

LETTER OF UNDERSTANDING

BETWEEN  
THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

PILOT PROJECT ON MEMBERS WHO CONDUCT COMMUNITY-BASED RESEARCH REQUIRING  
ENGAGEMENT WITH FIRST NATIONS, MÉTIS OR INUIT COMMUNITIES

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WHEREAS the Association tabled a proposal concerning Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities;

AND WHEREAS, the Employer tabled a proposal concerning Promotion and Tenure Criteria for Members Engaged in Indigenous-Led and Indigenous Centered Teaching, Research and Scholarly Activity.

NOW THEREFORE, the parties agree as follows:

1. The Parties agree to implement a pilot project, for the duration of the collective agreement, whereby Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that one (1) additional individual be temporarily mandated to sit on personnel committees as a voting member while such personnel committee is considering their application.
2. For further clarity, the parties agree to include the following text to the following Articles for the duration of the Collective Agreement.

18.1.2.2

Librarians Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that one (1) additional individual be temporarily mandated to sit on the LPC as a voting member while the LPC is considering their application. The additional individual must either be a uOttawa Professor or Librarian who: conducts community-based research requiring engagement with First Nations, Métis or Inuit communities; or has taught or is scheduled to teach Indigenous subjects at the University level. When such a request is made, the Librarian Member will propose three (3) individuals to serve on the committee. The University Librarian, after consulting the LPC, will select one (1) individual.

### 18.2.3.3

Librarians Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that one (1) additional individual be temporarily mandated to sit on the LPC as a voting member while the LPC is considering their application. The additional individual must either be a uOttawa Professor or Librarian who: conducts community-based research requiring engagement with First Nations, Métis or Inuit communities; or has taught or is scheduled to teach Indigenous subjects at the University level. When such a request is made, the Librarian Member will propose three (3) individuals to serve on the committee. The University Librarian, after consulting the LPC, will select one (1) individual.

### \*25.1.7.1

Faculty Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that one (1) additional individual be temporarily mandated to sit on the FTPC as a voting member while the FTPC is considering their application. The additional individual must be a professor at uOttawa or another Canadian University who: conducts community-based research requiring engagement with First Nations, Métis or Inuit communities; or has taught or is scheduled to teach Indigenous subjects at the University level. When such a request is made, the Faculty Member will propose three (3) individuals to serve on the committee. The Dean, after consulting the FTPC, will select one (1) individual.

### 25.2.5

Faculty Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities may request that one (1) additional individual be temporarily mandated to sit on the FTPC as a voting member while the FTPC is considering their application. The additional individual must be a Professor at uOttawa or another Canadian University who: conducts community-based research requiring engagement with First Nations, Métis or Inuit communities; or has taught or is scheduled to teach Indigenous subjects at the University level. When such a request is made, the Faculty Member will propose three (3) individuals to serve on the committee. The Dean, after consulting the FTPC, will select one (1) individual.

### 25.4.2

- (e) for applications by Faculty Members who conduct community-based research requiring engagement with First Nations, Métis or Inuit communities who wish to request that one (1) additional individual be temporarily mandated to sit on the FTPC as a voting member while the FTPC is considering their application, a list of three (3) individuals to serve on the committee;
3. The results of the Pilot Project shall be evaluated by the joint consultation committee that will be formed as part of the LOU on Promotion and Tenure Criteria for Members Engaged in Indigenous-Led and Indigenous Centred Teaching, Research and Scholarly Activity.

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This LOU to be effective upon the date of ratification.

SIGNED at Ottawa, this 20th day of May 2021.

Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator