

LETTER OF UNDERSTANDING

Special Provisions for Appointing Additional Associate Deans/Vice-Deans

BETWEEN

The University of Western Ontario (“Administration”)

and

The University of Western Ontario Faculty Association (“the Association”)

The Parties agree that this Letter of Understanding forms part of the 2010-2014 Faculty Collective Agreement for the life of that Collective Agreement.

Whereas, as part of the Ontario Labour Relations Board certification of the bargaining unit on May 26, 1998, the parties agreed: “that the number of associate deans excluded from the unit shall not exceed two (2) per Faculty (except in the Faculty of Business – Richard Ivey School of Business Administration – where the number shall not exceed three (3) and the Faculty of Medicine and Dentistry where the number shall not exceed four (4)) unless otherwise agreed by the parties.”

And whereas through ad hoc waivers, the parties have occasionally agreed to exceed the above-noted limits on condition that dues for the additional incumbent be remitted to the Association;

And whereas the parties wish to regularize this process in recognition of the expanding need for Associate Deans/Vice-Deans to serve in growth areas;


The parties hereby agree to permit the appointment of an Associate Dean/Vice-Dean, beyond the above-noted limits under the following conditions:

1. At least two weeks notice shall be given to UWOFA in advance of the creation of a new Associate Dean/Vice-Dean role. A rationale shall be provided for the creation of the position. Any such proposal shall include provisions for assuring that the Teaching and/or Service releases accompanying such positions shall not adversely affect the Workloads of other Full-time Members in the proposed Associate Dean/Vice-Dean's home unit(s). Any Limited Duties Appointments to offset the Appointment of a new Associate Dean/Vice-Dean shall be carried out in compliance with the Appointments article.

2. UWOFA may provide comment on the new role, which comment will be considered in advance of any appointment.
3. Following the appointment of a candidate to the new Associate Dean/Vice-Dean role, dues will be submitted to UWOFA for the initial and for any subsequent incumbent to the role, in accordance with the dues levy set for bargaining unit faculty members. A clear identification number shall be assigned to any such additional positions and communicated to UWOFA and the Payroll office for tracking purposes.
4. The Employer shall provide the Association with a list of Associate Deans/Vice-Deans and will provide an update to that list any time a new Associate Dean/Vice-Dean role is created or a new incumbent is appointed.



Per:
UWOFA



Michele Parkin,
Director, Faculty Relations
University of Western Ontario

Date: Nov 7, 2011

Date: Nov 3/11