

1. Equity – Indigenous

APUO PROPOSAL – Presented to the employer on March 11, 2021

- *17.1.2.1 Before appointing a regular or replacement Professor, the Employer shall advertise the position in University Affairs, in print or electronic format, or both. The advertisement will also be posted on the University's Web site, and advertised in at least one (1) external publication such as the CAUT Bulletin, professional journals, or national newspapers. If the advertisement is in electronic format, the advertisement will remain, at minimum, for as long as the period during which applications may be submitted, it being understood that departmental practice existing as of April 30, 2004 will be continued for the print form of advertisements.

...

All advertisements shall contain the statement: "Equity is a University policy". In addition, for academic units deemed to be under-represented pursuant to 17.1.6.3, all advertisements shall contain the statement: "The University strongly encourages applications from women (or men, as the case may be), Indigenous Peoples in Canada, persons with disabilities and members of visible minorities".

- *17.1.6.1 Designated employment equity groups in academic units
- a) The Parties to the collective agreement are committed to the principle of gender equity in matters of employment and, to that effect, agree to increase the proportion of women or men in those parts of the University community where they are under-represented, in accordance with the guidelines and procedures set out herein.
 - b) The Parties to the collective agreement are also committed to the principle of employment equity for the following groups: Indigenous Peoples in Canada, persons with disabilities and members of visible minorities. To that effect, the parties agree to increase the proportion of Indigenous Peoples in Canada, persons with disabilities and members of visible minorities, in those parts of the University community where they are under-represented, in accordance with the guidelines and procedures set out herein.

-
- *18.1.2.2 The performance of a Librarian holding a preliminary appointment shall be evaluated annually during that appointment, it being understood that:
- a) the first evaluation shall be carried out at the end of the first six (6) months;
 - b) if the preliminary appointment is of three (3) years, a second evaluation shall be carried out following the timeline for Librarian Members as per 23.5.2;
 - c) the final evaluation shall be carried out at least six (6) months before the end of a preliminary appointment;
 - d) the evaluations shall be carried out in accordance with the provisions of 23.5.2 for the annual evaluation of performance;
 - e) following these evaluations, the University Librarian shall solicit from the immediate supervisor and the LPC -- after informing them of the results of these evaluations and, if applicable, of the specific conditions of the Member's preliminary appointment -- their recommendations as to the appropriateness:
 - (i) in the case of the first evaluation, of continuing or terminating the Member's preliminary appointment;
 - (ii) in the case of the final evaluation, of granting or refusing a continuing appointment to the Member or of extending the preliminary appointment by twelve (12) months before making a final decision.

1. Equity – Indigenous

APUO PROPOSAL – Presented to the employer on March 11, 2021

Librarians Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that two (2) additional voting Members be elected to the LPC when the LPC is considering one of their application. Those two (2) additional Members must either: conduct community-based research requiring engagement with First Nations, Métis or Inuit communities; or have taught or are scheduled to teach Indigenous health at the University level. Such Members may or may not self-identify as First Nations, Métis or Inuit. Such Members shall receive reasonable compensation for this work. Where such a request is made, the Employer and the Association shall determine mutually agreeable candidates to serve in this capacity.

*20.3.1.1 Scholarly activities are those which contribute:

- a) through research, to the advancement of knowledge in a discipline;
- b) through artistic or literary creation, to the advancement of the arts and the letters;
- c) through various professional activities, to the advancement of a profession;
- d) through various professional activities.

To the advancement of the scholarship of teaching and learning. This can be done in the following ways, among others. It is understood that this list does not imply an order of priority. It is also understood that the following forms of scholarly activity are not necessarily to be given equal weight and application for each discipline.

- a) Innovation in teaching and learning
- b) Creating and evaluating teaching and learning methods and materials
- c) Publishing articles in journals for the scholarship of teaching and learning
- d) Writing and reviewing textbooks and related teaching and learning material (animations, visualizations)
- e) Organizing and presenting at conference workshops
- f) Incorporating tools and strategies from workshops into teaching and learning
- g) Creating websites and online seminars related to the scholarship of teaching and learning
- h) Supervising and mentoring students doing projects, research projects, and coop projects
- i) Mentoring other teachers, at the university and high school levels
- j) The translation and publication of scholarly or literary work
- k) Research carried out on research grants and contracts
- l) Written and oral reports prepared for community and government institutions
- m) Research (scholarly work?) carried out using traditional/Indigenous knowledge and the practical applications or dissemination of such research generally, or specifically through engagement with Indigenous communities

