

## MEMORANDUM OF UNDERSTANDING

Between  
Ontario College of Art & Design Faculty Association ("the Association")  
And  
OCAD University ("the University")

(together referred to as "the parties")

Whereas the parties recognize the profound and essential value that diversity brings to the creation, reception and circulation of creative practices and discourse;

And Whereas the parties recognize that diverse creative practices and forms of knowledge are essential to, and enrich the institution's core mission and vision as an art and design university with a local and global scope;

And Whereas the parties are committed to employment equity;

Therefore, the parties have agreed on a without prejudice and without precedent basis:

1. The University shall post a cluster of five (5) tenured/tenure-track positions for qualified Indigenous persons who self-identify as such during the application process.
2. Each academic unit will indicate to the Vice-President, Academic & Provost their hiring needs in relation to this initiative and the faculty complement, in consideration of the factors outlined in article 23.1.2 of the Memorandum of Agreement (MOA).
3. Such posting shall reflect an open call without specific disciplinary knowledge and undertake a modified hiring process as outlined in Appendix A.
4. The posting will invite applicants to indicate the area or areas for which they wish to be considered.
5. Provided however that that if a unit indicates it has no hiring needs under #2 (above) and yet an applicant demonstrates expertise in that unit's area, the Chair of the hiring committee may, at their discretion, offer that unit the opportunity to reconsider their needs.
6. Hiring decisions shall be made upon the recommendation of the search committee and in accordance with the MOA. Such appointments shall be tenure-track unless the candidate holds a tenured appointment at other post-secondary institution.
7. The hiring commitment and process provided under these Minutes of Understanding shall be independent of and in addition to any tenured/tenure-track postings that may be established through the normal faculty complement planning process for the 2018-19 academic year.
8. In the event that the University does not successfully fill these five (5) vacancies for 2018-19, the MOU will remain in place for the following hiring cycle so these vacancies may be filled for 2019-20.

Signed at Toronto, this 2<sup>nd</sup> day of November, 2017.

  
\_\_\_\_\_  
OCADFA

  
\_\_\_\_\_  
OCAD University

APPENDIX A

For the purposes of the open call for five (5) Indigenous tenured/tenure-track appointments, the following modified hiring process shall be followed. All other aspects of the Memorandum of Agreement shall apply.

23.11.1 The hiring process for new Tenured faculty is conducted by the Vice-President, Academic & Provost ~~Dean of Faculty~~ (or designate). In conjunction with Human Resources, the ~~Dean of Faculty~~ Vice-President Academic & Provost ~~(in consultation with the Deans of Faculty)~~ prepares a search plan for each ~~Tenured faculty position approved~~ the open clustered Indigenous search, including an open position description and ~~membership of the Search Committee~~. The ~~Dean of Faculty~~ Vice-President, Academic & Provost then convenes a meeting of the Search Committee to determine appropriate advertising venues and search procedure to be followed, and incorporates these items into the search plan.

23.11.3 A "Targeted Indigenous Tenured Faculty Search Committee" consists of the following:

23.11.3.1 ~~Dean of Faculty~~ Vice-President Academic & Provost, or designate (Chair, non-voting, except in the case of a tie);

23.11.3.2 Associate 2 Deans, or designates (voting);

23.11.3.3 2 ~~4~~ Tenured faculty selected in accordance with Article 22.1;

23.11.3.4 4 ~~2~~ student representatives from the Home Faculty selected by the Chair (voting); and

23.11.3.5 1 ~~or 2~~ 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).

This search committee will include Indigenous faculty and student representation to the extent possible.