Article 5

5.7 The number of academic staff members with Instructor appointments, excluding non-credit Instructors in the ESL Program and La Cité, shall not exceed thirteen per cent (13%) of the number of in-scope members in the faculty category with tenure-track and tenured appointments. Before any proposed new Instructor position is advertised, the University shall verify that such an appointment will not result in this limit being exceeded.

The thirteen per cent (13%) limit excludes an agreed-upon number of academic staff members currently holding Instructor appointments. As these Instructors leave employment at the University, the number of Instructors excluded from the thirteen per cent (13%) limit shall be reduced to zero.

Memorandum of Agreement
Between
The University of Regina
And
The University of Regina Faculty Association

Regarding
Article 5.7 Instructor Ratio Grievance

The purpose of this Memorandum of Agreement is to resolve the outstanding grievance brought by URFA as a result of the University having exceeded the 13% ratio identified in Article 5.7 of the University of Regina/University of Regina Faculty Association Collective Bargaining Agreement.

This resolution was achieved by the parties agreeing to the following stipulations:

- All Instructors employed in the Faculty of Nursing as of 11 March 2019 shall henceforth be excluded from the calculation of the Instructor ratio identified in Article 5.7.
- As these Instructors in the Faculty of Nursing leave the employment of the University, the number of excluded Instructors in that Faculty shall be reduced to zero.
- Instructors in all Faculties may apply for promotion, under the appropriate criteria document, to the rank of Assistant Professor. An Instructor who is meeting the relevant criteria shall be promoted to that rank.