

## ARTICLE 1. DEFINITIONS

For the purposes of this Agreement the following terms shall be defined as provided by this Article:

- 1.1 "Academic appointment" shall mean an appointment with the University with the rank of librarian, associate librarian, assistant librarian or general librarian, senior instructor, instructor II, instructor I, professor, associate professor, assistant professor or lecturer but not including adjunct professor or those with visiting status.
- 1.2 "Academic librarian" shall mean a Member with the rank of librarian, associate librarian, assistant librarian or general librarian.
- 1.3 "Academic session" shall mean summer session, intersession or the combination of the first and second terms.
- 1.4 "Academic staff members with academic librarian rank" shall mean all academic librarians in the libraries holding full-time appointments, reduced appointments (s. 10.1) or half-time appointments (s. 10.19.2) at the rank of general librarian, assistant librarian, associate librarian or librarian".
- 1.5 "Academic staff members with faculty rank" shall mean all individuals in a department holding full-time academic appointments, reduced appointments (s. 10.1) or half-time appointments (s. 10.19.2) at the rank of instructor I, instructor II, senior instructor, lecturer, assistant professor, associate professor or professor.
- 1.6 "Academic year" shall mean the twelve (12) month period commencing the first day of July and ending the thirtieth day of the following June.
- 1.7 "Appointment status" shall mean the combination of a Member's rank, appointment type (probationary, continuing or with tenure), accumulated research/study leave credits, salary and, for the purposes of Article 28, effective date of appointment.
- 1.8 "Appointment with tenure" for faculty members shall mean a full-time, reduced (s. 10.1) or half-time (s. 10.19.2) academic appointment that continues until retirement or until otherwise terminated in accordance with the provisions of this Agreement.
- 1.9 "Association" shall mean the University of Manitoba Faculty Association.
- 1.10 "Base salary rate" for Members shall mean the regular annual salary rate associated with his/her full-time academic appointment.
- 1.11 "Board of Governors" and "Board" shall mean the Board of Governors of the University of Manitoba.
- 1.12 "Contingent appointment" shall mean a full-time academic appointment principally dependent upon the availability of non-operating funds.
- 1.13 "Continuing appointment" for academic librarians and instructors shall mean a full-time academic appointment given independent of rank which may be terminated as provided in this Agreement.

- 1.14 "Dean" shall mean the dean of a faculty or his/her delegate or a person authorized to act in that capacity. For the purposes of this Agreement, whenever "dean/director" is used, it shall be interpreted as the dean of a faculty, the director of a school or the Director of Libraries.
- 1.15 "Department" shall mean a department in a faculty or school established by the University. For a faculty or a school not organized into departments, "department" shall be interpreted to mean "faculty" or "school".
- 1.16 "Department head" shall mean the head of a department or his/her delegate or a person authorized to act in that capacity. For a faculty or a school not organized into departments, "department head" shall be interpreted to mean "dean" or "director". For the libraries, "department head" shall mean head of a department, head of a regional library, coordinator, assistant director or associate director or Director of Libraries, as appropriate.
- 1.17 "Director" shall mean the director of a school and the Director of Libraries, or his/her delegate or a person authorized to act in that capacity.
- 1.18 "Discontinuance" and "discontinuation" shall mean the termination of a probationary appointment or an appointment with tenure by the University without the consent of the appointee in accordance with the procedures prescribed in Article 28.
- 1.19 "Dismissal" shall mean the termination of an appointment by the University without the consent of the appointee as follows: for a faculty member having an appointment with tenure, prior to retirement, except under the provisions of Article 28; for a faculty member having a term appointment, prior to the end of the stated contractual period; and for a faculty member having a probationary or contingent appointment, without the required notice.
- 1.20 "Employer" shall mean the University of Manitoba.
- 1.21 "Faculty" shall mean an academic unit which is administered by a dean and shall include Extended Education and Student Services.
- 1.22 "Faculty member" shall mean a Member with the rank of professor, associate professor, assistant professor or lecturer.
- 1.23 "Faculty/School Council" shall mean Faculty/School Council as defined in the Senate By-Laws. The composition of the Faculty/ School Council shall be as defined by the Senate By-Laws.
- 1.24 "First term" shall normally mean the period from the first day of September to the thirty-first day of December.
- 1.25 "Full-time appointment" shall mean an appointment for an academic year with a normal workload.
- 1.26 "Half-Time Appointment" shall mean the appointment status provided to a Member who chooses not to retire and instead to continue beyond age 69 on a half-time appointment in accordance with s. 10.19.2.
- 1.27 "Individual appointment year" shall mean the twelve (12) month period commencing with the effective date of the faculty member's academic appointment.
- 1.28 "Instructor" shall mean a Member with the rank of senior instructor, instructor II or instructor I.

- 1.29 "Meeting in Committee" means a meeting of Members as set out in the Agreement, where Members are present and able to participate during the course of the meeting. Presence and participation may be in person, by conference call or any other technological means available to ensure a real time presence and ability to participate. Only those Members so present may vote on recommendations and/or decisions arising from the Meeting.
- 1.2930 "Member" shall mean an employee who is a member of the bargaining unit as defined by Certificate No. MLB 3998 including members of the bargaining unit who are on reduced appointments (s. 10.1) or half-time appointments (s. 10.19.2).
- 1.3031 "Part-time appointment" shall mean an appointment for an academic year with less than normal workload.
- 1.3132 "Part-time sessional appointment" shall mean an appointment with less than a normal workload for a specified period of time of less than twelve (12) months' duration.
- 1.3233 "President" shall mean the President of the University or his/her delegate or a person authorized to act in that capacity.
- 1.3334 "Probationary appointment" for academic librarians and instructors shall mean an initial full-time academic appointment for a specified period on a probationary basis where the Member will normally be considered for a continuing appointment before the end of his/her maximum probationary period as provided in Articles 17 and 34.
- 1.3435 "Probationary appointment" for faculty members shall mean a full-time academic appointment which confers probationary status on a faculty member and which ends in the granting of a tenured appointment or in termination of the appointment.
- 1.3536 "School" shall mean an academic unit (not including the libraries) which is administered by a director.
- 1.3637 "Second term" shall normally mean the period from the first day of January to the thirtieth of April.
- 1.3738 "Sessional appointment" shall mean an appointment for a specified period of time of less than twelve (12) months' duration and with a normal workload.
- 1.3839 "Suspend" shall mean to discontinue or reduce such of the duties, salary and privileges of a faculty member as his/her dean/director shall recommend while staff benefits are continued.
- 1.3940 "Tenure" shall mean the right granted to some faculty members which results in the continuation of the faculty member's academic appointment until retirement or until otherwise terminated.
- 1.4041 "Term appointment" shall mean a full-time academic appointment for a contractually limited period carrying no implication that the Member will be considered for a continuing appointment or an appointment with tenure which terminates automatically at the end of the specified period and is subject, in the case of faculty members, to the provisions of s. 19.C.5.
- 1.4142 "Termination" shall mean the ending of a Member's full-time employment with the University in accordance with the provisions of this Agreement by: resignation (Articles 17, 19, 34); the

giving of notice to Members not holding tenured appointments (Articles 17, 19, 34); the advent of the end date of term and contingent appointments (Articles 17, 19, 34); discontinuance (Article 28); retirement (Articles 10, 17, 34); and dismissal (Articles 17, 19, 34).

1.4243 "University" shall mean the University of Manitoba.

1.4344 "Vice-President (Academic) and Provost" shall mean the Vice-President (Academic) and Provost of the University or his/her delegate or a person authorized to act in that capacity.