COLLECTIVE AGREEMENT

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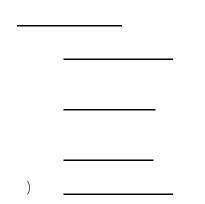
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APPENDIX A ESTABLISHED POSITIONS

Established Positions as	of July 1	1, 2013
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	15 85 01 JULY 1, 2013
Department	July 1, 2013

APPENDIX D 2018-2019 SALARY GRIDS

	2010-2019 SALAN	Assistant	Associate	
y-value	Lecturer	Professor	Professor	Professor
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PhD equals 3 credits.

Full-time service with duties equivalent to those of lecturer (or above) at other degree-granting institutions shall be credited at one credit for each year of service.

APPENDIX E STATEMENT OF STANDARDS

For Promotion to or Appointment at the Rank of Assistant Professor

For Renewal of Probationary Appointment

APPENDIX F GRIEVANCE FORM

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APPENDIX G POLICY FOR THE SELECTION AND REVIEW OF CHAIRS