

## NEW Professors of Teaching Ranks

### 1. New Professors of Teaching ranks:

- Assistant Professor of Teaching;
- Associate Professor of Teaching;
- Professor of Teaching.

### 2. Definition and description of Professors of Teaching:

- The Professor of Teaching ranks are used for appointments of faculty members whose roles are primarily and substantively focused on instruction and teaching in academic programs (new Article 13.1.5). The definitions of these ranks centre on assigned duties (the Agreement does not stipulate that there should be higher expectations in terms of quality of teaching than for other ranks).
- Teaching responsibilities may include clinical instruction, clinical service, and/or professional practice.
- Duties include limited research and service and/or administrative responsibilities, and may also include outreach, engagement, or public service, including contributions to academic or professional bodies.
- A maximum of 25% of assigned duties can be protected time for contributions to administrative work, public service, contributions to academic or professional bodies, and RSAW. Within this percentage, the proportion of RSAW and other activities may vary considerably from year to year.

### 3. Limitations on Professors of Teaching appointments

- No department or non-departmentalized college can have more than 20% of probationary or tenured employees in the ranks of Professors of Teaching. For example, up to 2 out of 10 probationary or tenured employees in a department or non-departmentalized college can be Professors of Teaching.
- Clinical units (Dentistry, Pharmacy and Nutrition, Nursing, the School of Rehabilitation Sciences, the Departments of Small and Large Animal Clinical Sciences, Veterinary Pathology, and Psychology and Health Studies) can have no more than 40% of probationary or tenured employees in the ranks of Professors of Teaching.
- A greater percentage in either of the above cases may be mutually agreed upon by the parties at JCMA.
- There is no limitation for the Ron and Jane Graham School of Professional Development.
- The number of probationary or tenured employees as of July 1 is used to determine the percentages above for any given academic year.

### 4. Transitions to Professors of Teaching ranks

- A unit is **not** required to terminate a current employee's appointment in order for the employee to apply for a Professor of Teaching position. An employee is **not** required to resign in order to apply for a Professor of Teaching position. The new MoA No. 10, "Transition of employees to Professors of Teaching appointments," stipulates:
  - Without term employees who accept an appointment as a Professor of Teaching will be deemed as having voluntarily resigned from their appointment.

- Tenure stream employees who accept an appointment as a Professor of Teaching will have this designation and rank specified in an amended letter of appointment.
- Employees 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.
- Eligibility:
  - Employees who as of July 1, 2024, hold without term appointments at the ranks of Lecturer, Assistant Professor, Associate Professor, and Professor.
  - Employees who as of July 1, 2024, hold tenure stream or continuing status appointments in any professoriate rank.

#### 5. Appointment process:

- Once authorization to recruit has been granted, the Search Committee must meet and vote on whether to proceed with a waiver of advertising. If  $\frac{2}{3}$  of the Search Committee votes in favour of a waiver of advertising, then the VPFR **must** waive advertising.
- 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 a Search Committee does not support proceeding with a waiver of advertising, the search proceeds in accordance with the usual search and appointment procedures. Current employees can submit their application to be considered as a candidate for the position.
- Ranks:
  - Without term Lecturers and Without term Assistant Professors will be appointed to the rank of probationary Assistant Professor of Teaching.
  - Without term Associate Professors will be appointed to the rank of probationary Associate Professor of Teaching.
  - Other professoriate ranks may be considered for comparable Professors of Teaching Stream ranks.
- Without term employees who accept an appointment as a Professor of Teaching do not retain the right to revert to a without term appointment at any time during the probationary appointment.
- Tenure stream employees who accept an appointment as a Professor of Teaching do not retain the right to revert to a teacher-scholar appointment.

**6. Timeline:** The Professor of Teaching ranks are now permanently established in the Collective Agreement. The implementation of transitions and new hires will likely be a gradual process. Eligibility of current employees to make the transition has no end date.

**7. Academic Programming Appointments:** These ranks continue to exist, and, whether or not these employees choose to apply for a Professor of Teaching appointment, their current appointments cannot be terminated except through processes of the Collective Agreement (denial of tenure, or disciplinary dismissal). They are **not** required to resign in order to apply for a Professor of Teaching position. If they accept an appointment as a Professor of Teaching, they will simply receive an amended letter of appointment; if their application is unsuccessful, they will continue in their existing appointment.

**8. Non-Teaching Session:** Yearly assigned duties must be distributed as evenly as possible across the three terms and a section either in the spring or summer sessions, or an equivalent period during the fall or winter terms designated by the Department Head or Dean, as non-teaching session.

**9. Sabbatical Leave**

- Professors of Teaching are eligible for a four-month sabbatical leave after six years of service.
- Professors of Teaching are eligible for further four-month leaves after an additional three years of service following the date of completion of the last sabbatical.
- Sabbaticants are compensated at 100% of academic salary.
- Sabbaticals commence on September 1 or January 1.

**10. Standards** for renewal of probation, tenure, and promotion:

- Appointments can be made only in academic units that have approved criteria and standards of performance applicable to the new ranks.
- There is no requirement for higher-level committee standards (CRC, URC) to be completed prior to the appointments of Professors of Teaching.