

LETTER OF UNDERSTANDING

BETWEEN
THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Promotion and Tenure Criteria for Members Engaged in Indigenous-Led and Indigenous
Centred Teaching, Research and Scholarly Activity

WHEREAS, the Association and the Employer believe that the inclusion of a greater number of Members engaged in Indigenous-led and Indigenous centred teaching, research and scholarly activity in the bargaining unit would benefit the entire University community;

AND WHEREAS, the Articles in the Collective Agreement regarding tenure and promotion do not express specific criteria for consideration in career progression decisions affecting Members engaged in Indigenous-led and Indigenous centred teaching, research and scholarly activity;

AND WHEREAS, Members engaged in Indigenous-led and Indigenous centred teaching, research and scholarly activity may face challenges related to workload, mentorship and support opportunities, and/or the value given to non-traditional research methodologies and topics, which can have an impact on promotion and tenure.

NOW THEREFORE, the parties agree as follows:

A joint consultation committee of four (4) persons of equal representation between the Parties will be created to identify potential challenges that may arise for Members engaged in Indigenous-led and Indigenous centred teaching, research and scholarly activity who are seeking promotion or tenure; and to propose potential changes to the wording in Articles 23, 24 and 25 of the Collective Agreement on the conditions and criteria for and processes of promotion and tenure to help address the challenges identified.

The Parties agree to consider and to discuss the potential Collective Agreement wording changes proposed by this joint consultative committee at the next round of bargaining between the Employer and the Association.

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

Dalie Giroux
APUO
Chief Negotiator