



Overview of Changes to the 2023-2026 CUFA Collective Agreement Faculty

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Definition – ongoing ETA

Committees – terms all effective July 1 & 2
new:

Joint Equity Committee (**JEC**) doesn't review each hire – looks at equity and structure across the life-cycle, will receive the supplementary reasoned (compare & contrast) report and

Joint Committee on Faculty Clerical Work (**JCFC**)



Changes to DHC composition and hiring process:

Committee membership to take into consideration: conflict of interest, alternates, discipline-specific expertise, global view , and equity

process: no longer reporting to DPC (cc AUH if not on DHC)

& 11.13 & 11.14: small unit DPC/DTC process (chair to present to FPTC)



Article 12: Appointment of Faculty Members new text for ads (12.02 h):

“Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, racialized persons, Indigenous persons, 2SLGBTQI+ persons, and persons with disabilities; candidates are invited to self-identify in their applications.”




12.02 l) – new clause on conflict of interest

12.02 q) & r) the reasoned reports of the DHC go to the Dean.

12.05: LTAs are hired as Lecturers L1 (no terminal degree) L2 (terminal degree) , Appointments for 12 or 24 months. No subsequent appointment provisions, no hiatus period, contracts start normally 30 (working) days before teaching.

(Exception for LTA assistant without break)



12.06 (new) specifies that Tenured and Probationary members are at least 80% of academic staff. Counted at the University level. Replaces former cap on ETAs, OOP to manage (no issue for departments)

12.10 Spousal appointments, modified to clarify how appointments are authorized and conducted; attraction of new members, or retention of existing members.



Article 14: Reappointment, Promotion, Evaluation and Review of Regular Members:

14.01 changes teaching dossier:

e) “i): changes in teaching approach, innovation, curricula development, and new courses etc.”

f) “the teaching dossier for reappointment, tenure and promotion shall include a statement that provides a reflective summary of teaching activities and performance as illustrated by all materials included in the teaching dossier; the member’s objectives and methods of teaching; reference to institutional and academic teaching goals.”



Four pathways to promotion to Professor:

“demonstrably superior” research or teaching, with very good quality in teaching or research **and** satisfactory service over the years

OR

demonstrably superior service, with good quality research and teaching

OR

NEW: two criteria of the member’s choosing must meet the standard of **“very good”** quality, and **one** must meet the standard of **“good”** quality

All now available after **six years as Associate**



ETA changes:

reappointment (14.12) –

first ETA reappointments are for 36 months

second ETA reappointment is to a contract without end date
= Ongoing ETA

ETAs appointed as Lecturer are promoted to Senior Lecturer
with the second reappointment

Teaching Professor – New rank (after 6 years as Ongoing
ETA), the first cohort will be eligible to apply October 1,
2024. We are working together to identify the members and
will let them, the academic unit heads and Deans know who
they are, soon.



Article 16

16.01 new: “Members whose contracts have ended retain a responsibility to provide grades and feedback to students who were under their supervision/in their classes, including but not limited to cases of late completion.”

Clarification of expectations regarding research and scholarship (16.01 b) and c)).



Article 29: informal process by the Dean before a decision regarding a formal investigation

35.14 j): one-time reduction in teaching duties, (1) course = (3) credits to be used within the calendar year of return.

35.14 k): inclusive scheduling of service duties and university events.

39.02 - modified to allow for consideration of relevant experience before terminal degree

42.08 – gradual retirement options have been expanded, dates for application introduced

Other changes are to stipends for extra teaching, academic unit heads, salaries.

Questions





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