

**MEMORANDUM OF AGREEMENT NO.10**  
**Transition of employees to Professors of Teaching appointments**

Whereas the Parties have agreed to create new tenurable ranks of professors of teaching;

And whereas the Parties wish to establish the terms and conditions for employees:

1. holding without term appointments at the ranks of Lecturer, Assistant Professor, Associate Professor and Professor; or
2. holding tenure stream or continuing status appointments at the ranks of Assistant Professor, Associate Professor and Professor

who wish to apply for appointment as Professors of Teaching;

The Parties hereby agree that:

1. This Memorandum of Agreement shall take effect on the date of ratification of the 2023–2027 Collective Agreement and applies to employees:
  - (i) holding without term appointments at the ranks of Lecturer, Assistant Professor, Associate Professor and Professor; or
  - (ii) holding tenure stream or continuing status appointments at the ranks of Assistant Professor, Associate Professor and Professor

who wish to apply for appointment as Professors of Teaching.

2. Professors of Teaching will be in scope of the bargaining unit represented by the Association.
3. Professors of Teaching appointments shall be made only in departments and non-departmentalized colleges that have approved criteria and standards of performance for renewal of probation, tenure and promotion for Teaching Stream appointments.
4. Departments, Colleges, and the University Review Committee shall approve criteria and standards of performance for tenure and promotion of Professors of Teaching (Articles 15.9 and 16.4).
5. When an authorization to recruit request has been approved for one or more Professor of Teaching positions, the Department Head or Dean shall convene a meeting of the Search Committee (Article 13.5.1) to determine whether the Search Committee supports proceeding with a waiver of advertising under Article 13.4.3 for employee(s) holding appointments in the unit as of the date of ratification of the 2023 to 2027 Collective Agreement. If 2/3 of the Search Committee or more vote in favour, the Provost and Vice-President Academic shall waive the advertising requirements in accordance with Article 13.4.3. In units where there is more than one potential candidate, external advertising may be waived and any interested parties in the unit may apply for the position(s). If the Search Committee supports proceeding with a waiver of advertising, the search process shall proceed in accordance with the search and appointment procedures specified under Article 13.5.

If a Search Committee does not support proceeding with a waiver of advertising, the search shall proceed in accordance with the advertising requirements under Article 13.4 and the search and appointment procedures under Article 13.5. Employees may submit their application to be considered as candidate(s) for the position.

6. Academic ranks for transition shall be as follows:
  - (i) Without term Lecturers and Assistant Professors shall be considered for appointments to the rank of probationary Assistant Professor of Teaching;
  - (ii) Without Term Associate Professors shall be considered for appointments to the rank of probationary Associate Professor of Teaching;
  - (iii) Without Term Professor shall be considered for appointments to the rank of probationary Professor of Teaching;
  - (iv) Assistant Professors, if probationary, shall be considered for appointments to the rank of probationary Assistant Professor of Teaching and, if tenured, to tenured Assistant Professor of Teaching;

- (v) Associate Professors with tenure shall be considered for appointments to the rank of Associate Professor of Teaching with tenure;
  - (vi) Professors with tenure shall be considered for appointments to the rank of Professor of Teaching with tenure.
7. Advising candidates making a transition to probationary appointments as Professors of Teaching. The Department Head or Dean shall meet with the employee to discuss the employee's progress toward meeting the approved departmental or College standards for the award of tenure.
  8. Articles 13.3.2 and 13.7.3 shall apply to employees making a transition from probationary or without term appointments to probationary appointments as Professors of Teaching.
  9. Employees holding without term appointments effective July 1, 2024, who do not choose to be considered for a probationary appointment or are not successful in a search for which they have been a candidate shall continue to be designated as without term employees. Employees who accept an appointment as a Professor of Teaching shall be deemed as having voluntarily resigned from the without term appointment and shall not retain the right to revert to the without term position at any time of the probationary appointment.
  10. Employees holding tenure stream appointments effective July 1, 2024, who accept an appointment as a Professor of Teaching shall retain the designation of their appointment (probationary, tenured, or continuing status) and rank (Assistant Professor of Teaching, Associate Professor of Teaching or Professor of Teaching) and shall have this designation and rank specified in an amended letter of appointment. These employees shall not retain the right to revert to a teacher-scholar appointment.
  11. No employee shall be obliged to seek an appointment as a Professor of Teaching.

Dated July 3, 2024