

Summary of Part-time Policy Settlement

Still to be approved by Governing Council (Expected FALL 2020)

Ratified by UTFA Council on May 20, 2020

1. Deal reached May 7, 2020 in facilitation with William Kaplan.
2. New policy will take effect January 1, 2021; some transitional provisions.
3. New title for teaching stream part time faculty effective upon Governing Council approval of the new policy (Assistant Professor, Teaching Stream). Promotion will be available to Associate Professor, Teaching Stream and Professor, Teaching Stream. Non-teaching stream professorial titles were already included in the policy.
4. Part-time faculty who reach six years of successive employment¹ in the same unit will be reviewed in their sixth year for a continuing appointment. Appointment will be at same percentage FTE as in year of review unless member & Administration agree to a different percentage.
5. The review will be the same as interim/probationary review for continuing full-time faculty, i.e., standard is sufficiently satisfactory. Review will be based on achievements in teaching and research/scholarship. Significant service contributions may also be considered.
6. Previous years of CLTA appointment in the same unit shall normally be counted.
7. Part-time faculty with a continuing appointment can be terminated for cause or non-cause.
8. Termination for cause provisions generally correspond to those for Teaching Stream faculty with continuing status
9. Termination for reasons other than for cause can be for any reason as long as it's not a breach of MOA No Discrimination article, the decision was made in bad faith, or was a reprisal for the exercise of academic freedom.
10. A part-time faculty member with a continuing appointment who is terminated without cause will be provided with two months' working notice of termination plus severance pay of one month per completed year of continuous service, to a maximum of 22 months of pay. The overall maximum for working notice plus pay is 24 months.
11. Examples of termination without cause:
 - a. part-time faculty member with a continuing appointment and nine years of service gets two months of working notice (i.e. written notice that they are being terminated at least two months before the date of termination) plus nine months of severance pay.
 - b. part-time faculty member with a continuing appointment and 25 years of service gets two months of working notice plus 22 months of severance pay.
12. Where PT faculty member without continuing appointment is not renewed, is unsuccessful in the review for continuing appointment, or is terminated without cause, an internal appeal exists if there was a breach of the MOA No Discrimination article, the decision was made in bad faith or was a reprisal for the exercise of academic freedom. Appeal goes to Dean or equivalent and, if denied, can be escalated to Provost. Cannot go to GRP.

¹ Exceptions to the requirement that employment be successive can be made by the Provost.

13. Same academic freedom language as full-time faculty members (MOA, Article 5).
14. Appointments must be between 20% and 75%. (Appointments below 20% will be grandparented).
15. PT faculty members who have not yet received continuing appointment (i.e., less than 6 years of service) should not expect to be renewed. If they are going to be renewed, the Administration will endeavour to provide at least two months of written notice of the renewal. PT faculty members can be renewed even if the two months' notice is not provided.
16. Service is expected at all percentages FTE (used to be 50% or greater).
17. PT faculty are eligible to be appointment to SGS, to be a Principal Investigator, and to apply for grants/awards.
18. Option for delay in review for continuing appointment on same terms as full-time teaching stream (pregnancy/parental/adoption leave or serious circumstances beyond their control such as illness or injury).

Transitional provisions

19. PT faculty with eight or more years of service in the same unit, normally without a break in employment of more than one year as of May 7, 2020:
 - a. who are not renewed get the notice and severance as if they were terminated without cause.
20. PT faculty with eight or more years of service in the same unit, normally without a break in employment of more than one year as of January 1, 2021:
 - a. who are renewed get a continuing appointment without a review. If successful, the continuing appointment will be at same percentage FTE as in year of review unless member & Administration agree to a different percentage.
 - b. who are not renewed get the notice and severance as if they were terminated without cause.
21. PT faculty with five or more years of service in the same unit and less than eight years, normally without a break in employment of more than one year as of May 7, 2020:
 - a. who are not renewed get the notice and severance as if they were terminated without cause.
22. PT faculty with five or more years of service in the same unit and less than eight years, normally without a break in employment of more than one year as of January 1, 2021:
 - a. who are renewed will be reviewed for a continuing appointment. If successful, the continuing appointment will be at same percentage FTE as in year of review unless member & Administration agree to a different percentage. If unsuccessful in the review, the faculty member gets the notice and severance as if they were terminated without cause.
 - b. who are not renewed get the notice and severance as if they were terminated without cause.
23. PT faculty with less than five years of service on January 1, 2021 and who are renewed have the policy take effect on the start date of the new contract but their service before the effective date will "count" under the new policy.

24. Years of CLTA employment in the same unit normally without a break in service of more than one year will “count” under the new policy.
25. The academic year 2019-2020 “counts” in the calculation of the number of years a PT faculty member has been appointed. For example, someone who is completing their eighth year of employment is considered to have been appointed for eight or more years for the transitional provisions above.

Changes to the PPAA

26. Provisions for faculty who are full-time with tenure/continuing status who wish to temporarily decrease to part-time will be moved to the PPAA.
27. Requests from full-time faculty with tenure/continuing status to temporarily decrease their percentage FTE to part-time shall not be unreasonably denied.
28. Reductions in percentage FTE shall not normally exceed three consecutive years unless the decrease is for Human Rights Code reasons.
29. At the end of the term of reduction in appointment, the faculty member must return to full-time unless the unit head & Provost agree in writing to an extension.
30. As a transitional provision, tenured/continuing status faculty members who decreased to permanent part-time under the existing/old policy have the option to either
 - a. Continue in their tenured/continuing status appointments part-time or
 - b. Faculty members who transitioned to part-time within two years of the effective date (i.e., since January 1, 2019) have a one-time option to revert to full-time. This option must be exercised within three months of the effective date of the new policy (i.e. April 1, 2021).
31. As a transitional provision, tenured/continuing status faculty members who decreased to part-time for a limited duration under the existing/old policy will be grandparented until the end of their existing arrangements. New requests will be considered under the amended PPAA. Time spent in part-time arrangements prior to the effective date of the new policy will not be counted toward the three-year maximum for temporary reductions to part-time FTE.