

## LETTER OF UNDERSTANDING: SPONSORED POSITIONS

In order to facilitate the creation and to maximize the benefit of positions supported through awards, gifts, grants and endowments, the Parties agree to the following:

### **A. Applied Research Chairs**

- 1) Notwithstanding the provisions of Section 2.02(d) ii), the Institute may create positions within the Association's bargaining unit to be supported by an award, gift, grant or endowment. Whether such positions fall within the Association's bargaining unit will be determined through discussions between the Parties.
- 2) All such positions will be linked to an academic School or Department, regardless of whether instruction will be included in the specific duties of the position.
- 3) The creation of such positions will not result in the reduction of staff in any academic School or Department.
- 4) Unless otherwise agreed to by the Parties, normal selection and appointment procedures set out in the Collective Agreement will not apply to such positions.
- 5) The Institute will prepare employment agreements for each Applied Research Chair addressing such issues as:
  - i. Responsibilities and expectations of the position created.
  - ii. Support provided and commitments made to the academic School or Department as part of the creation of the position.
  - iii. Obligations of the institute to support the position, such as availability of space, administrative support, etc.
  - iv. What if any, instructional responsibilities the position may have.
  - v. The level of compensation for the person.
  - vi. Any other specific terms and conditions of employment that may be exceptions to the Collective Agreement.
- 6) NASA will be consulted regarding any and all exceptions to provisions of the Collective Agreement that will be part of employment agreements.

### **B. Postdoctoral Fellowships (Postdocs)**

- 1) The utilization of Postdocs at NAIT must comply with generally accepted practices and expectations of research funding organizations in Canada.
- 2) A Postdoc is defined as: an individual, normally within five (5) years of completion of a Doctorate degree or ten (10) years of completion of a MD, DDS, DVM or equivalent, who is engaged in a temporary and defined period of mentored, advanced training to enhance the professional skills and research independence needed to pursue his or her chosen career path.
- 3) Postdocs are considered to be trainees rather than NAIT staff. A stipend only will be provided. Postdocs will not normally be members of NASA.
- 4) Should a Postdoc desire to gain formal experience in academic instruction, this assignment must not conflict with funding agency guidelines. Any instructional assignment will be considered a sessional hire and will be treated in accordance with all Collective Agreement provisions for sessional staff.