

PROPOSAL 1: DEFINITION OF CCD

Add a new definition of Clinical Course Director to Article 10.04.2 Definitions as follows:

10.04.2 DEFINITIONS

“COURSE DIRECTOR” shall be defined as an individual assigned sole or principal responsibility for the design and/or presentation of a course (except where the course is a 1000-level College Course) or an individual assigned these responsibilities in a team-taught course. For the purposes of calculating salary and experience, it is recognized that one course director position normally consists of three contact teaching hours per week in the fall/winter session, or the pro-rated equivalent in other sessions. It is also recognized, however, that there are anomalies which deviate from this norm for a variety of reasons which may include but are not limited to: the nature and level of the course and pedagogy involved; the amount of out-of-class preparation time; the size of the class; the number of weeks in the session and/or reasonable Faculty/Unit practices. The Parties agree that the identification of a position as an anomaly may justify remunerating that position at a salary higher or lower than specified in Article 10.04.1. In such cases, the parties shall negotiate and agree upon the remuneration for such positions. This provision applies to the identification of any position with anomalous contact hours created after June 23, 1994, or to any proposed changes to any existing position with anomalous contact hours effective after June 23, 1994. Where the parties fail to agree upon the remuneration for any such position, the question may be referred directly to Arbitration in accordance with Article 7.10.

“CLINICAL COURSE DIRECTOR” shall be defined as an individual with current registration to practice as a Registered Nurse (RN) and whose primary role is to provide practical instruction, demonstration of nursing practices, assessment/evaluation, and communication with students. The primary role of a Clinical Course Director (CCD) may also include management or oversight of the teaching and learning environment. CCDs are responsible for implementing course elements, standards, learning outcomes and assessments as determined by the Course Director and the School of Nursing. A CCD’s responsibilities are primarily exercised in experiential learning settings – whether at the University or at a remote site - where their students develop, apply, practice, and assimilate skills and information required to meet the qualifications to become an RN, to meet their academic program requirements, and build student confidence and success.

PROPOSAL 2: PROOF OF PRACTICE

11.01.3 The qualifications posted for all positions in the bargaining unit must be reasonable and demonstrably relevant to the posted position, including in cases where tutor positions are posted in Unit 1 and Unit 2. In the Department of Nursing, qualifications set with respect to ~~proof of~~ current practice will be reasonably connected to the duties of the position.

12.02 APPLICATIONS

12.02.1 (i) All applicants for positions must apply directly and in writing, providing an updated application (specific or general, see Appendix F) and current curriculum vitae, unless a current curriculum vitae is already on file, to each of the hiring units in which she seeks employment. In the School of Nursing, applicants will be responsible for highlighting in a separate section of their current curriculum vitae any required current practice qualifications. A general application shall be submitted between 15 November and 31 January, and shall apply to all positions in the hiring unit for all academic sessions that commence during the twelve months following 31 January. The employer agrees to notify all employees of the dates for submitting general applications. The employer undertakes that no appointments shall be made prior to 31 January. Any applications submitted outside of these dates shall be specific to a particular position(s).

Note: Consistent with, but not as part of the above proposal, starting with the 2021-22 posting exercises the School of Nursing would revise its postings for Clinical Course Director positions to substitute the current phrasing regarding Proof of Practice with new phrasing regarding the documentation of any required current practice qualifications. That phrasing would read as follows:

Current practice, defined as 144 hrs worked in [type of care setting, e.g., acute pediatric care setting] over the last 12 months prior to the submission of this application. Applicants are required to highlight this required current practice qualification in a separate section of their current CV submitted with their application. This information will include

- the type of work (i.e., specific nature of the clinical practice)
- the location(s) where it was performed
- the number of hours completed