

MEMORANDUM OF UNDERSTANDING

Between
Ontario College of Art & Design Faculty Association (“the Association”)
And
OCAD University (“the University”)
(together referred to as “the Parties”)

Whereas the Parties are committed to hiring and retaining faculty whose professional qualifications and ongoing endeavours enable OCAD U to fulfill its educational mandate consistent with the provisions of the Ontario College of Art & Design Act.

And Whereas the Parties recognize that the success of the institution and the quality of the educational experience it provides to students depends on the excellence of its faculty.

And whereas the Parties agree that faculty are committed to making every effort to create an atmosphere in which students may learn and thrive.

And Whereas the Parties recognize that all new faculty, including Sessional, Teaching-Intensive Stream, CLTA, Continuing, Probationary and Tenured, are required to undergo reasonable and appropriate orientation and/or teacher education workshops, according to individual needs, as part of his/her Teaching and Teaching-Related responsibilities, prior to working in this capacity at the University.

And Whereas the Parties are committed to encouraging and assisting in the Professional Development of faculty.

And Whereas the Parties recognize that in light of the rapidly evolving situation with the COVID-19 Pandemic and its impacts on the University, Professional Development, including University-led training initiatives may require an increased investment of time for participants in preparation for the 2020-21 academic year.

And Whereas the Parties recognize that, to support the transition from face-to-face to remote delivery for the 2020-21 academic year, extraordinary training is required that falls outside the scope of the annual orientation training regularly provided to Sessional Faculty as part of their teaching & teaching-related duties.

And Whereas the Parties recognize that the “Teaching Online at OCAD University” training course offered by Faculty Curriculum Development Centre is recommended for Sessional faculty but not mandatory, and that Sessional faculty may determine how to best deliver the course remotely to ensure a quality student experience and in accordance with Academic Freedom as defined in the Memorandum of Agreement (MOA).

And Whereas the Parties recognize that in order to promote accessibility, best practice is to post course outlines on Canvas three weeks in advance of the start of the course in accordance with Accessibility for Ontarians with Disabilities Act, it is also recognized that this may not be feasible for Sessional faculty in all cases under the current circumstances.

Therefore, the Parties agree that:

1. The University will compensate each Sessional faculty member hired to teach one or more courses remotely during the 2020-21 academic year a one-time stipend of \$650 in order to complete the Faculty Curriculum & Development Centre (FCDC) training course “Teaching Online at OCAD University” which will take approximately 21 hours to complete.

Without Prejudice and Without Precedent
June 24, 2020

- a. To be eligible for this stipend, each Sessional faculty member must fully complete the "Teaching Online at OCAD University" training course, prior to the start of the term in which they have been hired.
- b. The payment of the stipend will be issued upon the commencement of the first contract following the completion of such training.

Signed at Toronto, this 24 day of June, 2020.

Adam Berz

OCAD University



OCADFA