

Appendix A – New Collective Agreement Provisions

2.02 “Academic designation” means one or more of the following when used in conjunction with an academic appointment:

- a) “Academic Chair” or “Special Professorship” means a prestigious appointment normally granted to a probationary or tenured faculty member. This appointment may be funded either wholly or in part from external sources or from internal sources such as endowment funds and includes but is not limited to Concordia University Research Chair (CURC), Canada Research Chair (CRC) and Industrial Research Chair (IRC).
- b) “Cross appointment” means appointment of a continuing regular member of an academic unit (the “primary unit”), made for a renewable limited term to a second academic unit (the “secondary unit”), where the salary costs are borne in their entirety by the primary unit, and carrying with it no obligation to undertake service commitments in the secondary unit.
- c) “Fellow” means a member cross-appointed to a College.
- d) “Joint appointment” means an appointment of a continuing regular member of an academic unit (the “primary unit”), to a second academic unit (the “secondary unit”), where the salary costs are shared by the units in proportion to the duties to be undertaken by the member in each unit.

2.42 “Faculty Research Committee (FRC)” means a Faculty-based committee that makes recommendations and decisions on research-related matters and priorities. For the purpose of article 12.08 only, this committee shall be comprised of a minimum of four (4) available faculty members and will normally be chaired by the Associate Dean, Research. The committee members are appointed for a given term by the Faculty Council who shall endeavour to ensure balanced representation of the different disciplinary sectors where applicable.

12.08 ACADEMIC CHAIRS OR SPECIAL PROFESSORSHIPS.

- a) The University may establish an Academic Chair (AC) or Special Professorship (SP), as defined in Article 2.02 a), in order to enhance the academic aims of the University.
- b) When a decision is made to establish an AC or SP, the Provost and the Vice President Research and Graduate Studies (VPRGS) shall jointly specify the area of the AC, or SP, the source of funding, the expected category of the position and any special conditions associated with the appointment. The notice of the creation of the AC, or SP shall be sent to the Association in writing.
- c) Once the decision is made to establish an AC or SP position, a separate decision shall be made by the Dean, VPRGS and Provost as to whether the AC or SP shall be advertised externally, internally or both.
- d) When available, an internally allocated AC or SP, such as a Concordia University Research Chair (CURC), shall follow the process outlined under 'Internal Search' (12.08 l) to n)).
- e) When available, an externally allocated AC or SP, such as a Canada Research Chair (CRC), shall observe the following process: academic units across the University shall be invited in writing to submit Letters of Intent (LOI) to their FRC with a copy to the Dean. The call for LOI shall be sent simultaneously to the Association. The FRC shall submit a ranked list of LOI to the Dean who shall then submit a reasoned report together with the ranked list to the VPRGS and Provost, who shall then decide the successful ones. The search for a CRC candidate is then made following the process under 'External Search' (12.08 g) to k)).
- f) The same processes as in 12.08 d) and 12.08 e) apply to IRCs where the industrial contribution is secured by Concordia University without being directed to a specific researcher. In cases where the industrial sponsor(s) designates a specific researcher at Concordia University, the Office of the VPRGS will assist the researcher directly with the application to the relevant external research-funding agency, currently the Natural Sciences and Engineering Research Council of Canada.

External Search

- g) Appointment to an academic position and rank at Concordia University is separate from appointment or nomination to an AC or SP. Before a candidate is nominated for an AC or SP appointment the individual shall be considered for a probationary or tenured faculty

appointment in accordance with Article 12.02, with a rank and category of appointment and a nominal salary, under the terms of this Collective Agreement.

h) In the recruitment process, it shall be clear that the position is related to an AC or SP and all conditions related to the designation will be clearly outlined. The departmental hiring committee will also act as the hiring committee for the AC or SP. In cases where a home department has not been designated in advance, applications will be considered by a hiring committee constituted as per article 11.02 c) and d).

i) The letter including the recommendation for appointment to an academic position and rank at Concordia University and the reasoned report concerning the nomination to an AC or SP is sent to the Dean who then submits a reasoned recommendation to the Provost and VPRGS.

j) The Provost, based on the Dean's reasoned recommendation in 12.08 i), makes appointments to a faculty position and rank, while the VPRGS recommends to the Provost appointments to an AC or SP. In cases covered under 12.08 k), the appointment to a faculty position may be conditional upon successful nomination and appointment to an AC, or SP.

k) Where the AC or SP is to be funded by application to an external competition, the VPRGS shall assist, and where necessary, nominate the candidate for the award. In the case of a successful competition result, appointment to an AC or SP is made subsequently by the VPRGS and Provost, specifying the terms and conditions of the award.

Internal Search

l) When a decision is made to call for nominations for an internal AC or SP, academic units across the University shall be invited in writing to submit candidacies to their respective FRC with a copy to the Dean. The call for nominations shall be sent simultaneously to the Association.

m) Each FRC shall, study the dossiers, rank their nominations and write a reasoned report that shall be forwarded to the Dean who will then make a recommendation to the VPRGS.

n) The Provost, upon recommendation of the VPRGS, and based on the FRC reports mentioned in 12.08 m) shall make appointments of the AC or SP.

RENEWALS

- o) The FRC shall review each AC or SP renewal in the Faculty and send a reasoned report to the Dean and the member simultaneously.
- p) Upon receipt of the report mentioned in 12.08 o) the Dean shall send a reasoned recommendation to the VPRGS to renew or not the AC or SP; a copy shall be sent simultaneously to the member. In cases where the AC or SP is funded externally, a positive internal recommendation may subsequently be dependent on successful renewal by the external funding agency for the actual renewal.
- q) The Provost, upon the recommendation of the VPRGS, and based on the FRC reports mentioned in 12.08 o) and the Dean's recommendation mentioned in 12.08 p) shall make a decision and notify the member with a copy to the Dean, the VPRGS and the Association.

General Provisions for ACs and SPs

- r) The Provost, upon recommendation of the VPRGS, shall issue a letter of appointment for the AC or SP. A copy of the letter shall be sent to the Dean, the VPRGS and the Association. This letter shall specify:
 - i) the duration of the AC or SP appointment and whether or not it is renewable;
 - ii) the specific duties associated with the AC or SP appointment to be assigned by the Dean in the context of Article 16;
 - iii) any special stipend and/or research grant in addition to the remuneration specified in the letter referred to in Article 12.08 i);
 - iv) any other special conditions specific to the duties, mandate and renewal of the AC or SP appointment.
- s) Members appointed to ACs or SPs are subject to the provisions of this Collective Agreement, including but not limited to, in case of an internal disagreement or problem between the AC or SP holder and the Employer, the provisions of Article 21 (Appeal), Article 22 (Grievance and Arbitration), Article 27 (Intellectual Property) and/or Article 37 (Misconduct in Academic Research and Scholarship), which, as the case may be, shall apply.

t) Notwithstanding Article 12.08 r), such members are normally not eligible to hold a position excluded from the bargaining unit (Article 9) or leave without pay unless the source of funding agrees otherwise.

u) The duties and responsibilities of members holding such appointments shall be consistent with Article 16.01 and will normally include the teaching of at least two (2) courses in each academic year. Such members shall undertake a level of service consistent with that of other probationary and tenured members.

v) Any inconsistencies between the terms of this Collective Agreement and the terms and conditions of the source(s) of external funding for appointments to AC or SPs shall be reconciled by agreement in writing between the Parties.

w) Should an AC or SP position be discontinued, incumbents shall continue as faculty members in accordance with the terms of their appointment, at their academic rank, and with their nominal salary.