

Letter of Understanding
between
Ontario College of Art & Design University ("the University")
and
Ontario College of Art & Design University Faculty Association ("the Association")
together referred to as "the Parties"
regarding
Joint Process for Teaching Stream (TS) Permanency and Promotion of Rank

Whereas the Parties are signatories to the Memorandum of Agreement which governs the terms of employment for Teaching Stream Faculty;

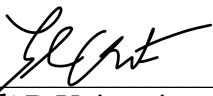
And Whereas a process for Teaching Stream Faculty to achieve permanent employment with the University was awarded in 2021;

And Whereas the Parties wish to implement a process whereby a Teaching Stream Faculty could achieve permanency and promotion of rank simultaneously.

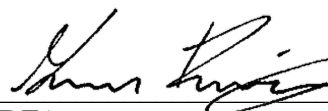
Now Therefore the Parties agree to the following:

1. Should the TS Faculty and the Dean of Faculty agree that the processes for permanency and promotion of rank be combined, a single committee shall be constituted for both achievements;
2. The combined TS Permanent Status & Peer Review Committee shall consist of the following:
 - (a) Dean of Faculty, or designate (Chair, non-voting except in the case of a tie)
 - (b) Associate Dean of Faculty (voting)
 - (c) Program Chair (voting)
 - (d) One (1) Permanent Teaching Stream faculty member (voting)
 - (e) One (1) additional faculty member who may be added at the discretion of the committee for specific expertise (voting)
3. The Chair shall, in consultation with the candidate, determine the names of five mutually-agreed referees, of whom two (2) internal and one (1) external shall be selected by the Chair;
4. The Chair (or designate) shall conduct a teaching review prior to the committee's deliberations and shall share the results of the review with the members of the committee;
5. The review may include an interview process, which may include a public job talk focusing on member's areas of Teaching, Research and/or Professional Practice.
6. The combined TS Permanent Status & Peer Review Committee shall make a recommendation on both Permanency and Promotion of Rank;
7. The Dean (or designate) shall make a decision on granting Permanency based on the recommendations of the Committee;
8. The Dean (or designate) shall make a recommendation on Promotion of Rank to the University Peer Review Committee.

Signed at Toronto Ontario this 23 day of June, 2025.



OCAD University



OCADFA