

**LOU: 2019-2022 Collective Agreement Salary Evaluation Process for 2021-2025
(Revised December 3, 2021)**

Between

The University of Victoria Faculty Association

And

The University of Victoria

Whereas the consequences of the COVID-19 pandemic impacted the work of faculty in a myriad of ways;

And whereas those impacts, in some cases, resulted in reduced or delayed research productivity, or in challenges in undertaking teaching responsibilities;

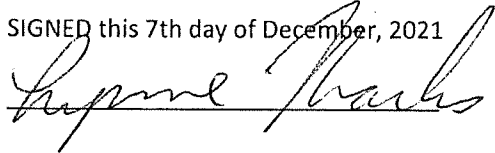
And whereas it is important to account for the nature, scope and severity of such impacts on the academic record in the process of salary evaluation;

The Parties hereby agree:

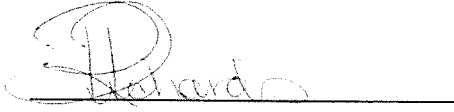
1. In relation to salary evaluation processes in which the review period includes the years between 2020 and 2024:
 - a) Members are encouraged to provide, as part of their salary evaluation materials under s. 50.28, a statement outlining the impacts of COVID-19 on their Academic Responsibilities. This "COVID-19 Impact Statement" may not exceed 800 words and should be clear about the timing and duration of the impacts. The COVID-19 Impact Statement will be carefully considered along with the other materials provided under s. 50.28 in making an assessment of performance under s. 50.30.
 - b) For any Member who is initially assessed as "does not meet expectations" based on the normal review period and criteria, the Member may elect to remove the academic record for either one or two years between 2020 and 2024 from the review period, and have the record reassessed. In this case a second "fresh" review will be done extending the review period backward for a period equal to that removed at the election of the Member. If the Member "meets expectations" for the revised review period, then they will be assessed as a "meets" for the evaluation. If they "do not meet" for the revised review period, they will be assessed as "does not meet" for the evaluation. Such Members are not eligible for PPI even if they are found to have exceeded under the definitions in their Standard for the modified review period.

2. This Letter of Understanding is in effect to June 30, 2025 or until rescinded by mutual agreement of the Parties, and is made without prejudice to the position of either party to future Collective Agreement negotiations.

SIGNED this 7th day of December, 2021

Handwritten signature of Lynne Marks in cursive script, written over a horizontal line.

Lynne Marks, President
Faculty Association
University of Victoria

Handwritten signature of Pamela Richards in cursive script, written over a horizontal line.

Pamela Richards
Acting Associate Vice-President
Faculty Relations and Academic Administration