ARTICLE 1 DEFINITIONS

1.1 **ACADEMIC CHAIR** is a distinguished faculty appointment financed in whole or in part by endowment, or by special grant, either from an external source(s) or by the University, or by a combination of the University and external sources.

1.2 **ACADEMIC YEAR** comprises three terms, Fall (September through December), Winter (January through April) and Spring/Summer (May through August), although it is recognized that the end of one term and the beginning of the next may overlap for certain academic and administrative reasons. (Term and semester are used interchangeably in the Agreement and are defined as outlined above).

1.3 **AGREEMENT** is the Collective Agreement negotiated between the Board and the Association as agents for the Faculty, Professional Counsellors and Librarians, and includes Articles 1 to 27, Appendices A to F, and Memoranda of Understanding 1 to 28.

1.4 **ASSOCIATION** is the Faculty Association, the sole and exclusive bargaining agent for Members of the Association as listed in 1.3 above.

1.5 **BOARD** is the Board of Governors of the University.

1.6 **CHAIR** is the Chair of a Department.

1.7 **DEAN** is the Dean of a Faculty/Division or the Dean of Libraries or the Dean of the School of Graduate Studies. **ASSOCIATE DEAN** is the Associate Dean of a Faculty or the Libraries or Associate Dean of the School of Graduate Studies. The Dean may delegate their authority to an Associate Member, as appropriate, with respect to actions they are accountable for as outlined in this Collective Agreement. For clarity, the Dean remains accountable for such delegated decisions.

1.8 **DESIGNATED INDIGENOUS FACULTY AND LIBRARIANS** are defined as those who self-identify as Indigenous and can show lineage and/or acceptance by an Indigenous community. Their claims will be reviewed by the Indigenous Faculty Committee.

1.9 **DIRECTOR** is the Director of a School.

1.10 **EQUITY ADVOCATE** is the (s)elected faculty member, Librarian, or Professional Counsellor in a relevant committee (DHC, DEC, FTC, FPC, LAC, LPC, CAC, Chair Search committee, etc.) who receives additional training and ensures that the committee adheres to the values of equity, diversity, and inclusion (EDI).

1.11 **FACULTY** is a collection of Departments/Schools headed by a Dean.

1.12 **FACULTY MEMBER**: The term member includes all Limited Term Faculty, all Tenured and pre-tenured Faculty (including those on a re-employment program, reduced

workload and/or lay-off status); and including those who are, or have been appointed to supervisory, administrative, and/or developmental positions such as Chair, Director, Associate Dean, Dean, Vice-Provost, Faculty Affairs and Provost and Vice-President, Academic.

1.13 **ASSOCIATE MEMBER**: The term Associate Member includes a faculty member who holds an appointment to an administrative position described in 2.4 D, or a Librarian who holds an appointment to an administrative position described in 2.4 E. While they hold these appointments, only the provision of Article 2.4 (Terms of Agreement – Membership in the Association), Article 4.7 A, B (Appointments: Academic Administrative Faculty), and MOU - 25 (Promotion for Associate Members) shall apply to faculty members who are Associate Members. Only the provisions of Article 2.4 (Terms of Agreement – Membership in the Association), Article 16.6.B, and MOU - 25 (Promotion for Associate Members) shall apply to Librarians who are Associate Members. Other conditions of their service in these functions shall be determined on an individual basis.

1.14 **INCREMENT is the CAREER DEVELOPMENT INCREMENT** awarded annually to a faculty member for satisfactory performance.

1.15 **INDIGENOUS SCHOLARLY, RESEARCH AND CREATIVE ACTIVITY (SRC)** activity is defined as research in any field or discipline that is conducted by, grounded in or engaged with First Nations, Inuit, Métis or other Indigenous nations, communities, societies or individuals, and their wisdom, cultures, experiences or knowledge systems, as expressed in their dynamic forms, past and present. Indigenous research can embrace the intellectual, physical, emotional and/or spiritual dimensions of knowledge in creative and interconnected relationships with people, places and the natural environment. (Social Sciences and Humanities Research Council. Definitions of Terms). [NOTE: see MOU - 30]

1.16 **LIBRARIANS**: The term Librarians includes those people employed as Librarians by the University, except if so employed on a part-time or temporary basis.

