

LETTER OF UNDERSTANDING

ADDITION OF EQUITY REPRESENTATION ON SEARCH- AND CHAIR SELECTION COMMITTEES

The Parties agree that this Letter of Understanding forms part of the 2018-2022 Faculty Collective Agreement for the life of the Collective Agreement.

Clause 5.14 of the Article *Appointments*, shall be amended as follows:

1. A Search Committee, with one of its members being designated the Committee's Equity Representative as identified in Clause 9 of the Article *Employment Equity*, may support and advise the Appointments Committee and may, without limitation, undertake the responsibilities of the Appointments Committee listed in Clauses 5.1, 5.2, 5.3, 5.13 and 5.13.1. Notwithstanding Clause 5.8.2 above, a Department, School or Faculty may decide by secret ballot that members of Search Committees for specific positions shall have equal voting rights with other members of the Appointments Committee on the selection of the best candidate for that position.

Clause 9.4 of the Article *Department Chairs and Directors or Schools*, shall be amended as follows:

- 9.4 The Chair Selection Committee, with one of its members being designated the Committee's Equity Representative, shall be convened by the Dean as soon as possible after the election of the members of the Committee.

Clause 9 of the Article *Employment Equity*, shall be amended as follows:

1. Within each Faculty, the Dean or Dean's designate, shall ensure the Appointments (including Search), Annual Performance Evaluation, Department Chair Selection Committee and Promotion and Tenure Committees adhere to the rules and expected practices that assure equity as articulated in the Employment Equity Guide referred to in Clause 8, by designating one (1) member (normally with tenure) of each these Committees as that Committee's Equity Representative. Those with this responsibility will require training as determined appropriate by the Director of Equity & Human Rights Services.

Signed this 17th day of December 2020