

CONFIDENTIAL
WITHOUT PREJUDICE
June 10, 2020

LETTER OF UNDERSTANDING – Hiring of New Tenured/Tenure-track Faculty

The University and the Faculty Association agree that the hiring process for Tenured/tenure-track faculty outlined in article 23.1.1 is suspended from the date of signing until ratification of the 2020 Memorandum of Agreement. Over the duration of this agreement, the modified hiring process outlined below shall apply. This letter of understanding is renewable by mutual agreement and such review consider the University's equity goals and degree to which diversity amongst its tenured faculty has been achieved.

23.11.1 Hiring of New Tenured/Tenure-track Faculty

23.11.3 A “Tenured/Tenure-track Faculty Search Committee” consists of the following:

- 23.11.3.1 Dean of Faculty, or designate (Chair, non-voting, except in the case of a tie);
- 23.11.3.2 Associate Dean, or designate (voting);
- 23.11.3.3 1 Tenured faculty selected in accordance with Article 22.1;
- 23.11.3.4 1 Tenured/tenure-track faculty selected in accordance with Article 22.1
- 23.11.3.5 1 student representative from the Home Faculty selected by the Chair (voting); and
- 23.11.3.6 1 additional OCAD U faculty member internal or external to the Faculty may be added at the discretion of the Committee for diversity and/or specific expertise (voting).

23.11.4 For any faculty search posted as a Tenured, rather than Tenure-track, opportunity at any rank, Tenure-track faculty shall not serve on the relevant search committee.

Dated at Toronto this 22 day of June, 2020.

OCAD University



**Ontario College of Art & Design
Faculty Association (OCADFA)**

