

## LETTER OF UNDERSTANDING

Between  
The Association of Professors of the University of Ottawa (“the Association”)

And  
The University of Ottawa (“Employer”)

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### Limited Term Lecturers in Science

Respecting the transition to regular tenure track positions of the 9 existing (as of Jan 1, 2013) special limited term positions as created by the previous Letter of Understanding regarding Limited Term Lecturers in Science;

WHEREAS as a result of previous letters of agreement, a limited number of special, non-renewable, limited-term positions were created in the faculty of Science to respond to a temporary need,

WHEREAS these non-renewable positions will expire within the next several years,

THEREFORE, both parties agree that the units that currently have such positions should be accorded an equal number of new, regular, tenure track positions to replace these positions, subject to the following conditions:

1. The employer will authorize, by September 1, 2013, 9 number of new, regular tenure track positions in the faculty of science in the following departments:
  - a. Mathematics – 2 positions
  - b. Biology – 3 positions
  - c. Chemistry – 2 positions
  - d. Physics – 1 position
  - e. Earth Sciences – 1 position
2. These positions will be net-new – meaning that they are specifically aimed at replacing the already existing temporary positions, and therefore will not be in the place of other new positions that would otherwise be accorded to the units (e.g. as a result of overall needs, retirements, etc)
3. Each department/unit with these positions would, as per normal procedure, define the position and the required expertise, and the position would be announced as per article 17.1.
4. The Association will receive a copy of and approve the job advertisements before they are sent out.
5. The Association will receive a copy of the letters of offer and the contracts of these positions when they are sent out.
6. Both parties recognize the right of existing Association members (including those currently in special limited term lecturer positions) to invoke article 17.6.2 to request a transfer into these open positions.
7. Both parties recognize that any existing limited term lecturer who successfully transfers into these new regular positions will have each year of experience as an LTRP recognized as an equivalent year for the YULE and RULE determinations as per Article 23.4.

8. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an Association member who previously held an appointment as a limited term lecturer, the annual teaching workload of these positions may be higher (as per Article 22.2.1.6, up to a maximum of 3 additional credits) than the normal teaching load of the unit as specified by Appendix J.
9. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an Association member who previously held an appointment as a limited term lecturer and who has agreed to an annual teaching workload higher than the normal teaching load as specified in point 8, the following conditions will apply:
  - a. Whenever relevant, all individuals and committees evaluating the performance of these members (e.g. DTPC, FTPC, Dean, Joint Committee, etc) will be informed of the distinctive circumstances of their workload and will revise the standards and criteria used to evaluate these members' annual review and tenure, promotion, and academic leave applications, so as to take into account the additional teaching responsibilities of their position.
  - b. The member may apply for tenure as early as stipulated by the provisions of Article 25.1.7.3. However, the member may choose to wait as long as 6 years from the date of appointment of this new regular position, as per Article 25.1.7.2.
10. Any special conditions outlined in this LOU are applicable only if the successful candidate is an Association member who previously held an appointment as a limited term lecturer. In all other cases, all provisions of the collective agreement remain in force, without exception.
11. The special conditions outlined in points 7, 8 and 9 of this LOU are not subject to renewal/transfer to any other future positions or individuals beyond the 9 positions identified in this LOU and end with the termination of that particular position (e.g. if the candidate resigns or retires, etc).

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2013.

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Caroline Roy-Egner  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Michel Desjardins  
APUO  
Chief Negotiator

**LETTER OF UNDERSTANDING**

Between  
The Association of Professors of the University of Ottawa (“the Association”)

And  
The University of Ottawa (“Employer”)

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**Special Appointments of Teaching Associates in the  
faculties of Management, Engineering and Health Sciences**

Respecting the transition to regular tenure track positions of the 8 existing (as of Jan 1, 2013) special limited term positions as created by the previous Letters of Understanding regarding Special Appointments of Teaching Associates;

WHEREAS as a result of previous letters of agreement, a limited number of special, non-renewable, limited-term positions were created in the faculties of Management, Engineering and Health Sciences to respond to a temporary need,

WHEREAS these non-renewable positions will expire within the next several years,

THEREFORE, both parties agree that the units that currently have such positions should be accorded an equal number of new, regular, tenure track positions to replace these positions, subject to the following conditions:

1. The employer will authorize, by September 1, 2013,
  - a. 3 new, regular tenure track positions in the Faculty of Management.
  - b. 2 new, regular tenure track positions in the School of Electrical Engineering and Computer Science of the Faculty of Engineering.
  - c. 3 new, regular tenure track positions in the Faculty of Health Sciences – School of Nursing and School of Rehabilitation, in the following units:
    - i. School of Nursing – 2 positions
    - ii. School of Rehabilitation – 1 positions
2. These positions will be net-new – meaning that they are specifically aimed at replacing the already existing temporary positions, and therefore will not be in the place of other new positions that would otherwise be accorded to the units (e.g. as a result of overall needs, retirements, etc)
3. Each department/unit with these positions would, as per normal procedure, define the position and the required expertise, and the position would be announced as per article 17.1.
4. The Association will receive a copy of and approve the job advertisements before they are sent out.
5. The Association will receive a copy of the letters of offer and the contracts of these positions when they are sent out.

