

Article 24**COUNSELLING FACULTY MEMBERS**

- 24.01 Counselling Faculty Members shall be appointed at the rank of Lecturer, Assistant Professor, Associate Professor, or Professor.
- 24.02 At the time of appointment to the University, a Counselling Faculty Member shall have the professional and academic qualifications necessary to receive a joint or cross appointment to or within a Faculty or School.
- 24.03 The procedures governing appointments, renewal of appointment, tenure and promotion for Counselling Faculty Members shall be in accordance with those for other Faculty Members, except that on St. John's campus the Director of Student Wellness and Counselling Centre shall act as Administrative Head and shall transmit their recommendations with respect to these matters to the Associate Vice-President (Academic). Students who in formulating their recommendation to the President shall consult with the Provost & Vice-President (Academic).
- 21.04 The criteria applied in evaluating a Counselling Faculty Member's application for appointment, renewal of appointment, tenure, and promotion shall reflect the duties and responsibilities set out in Clauses 24.06 and 24.07.
- *24.05 Counselling Faculty Members may adopt more detailed statements of criteria for tenure and promotion than those set out in this Article, so long as such statements are consistent with this Collective Agreement and are formally approved by a majority vote by ballot of the Counselling Faculty Members in the Academic Unit. Copies of such statements shall be circulated to all Counselling Faculty Members in the Academic Unit at least twenty (20) days before the ballot is distributed. The Administrative Head shall forward to the Association any such approved statement within twenty (20) days of the conclusion of the ballot.
- 24.06 All Counselling Faculty Members have certain duties and responsibilities which derive from their professional clinical practice and their position as members of the academic community with academic freedom. The duties and responsibilities of Counselling Faculty Members shall include the following:
- (a) counselling and teaching activities, which may include,
 - (i) counselling for career, study, career effectiveness and personal concerns, individually, or in groups,
 - (ii) teaching, supervision and training of students at the University,
 - (iii) the development and implementation of preventive services and programmes, and working in cooperation with other members of the University community to enhance the academic excellence of the University and the quality of student life;
 - (b) research and scholarly activities, which may include,
 - (i) the conduct of research, scholarship, and critical, creative, professional or developmental work,
 - (ii) the dissemination of such work through publication, demonstration, presentation, or by other means appropriate to the discipline;
 - (c) academic or professional service, which may include,
 - (i) the application of academic or professional competence or expertise in the University or the community at large,
 - (ii) service to and in professional organizations and other associations,
 - (iii) other duties and responsibilities as set out in Clauses 3.04, 3.05, and 3.06.
- *24.07 The Administrative Head shall ensure that the assignment of all duties and responsibilities is fair, equitable and reasonable. These duties and responsibilities shall be an appropriate combination of those set out in Clause 24.06 as determined by the Director of Student Wellness and Counselling Centre, or at Grenfell Campus the Vice-President (Grenfell Campus), in consultation with the Counselling Faculty Member. Consistent with that combination, Counselling Faculty Members shall be granted one (1) day per week, for research and scholarly

activity. Protected research and scholarship time of one (1) day per week may be accrued over the course of a single Academic Year and utilized in increments of up to twenty (20) days at one time. Such accrual and request for utilization shall not be unreasonably denied, and shall be scheduled by mutual agreement between the Counselling Faculty Member and the Administrative Head.

- 24.08 If the assigned duties and responsibilities of a Counselling Faculty Member exceed a reasonable amount, they shall be granted compensatory reduction by mutual agreement between the Faculty Member and the Administrative Head. The Administrative Head shall document any changes in writing within ten (10) days.