

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Continuing Special Appointment Professors (CSAP)

The parties agree to modify the conditions related to the special appointments presently known as Continuing Special Appointment Professors (CSAP) appointments, confirmed by way of the April 25, 2016 and June 8, 2018 letters of understanding, in the following manner:

1. Following ratification, all existing CSAP contracts will become “permanent contracts”. This will mean that current members in these positions will not be required to apply for any future contract renewals. Rather, they will hold their CSAP positions (subject to Article 19) until they decide to retire/resign.
2. CSAP Member teaching loads shall continue at their 2012-2013 level or at maximum 18 credits per year, whichever is less.
3. CSAP Members will be considered regular tenured professors in relation to holding any academic administrative positions.
4. **Scholarly activities:** It is understood that a CSAP Member must engage in scholarly activities necessary for their teaching. It is also understood that a CSAP member may engage in scholarly activities outside that necessary for their teaching. At the request of a CSAP Member, the Dean may temporarily reduce the CSAP Member's teaching load and allow for scholarly activities outside that necessary for their teaching. After evaluating the request and the recommendation from the FTPC, the Dean will decide. The request must not unreasonably be refused. If the Dean approves the request, the modified workload shall remain in effect for one academic year at a time. It is understood that when CSAP Members devote a portion of their workload to scholarly activities outside that necessary for their teaching, their performance in these activities will be taken into consideration in their annual reports. Not doing scholarly activities outside that necessary for their teaching should not be to the detriment of the CSAP member.
5. The Parties agree that all other conditions of the April 25, 2016 and June 8, 2018 letters of understanding regarding CSAP appointments remain active.

2. High Quality Education and Research – CSAP LOU

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

6. The Parties agree that this solution is unique to the CSAP incumbents and creates no precedent.

SIGNED at Ottawa, this ___ day of _____ 2021.

Jules Carrière
UNIVERSITY OF OTTAWA
Chief Negotiator

Dalie Giroux
APUO
Chief Negotiator