Letter of Understanding

Between

The University of Victoria

And

The University of Victoria Faculty Association

Re: Promotion Increments for an Assistant Teaching Professor promoted to Teaching Professor as per Section 25.8

Whereas

The Collective Agreement states:

25.8 An Assistant Teaching Professor who has, as of July 1, 2014, a continuing appointment as an Assistant Teaching Professor may apply directly for promotion to Teaching Professor with tenure without first being granted promotion to Associate Teaching Professor, provided:

25.8.1 they do not apply for promotion to Teaching Professor before their eleventh year of service in the rank of Assistant Teaching Professor; and

25.8.2 the application is made prior to June 30, 2019.

63.21 When a Member is promoted to another rank, the Member will receive a promotion increment, which is a permanent salary increase equivalent to the value of one CPI valued at the July 1, 2014 amount.

And whereas a promotion from Assistant Teaching Professor, bypassing the rank of Associate Teaching Professor, is in effect a two rank promotion and that by bypassing the rank of Associate Teaching Professor, the faculty member is missing the opportunity to earn a promotion increment as per Section 63.21:

The parties hereby agree that:

1. To ensure equity in the application of salary increment provisions, an Assistant Teaching Professor who is successful in their application for promotion directly to Teaching Professor under Section 25.8 will receive two promotion increments.

SIGNED this 16 day of March 2017

Dr. Helga Hallgrimsdottir
President
University of Victoria Faculty Association

Dr. Valerie Kuehne
Vice-President Academic and Provost
University of Victoria