

LOU: 2019-2022 Collective Agreement
Salary Evaluation Process for 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 and librarians 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 the Spring 2021 Evaluation of Group A faculty and librarians the process as outlined in the collective agreement shall be followed, except that the following two adjustments shall be made:
 - 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 or Professional Responsibilities. This "COVID-19 Impact Statement" may not exceed 800 words. 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 assessed as "does not meet expectations", the academic record for 2020 will be removed from the review period and a second "fresh" review will be done extending the review period backward by one year (e.g. 2016 – 2019 for faculty and 2018-2019 for librarians. 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.
2. To enable time for those wishing to submit a COVID-19 Impact Statement in the Spring 2021 assessment of Group A faculty and librarians, the deadlines under the Collective Agreement will be adjusted as follows:
 - a. Deadline for salary evaluation material, including COVID-19 Impact Statement submission to the Chair/Director/Dean is February 22, 2021.

- b. Faculty deadlines for submissions of assessments from Chairs/Directors to the Dean cannot be earlier than March 31, 2021.
 - c. Submission of assessments from the Dean to the Provost remains May 1, 2021.
3. This Letter of Understanding is only in effect during the period of this Collective Agreement and is made without prejudice to the position of either party to future Collective Agreement negotiations.

SIGNED this 10th day of February, 2021



Dr. Lynne Marks
President
Faculty Association
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Michele Parkin
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