

ARTICLE 13 - APPOINTMENT CATEGORIES

13.1 Faculty

Every appointment to the faculty is made at one of the following ranks:

Professor
Associate Professor
Assistant Professor
Lecturer

13.2 Librarians

Every appointment of a librarian is made at one of the following ranks:

Librarian IV
Librarian III
Librarian II
Librarian I

Throughout the Collective Agreement, the position of "Archivist" is included in the general title of "Librarian".

13.3 Laboratory Instructors

Every appointment of a Laboratory Instructor is made at one of the following ranks:

Laboratory Instructor III
Laboratory Instructor II
Laboratory Instructor I

13.4 Any of the titles outlined in 13.1, 13.2, and 13.3 may be prefixed by the term "Visiting".

The term "Visiting" denotes an academic staff member who holds a position at another institution and is appointed to a temporary position at the College.

13.5 Instructor

Every appointment of an Instructor shall be one of the following ranks:

Instructor III
Instructor II
Instructor I

The rank of appointment shall be determined as follows:

Instructor I: the academic staff member possesses a Bachelor's degree or equivalent relevant professional experience.

Instructor II: the academic staff member possesses a Master's degree and has relevant teaching experience, or possesses a four-year Bachelor's degree or equivalent and has four years of relevant teaching experience prior to appointment at this rank.

Instructor III: the academic staff member possesses a Ph.D. or equivalent, and has some relevant experience, or possesses a Master's degree and five years of relevant teaching experience prior to appointment at this rank.

For the purposes of determining the member's rank upon initial appointment, the Dean, after consulting with the appropriate University of Regina department head or equivalent, shall assess the member's professional experience, credentials, and teaching experience.

13.6 **Sessional Lecturers**

Every appointment of a Sessional Lecturer shall be to one of the following ranks:

Sessional Lecturer IV

Sessional Lecturer III

Sessional Lecturer II

Sessional Lecturer I

The rank of appointment shall be determined as follows:

Sessional Lecturer I: the academic staff member possesses a Bachelor's degree or equivalent relevant professional experience.

Sessional Lecturer II: the academic staff member possesses a Master's degree, or possesses a four-year Bachelor's degree or equivalent and has taught twelve three credit hour courses or equivalent.

Sessional Lecturer III: the academic staff member possesses a Ph.D. or equivalent, or possesses a Master's degree and has taught fifteen three credit hour courses or equivalent.

Sessional IV: the academic staff member qualifies as a Sessional II or III and has achieved priority status in accordance with Article 13.7

For the purposes of determining the member's rank upon initial appointment, the Dean, after consulting with the appropriate University of Regina department head or equivalent, shall assess the member's professional experience, credentials, and teaching experience.

Academic staff members, in the faculty ranks, who retire from Luther College, the University of Regina, or any of its other federated colleges, and who later agree to teach on a sessional basis shall be classified at the Sessional Lecturer ~~III~~ IV level.

A Sessional Lecturer who obtains the necessary qualifications for appointment to a higher rank, shall be appointed at the appropriate rank at the appointment subsequent to gaining the qualifications.

13.7 **Preference Preference and Priority Status for Sessional Members**

13.7.1 ~~For the purpose of determining preference or priority status for sessional members, the criteria must have been completed in the semester prior to the beginning of the hiring cycle for sessional lecturers. The hiring cycle begins with the date on which sessional positions are posted.~~

~~Sessional members shall maintain their priority and preference status for a period of up to two years from the time of their last appointment at the College~~

13.7.2 ~~In recognition of experience and demonstrated success, the College shall give preference in sessional lecturer contracts to individuals who have completed at least five (5) contracts in total been academic staff members at Luther College for in at least three distinct semesters in the preceding three years. This provision shall be subject to the members having received satisfactory evaluations and being qualified to teach the specific course(s) in question. Sessionals shall maintain their preferential status for a period of up to two years from the time of their last sessional appointment at the College. (3) semesters in the preceding three (3) years.~~

13.7.3 ~~The College shall give priority status in sessional contracts to individuals who have completed twenty-five (25) or more sessional contracts in the past six (6) years. These individuals shall be eligible to receive pre-posting offers within the College in accordance with Article 12.2.1.~~

~~Sessional lecturers with priority status shall be notified of available sessional lecturer contracts at~~

least three weeks prior to the posting date for any hiring cycle. Sessional lecturers with priority status will have two weeks to respond indicating their interest in specific courses. The sessional's written response shall be considered an application and their expression of interest to teach those specific courses.

If no qualified sessional lecturer on the priority list applies for a particular course(s), the academic unit may conduct a separate competition for the course(s) in question following the process outlined per Article 12.2.

Appointments shall be made in accordance with the formal written procedures established as per Article 12.2 and shall be offered to qualified applicants with preferential or priority status as per Article 13.7 prior to considering applicants without preferential or priority status. Normally, all sessional appointments shall be made at least forty days prior to the start of the semester. If circumstances preclude an appointment from being made in the normal way, the Faculty Association shall be informed in a timely manner.

These provisions shall be subject to the members having received satisfactory evaluations through the review process outlined in Article 17 and being qualified to teach the specific course(s) in question.

Sessional members with priority status shall be considered for courses in advance of postings within the College to a maximum of three (3) pre-posting offers. Sessional members with preference but not priority may claim said preference for a maximum of three (3) courses per semester. If a course assigned on the basis of priority or preference is cancelled, the member may claim priority or preference for another course that has not already been assigned, assuming the sessional member has expertise in that course. In the event that no such course is available for the member to claim, and the member has no other current appointment, then the member's priority or preferential status shall be extended, one time for an additional four months.

Sessional Members shall maintain their priority and preference status for a period of up to two years from the time of their last appointment at the College.

If an Instructor position becomes available at the College, a sessional who meets the qualifications defined in the job description and who has taught twenty-five (25) courses or more within six (6) consecutive years at Campion-Luther College will be placed on the short-list for the position should they apply.

The Dean College in conjunction with the Faculty Association shall annually inform the Faculty Association and Dean, and academic staff members of these preference provisions and their application.

The Dean College shall maintain and distribute to the Faculty Association, the sessional priority and preference list as described in Article 10.2.

13.8 An academic staff member with an appointment in the laboratory instructor or librarian ranks who is appointed by the College to teach one or more courses shall be appointed as a Sessional Lecturer. The level of appointment shall be in accordance with the qualifications outlined in Article 13.6.

13.9 **Academic Unit Assignment**

Ranks shall be assigned within departments. Such assignments shall not determine the assigned duties of an academic staff member. Interdisciplinary appointments may be made but shall indicate the primary academic unit to which a member is affiliated. This will determine the unit to which the member belongs for actions pursuant to Article 25. With the prior written concurrence of the member, duties may be assigned outside of the academic unit to which the individual member is affiliated. Any assignments that cross academic units shall be stated in writing, with a copy to the Faculty Association, before they are to take effect.

13.10 All academic staff members shall be compensated in accordance with Appendix A.