

TRANSITIONAL AGREEMENT
Between
The University of Ontario Institute of Technology
("the University")
And
The University of Ontario Institute of Technology Faculty Association
("the UOIT Faculty Association")

The University and the Faculty Association have agreed on a number of transitional provisions to bridge the change from the application of the previous academic policies to the adoption of the processes and provisions of the Collective Agreement as follows:

- 1) All of the provisions of the Collective Agreement apply with the exception of the items set out in this Transitional Agreement.

- 2) Article 17 – Official Files

Except as otherwise noted, this Article will come into effect on July 1, 2011. Prior to that time the University will assemble Official Files as set out in Article 17. The files created will be as complete as possible, understanding that some of the documents referenced in Article 17.02 may not be in the possession of the University. The Official File created by July 1, 2011 will be kept complete on a go-forward basis. All Faculty Members will be invited to inspect their Official Files after July 1, 2011. Faculty Members may wish to augment their files, once created, with any of the information that is missing but for which they have a copy. Should the University discover any missing information after July 1, 2011, the faculty member will be notified of its inclusion in the file as per the provisions in the agreement.

The Official File for Faculty Members who have put themselves forward for promotion to Professor under Article 20 will be assembled on a priority basis by January 15, 2011 for use in the Promotion process and the Faculty Member will be invited to review his/her Official File and provide any comment about it by January 31, 2011.

- 3) Article 18 – Third Year Review Procedures

For 2010/11 only, the dates referenced in article 18.04 and 18.05 will all be moved to one month following the specified date and the Official File will not be made available to the Third Year Review Committee under Article 18.04(g). The new provisions in the collective agreement do not require a representative appointed by the Provost. Any Provost representative already appointed to a Third Year Review Committees for 2010/11 may elect at their sole option to continue on the Committee or to advise the Provost that they will not take part in the Committee.

- 4) Article 19 – Tenure

For 2010/11 only Article 19.03(d) (early application for Tenure) will not apply. Instead, all Assistant Professors who have their final probationary term year as 2011/12 and would normally, if given tenure, be promoted to Associate Professor on July 1, 2012 (per 19.16(e)), and who are granted tenure, will retroactively be promoted effective July 1, 2011. The salary increase that they would receive on July 1, 2012 (per Article 24.02) will be given as a retroactive salary adjustment effective July 1, 2011.


5) Article 20 – Promotion to Professor

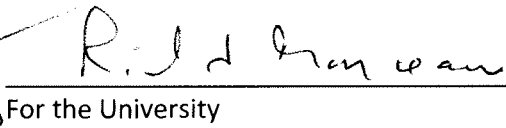
Deadline dates under this Article will be changed for 2010/11 only to the following:

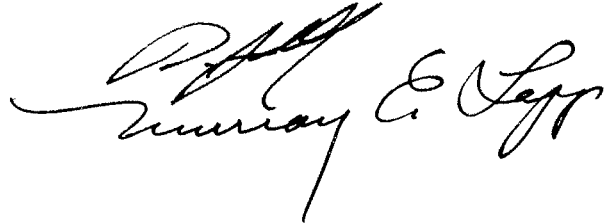
20.02(d) – September 30 will become October 15

20.06 – August 31 will be September 30; and the Faculty Member will provide advance notice of their intention to be a candidate for promotion by September 15.

Signed this 7th day of September, 2010


For the UOIT Faculty Association


For the University


Murray E. Lepp