

Article 37: Practitioner Faculty

- 37.1 Practitioner Faculty is a category of academic appointment used for practitioners in professional fields in which the University offers academic programs and in which students will benefit from a professional perspective.
- 37.2 Practitioner Faculty may be associated with an external agency, independent practitioners, or solely associated with the University.
- 37.3 Practitioner Faculty may only be appointed where the University can demonstrate that other categories of academic appointment (tenure-track or teaching) will not allow the academic unit to meet its needs and achieve its purposes.

Appointment

- 37.4 Advertising is not required for Practitioner Faculty appointments that arise through agency partnerships or as stipulated in Article 23.6: Non-Advertised Positions.
- 37.xx Demonstrated support of the unit is required for all Practitioner Faculty with appointments of more than two years.
- 37.5 Practitioner Faculty may be appointed at the rank of Assistant Professor, Associate Professor, or Professor, based on an assessment of professional and academic achievement and experience.
- 37.xx The rank of Instructor applies to appointments where the faculty member is appointed prior to, but contingent on, the completion of the Ph.D. or equivalent. Otherwise, appointments of Practitioner Faculty at any other rank may not require a Ph.D.
- 37.xx Practitioner Faculty appointments will normally be at 50% or greater. Where the individual maintains a substantial professional practice or does not have significant University responsibilities, the appointment may be lower.

Continuing Academic Appointments

- 37.xx Continuing Practitioner Faculty appointments will be an appointments will be an appointment without term subject to Articles 37.xx – 37.xx: Elimination of Position.

Probationary Appointments and Review

- 37.xx For all continuing appointments, an initial probationary appointment will be made on terms consistent with Article 33.1.
- 37.xx Upon appointment, Practitioner Faculty will be provided with the unit's expected standard of performance and the criteria by which this performance will be measured.
- 37.xx The TPC will review a probationary member's performance during the biennial review cycle identified at the time of hire. If their performance has been satisfactory, the Chair will recommend to the Dean that the appointment be made a continuing appointment at the end of the probationary period that one step award be given.
- 37.xx If a Probationary Practitioner Faculty Member has held an appointment for six months or more they will receive a one-step award without review on the September 1st following their appointment.
- 37.xx Practitioner Faculty who have been on medical leave or long-term disability or who have experienced other severely disruptive personal circumstances may request an extension of the probationary period as per the terms in Articles 30.13 – 30.15 (Delay in Consideration).

Unsatisfactory Probationary Review

37.xx If the Probationary Member receives an unsatisfactory review from the TPC, the Chair will outline in writing:

37.xx.1 the unsatisfactory aspects of the performance in relation to the job responsibilities;

37.xx.2 the expected standard of performance;

37.xx.3 the criteria by which that performance will be measured.

37.xx The probationary period will be extended by 12 months to allow for a supplementary review during the TPC's next biennial review cycle. There will be no step award given in the year following an unsatisfactory review. The Probationary Member may appeal this negative assessment to the Dean within 14 days of receipt of the Chair's recommendation.

37.xx If the supplementary review is negative, the Chair will recommend to the Dean that notice of termination of the probationary appointment be given. A Member whose probationary appointment is to be terminated is entitled to no less than four months' notice or pay in lieu of notice.

Term Appointments

37.6 A Term Appointment may be made where there is need for the temporary employment of a Practitioner Faculty member and/or where only temporary or contingent funding is available. The term of appointment will be up to five years. Term appointments may be renewed for a further term of at least two years, but renewals beyond five years or successive appointments totaling more than 5 years (with no breaks in service of over 4 months) require approval of the Association.

37.xx Where a term appointment is below 50% of full time or more than 50% externally funded, approval of the Association as per Article 37.6 is not required, but the Association will be provided notice of the extension.

37.xx Where a Practitioner Faculty member will have been employed in a term position of at least 50% for 4 years (subject to Article 37.xx above), the Department will, prior to the end of the 4th year, determine whether there is a continuing need for the position. If a continuing need is identified, a position will be created (subject to budgetary approval).

