

**LETTER OF UNDERSTANDING**  
BETWEEN  
THE UNIVERSITY OF OTTAWA (Employer)  
- and -  
THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA (APUO)  
**Student evaluation data**

---

WHEREAS a LOU was signed on June 8th, 2018 indicating that the parties agreed on using over a three-year period the student evaluation data collected when making career recommendations and decisions;

WHEREAS the Collective Agreement states that whenever the formal evaluation of a Faculty Member's teaching is necessary, in relation to contract renewal, tenure, promotion, or discipline for deficient performance of workload duties, the evaluation shall be carried out in accordance with article 24 prior to the Dean soliciting the overall recommendations from the DTPC, chair and FTPC pertaining to the application or matter;

THEREFORE the parties agree that:

- 1) From January 1, 2022 to April 30, 2022:
  - a. The Employer will produce A-reports (as referred to in Article 24.3.2.1(a) of the Collective Agreement) for Members; however only Members will be provided with a copy of their A-reports;
  - b. For further clarity, all answers will be included in the production of the Summary document, the Faculty averages;
  - c. Members will be provided a report containing the results of the student responses to all of the questions in the questionnaire and the student comments (known as the "P-report").
- 2) From May 1, 2022, to the end of the Collective Agreement with a start date of May 1, 2021, the University may utilize the A-reports as per Article 24 of the Collective Agreement.
3. The Parties will meet in the month of May each academic year during the length of the Collective Agreement to review whether there are issues arising from the use of the student evaluation data in making career recommendation and decision.

**LETTER OF UNDERSTANDING**  
BETWEEN  
THE UNIVERSITY OF OTTAWA  
(Employer)  
- and -  
THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA  
(Association)  
Re: Evaluation of Teaching Performance

---

**WHEREAS** the Parties recognize that the APUO Collective Agreement requires that Members' teaching be evaluated;

**AND WHEREAS** the Parties recognize that, as per article 23.1.1.3, the Association's consent must be obtained before the Employer may use the results of evaluations resulting from a new teaching evaluation instrument in the management of a Member's file, the evaluation of her performance, or the progression of her career;

**THEREFORE, the parties agrees that:**

1. The Parties agree to create, within three months of the ratification of the collective agreement with a start date of May 1, 2021, a joint working group comprised of three (3) management representatives, appointed by the Employer, and three (3) APUO representatives, appointed by the APUO. The parties shall advise each other of their nominees in writing prior to the first meeting.
2. The Parties agree to draft the joint working group's Terms of Reference which are to be finalized no later than 2 weeks before the committee's first meeting. The Terms of Reference shall include the scope, objective, elements, and use of a teaching dossier.
3. The joint working group shall submit an update of its work to both parties no later than one (1) year after the start of their work.
4. The joint working group shall submit a final report of its findings and recommendations to both parties no later than two (2) years after the start of their work.

---

These modifications will be effective upon the date of ratification.

SIGNED at Ottawa, this 25th day of June 2021.

Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

---

Dalie Giroux  
APUO  
Chief Negotiator