
Paternity Leave	83	37.04.01
Payment for Overload, Off-Campus and Part-Time Teaching	69	35.02
Pension and Benefits	73	36.01
Performance in a Continuing Position (Librarian Members)	29	21.05
Performance Criteria (Librarian Members)	28	21.02
Performance in a <b>Headship</b> Trial Period (Librarian Members)	30	21.06
Performance in a Probationary Appointment (Librarian Members)	29	21.04
Performance Reviews for Librarians	28	21
Personnel Files	9	14
Political Leave	86	37.04.07
Position Descriptions for Professional Librarians	18	17
Probationary Appointments	20	19.01.03
Probationary Appointments (Librarian Members)	25	20.03
Probationary Appointments, Renewal of	33	23
Procedure for Lay-off Pursuant to Articles <b>31 &amp; 32</b>	60	33
Procedure, Promotion	42	26.03
Procedure, Renewal	33	23.02
Procedure, Steps of the Grievance and Arbitration	51	30.07
Procedures, Appointment	22	19.02
Procedures, Tenure	38	25.02
Profession and the Community, Service to the	15	16.05
Professional Activities, Outside	45	27
Professional Allowance (Librarians)	77	36.08
Professional Development Leave (Librarian Members)	77	36.09
Professional Expenses Reimbursement - Faculty	76	36.07
Professional Services (Librarian Members)	16	16.08
Promotion	40	26
Promotion, Criteria for	41	26.02
Promotion, Criteria for Librarian Members	37	24.04
Promotion, Librarian Members	35	24
Promotion Procedure	42	26.03
Promotion Procedure (Librarian Members)	35	24.03
Promotion, Tenure, and Renewal Committee	30	22
Purpose	1	1
Recognition and Composition of the Bargaining Unit	3	3
Regular Salary	66	35.01
Renewal Committee, Promotion, Tenure, and	30	22
Renewal, Criteria for	33	23.01

	<u>Page</u>	<u>Article</u>
Renewal of Probationary Appointment	33	23
Renewal Procedure	33	23.02
Report Annual	15	16.06
Research and Other Scholarly Activities	14	16.03
Research and Other Scholarly Activities (Librarian Members)	18	16.11
Resignation	65	34.04
Responsibilities of Chairs, Appointment and	46	28
Retirement	63	34.01
Retirement, Early	63	34.02
Retirement, Partial Early	64	34.03
Rights and Responsibilities of Faculty Members	12	16
Rights and Responsibilities of Sessional Lecturers	16	16.07
Sabbatical Leave	78	37.01
Safety, <b>Health</b> and	7	11
Salaries	66	35
Senate, University	5	8.02
Service to the Profession and the Community	15	16.05
Service to the Profession and the Community (Librarian Members)	17	16.10
Service to the University (Librarian Members)	17	16.09
Services, Support	5	8.04
Sessional Lecturer Members, Appointment Procedures for	23	19.03
Sick Leave	85	37.04.04
Statutory Holidays	74	36.02
Stipends for Chairs and Directors	71	35.03
Strikes and Lockouts, No	95	41
Study Leave	80	37.02
Support Services	5	8.04
Teaching	12	16.02
Teaching, Payment for Overload, Off-Campus and Part-Time	69	35.02
Tenure	38	25
Tenure, Criteria for	38	25.01
Tenure Procedures	38	25.02
Tenure and Renewal Committee, Promotion,	30	22
Tenured Appointments	20	19.01.02
Term Appointments, Limited	21	19.01.04
Termination, Clearance Upon	65	34.05
Time Limits	51	30.05
Tuition, Waiver of	75	36.06
Types of Appointments	20	19.01
Types of Grievances	50	30.03.03
University Governance and Operations	5	a
University Senate	5	8.02

	<u>Page</u>	<u>Article</u>
Vacations	74	36.03
Vacations (Librarians)	74	36.04
Waiver of Tuition	75	36.06
<b>Witness</b> Leave, Jury and	84	37.04.02
Workload for Librarian Members	19	18