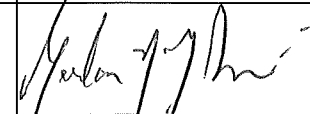


TEACHING & RESEARCH
BY ADMINISTRATORS WITH
FACULTY APPOINTMENTS

| | | | |
|-------------------|---|------------|---|
| Section | 4 – Employment Policies | Policy No | 4.05 |
| Employees Covered | Non Union | Effective | Oct 2013 |
| Subject | Teaching & Research by Administrators with Faculty Appointments | Authorized |  |

Scope

For the purpose of this Policy, Administrator includes those with an appointment at the level of Dean or higher who are eligible for entry or re-entry into a faculty position on completion of the term as an Administrator.

Policy

For Administrators with faculty appointments, remaining engaged in teaching and research is recognized as a valuable way of staying connected with students and faculty while making an important contribution to the Department within which they teach or do their research.

While Administrators may engage in research, creative and scholarly activities and reasonable amounts of teaching under the CBUFA collective agreement, it will not be a requirement under their employment contracts to do so.

Should an Administrator wish to pursue these activities, it will be done voluntarily, normally on a pro bono basis, and with the endorsement of the immediate supervisor. In seeking endorsement, the Administrator will provide an explanation as to how teaching or research will contribute to success in his/her administrative role. In all cases, the Administrator who pursues teaching and research must do so while keeping in mind that first priority is to be given to administrative responsibilities of his/her regular position.

| | |
|---------------------|----------|
| Implementation Date | Oct 2013 |
| Next Review | 2016 |