

BOARD OF GOVERNORS OF LAKEHEAD UNIVERSITY

and

LAKEHEAD UNIVERSITY FACULTY ASSOCIATION

LETTER OF UNDERSTANDING #7

RE: TEACHING FOCUSED FACULTY POSITIONS

Commencing September 1, 2016, the parties agree to recognize two distinct categories of teaching focused faculty positions: Category 1-Continuing Lecturer Members and Category 2-Teaching Focused Faculty Members.

Category 1 – Continuing Lecturer Members

1. Commencing July 1, 2009, the Board created 14 positions with the title of Continuing Contract Lecturer Member where the Board deemed them to be appropriate. The position of Continuing Contract Lecturer Member was available only to the 14 Level 3 Contract Lecturer Members identified by the parties in a separate letter and the positions created continue to be in force until the resignation or retirement of the appointees.

2. The parties agree that, commencing September 1, 2016, the position of Continuing Contract Lecturer Member shall be renamed Continuing Lecturer Member and the ten incumbents shall be offered a continuing 12-month appointment. The Dean shall assign undergraduate teaching, student supervision, service to the institution and other related duties (which may include performing administrative service such as serving on faculty committees including but not limited to recruitment and appointment committees; and eligibility for attendance at faculty workshops). The teaching load for Continuing Lecturer Member shall not exceed 6 HCEs over the 12-month period from July 1 to June 30. Teaching load in excess of 6 HCEs shall be considered to be overload teaching paid at the rate of a Contract Lecturer Member level 3 pursuant to 35.02.03.

3. The salary for Continuing Lecturer Members shall start at \$54,000 and be adjusted by 1.5% for each year over the term of the collective agreement. The salary shall be reduced by 1/6 for each member not assigned to teach 6 HCEs over the 12-month period, but will not be reduced further should the member be assigned to teach fewer than 5 HCEs.

4. Continuing Lecturer Members will receive a professional expense reimbursement of \$1,000 each year over the term of the collective agreement.

5. Continuing Lecturer Members shall be enrolled in the supplemental group medical, life insurance, dental and vision care benefit plans as set out in Article 36.01 and 36.02 and shall be applicable for the twelve (12) month period. The member is eligible to participate in the Lakehead University Employee Pension Plan (LUEPP) pursuant to Letter of Understanding #4 and is entitled to access the services provided through the Employee Assistance Program at Lakehead University. The member is entitled to waiver of tuition in accordance with the Tuition Waiver – Staff and Faculty policy applicable to Contract Lecturer Member level 3. Vacation entitlement shall apply as per article 36.03.

6. Continuing Contract Lecturer Members who do not wish to move to the position of Continuing Lecturer Member shall continue to be governed by the terms and conditions of employment set out in Letter of Understanding #6.

7. Language shall be developed that shall outline the criteria for how Continuing Lecturer Members shall be engaged in the Annual Review process.

Category 2 – Teaching Focused Faculty Members

The parties agree that, effective September 1, 2016, a total of 12 (twelve) positions of Teaching Focused Faculty Member shall be created.

The parties shall be governed by the following guidelines:

- The teaching load for Teaching Focused Faculty Member shall not exceed 8 HCEs over the 12 month period from July 1 to June 30. Teaching load in excess of 8 HCEs shall be considered to be overload teaching.
- The Collective Agreement language for the Teaching Focused Faculty Members shall mirror the language that applies to other regular faculty members including rank (assistant, associate, full professor), promotion, tenure and renewal, academic sabbatical leave opportunities, total compensation, opportunities for participation in administrative service activities, and opportunities for administrative leadership (e.g. chair, dean).
- Language shall be developed that shall outline the criteria for how Teaching Focused Faculty Members shall participate in the Promotion, Tenure and Renewal process.
- Language shall be developed that shall outline the criteria for how Teaching Focused Faculty Members shall be engaged in the Annual Review process.
- It is agreed that there shall be no more than one Teaching Focused Faculty Member hired in any single department or school in the Faculties of Health and Behavioural Sciences, Science and Environmental Studies, Engineering, or Social Science and Humanities; and that there shall be no more than one Teaching Focused Faculty Member in any one of the remaining Faculties, unless mutually agreed upon by the Board and Association.
- The 12 positions created shall be permanent unless the incumbent fails to earn tenure, is dismissed for cause, resigns or retires from the University.

The following individuals shall function as a committee to meet and develop Collective Agreement language and process for the implementation of this Teaching Focused Faculty member pilot project: the LUFA President, LUFA Chief Negotiator, LUFA Chief Grievance Officer, the Provost and Vice-President Academic, Vice-President Administration and Finance, and one Dean.

The committee established above shall meet and develop the language and process in the form of a Letter of Understanding for the introduction of Teaching Focused Faculty Members.

The committee shall meet within 60 (sixty) days after date of ratification. The above noted committee shall have completed the development of Teaching Focused Faculty Members contract language and processes by December 31, 2016. If the parties cannot agree, the matter shall be set before an external individual mutually agreed upon by the parties for a final and binding determination.

SIGNED FOR:

**LAKEHEAD UNIVERSITY
BOARD OF GOVERNORS**

**LAKEHEAD UNIVERSITY
FACULTY ASSOCIATION**

Per: _____

Per: _____

Dated: _____

Dated: _____