

**MEMORANDUM OF AGREEMENT NO. 3
ACADEMIC PROGRAMMING (AP) APPOINTMENTS**

The University of Saskatchewan and the University of Saskatchewan Faculty Association agree as follows:

1. That there is a need for a limited number of probationary and tenured employees whose roles in the academic unit may differ from the teacher-scholar model.
2. That these employees may have credentials and/or qualifications that differ from the teacher-scholar model and have assigned duties more concentrated on the delivery of academic programs.
3. That these academic employees will be in scope of the bargaining unit represented by the Association.
4. That appointment of these academic employees shall only be made at the ranks of Assistant Professor or Associate Professor and shall be designated as "Academic Programming."
5. That employees with an Academic Programming appointment shall be referred to as, Assistant Professor (AP) and Associate Professor (AP).
6. That there shall be no more than 50 probationary or tenured employees university-wide designated Academic Programming and no academic unit shall have more than 20% of probationary or tenured employees designated Academic Programming, unless mutually agreed upon by the parties at the Joint Committee for Management of the Agreement. Permanent changes to either limit shall be referred to the Collective Negotiating Committee for negotiation.
7. That for the purposes of establishing the percentage used in paragraph 6 above, the number of probationary or tenured employees shall be as of July 1 of the academic year in which the designation is made.
8. That Academic Programming appointments shall only be made in Departments, or non-departmentalized Colleges, that have approved Standards for Renewal of Probation, Tenure and Promotion for Assistant Professor (AP) and Associate Professor (AP).
9. That any probationary and tenured employee may seek a change in career path to or from an Academic Programming appointment.
10. That salaries for Academic Programming appointments shall correspond to the schedule of salaries for the ranks of Assistant and Associate Professor.
11. That the Collective Agreement shall apply in its entirety to Academic Programming appointments with the following modifications:
 - a. Article 13.1.1 shall be amended to include: that the academic ranks of Assistant Professor and Associate Professor may be designated as "Academic Programming (AP)."
 - b. Articles 16.4.4 (vi) and 16.5.4 shall be amended to include: Associate Professor "Academic Programming."
 - c. Articles 18.2.6.9, 18.2.6.10 and 18.2.6.12 shall not apply.
12. The following defines the process through which an employee may seek a change in career path through a designation to or from Academic Programming:
 - a. The employee may make a written request to the Vice-President Academic and Provost for a change in career path.
 - b. Upon receipt of such request the Vice-President Academic and Provost shall call a meeting of the Appointments Forum within 60 days of the request to consider the request for a change in career path.
 - c. The Appointments Forum shall review evidence provided by the employee in relation to department, or college in a non-departmentalized college, standards for the designation to which the employee is seeking a change in career path. The Provost and Vice-President Academic shall within thirty days of first consideration of the request for a change in career path, recommend to the President whether or not the employee shall be granted such a change.

- d. After a request for a change in career path has been approved by the Provost and Vice-President Academic and the Board, the President shall send a letter to the employee specifying the addition or removal of the AP designation.
- e. If the Provost and Vice-President Academic does not recommend a change in career path, the President shall inform the employee in writing giving the reasons for the negative decision along with information on the employee's right to appeal to the University Review Committee for final decision. A member or observer of the Appointments Forum (including the chair) shall withdraw from the University Review Committee for the hearing of an appeal.
- f. An employee who changed to an Academic Programming appointment will receive the Academic Programming designation and an employee changed from an Academic Programming appointment will have the designation removed.
- g. No employee shall be obliged to seek a change in career path.
- h. Changes in the duties of the employee that occur as a result of a change in career path shall be in accordance with guidelines for the assignment of duties as established in the employee's department or non-departmentalized college.
- i. The type of appointment held by an employee shall not be affected upon change in career path.

Jim Cheesman
Signing for the Association

Cheryl Carver
Signing for the Employer

Doug Chivers
Signing for the Association

Carol Rodgers
Signing for the Employer

Dated July 11, 2014