

**Agreement Between Concordia University ("The University")
And
Concordia University Faculty Association ("The Association")
Concerning
Promotion of Assistant Professor ETA's to Associate Professor**

WHEREAS Extended Term Appointees (ETAs) who hold the rank of Assistant Professor have the possibility of promotion to Associate Professor; and

WHEREAS the criterion for promotion to Associate Professor is either (a) the conferring of tenure (Art. 14.04.1), or (b) exceptional performance including significant published research (Art. 14.04.2); and

WHEREAS the first criterion for promotion is unavailable to an ETA, and the second criterion is in excess of the duties and responsibilities as an ETA; and

WHEREAS no salary floors or salary grid are specified for Associate Professor ETA's,

WHEREFORE the parties agree that:

1. Extended Term Appointees (ETA's) who hold the rank of Assistant Professor and who seek promotion to the rank of Associate Professor shall be assessed against the general *Criteria* for the awarding of tenure as specified in Article 18.08 and 18.09 of the Collective Agreement.
2. The salary floor and salary grid for Associate Professor ETA's shall be that for tenure track Associate Professors. After promotion, New Model members either move to the first step of the new rank or, if they are above the floor, to the next highest step (39.02.2 last sentence). Old Model members, after the CDI has been awarded, shall be given an adjustment, if required, to bring the member to the floor of the rank (39.03.3)
3. The Parties acknowledge that they have requested and are satisfied that this Agreement be drawn up in the English language. Les parties aux présentes reconnaissent avoir requis que la présente entente soit rédigée en anglais.

IN WITNESS WHEREOF the parties have signed in the City of Montreal this
21st day of July 2004.

The UNIVERSITY


Dr. Martin Singer, Provost

The ASSOCIATION


Dr. David Frost, President