

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 Tier 1 Canada Research Chair (CRC) cross-appointment, with an Indigenous practice focus, with the Home Faculty to be determined by the candidate, based on their experience and professional practice, and in compliance with Article 23.14 of the Memorandum of Agreement (MOA). This position will be open only qualified racialized and Indigenous persons who self-identify as such during the hiring process.
2. The Interim Vice-President, Research and Innovation and Dean of Graduate Studies, in consultation with the other Deans, will indicate to the Vice-President, Academic & Provost their hiring needs in relation to this initiative and the faculty complement to ensure the appointment is factored into the faculty hiring plans for 2022-23, in consideration of the factors outlined in article 23.1.2 of the MOA.
3. Such posting shall reflect an open call without Home Faculty or 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 within the the Faculty of Art, Faculty of Design and Faculty of Arts & Science in relation to their discipline.
5. Hiring decisions shall be made upon the recommendation of the search committee and in accordance with the MOA.
6. 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 annual faculty complement planning process for the 2022-23 academic year.

Signed at Toronto, this 23rd day of June, 2021.



OCADFA



OCAD University

APPENDIX A

For the purposes of the Canada Research Chair (CRC) Tier 1 appointment, Indigenous focus, the following modified hiring process shall be followed given the cross-disciplinary nature of this appointment and to accommodate stipulations from the CRC secretariat. All other aspects of the Memorandum of Agreement shall apply.

23.11.1 The hiring process for new Tenured faculty is conducted by the ~~Dean of Faculty (or designate)~~ Interim Vice-President, Research & Innovation and Dean, Graduate Studies. In conjunction with Human Resources, the ~~Dean of Faculty~~ Interim Vice-President, Research & Innovation and Dean, Graduate Studies prepares a search plan for ~~each Tenured faculty position approved the CRC Tier 1 search~~, including an open position description and membership of the Search Committee. The ~~Dean of Faculty~~ Interim Vice-President, Research & Innovation and Dean, Graduate Studies 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 “Canada Research Chair (CRC) Tier 1 Tenured Faculty Search Committee” consists of the following:

23.11.3.1 ~~Dean of Faculty, or designate~~ Interim Vice-President, Research & Innovation and Dean, Graduate Studies (Chair, non-voting, except in the case of a tie);

23.11.3.2 ~~Associate One~~ One Dean, or designate (voting);

23.11.3.3 1 Tenured faculty selected in accordance with Article 22.1 from relevant faculty (voting);

23.11.3.4 1 Tenured/tenure-track faculty selected in accordance with Article 22.1 from relevant faculty (voting);

23.11.3.4 1 graduate student representative from any the Home Faculty selected by the Chair (voting);

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); and

As required by the CRC secretariat, 1 OCAD U staff member for specific equity expertise (voting).

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

Note: As part of the recruitment and hiring process, the Chair will consult with the Deans of each Faculty.