

Memorandum of Understanding

OCAD University Policy on Graduate Student Supervision - Compensation

Between:

OCAD UNIVERSITY

and

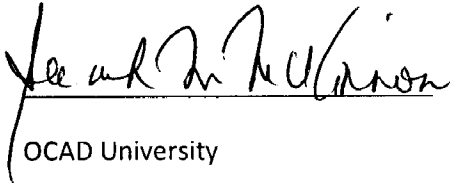
ONTARIO COLLEGE OF ART & DESIGN FACULTY ASSOCIATION ("OCADFA")

The parties have agreed that:

1. Appendix A, entitled OCAD University Policy on Graduate Student Supervision – Compensation ("the Policy") shall govern the compensation for graduate student supervision.
2. Disputes between OCAD University and OCADFA as to the compensation of its bargaining unit members for graduate student supervision under the Policy shall be subject to Article 13 of the Memorandum of Agreement between OCAD University and OCADFA ("the MOA").
3. OCAD University cannot amend the Policy, except with the agreement of OCADFA.
4. The Policy shall apply to all new graduate student supervisions commencing on or after July 1, 2011. Those who have accumulated GSCs under previous policies for graduate student supervisions may be compensated based on \$3,500 per GSC, or use earned course releases as per the previous policies, or a combination thereof. It is understood that partial course releases cannot be used and shall be compensated.
5. Members of the bargaining unit who engaged in graduate student supervisions in 2010-2011 shall be granted GSCs in accordance with the 2009-2010 policy. OCAFDA hereby withdraws its grievance pertaining thereto. The agreement evidenced by this paragraph is without prejudice.
6. Stipend to a graduate student supervisor acting as Principal Advisor shall be paid according to the following schedule:
 - a. 34% upon the appointment as graduate student supervisor
 - b. 66% upon conferral of the degree.

7. Stipend to a graduate student supervisor serving as a Committee member shall be paid when the Committee has completed its work.
8. Stipend to a graduate student supervisor teaching a graduate Independent Studies course shall be paid upon submission of the final grade.
9. Stipends paid to members of the OCADFA bargaining unit shall be subject to OCADFA dues. In the case of Tenured and tenure-track faculty, the stipend shall be added to and considered salary for the purposes of the Memorandum of Agreement (MoA). Stipends paid to Sessional, CLTA and Continuing faculty are subject to the MoA only for the purposes of OCADFA dues deduction. External graduate student supervisors shall pay the equivalent of OCADFA dues, but are not subject to the MoA.
10. This Letter of Understanding and the Policy shall be reproduced behind the MOA following the renewal of the MOA.

SIGNED AT TORONTO THIS 13th DAY OF June 2011.


OCAD University


OCADFA

Appendix A

Policy Graduate Student Supervision - Compensation

The Dean, Graduate Studies shall appoint a graduate student supervisor in consultation with the Graduate Program Director and Dean of Faculty, and with the agreement of the proposed supervisor. OCAD U's Graduate Faculty Appointment Guidelines will be used to assess eligibility to serve as a graduate student supervisor at the University. Eligible tenured or tenure-track faculty members, or internal or external subject matter experts may be so appointed, in accordance with the Graduate Faculty Appointment Guidelines.

While the decision to take on supervision of a graduate student is voluntary, it is recognized that engagement with graduate student supervision is an inherent part of the University teaching role.

Graduate student supervisors in the Masters' program will be compensated as follows:

- A stipend of \$3,500 for Principal Advisor of a student completing a Masters thesis; or
- A stipend of \$2,000 for Principal Advisor a student competing a major research paper (MRP);
- A stipend of \$500 for serving as a thesis or MRP Committee member, except those who hold a professorial rank at another university;
- A stipend of \$600 for teaching a 0.5 Graduate Independent Studies course.

The stipend shall be shared in the case of co-supervision, by agreement between the concerned graduate student supervisors, failing which, their respective allocations will be determined by the Dean, Graduate Studies. External graduate student supervisors, other than those who hold a professorial rank at another university, shall be awarded an 'Adjunct Professor' appointment for the duration of this role in accordance with the University's Policy on Adjunct Professors. A stipend shall be shared in the case of co-supervision, by agreement between the concerned graduate student supervisors, failing which, their respective allocations will be determined by the Dean, Graduate Studies.