Letter of Understanding

Between

The University of Victoria

And

The University of Victoria Faculty Association

Re: Biennial Merit Evaluation Process: Accounting for Varying Evaluation Ratios

Whereas

The Collective Agreement provides for a system of merit evaluation based, in part, on the evaluation ratio of the faculty member;

And whereas the Collective Agreement does not provide for cases in which an evaluation ratio varies within the four year period under review;

And whereas the parties wish to develop a consistent process for the fair and transparent consideration of such cases:

The parties hereby agree that:

Where the record under evaluation has evaluation ratios (Teaching/Research/Service) which vary from the norm for the faculty member (40/40/20 or 80/20); in advance of the evaluation process, and subsequent to the application of any relevant provisions in 19.29, the ratios for the period under review will be averaged.

SIGNED this 20th day of March 2017

Dr. Helga Hallgrimsdottir
President
University of Victoria Faculty Association

Dr. Valerie Kuehne
Vice-President Academic and Provost
University of Victoria