

Instructor Priority List

- transfer of rank (12.4)
- Instructor floor (increase of \$10,00)
- workload (13.4) workload based on actual rather than nominal faculty workload.
- first sabbatical at 100% (**21.3**)

CUASA Proposal
Date: June 13, 2012

12.4 Appointment to Faculty Ranks

(a) An Instructor ~~employee~~ ~~may~~ **shall** be appointed to a faculty rank where a suitable vacancy occurs, ~~and~~ **or** his/her qualifications are demonstrably equal to those of the best external applicant who meets the requirements of the position.

(b) However, an Instructor employee holding a preliminary or confirmed appointment ~~may~~ **shall** in exceptional circumstances be transferred to faculty rank with the same appointment status without there being a suitable vacancy when:

(i) his/her research or scholarship in an appropriate discipline is **deemed by his or her unit tenure and promotion committee to be** of a caliber and nature normally required for a faculty appointment,

(ii) his/her qualifications meet those normally required for a faculty appointment; and,

(iii) he/she is **deemed by his or her unit Chair or Director to be** doing a job which is effectively the same as that normally required of a faculty employee. Recommendation for such a transfer shall be made by the departmental promotion committee to the faculty promotion committee and then to the appropriate dean.

(iv)The dean shall confirm the transfer of rank.

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45.3

(a)

Floors: add \$10,000 to instructor floor to boost their CDIs, \$2,000 to the Assistant Professor floor and \$2,000 for the librarian floor.

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13.4(b)

Instructor Positions Without Job Descriptions

(i)

Subject to the Memorandum of Agreement signed by the parties on 11th day of December, 2003, these Instructor employees shall not teach more than four (4) credits or the equivalent of one-and-one half (1.5) times the ~~normal~~ **actual** full teaching load of faculty employees in the same unit or sub-unit, whichever is less, averaged over each consecutive twenty-four (24) month period, and shall not teach more than the equivalent of one-half credit course in excess of 1.5 times the **actual** ~~normal~~ faculty employees' teaching workload in any twelve (12) month period.

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21.3 Sabbatical Allowance

(a) ~~For a Lecturer, Assistant, Associate or Full Professor, w~~ Where the first sabbatical is for a period of twelve (12) or six (6) continuous months and, is taken within the first fifteen (15) years of a preliminary or tenured faculty member's initial appointment at Carleton University or another University, the rate of sabbatical allowance shall be 100% of nominal salary.