1.17 **LIMITED CONTRACT (TEMPORARY) INSTRUCTOR**: For the purpose of this Agreement, the term Limited Contract (Temporary) Instructor includes those instructors hired for instructional duties for a defined period of less than one year. Limited Contract (Temporary) Instructors are not faculty members as defined in 1.12 above and 1.18 below.

1.18 **LIMITED TERM FACULTY (LTF)**: The term Limited Term Faculty includes all faculty members hired for defined periods of not less than one year and not more than a cumulative total of four years.

1.19 **MIDWIFERY FACULTY**:

A. Midwifery faculty are those faculty members who are required, as a condition of their being faculty, to maintain a midwifery practice sufficient to qualify for, and to maintain, current registration with the College of Midwives or another midwifery professional regulating body.

B. Midwifery faculty in the Midwifery Education Program does not include other faculty or instructors (Faculty Association or CUPE, 3904, Unit 1) who teach in this program if they are not:

a) midwives who teach courses and maintain a midwifery practice sufficient to qualify for, and to maintain, current registration with the College of Midwives or another midwifery professional regulating body.

b) hired into the designated “midwifery faculty” positions.

1.20 **MINISTER** is the Minister of Labour of Ontario.

1.21 **NOTIONAL FACULTY ASSOCIATION SALARY**: Notional Faculty Association salary is the annualized base salary for a member of the bargaining unit which designates the gross salary a member is entitled to if engaged in full-time service. Notional salary is a combination of base salary, across-the-board adjustments, Sector Adjustments, Career Development Increments, Anomalies Adjustments and Promotional Adjustments but excludes stipends, administrative allowances, recognition awards and overload payments.

1.22 **PRESIDENT** is the President of the University.

1.23 **PRE-TENURE FACULTY**: The term Pre-tenure Faculty includes all faculty members employed at the University on a career basis who have not been transferred to the tenured faculty.

1.24 **PROFESSIONAL COUNSELLORS**: The term Professional Counsellors includes those people employed as Professional Counsellors by the University, except if so employed on a part-time or temporary basis.

1.25 **SCHOOL OF LAW** refers to the Lincoln Alexander School of Law. In relation to the School of Law, any reference in this agreement to a:

A. "Department/School" shall be read as “School of Law”;

B. “Departmental Hiring Committee (DHC)” shall be read as “School Hiring Committee (SHC)”;

C. “Departmental Evaluation Committee (DEC)” shall be read as “School Evaluation Committee (SEC)”; and,

D. "Chair/Director", shall be read as “Dean or designate” and the duties and responsibilities of the Chair/Director in Article 26.1 will be performed by the Dean or designate; with the necessary modifications.

1.26 **SENIORITY**: Seniority shall be determined by the date upon which continuous employment (as active or Associate members) in the bargaining unit commenced, less periods, exceeding 12 consecutive months, of leaves of absence without pay from the University. The use of seniority as defined herein shall apply solely and exclusively to Article 22 (Financial Exigency), Article 23 (Redundancy), Article 24 (Lay-off), Article 15.15 (Professional Counsellors) and relevant associated Appendices B (Librarians) and C (Professional Counsellors), if applicable.

1.27 **ACADEMIC ASSISTANTS** are persons hired for a defined period to assist faculty members with academic responsibilities.

1.28 **TENURED FACULTY**: The term Tenured Faculty includes all faculty members employed on a career basis who have been awarded tenure by the University.

1.29 **TENURE-STREAM FACULTY**: The term Tenure-stream Faculty includes all pre-tenure and tenured faculty members.

1.30 **UNIVERSITY** is Toronto Metropolitan University.

1.31 **VICE-PROVOST**: Unless otherwise specified, is the Vice-Provost, assigned responsibility for Faculty Affairs by the University.