

LETTER OF UNDERSTANDING

Centre of Engineering Leadership and Innovation (CELI)

The Parties agree that this Letter of Understanding forms part of the 2014-2018 Faculty Collective Agreement for the life of the Collective Agreement.

WHEREAS the Parties hereby acknowledge that the Centre of Engineering Leadership and Innovation ("CELI") shall be included as a Non-Traditional Unit under Letter of Understanding – Non-Traditional Units in the Collective Agreement;

AND WHEREAS the Parties wish to provide for special provisions in respect of Collective Agreement processes for CELI;

The following are agreed-upon provisions amending Collective Agreement processes in relation to CELI:

Appointments

1. CELI shall function as a Unit in which faculty members may be appointed.
2. Limited Duties and Standing Appointments, cross appointments and affiliate memberships in CELI shall be made at the discretion of the Director of CELI (or designate), subject to approval of the Dean of Engineering (or designate) and the Provost (or designate). A cross appointment signifies that a faculty member appointed to another Unit has a relationship with CELI in support of interdisciplinary activity, for the purposes of holding research grants through CELI and allowing the cross appointee to be assigned Teaching or Service work in CELI. An affiliate membership signifies that a faculty member appointed to another Unit has a relationship with CELI in support of interdisciplinary activity and may engage in some of the activities of CELI, but will not normally be assigned Teaching or Service work in CELI, although this may occur occasionally by mutual agreement of the Member, the Director and the Home Unit Chair/Director and such work must be counted as part of the Member's Workload.
3. The Appointments Committee for CELI shall be comprised of:
 - a) The Dean of Engineering (or designate) who shall act as Chair;
 - b) The Director of CELI;
 - c) Two (2) Full-Time faculty Members appointed in CELI (including Joint Appointments), elected by the Full-Time faculty members appointed in CELI (including Joint Appointments); and
 - d) Three (3) Full-Time faculty Members from the Faculty of Engineering, each elected by the Faculty Council of the Faculty of Engineering.

4. The Appointments Committee shall function in accordance with the Collective Agreement provisions unless otherwise specified herein.
5. Where a Joint Appointment, cross appointment or affiliate membership is offered, the Letter of Appointment to CELI shall specify what portion of the Member's workload shall be performed in the Home Unit and in CELI and the term of the appointment. This may be changed only on mutual agreement of the Dean of the Home Unit, the CELI Director, the Dean of Engineering and the Member. The Letter of Appointment shall also specify what the Member's workload balance would be if the Member's appointment with CELI were discontinued.
6. All provisions contained in the Letter of Appointment shall be consistent with Clauses 8 and 8.1 in the Article *Academic Responsibilities of Members*.
7. The Director of CELI shall be appointed by the Dean of the Faculty of Engineering, following consultation with all Members appointed (including Joint Appointments), cross appointed or affiliated in CELI.

Workload

8. A Member's CELI workload shall be regulated by his or her Home Unit's Workload document. Taking on Academic Responsibilities in CELI shall not increase the magnitude of a CELI-appointed Member's Workload.
9. Assignment of work shall occur in the CELI-appointed Member's Home Unit, in accordance with the Article *Workload*, subject to the commitments and restrictions set out in the Letter of Appointment, and shall involve consultation with the CELI Director.
10. Any Reduced Workload Agreement or Alternative Workload Agreement for a Member with Academic Responsibilities in CELI must be consistent with the relevant Articles in the Collective Agreement, and be approved by both the Home Unit Dean (or designate) and the Dean of Engineering (or designate).

Annual Performance Evaluation

11. CELI-appointed Members' APE shall be carried out by the Member's Home Unit, in accordance with the Collective Agreement, except that where the Member has had assigned Workload in CELI, the Chair/Committee shall consult with the Director of CELI in respect of that work.
 - 11.1 The Home Unit Dean shall consult with the Dean of Engineering before accepting or declining the recommendation of the Chair/Committee.
 - 11.2 In the case of the Director's APE, the Home Unit Dean shall chair the

Committee as outlined in Clause 6.4 of the *Annual Performance Evaluation* Article. The Dean/Committee shall consult with the Dean of Engineering in respect of the Director's work.

Promotion and Tenure

12. Promotion and Tenure considerations shall occur in accordance with the Collective Agreement and shall be done by the CELI-appointed Member's Home Unit.
- 12.1 Where the Member has been appointed with CELI for any time in the five years prior to consideration, the P&T Committee shall be expanded to include the Dean of Engineering (or designate), with voice but no vote, and the Director of the CELI (with voice but no vote).
- 12.2 All Annual Meetings under the P&T Article for CELI-appointed Members with assigned Workload in the CELI shall include the CELI Director (or designate).

Transition Provisions

13. The first Director of CELI will be appointed by the Dean of Engineering, in consultation with Faculty Council of the Faculty of Engineering, for a three-year term (July 1, 2018 – June 30, 2021).
14. Until there are a sufficient number of faculty members appointed to CELI to support Collective Agreement processes, any Full-Time faculty member appointed to CELI shall have a Joint Appointment in CELI and in a Unit appropriate to the member's discipline, the latter of which will be the member's "Home Unit" for the purposes of Collective Agreement processes.
- 14.1 Until there are a sufficient number of faculty members appointed to CELI to support the appointments process under the terms of the Collective Agreement, Joint Appointments in CELI shall be made by the Dean of Engineering (or designate), in consultation with the Director of CELI, subject to the approval of the Provost (or designate).

Signed this ^{20th} day of May, 2018 at London, Ontario



Jeff Tennant
For the Association



Laurie Arnott
For the Administration