6. Both parties recognize the right of existing Association members (including those currently in special limited term science lecturer positions) to invoke article 17.6.2 to request a transfer into these open positions.
7. Both parties recognize that any existing limited term lecturer who successfully transfers into these new regular positions will have each year of experience as an LTRP recognized as an equivalent year for the YULE and RULE determinations as per Article 23.4.
8. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an APUO member who previously held an appointment as a limited term lecturer, the annual teaching workload of these positions may be higher (as per Article 22.2.1.6, up to a maximum of 3 additional credits) than the normal teaching load of the unit as specified by Appendix J.
9. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an APUO member who previously held an appointment as a limited term lecturer and who has agreed to an annual teaching workload higher than the normal teaching load as specified in point 8, the following conditions will apply:
  - a. Whenever relevant, all individuals and committees evaluating the performance of these members (e.g. DTPC, FTPC, Dean, Joint Committee, etc) will be informed of the distinctive circumstances of their workload and will revise the standards and criteria used to evaluate these members' annual review and tenure, promotion, and academic leave applications, so as to take into account the additional teaching responsibilities of their position.
  - b. The member may apply for tenure as early as stipulated by the provisions of Article 25.1.7.3. However, the member may choose to wait as long as 6 years from the date of appointment of this new regular position, as per Article 25.1.7.2.
10. Any special conditions outlined in this LOU are applicable only if the successful candidate is an Association member who previously held an appointment as a limited term lecturer. In all other cases, all provisions of the collective agreement remain in force, without exception.
11. The special conditions outlined in points 7, 8 and 9 of this LOU are not subject to renewal/transfer to any other future positions or individuals beyond the 9 positions identified in this LOU and end with the termination of that particular position (e.g. if the candidate resigns or retires, etc).

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2013.

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Caroline Roy-Egner  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Michel Desjardins  
APUO  
Chief Negotiator

## LETTER OF UNDERSTANDING

Between

The Association of Professors of the University of Ottawa (“the Association”)

And

The University of Ottawa (“Employer”)

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### Limited Term Replacement Professors

Respecting the transition to regular tenure track positions of the 14 existing (as of Jan 1, 2013) special limited term positions as created by the previous Letters of Understanding regarding Limited Term Replacement Professors;

WHEREAS as a result of previous letters of agreement, a limited number of special, non-renewable, limited-term positions were created in the faculties of Arts and Social Sciences to respond to a temporary need,

WHEREAS these non-renewable positions will expire within the next several years,

THEREFORE, both parties agree that the units that currently have such positions should be accorded an equal number of new, regular, tenure track positions to replace these positions, subject to the following conditions:

1. The employer will authorize, by September 1, 2013,
  - a. 6 number of new, regular tenure track positions in the Faculty of Arts, in the following units:
    - i. Modern Languages and Literatures – 1 position
    - ii. Philosophy – 2 positions
    - iii. Music – 1 position
    - iv. Communication – 1 position
    - v. Translation and Interpretation - 1 position
  - b. 8 number of new, regular tenure track positions in the Faculty of Social Sciences, in the following units:
    - i. Economics – 1 position
    - ii. Political studies – 3 positions
    - iii. Psychology – 3 positions
    - iv. Sociology and Anthropology – 1 position
2. These positions will be net-new – meaning that they are specifically aimed at replacing the already existing temporary positions, and therefore will not be in the place of other new positions that would otherwise be accorded to the units (e.g. as a result of overall needs, retirements, etc)
3. Each department/unit with these positions would, as per normal procedure, define the position and the required expertise, and the position would be announced as per article 17.1.
4. The Association will receive a copy of and approve the job advertisements before they are sent out.

5. The Association will receive a copy of the letters of offer and contracts of these positions when they are sent out.
6. Both parties recognize the right of existing Association members (including those currently in special limited term science lecturer positions) to invoke article 17.6.2 to request a transfer into these open positions.
7. Both parties recognize that any existing limited term lecturer who successfully transfers into these new regular positions will have each year of experience as an LTRP recognized as an equivalent year for the YULE and RULE determinations as per Article 23.4.
8. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an Association member who previously held an appointment as a limited term lecturer, the annual teaching workload of these positions may be higher (as per Article 22.2.1.6, up to a maximum of 3 additional credits) than the normal teaching load of the unit as specified by Appendix J.
9. On an exceptional and non-precedent setting basis, both parties agree that if the successful applicant to the new position is an Association member who previously held an appointment as a limited term lecturer and who has agreed to an annual teaching workload higher than the normal teaching load as specified in point 8, the following conditions will apply:
  - c. Whenever relevant, all individuals and committees evaluating the performance of these members (e.g. DTPC, FTPC, Dean, Joint Committee, etc) will be informed of the distinctive circumstances of their workload and will revise the standards and criteria used to evaluate these members' annual review and tenure, promotion, and academic leave applications, so as to take into account the additional teaching responsibilities of their position.
  - d. The member may apply for tenure as early as stipulated by the provisions of Article 25.1.7.3. However, the member may choose to wait as long as 6 years from the date of appointment of this new regular position, as per Article 25.1.7.2.
10. Any special conditions outlined in this LOU are applicable only if the successful candidate is an Association member who previously held an appointment as a limited term lecturer. In all other cases, all provisions of the collective agreement remain in force, without exception.
11. The special conditions outlined in points 7, 8 and 9 of this LOU are not subject to renewal/transfer to any other future positions or individuals beyond the 9 positions identified in this LOU and end with the termination of that particular position (e.g. if the candidate resigns or retires, etc).

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2013.

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Caroline Roy-Egner  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Michel Desjardins  
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