

**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.
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These modifications will be effective upon the date of ratification.

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

Jules Carrière
Chief Negotiator
UNIVERSITY OF OTTAWA

Dalie Giroux
Chief Negotiator
APUO