

2. High Quality Education and Research – Complement

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

New section

3.6 Complement

- 3.6.1 The parties agree that for the duration of the collective agreement, the complement of bargaining unit appointments shall not be fewer than 1350.
- 3.6.2 For greater clarity it is understood that the number of 1350 bargaining unit appointments consists of the following categories of positions at the University:
- Tenured and tenure-track professor appointments;
 - Continuing and preliminary librarian appointments;
 - CSAP appointments;
 - Tenured and tenure-track language teachers;
 - Positions in categories a), b) and d) under active recruitment.
- 3.6.3 Vacant appointments shall be staffed without unreasonable delay. If filing the vacancy cannot be completed within a reasonable time frame, the Employer shall inform the Association about the delay and the reasons therefor.

3.7 Student/Faculty ratio

- 3.7.1 The parties agree to calculate the Student/Faculty ratio as follows:
- The Student/Faculty ratio shall be calculated as the full-time equivalent (FTE) students divided by the FTE Faculty.
 - Whereby “*FTE Faculty*” shall mean the number of Regular Faculty Members of October 31st.
 - 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.
 - 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.
 - The number of graduate students included in the above calculation shall mean the Fall term FTE registrations.
 - 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 October 1st of each academic year.

3.7.2 Student/Librarian Ratio:

- 3.7.3 The parties agree to calculate a Student/Librarian ratio as follows:
- The Student/Librarian ratio shall be calculated as the full-time equivalent (FTE) Students divided by the FTE Librarian.
 - Whereby “*FTE Librarian*” shall mean the number of Librarian Members as of October 31st.
 - 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.

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- (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 October 1st of each academic year.

3.7.4 The employer shall decrease the Student/Faculty ratio by at least half a point (0.50) each year, in line with the uOttawa Vision 2020 objective of reaching a Student/Faculty ratio of 18.5. The anticipated, resulting ratio shall be referred as that year’s *Target Faculty Ratio*. The employer shall decrease the Student/Librarian ratio by at least ten points (10) each year with objective of reaching a Student/Librarian ratio of four hundred fifty (450). The anticipated, resulting ratio shall be referred as that year’s *Target Librarian Ratio*.

Deleted: ¶

Deleted: LETTER OF UNDERSTANDING ¶

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BETWEEN ¶

THE UNIVERSITY OF OTTAWA (Employer) ¶

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- and - ¶

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA (APUO) ¶

Faculty Complement ¶

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The parties agree that for the duration of the collective agreement beginning on May 1 2018, the complement of faculty appointments shall not be fewer than 1311. ¶

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For greater clarity it is understood that the number of 1311 faculty appointments consists of the following categories of positions at the University: ¶

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Tenured and tenure-track professor appointments; ¶

Continuing librarian appointments; ¶

The current twenty-nine CSAP appointments; ¶

Tenure-track and tenured language teachers and counsellors; ¶

Positions in categories a), b) and d) under active recruitment. ¶

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