

**LETTER OF UNDERSTANDING**  
**RESEARCHER PROFILES**

The Parties agree that this Letter of Understanding forms part of the 2023-2027 Librarians and Archivists Collective Agreement for the life of the Collective Agreement.

**WHEREAS** the Parties agree that the Employer may contract the services of a research information management system provider and that other researcher profiles are freely available;

**WHEREAS** the Parties agree that researcher profiles are part of the contemporary research and publishing landscape and may have benefits for researchers, and that the Employer may therefore encourage Members to create and maintain such profiles;

**WHEREAS** the Parties acknowledge that research and other scholarly and creative outputs take many forms, that metadata for various outputs are not equally easy to collect into researcher profiles, and that profiles may therefore not be comprehensive nor equally representative of Members' work;

**WHEREAS** the Parties affirm their mutual respect for Members' academic freedom and their right to maintain control over their researcher profiles;

Now therefore, the Parties agree as follows:

1. Members shall not be required to create any researcher profile, participate in training related to such profiles, or participate in data collection for or management of profiles for themselves or other Members. There shall be no penalty or reprisal against any Member who declines to create any such profile or participate in training, data collection, or management of such profiles.
2. If the Employer creates a researcher profile for a Member, that Member may request updates to their profile, including the removal or suppression from public view of any data. Such requests shall not be arbitrarily denied and the Employer shall carry out such requests within 30 days.
3. Members have the right to determine the information in their reports and files for processes governed by the Collective Agreement and in carrying out their Academic Responsibilities. Members maintain the right to include data from their researcher profiles in any:
  - a. Biennial Report and Review process,
  - b. Promotion and/or Continuing Status process,
  - c. Appointments process, including for a Library Director or Department Head,
  - d. Education Leave or Professional Leave request,
  - e. Disciplinary process,
  - f. Reassignment process, or

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Signed Robert Monti



Signed Melody Viczko

- g. Any other process pertaining to the terms and conditions of employment.

The Employer shall not include data from Members' research profiles in any of the above processes without a Member's written consent. Members shall not face reprisal for withholding such consent.

- 4. Relating to the use of Open Researcher and Contributor IDs (ORCID), the Employer may request that Members register for an ORCID profile, and that the "Name" and "Employer" section of the ORCID are set to be visible to the public. There shall be no penalty nor reprisal against any Member who declines to create any such profile or participate in training, data collection, or management of such profiles.

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Signed Robert Monti



Signed Melody Viczko