



# Concordia

UNIVERSITY

**Agreement Between Concordia University ("The University")  
And  
Concordia University Faculty Association ("The Association")  
Concerning  
Promotion of Members with Recently Awarded Doctoral  
Degrees and their Placement on the Grid**

WHEREAS the parties agree to the following clarification and procedure to be followed with respect to the promotions of members with recently awarded doctoral degrees and their placement on the Grid.

WHEREFORE the parties agree that:

1. Once the doctoral thesis has been successfully defended and the final version of the thesis has been deposited, the date of the initial submission of the thesis (if it is within the same academic year) will be used to determine the date of promotion from Lecturer to Assistant Professor.
2. If that initial submission date was on or before 31 December, then the promotion will be retroactive to 1 June of the same year.
3. If the initial submission date was between 1 January and 31 May, then the promotion is effective as of the initial submission date, but the period from the date of promotion to 31 May shall not count for the purposes of Article 18.10 a) and the member shall not be eligible for a step increase on 1 June. However, the member shall receive the appropriate cost of living adjustment (COLA) as stipulated in Article 40.02 on 1 June.
4. It is understood that immediately after the final version of the thesis has been submitted, the faculty member will have begun his/her post-doctoral research activity.
5. A letter from the University that awarded the doctoral degree must be submitted by the Lecturer to the Dean attesting to the dates of the initial submission, the thesis defence, and the final thesis submission in order to activate the promotion.
6. The Parties agree that this agreement replaces the agreement of 11 May 2004.
7. 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 21 day of July 2004.

The UNIVERSITY

  
Dr. Martin Singer, Provost

The ASSOCIATION

  
Dr. David Frost, President