

LETTER OF UNDERSTANDING

Between

THE UNIVERSITY OF VICTORIA

and

THE UNIVERSITY OF VICTORIA FACULTY ASSOCIATION

("UVFA")

RE: Eliminate Course Reviews and Replace with Continuous Learning Activities

This Letter of Understanding ("LOU") is entered into as of April 7, 2026, between the University of Victoria ("the University") and the University of Victoria Faculty Association ("UVFA"), collectively referred to as "the Parties."

BACKGROUND

WHEREAS the Parties have agreed, in the context of collective bargaining, to eliminate the course review provisions from the Collective Agreement; and

WHEREAS the University's proposal to eliminate course reviews was:

- a. as outlined in the February 5, 2026 Article 25 proposal (file name: 25_260205_V1_UVIC);
- b. made on a without prejudice basis; and
- c. dependent on the Faculty Association's Negotiating Team's acceptance of the proposed language on continuous learning activities in Teaching set out in section 2 of this LOU, below and

WHEREAS the Faculty Association and University's Negotiating Teams were able to reach agreement on proposals related to the replacement of course reviews with a continuous learning framework and are prepared to include these proposals in the Tentative Agreement, once completed; and

WHEREAS the Parties wish to confirm their agreement with respect to the replacement of course reviews with a continuous learning framework; and

NOW THEREFORE the Parties agree as follows:

This LOU comes into effect immediately, and pending the ratification of a new Collective Agreement the changes agreed to in sections 1 and 2, below, will be incorporated into the Collective Agreement.

1. ELIMINATION OF COURSE REVIEWS

- 1.1 The course review provisions of the UVic Faculty & Librarian Collective Agreement (specifically, articles 25 (25.5d, 25.9 e, 25.10 + all subsections, 25.14 and 25.15), 33 (33.20 d ii) and 50 (50.33)) shall be eliminated effective upon signing of this LOU by both Parties.

2. CONTINUOUS LEARNING ACTIVITIES IN TEACHING

- 2.1 The following language shall be effective upon the signing of this LOU and, upon the ratification of a new Collective Agreement, incorporated into Article 25 of the Collective Agreement (specifically as a new section of Article 25).

All Faculty Members shall engage in activities to promote continuous learning and professional development in areas broadly related to teaching, community-engagement, and/or Equity, Diversity, Inclusion and Decolonization constituting a minimum of 40 hours over 2 years. Activities satisfying this requirement shall be outlined in the Faculty Evaluation Policy, including:

- *participation in University workshops;*
- *participation in workshops or conferences about teaching organized by organizations external to the University;*
- *self-study;*
- *departmental or Faculty activities aimed at improving curriculum and pedagogical approaches, or related to community-engagement or Equity, Diversity, Inclusion and Decolonization;*
- *course revision and/or updating courses;*
- *participation as mentors or mentees in faculty mentorship programs;*
- *participation in research conferences where the research is integrated into the Member's teaching; and*
- *conferences related to community-engagement or Equity, Diversity, Inclusion and Decolonization.*

Faculty Evaluation Policies (FEPs) may also include other discipline-specific activities. Members shall report this activity in the Teaching Dossier.

3. IMPLEMENTATION

- 3.1 The Parties agree that the language change described in Sections 1 and 2, above, will be presented for ratification to the membership upon the conclusion of bargaining.
- 3.2 Pending formal incorporation into the Collective Agreement, the Parties agree to treat the continuous learning language set out in Section 2 as having full effect and as binding upon both Parties.
- 3.3 For RPT files considered in 2026 and for RPT and salary evaluation files considered in 2027, a Member may choose to submit course reviews and/or evidence of continuous learning activities. Where a Member chooses to submit continuous learning evidence, expected hours will be pro-rated from the date this LOU is signed to the applicable file submission date (for example, a Member submitting an RPT file in September 2027 would be expected to report approximately 28 hours of continuous learning since the date of signing).
- 3.4 Members on study leave are not required to demonstrate continuous learning but may choose to count eligible activities toward their continuous learning requirement undertaken during their leave.

3.5 The elimination of course reviews and the introduction of continuous learning obligations shall take effect simultaneously.

4. GENERAL

4.1 This LOU shall be read in conjunction with the Collective Agreement and shall not limit any other rights or obligations of the Parties thereunder.

4.2 This LOU may be amended by mutual written agreement of the Parties.

4.3 This LOU shall remain in effect until such time as the provisions herein are formally incorporated into the Collective Agreement through a ratified agreement, or until terminated by mutual written agreement of the Parties.

SIGNED ON BEHALF OF THE PARTIES as of the date first written above.

FOR THE UNIVERSITY OF VICTORIA

FOR THE UVic FACULTY ASSOCIATION

A handwritten signature in blue ink, appearing to read "P. Richards".A handwritten signature in blue ink, appearing to read "Lynne Marks".

Pamela Richards, Lead Negotiator and
Executive Director, Faculty Relations
University of Victoria
Date: April 7, 2026

Dr. Lynne Marks, Lead Negotiator and President,
University of Victoria Faculty Association
Date: April 7, 2026