

# KNOW YOUR CA

## ARTICLE 32

# Reappointment and Promotion of Adjuncts

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For the purposes of Article 32, Continuing and Distance Studies (CDS) is now regarded as a Unit.

Any rights of

reappointment, including an appointment as a Continuing Adjunct, acquired through teaching CDS courses, shall apply only to CDS courses.

### Changes to Specific Right of Reappointment (SRoR)

Article 32.2.1 states that an Adjunct must now teach one or more course(s) at least three times over four consecutive years to earn a right of reappointment to a specific course in the same course-delivery format. The record of good teaching and satisfactory performance of assigned duties must be based on at least three evaluations. A Specific Right of Reappointment (SRoR) may now be earned for courses with a weight of less than 0.5, but the responsibility for the course must still be 100% with the Adjunct for it to count towards SRoR.

Note that, at the table, the parties confirmed that the bumping provision for Teaching Fellows in Article 32.2.2(a)

should be understood as excluding Teaching Fellows who have already taught a course as a Teaching Fellow.

### Changes to General Right of Reappointment (GRoR)

**GRoR in One Unit:** Article 32.3.1.1 states that, to be eligible to apply for General Right of Reappointment (GRoR) within a Unit, a Term Adjunct must now teach four or more consecutive years as a Term Adjunct, and their years of service multiplied by the cumulative total of full-course equivalents taught must equal at least 16.

Only courses weighted 0.5 or more for which the Term Adjunct holds SRoR count toward eligibility for GRoR and calculation of the teaching-load equivalent (TLE). The TLE is no longer University wide, but is restricted to any course the Member is demonstrably qualified to teach within the Unit in which he or she acquired GRoR.

The criteria for granting of GRoR has changed (Article 32.3.1.5). There must now be clear evidence, based on at least three evaluations, of a record of very good teaching and a commitment to academic and pedagogical excellence, as well as a record of high-quality performance of assigned duties.

A Modified Appointments Committee will now deal with applications for GRoR. This Committee is a Unit's Appointments Committee except that the Head (or delegate) shall recuse himself or herself and another Member shall chair the

Committee. This Chair shall be a voting member of the Committee.

**GRoR Across Two or More Units:** GRoR is now Unit specific, and Term Adjuncts who wish to apply teaching experience in one Unit towards *numerical* eligibility for GRoR in another Unit must inform Heads in all relevant Units in writing of teaching performed in other Units by 31 October in the Fall Term, or by 15 February in the Winter Term if they are only teaching in the Winter Term (Article 32.3.7.2).

The Head of the Unit in which the Term Adjunct has SRoR or, if the Member has SRoR in both Units, the Head of the Unit in which the greatest amount of teaching has been performed will initiate the process for acquiring GRoR.

Members are now only eligible for GRoR in Units in which they hold SRoR, and the process for acquiring GRoR must be completed for each Unit separately.

Expiration or loss of GRoR is also Unit specific. In other words, other than combining all teaching across Units to arrive at the product of 16, the rights and processes of the GRoR are now Unit specific.

### Reappointment of Adjuncts with GRoR

Reappointment for Adjuncts with GRoR may now be for one to three years. The teaching load assigned in a given year is contingent on the availability of courses that the Member is demonstrably qualified to teach, but being assigned fewer courses in a

particular year does not affect the Member's TLE or GRoR.

**Conversion to Continuing Adjunct**

The numerical eligibility for a Term Adjunct to apply for conversion to Continuing Adjunct remains:

- a minimum of 6 consecutive years, and
- years of service multiplied by the cumulative total of successfully taught full-course equivalents equal to or greater than 72.

However, like GRoR, Continuing Adjunct status is now Unit specific and follows the same procedures across multiple Units. Adjuncts must notify the Heads of all Units in which they teach that they intend to apply the teaching in all Units to the calculation for Continuing Adjunct status.

To be eligible for a Continuing Adjunct appointment, a Member's Teaching Load Entitlement in any given Unit must be 0.5 or greater. There is a new ceiling of 100% of a Full-Time Equivalent (FTE).

The Modified Appointments Committee is responsible for recommendations relating to Continuing Adjunct appointments.

**Promotion for Adjunct Faculty**

Promotion criteria and processes for Adjunct Members are unchanged, including the conversion to a Tenured appointment after at least twelve years of service, and successful promotion to full professor.

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