

Memorandum of Understanding – 14 CHANGES TO ARTICLE 5

- A. In the previous round of bargaining the tenure criteria (5.7(A)) have been reworded. The criteria for tenure have been simplified to fit the practice as it has developed over time and this is not intended as a material change to this practice. Tenure criteria before and after this change remain comparable. The parties agree that the four deleted points:
1. teaching competence as demonstrated both in the classroom and in carrying out the principles of effective course management;
 2. competence and currency in his/her own discipline;
 3. capacity for curriculum development;
 4. demonstrated commitment to the professional collegial life of his/her Department/School are articulated in the workload duties of members in Article 10 mentioned in the preamble of 5.7.A.
- B. The parties have agreed to a process by which promotion will be granted with tenure. It is understood that the criteria to be applied for tenure review and assessments are those for tenure and not those previously in place for promotion to Associate Professor.
- C. In order to facilitate moving to the new promotion process, all those members who are at the Assistant Professor rank and currently hold tenure will be transferred immediately upon ratification to the rank of Associate Professor with all the rights, duties and privileges thereof. Any salary increase associated with promotion to Associate Professor will be awarded retroactively to September 1, 2011.