37.xx If a continuing need is not identified, or if budgetary approval for a continuing position is denied, the Department may not appoint any new Practitioner Faculty with the same substantive specialty for a period of two years.

37.xx If a continuing position is created, the Department will make a recommendation to the Dean as to whether the search should be non-advertised and targeted to the incumbent member or open as per Article 23: Continuing Academic Appointments. The search process will be initiated within 6 months.

37.7 If a contract is not renewed for any reason, the appointment will end. Such termination of appointment is not considered dismissal.

Terms and Conditions of Appointment

37.xx Continuing Practitioner Faculty are eligible for Study Leave as per Article 46.

- 37.9 Practitioner Faculty will be subject to performance reviews in the same manner as all other faculty and will be eligible for merit and progress through the ranks. Merit awards will be pro-rated to the level of SFU appointment.
- 37.xx Continuing Practitioner Faculty are eligible for probationary review and promotion on the same schedule and the same terms as Teaching Faculty, though criteria will be adjusted to reflect the responsibilities and expectations of the appointment. TPCs may be augmented by the addition of a Practitioner Faculty member as appropriate.

Other Requirements

- 37.10 Appointment as Practitioner Faculty does not carry with it the prospect or promise of conversion to a tenure-track appointment.
- 37.11 The total complement of Term Practitioner Faculty appointed will not normally exceed 5% of the University's total CFL complement or constitute more than 20% of any individual academic unit.
- 37.12 The University will provide an annual report in December to the Association summarizing the number of Practitioner Faculty appointments across academic units, including rank, term and source of funding, as well as new Practitioner Faculty appointments made in the previous academic year.

Voting Rights

- 37.xx Continuing Practitioner Faculty will be considered as faculty members with the rights and responsibilities conferred by the *University Act*. Continuing Practitioner Faculty members are not eligible for tenure but may serve on a TPC as per Article 37.xx above and may vote in any election of members to that committee and participate fully in Departmental, Faculty, and University activities.
- 37.13 Term Practitioner Faculty holding appointments of more than one year or who have two or more consecutive one-year appointments may participate in departmental, faculty and university activities, except that they may not:
- 37.13.1 serve on a TPC;
 - 37.13.2 vote in any election of Members to the TPC;
 - 37.13.3 vote in demonstrated support votes.

Elimination of Position

- 37.xx The University accepts that it has a responsibility to continuing employees with long service who have given good job performance and who would suffer a loss of employment as a result of departmental re-organization or elimination of their positions.
- 37.xx The Chair will advise a Continuing Practitioner Faculty member whose position is discontinued of the reasons for this action in writing. As much notice as possible will be given, but in no circumstances will the period of notice be less than:
- 37.xx.1 four months for a person with service of two years or less in a continuing position;
 - 37.xx.2 eight months for a person with service of greater than 2 but less than five years in a continuing position;
 - 37.xx.3 12 months for a person with five or more years of service in a continuing Position.

37.xx The University will assist a Continuing Practitioner Faculty Member whose position is discontinued in a search for suitable alternative employment within the University.

37.xx No Practitioner Faculty Member will be expected to take a reduction in salary as a result of being the successful applicant to a position in the bargaining unit in a lower salary range than they previously occupied. In such cases, the individual's salary will be frozen unless and until the position occupied has a salary range that is greater than the salary currently received by that individual.

37.xx If no suitable alternate employment within the University has been located by the end of the notice period then the Member will be terminated and receive severance pay equivalent to one month's salary and benefits for each complete year of service to a maximum of 12 months' salary, to be paid out in a mutually agreeable manner.

37.xx For 12 months following termination:

37.xx.1 the individual may elect to carry group medical, extended health, and dental coverage provided that all employer and employee portions of premiums are prepaid by the individual;

37.xx.2 Continuing Appointments with 50% or more external monetary support may be Terminated in accordance with Article 40.4 (Grant Tenure).

This article is agreed to by the parties on this ____ day of _____, 2019.

John O'Neil, for SFU

David Broun, for SFUFA