*20.5.3 **Scholarly activities** A Librarian Member's scholarly activities are those which contribute:

- (a) through research activities to the advancement of knowledge in her area of specialization:
 - (i) conceiving, developing and carrying out research projects, individually or with others;
 - (ii) conceiving, developing and carrying out critical or innovative analyses of existing knowledge, including bibliographic analyses;
 - (iii) presenting the results of research or critical studies at, or actively participating in scholarly meetings, colloquia, or research groups;
 - (iv) preparing reports, articles, chapters or books presenting results of the Member's research or critical studies, including works published in collaboration with others;

1. Equity – Indigenous

APUO PROPOSAL – Presented to the employer on March 11, 2021

- (v) academic study leading to a post-secondary degree (including advanced degrees beyond the qualifications previously held), diploma, certificate in a field relevant to the Member's area of specialization;
- (vi) work done under contract, provided it contributes to the advancement of knowledge, and the results are accessible in a form permitting peer evaluation;
- (vii) editing of a scholarly publication, where there is evidence that the Member's work extends beyond customary editorial duties and includes a significant contribution to the advancement of knowledge;
- (viii) refereeing submissions to scholarly or professional publications;
- (ix) developing new electronic applications (e.g. tools or systems) that improve library activities such as information literacy training or information retrieval
- (x) Research carried out using traditional/Indigenous knowledge and the practical applications or dissemination of such research generally, or specifically through engagement with Indigenous communities

*25.1.7.1

- (a) A regular Faculty Member at the rank of Assistant Professor applies for promotion to Associate Professor which, if granted, automatically carries with it the granting of tenure. Such Member cannot apply for tenure only. This shall apply, mutatis mutandis, to a research fellow who has been offered a regular appointment which would be in effect on the date when promotion/tenure would be granted.
- (b) A regular Faculty Member at the rank of either Associate or Full Professor may apply for tenure independently. In either case, the Member may apply only twice and subject to the provisions of 25.1.7.4, 25.1.7.5 and 25.1.7.6. However, external evaluations as per 25.3.2.2(c) for an Associate Professor and a Full Professor as per 25.3.3.2(c) iii would only occur if the Dean has concerns regarding the quality of the scholarly works after giving proper considerations to the recommendations of the FTPC and the DTFC.

Faculty Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that two (2) additional voting Members be elected to the relevant FTFC when the FTFC is considering one of their application. Those two (2) additional Members must either: conduct community-based research requiring engagement with First Nations, Métis or Inuit communities; or have taught or are scheduled to teach Indigenous subjects at the University level. Such Members may or may not self-identify as First Nations, Métis or Inuit. Such Members shall receive reasonable compensation for this work. Where such a request is made, the Employer and the Association shall determine mutually agreeable candidates to serve in this capacity.

*25.4.2

An application must be initiated by the Faculty Member and must be submitted to the Dean as early as July 1 but no later than September 1. The application must be accompanied by the following documentation:

- (a) the Member's up-to-date curriculum vitae;
- (b) a copy of the results of the Member's scholarly activities, in one or more of the forms described in 23.3.1.1, that the Member wishes to have considered when her application is assessed;
- (c) any relevant information regarding the Member's participation in academic service activities;

1. Equity – Indigenous

APUO PROPOSAL – Presented to the employer on March 11, 2021

- (d) for applications for tenure or for promotion to the rank of Associate or Full Professor, a list of at least three (3) persons outside the University who could be called upon to evaluate the Member's works, it being understood that this list is to be provided in accordance with the provisions of 23.3.2 of this agreement;
- (e) any other information that the Member deems useful.

The DTPC and chair, and then the FTPC, will make recommendations to the Dean in accordance with section 5.2. It is understood that the evaluation of teaching, pursuant to article 24 can be made concurrently for these recommendations.

Faculty Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that two (2) additional voting Members be elected to the relevant FTPC. Those two (2) additional Members must either: conduct community-based research requiring engagement with First Nations, Métis or Inuit communities; or have taught or are scheduled to teach Indigenous health at the University level. Such Members may or may not self-identify as First Nations, Métis or Inuit. Where such a request is made, the Employer and the Association shall determine mutually agreeable candidates to serve in this capacity.

28.3.3 **Accommodation of other holidays** Accommodation will be accorded in respect of the holidays of other groups on request, including other religious holidays and National Indigenous Peoples' Day (June 21).