

Memorandum of Agreement

January 26, 2011

The Parties agree to the following changes to Article 10 of the 13th Collective Agreement

10.53 (a)

Each Department shall have a Selection Committee elected by the Department from within the Department, or where this is not possible, from cognate Departments as determined by the members of the Department in which the vacant position exists. In the case of trans-disciplinary positions the Selection Committee shall comprise at least three (3) persons with at least one (1) representative from each Department. For the purposes of this Article, when a member of a cognate Department is required for the Selection Committee, the decision of the Selection Committee goes directly to the Dean without being considered by the Department under 10.53 (d). The Head of the Department shall normally be the Chair of the Selection Committee which shall consist of at least three (3) persons **in making appointments described in 10.03(a), 10.03(b), 10.03(c) and 10.03(d) and at least two (2) persons in making appointments described in 10.03(e). No Selection Committee is required for appointments described in 10.03(f) and 10.03(g).** For trans-disciplinary appointments the Head of the home Department shall normally be the Chair of the Selection Committee.

10.53 (c)

The Chair shall arrange for interviews of a minimum of two (2) and no more than three (3) candidates in the first instance, unless only one (1) qualified candidate has been found; further candidates may be interviewed on the approval of the Vice-President (Academic). Interviews shall be conducted by the Selection Committee. Each candidate shall meet the Dean(s) or her/his delegate, either the President or the Vice-President (Academic), and a representative of AUFA designated by the AUFA Executive. Whenever possible, all members of the Department(s) shall have an opportunity to meet with the candidates, each of whom shall, whenever possible, deliver a lecture or participate in a seminar involving students.

In the case of appointments of one (1) year or less, on-site interviews, or travel by Professors for the purpose of interviewing, shall be authorized only with the approval of the Vice-President (Academic) upon recommendation of the Selection Committee.

In cases where on-site interviews for a part-time appointment have not been authorized by the Vice-President (Academic), or in cases where a local candidate is available for an on-site interview and a non-local candidate is not, all interviews shall be conducted by telephone.

10.70 Mode of Appointments

The President shall provide to each new or reappointed Professor a letter of appointment which shall include the following:

- (a) the effective date of appointment;
- (b) the terminating date of appointment;
- (c) the type of appointment as specified in Article 10.03;
- (d) the rank and salary of the Professor as of the effective date of the appointment;
- (e) the Department to which the Professor shall be attached;

(f) special conditions, if any, including initial seniority in rank, or initial seniority toward award of tenure or sabbatical leave, start-up funding, or an emphasis on the criteria for appointment, promotion, renewal and tenure should these differ from the requirements for most teaching faculty, or nature of the trans-disciplinary appointment;

g) if an appointment becomes effective on a date other than the normal commencement date of 1 July, a statement that the Professor shall enjoy all appropriate benefits from the date of appointment, but seniority towards renewal, tenure, promotion and sabbatical leave shall begin from 1 July, following the commencement of employment;

(h) a statement indicating if the Professor has the appropriate academic qualifications or whether further qualifications must be obtained, and indicating the year by which they should apply for tenure.

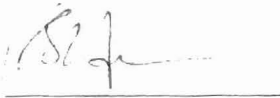
(i) a statement that if an Employee has been granted a leave in accordance with Article 24.40, 24.60 or 24.61, the Employee shall be granted an extension equal to the duration of the leave to any deadline specified in the letter of appointment.

The paragraphs outlined in Article 10.70 apply as follows for the appointments listed below:	
10.03(a) tenured	10.70 (a) - (i)
10.03(b) tenure-track (Probationary)	10.70 (a) - (i)
10.03(c) contractually Limited Term (CLT)	10.70 (a) - (i)
10.03(d) temporary	10.70 (a) - (f)
10.03(e) part-time	10.70 (a) - (f)
10.03(f) lecturer/lectrice	10.70 (a) - (f)
10.03(g) PAD lecturer	10.70 (a) - (f)

DATED: Jan 31, 2011

FOR THE BOARD

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