

June 7, 2021

Employer Proposal re Unit 2 Article 10.04.2 Definitions

corresponds to CUPE proposal #26

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 reactivity is to provide practical instruction, demonstration to students in clinical, lab and virtual space settings [“experiential learning settings”] on the application of practical knowledge, where the primary activity involves nursing practices, practice, and the teaching, supervising (direct and indirect), and mentoring of students in the experiential learning settings, and associated duties that are directly related to the practicum such as: assessment/evaluation, and communication with students. The primary role of a Clinical Course Director (CCD) may also include, and 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.

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