

MEMORANDUM OF AGREEMENT

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

ARTICLES 8.6.5 (b); 9.3 (f) and 9.3.1 (b)

WHEREAS the Parties agree that external regulatory bodies are committed to ensuring the quality of the programs offered under their purview;

AND WHEREAS the Parties recognize that such external bodies are responsible for the accreditation of professional training programs at Brandon University;

AND WHEREAS the professional preparation required by such external bodies to teach certain courses or types of courses exceeds from the requirements set out in the Collective Agreement;

The Parties agree to amend the following Articles to recognize additional requirements imposed by external accrediting bodies:

Article 8 Qualifications by Rank

Article 8.6 Instructional Associates

Article 8.6.5 – Instructional Associate IV

(b) Duties: The duties require greater technical skills and greater autonomy than an Instructional Associate III and are performed with little to no supervision, and may include self-directed contributions to program development and delivery, as well as the training and supervision of assistants. IA IV may teach up to nine (9) lecture credit hours per academic year and also assist with or conduct scholarship/research activity. **Where external mandatory provincial regulatory bodies responsible for accreditation of programs at the University require additional qualifications for teaching above the requirements noted above in 8.6., the regulatory body's criteria will determine the required minimum expectation.**

Article 9.3 Teaching Workload

(f) The standard teaching workload of Instructional Associates on full-time regular appointments shall be clearly indicated in their respective job descriptions (Appendix C) and shall not exceed a maximum of twenty-four (24) credit hours of combined lecture, laboratory, and clinical instruction in one (1) academic year. Instructional Associates may teach up to a maximum of six (6) credit hours resulting from from lecture contact hours, with the exception of Members holding the rank of Instructional Associate IV, in which case the maximum is nine (9) credit hours **(with the limited exception noted in**

9.4(i). They may also accept sessional appointments of up to twelve (12) credit hours in one (1) academic year for overload work above the standard teaching workload identified in their job description.

Article 9.3.1

(b) Where the workload of Professional Associates, Instructional Associates or U Sports Athletic Ranks includes teaching workload, such workload shall be assigned as per Article 9.4 **and, where applicable, with the exception noted in 9.4 (i).**

Article 9.4 (i) (new)

(i) Where Instructional Associates are assigned teaching workload in a program accredited by an external mandatory provincial regulatory body (e.g. the College of Registered Nurses of Manitoba, the College of Registered Psychiatric Nurses of Manitoba), courses may only be assigned to individuals meeting or exceeding the minimal requirements established by such bodies for instruction of such courses or course types. (see Article 8.6.5 (b))



On behalf of the BUFA

Print Name: Dr. Gautam Srivastava

Date: March 30, 2023



On behalf of Brandon University

Print Name: Dr. Kofi Campbell

Date: April 3, 2023