

## **Article 16: Duties and Responsibilities of Faculty Members**

### **Key Changes**

- Duties and responsibilities are now considered, regardless of where they are performed.
- Teaching (if so specified by the Dean) may now include thesis and other student research supervision.
- Service to the Association and outside professional activities are now defined among the list of service activities.
- In cases of cross or joint appointments, duties in both academic units will be considered part of the duties for all evaluation exercises.
- For years in which no performance review takes place, a Dean may request of a member, a summary of teaching, research, and service activities since the most recent review.
- Determination of teaching load may now be informed by a faculty or academic unit's guidelines on course remissions.
- Members will be provided in writing, with the teaching assignments of all members in the their unit.
- Teaching load for probationary members will not exceed four (4) courses.
- Teaching load for tenured members will not exceed five (5) courses where there is evidence of minimal research productivity.
- Teaching load for tenured members will not exceed six (6) courses where there is no clear evidence or research productivity.
- Stipends for additional teaching shall remain fixed for the duration of the agreement at \$6,704.