

## ARTICLE 7 - Employment of nonmembers

### Section 7.2 - \*Limits

The employer agrees not to increase, above its 1983-1984 level, the proportion of the budgeted remuneration of academic staff and language teachers allocated, at the start of a fiscal year, for the appointment of nonmembers. Furthermore, the employer will ~~do everything within its power to~~ ensure that, by the end of the fiscal year, the proportion of the teaching staff salary budget actually expended for the remuneration of nonmembers is, for all faculties, no greater than it was in 1983-1984. In calculating the above-mentioned proportions, with regard to the allocated or expended portions of the budget, the following are not taken into consideration.

- (a) the remuneration of students employed as teaching assistants or demonstrators;
- (b) the remuneration of persons who are excluded from the bargaining unit but who hold a professorial rank;
- (c) the appointment of clinical teaching professors of the Faculty of Medicine who are excluded from the bargaining unit;
- (d) sessional teachers used to teach courses normally taught by a member who is on leave, or whose teaching assignment is reduced in accordance with 6.3.3 or 6.3.4.

The above-mentioned proportion is established by calculating the proportion represented by the budget -- allocated or expended, as the case may be -- for the appointment of visiting or seconded professors, students assigned teaching duties, and sessional lecturers, in relation to the sum of the budget allocated or expended for the appointment of faculty members of the bargaining unit and the amount allocated or expended for the above-mentioned nonmembers.

#### 7.2.1 Student/Faculty ratio

7.2.1.1 In recognition of the recent growth in the number of students, the changing profile of the University, the objective to improve the quality of Education, the objective to improve the student experience, and the Government of Ontario's objective of improving Student/Faculty ratio, the parties agree to the following measures to improve, maintain and monitor the Student/Faculty ratio.

#### 7.2.2.2 Calculation of the Student/Faculty ratio:

The parties agree to calculate the Student/Faculty ratio as follows:

- (a) The Student/Faculty ratio shall be calculated as the full-time equivalent (FTE) Students divided by the FTE Faculty.
- (b) Whereby "FTE Faculty" shall mean the number of full-time equivalent, tenure-track and tenured Association faculty members as of 31 October.

(c) And “FTE Students” shall mean the number of full-time equivalent University of Ottawa students, taken from the table reflecting the data from which the official student declaration report is generated for the government, and shall include both eligible and ineligible undergraduate and graduate students as defined for government funding purposes, but not medical residents who are off campus.

(d) The number of undergraduate students included in the above calculation shall mean the combined Fall and Winter term FTE registrations, with the winter registrations being estimated based on the previous year’s Winter/Fall ratio.

(e) The number of graduate students included in the above calculation shall mean the Fall term FTE registrations.

(f) It is agreed that the calculation of the Student/Faculty ratio shall be set out in a spreadsheet broken down by Faculty and academic unit. This spreadsheet is to be provided to the association by 1 October of each academic year and make public.

7.2.1.3 The employer shall decrease the above noted Student/Faculty ratio by at least 2 points each year until the lower of a ratio of 17.2 or the average reference ratio for 1992-1994 is achieved (this ratio shall be referred to as the “Target Faculty Ratio”). The reduction set out under this paragraph shall be done without increasing the proportion of teaching staff who are non-APUO faculty members. Moreover, the University agrees that the number of tenure-track and tenured faculty member appointments shall not be fewer than the number of those appointments in the 2012-2013 contract year.

7.2.1.4 The Employer shall provide a report with all Student/Faculty ratios on 1 October of each year to the Association. Student/Faculty ratio shall be reported for the University as a whole and for each individual Faculty and academic unit.

7.2.1.5 If the Target Faculty Ratio is not met in a given year, an amount shall be paid to each faculty member employed as of 1 September during some or all of the current contract year. This amount will be equal to the shortfall in the number of FTE Faculty over the two consecutive years of the shortfall times the average faculty member salary divided by the number of faculty members as of 1 September of the second year of the shortfall.

## 7.2.2 Student/Librarian Ratio

7.2.2.1 In recognition of the recent growth in the number of students, the changing profile of the University, the objective to improve the quality of Education and the objective to improve the student experience, the Parties agree to the following measures to maintain, improve and monitor the Student/Librarian ratio.

### 7.2.2.2 Calculation of the Student/Librarian Ratio:

The parties agree to calculate a Student/Librarian ratio as follows:

- (a) The Student/Librarian ratio shall be calculated as the full-time equivalent (FTE) Students divided by the FTE Librarian.
- (b) Whereby “FTE Librarian” shall mean the number of full-time equivalent, regular Association librarians, as of 31 October, excluding individuals hired on a Part-Time basis or temporary staffing pursuant to article 17.7.2.
- (c) And “FTE Students” shall mean the number of full-time equivalent University of Ottawa students, taken from the table reflecting the data from which the official student declaration report is generated for the government, and shall include both eligible and ineligible undergraduate and graduate students as defined for government funding purposes, but not medical residents who are off campus.
- (d) The number of undergraduate students included in the above calculation shall mean the combined Fall and Winter term FTE registrations, with the winter registrations being estimated based on the previous year’s Winter/Fall ratio.
- (e) The number of graduate students included in the above calculation shall mean the Fall term FTE registrations.
- (f) It is agreed that the calculation of the Student/Librarian ratio shall be set out in a spreadsheet. This spreadsheet is to be provided to the association by 1 October of each academic year and make public.

7.2.2.3 The employer shall decrease the above noted Student/Librarian ratio by at least 40 points each year until the lower of a ratio of 600 or the average reference ratio for 1992-1994 is achieved (this ratio shall be referred to as the “Target Librarian Ratio”). The reduction set out under this paragraph shall be done without increasing the proportion of librarian who are non-APUO members. Moreover, the University agrees that the number of permanent librarian appointments in the Association shall not be fewer than the number of those appointments in the 2012-2013 contract year.

7.2.2.4 The Employer shall provide a report with all Student/ Librarian ratios on 1 October of each year to the Association.

7.2.2.5 If the Target Librarian Ratio is not met in a given year, an amount shall be paid to each librarian member employed as of 1 September during some or all of the current contract year. This amount will be equal to the shortfall in the number of FTE Librarian over the two consecutive years of the shortfall times the average librarian member salary divided by the number of librarian member as of 1 September of the second year of the shortfall.