



## **5.0 Academic Rank and Career Progression**

5.1 An Associate Dean has the academic rank or appointment at or to which she or he has been appointed or to which she or he has been promoted in the Faculty in which his or her base appointment resides.

5.2

application will be made to the Dean of the Faculty in which the Associate Dean holds the administrative appointment.

6.4 An Associate Dean who serves for less than a five year term and is therefore not entitled to Administrative Leave under this provision is entitled to count the years served as Associate Dean toward eligibility for Study Leave under Article 43.13.2 of the Framework Agreement. Service as an Associate Dean may not be counted for both Administrative and Study Leave.

6.5 The following provisions of the Framework Agreement apply to Administrative Leave for an Associate Dean placed by the words

- 48.1 Eligibility
- 48.2 Purpose
- 48.3 Application

Provost for Dean in those articles. Where the Associate Dean performs duties in two Faculties, both Deans will be consulted.

- 6.10 In determining the salary to be paid to an Associate Dean on long term disability, maternity or parental leave, sick leave, paid special leave or leave for jury or witness duty, the Associate



an Associate on a confidential basis from others with whom the Associate Dean works as a part of the evaluation process. Where the Associate Dean continues to perform teaching and research duties, this will include the Chair and Dean of the unit in which the Associate Dean resides.

- 9.4 Where an Associate Dean is appointed to a position that meets the standards of career progress, the Dean of the Faculty in which the Administrative appointment is held will recommend that the Vice-President Academic and Provost award the Associate Dean a career progress increment.
- 9.5 The Dean may also recommend to the Vice-President Academic and Provost that the Associate Dean be awarded a career progress increment.

9.11 Where an Associate Administrative Leave or Study Leave, review of the Associate performance and determination of career progress and merit awards for the calendar years that overlap with the period of Administrative Leave or Study Leave will be conducted by the Dean of the Faculty in which the Administrative appointment is held based on criteria that are relevant to the Associate Administrative Leave proposal and to the criteria set out in 9.7, assessed over the entire Administrative term. Where a portion of any year was spent performing regular academic duties in a unit, the Chair or Dean of that unit will be consulted.

9.12

a) Where an Associate Dean returns to a regular faculty position within a Faculty and the assessments in section 9.10 have been completed, the Chair of the relevant Department (in Faculties with Departments) or Dean (in Faculties without Departments and where the Associate Dean has served the administrative term in another Faculty) shall consult with the Dean of the Faculty in which the Administrative appointment was held in determining an appropriate award of merit for the former Associate Dean until the three-year assessment window provided for in the Framework Agreement contains at least two full years of service to regular duties in the unit.

b) The intent of this provision is to ensure that the former Associate Dean is not unfairly prejudiced in salary assessment as a result of having served a Faculty as Associate Dean by reduced scholarly production and teaching responsibilities for that portion of the three year evaluation period under the Framework Agreement which overlaps with the term served as Associate Dean.

## 10.0 Revisions

This Policy will be revised as may be required after any modifications to the Framework Agreement.