

WLUFA COUNTER PROPOSAL

October 23, 2013, 2pm.

13.2 Part-time Appointment Committee [PTAC]:

- 13.2.1 The University fills all vacancies by a process of selection as set out in this Article 13. Each academic unit or sub-unit as appropriate, or Area in the Department of Business, shall have a Part-time Appointment Committee [PTAC]. Names of the members of PTAC shall be posted on the academic unit or sub-unit web site, as appropriate.
- 13.2.2 Chairs of PTACs shall attend an annual training workshop which shall cover the appointments process as set out in this Agreement, and which shall be presented jointly by the Association and the University. Other PTAC members and academic administrative assistants shall be encouraged by the University and the Association to attend such workshops.
- 13.2.3 In academic units with sub-units, whose courses are taught on one campus, the PTAC shall consist of the Chair of the sub-unit or equivalent, who shall chair the committee, and two (2) full-time faculty members elected by the department-in-council, or equivalent. The department-in-council, or equivalent, shall elect two other full-time faculty members who shall sit as alternate(s) on PTAC when regular member(s) of PTAC are in conflict of interest or absent or when specialized knowledge is required. The composition of the PTAC of the Faculty of Music is set out in 13.9.2. For academic programs without a chair, the program's PTAC shall consist of the program coordinator, who shall chair the committee, and two (2) full-time faculty members from the coordinating committee, elected by the coordinating committee.
- 13.2.4 In academic units without sub-units (Education, Music and Social Work) the Chair of the PTAC shall consist of the Temporary Chair, and two (2) other full-time faculty members of the committee shall be elected by the faculty-in-council. The faculty-in-council shall elect two other full-time faculty members who shall sit as alternate(s) on PTAC when regular member(s) of PTAC are in conflict of interest or absent or when specialized knowledge is required.
- ~~13.2.6 At the Brantford Campus, for appointments to teach courses of academic units or sub-units of the Waterloo Campus (as listed in the University Calendar), and for Brantford Campus courses not part of Brantford Campus programs under 13.2.4, a Brantford Campus PTAC shall be constituted in accordance with 13.2.3. For appointments to teach courses under 13.2.x or 13.2.x.y of academic units or sub-units of the Waterloo Campus, the chair of the PTAC will consult with the chair of the other PTAC or the Temporary Chair, as applicable. the Dean, Associate Dean, or appropriate Program Coordinator of the Brantford Campus Consultation shall consult with the appropriate Department Chair or equivalent include about the selection of courses to be offered, the requisite qualifications for the position, The posting of courses, the review of applications and the recommendation of the appointments. to the Dean of the Brantford Campus shall be conducted by the Brantford Campus PTAC. If the Chair of the PTAC in 13.2.3.x or 13.2.3.y Brantford Campus PTAC has questions about the requisite qualifications for the position, the chair of the committee shall consult with the Chair of the academic sub-unit or equivalent.~~
- 13.2.x Where courses are taught on more than one (1) campus, but only on the campus of the originating program are there **at least three** (3) full-time faculty with expertise in the discipline, the PTAC of the originating program shall conduct the appointment process and Article 13.2.3 will apply.
- 13.2.y Where courses are taught on more than one (1) campus and there are at least three (3) full-time faculty with expertise in the discipline at each of the campuses, there shall be a PTAC for each campus.

- a) Where there is an academic sub-unit or equivalent, the PTAC shall consist of the Chair of the sub-unit or equivalent, who shall chair the committee, and two (2) full-time faculty members with expertise in the discipline, elected by its department-in-council, or equivalent, or faculty-in-council, as appropriate. The department-in-council, or equivalent, or faculty-in-council, as appropriate, shall elect two other full-time Faculty members who shall sit as alternate(s) on the PTAC when regular member(s) of the PTAC are in conflict of interest or absent or when specialized knowledge is required. The alternates may be in cognate disciplines on the same campus or another campus if the unit or sub-unit does not have enough faculty with expertise in the discipline.
- b) Where there is no academic sub-unit and there are more than three (3) full time Faculty members on a campus with expertise in the discipline, PTAC membership shall be determined by those members and the PTAC members shall choose their chair. The PTAC shall select two other full-time Faculty members who shall sit as alternate(s) on the PTAC when regular member(s) of the PTAC are in conflict of interest or absent or when specialized knowledge is required. The alternates may be in cognate disciplines on the same campus or another campus.
- c) Where there is no academic sub-unit and there are only three full time Faculty members with expertise in the discipline, those three members shall form the PTAC and shall choose their chair. The PTAC shall select two other full-time Faculty members who shall sit as alternate(s) on the PTAC when regular member(s) of the PTAC are in conflict of interest or absent or when specialized knowledge is required. The alternates shall be in cognate disciplines on the same campus or another campus.

New – Aug. 21

13.2.xx For appointments to teach courses under 13.2.y, the chair of the PTAC of the non-originating program shall consult with the chair of the PTAC of the originating program regarding the selection of courses to be offered and, the requisite qualifications for the position.-

13.2.yy In the case where a course has no home department or program, the PTAC of a cognate academic sub-unit or equivalent shall act as the PTAC for the course. In accordance with 13.2.1, the names of the members of the PTAC shall be posted on the academic unit web site. If the PTAC responsible for hiring for the course has questions about the requisite qualifications for the position, the chair of the PTAC shall consult with the Chair of another cognate academic sub-unit or equivalent.

13.2.7 Once the academic unit or sub-unit, as appropriate, has received approval from the Dean for the number of courses to be taught by contract academic staff, the PTAC shall seek applications by posting the positions under 13.3.

13.2.8 The PTAC shall review applications under the terms of this Agreement, and shall make recommendations on appointments to the Dean of the originating program, copied to the Dean of the academic unit offering the course. Minutes of the PTAC deliberations shall be kept by the committee chair and shall be made available to the Dean upon request and shall be made available to the Association in the event of a grievance.

13.2.9 Appointments that are subject to the rights of Members with seniority status under 13.6 are exempt from the provisions for posting under 13.2.6 and 13.3. When appointments have been authorized under 13.2.6, the Dean or designate shall provide the PTAC with an up-to-date seniority list for the academic sub-unit or equivalent.

The above Article is tentatively agreed to by the Parties.

Dated at Waterloo, Ontario this _____ day of _____, 2013.

Wilfrid Laurier University
Bargaining Committee

Wilfrid Laurier University Faculty Association
Bargaining Committee

per _____
Chief Negotiator

per _____
Chief Negotiator