

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Normal Teaching Load of Regular Members

WHEREAS the Parties recognize the complexity and the nuances of establishing an equitable normal teaching load for Regular Members;

AND WHEREAS the APUO believes that the assignment of the normal teaching load for a portion of the APUO membership is comparatively higher than the normal teaching load in other U15 universities;

AND WHEREAS the Employer understands the importance of the assignment of workload to support the institution's research and teaching mission. The Employer also recognizes that the determination of workloads, in all its multidimensionality, must be done with a concern for equity among members.

AND WHEREAS the assignment of the normal teaching load must consider relevant factors as listed in article 22.1.3, such as: the number of courses taught, the format of the course, and the number of students assigned to each course;

AND WHEREAS teaching also includes recognition for the supervision and mentorship of undergraduate and graduate students, and post-doctoral fellows;

AND WHEREAS the Parties agree that it may be beneficial to establish new normal teaching loads for certain Faculties, establish a new normal teaching load assignment process and remove Appendix J.

THEREFORE:

1. The Parties agree to create, within two (2) months of the ratification of the collective agreement with a start date of May 1, 2021, a 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, five (5) days prior to the first meeting.
2. The working group will survey the different ways in which normal teaching loads are established in each UO faculty and in the faculties of U15 universities.

3. The working group will identify favorable changes to normal teaching loads, to the process of assigning normal teaching loads, and shall make concrete recommendations to the parties regarding:
 - a. how to best establish normal teaching loads across academic units and Faculties enabling us to ensure that Members' teaching workloads are equitably distributed and to enable the University to discharge its mission as a research intensive university;
 - b. how to adequately recognize all aspects of teaching responsibilities, such as the supervision and mentorship of undergraduate and graduate students, and of post-doctoral fellows;
 - c. how to incorporate the working group's recommendations in the APUO Collective Agreement.
4. The working group will submit their final report no later than two (2) years after the first meeting of the working group.
5. This LOU will expire at submission of the final report in point 4 and no later than April 29, 2024. It may be extended by mutual agreement of the Parties, such extension shall not be unreasonably refused.

SIGNED at Ottawa, this ___ day of _____ 2021.

Jules Carrière
UNIVERSITY OF OTTAWA
Chief Negotiator

Dalie Giroux
APUO
Chief Negotiator