Memorandum of Agreement

Between

The University of British Columbia (“UBC”)

And

The UBC Faculty Association (“UBCFA”)

Re: 2021 Merit and PSA for Faculty Members in the Educational Leadership Stream and Lecturers

The University and the UBCFA recognize that, as a group, faculty members in the Educational Leadership Stream and Lecturers have undertaken meritorious teaching during the transition to and delivery of online instruction during COVID-19, for the 2021 review cycle. The parties therefore agree (on a without prejudice and without precedent basis) to the creation of a “teaching merit” award targeted specifically for this group.

1. Those awarded “teaching merit” will receive an award amount equivalent to 0.5 units of merit. All faculty members in the Educational Leadership Stream and Lecturers will remain eligible for consideration in the broader Merit and PSA review processes without consideration to whether they had received the one time “teaching merit” award targeted specifically for this group.

2. In order for the normal merit process to proceed unchanged, the money for these “teaching merit” units will be taken from the PSA pool. Thus, the teaching merit awards will not reduce the number of other merit units. The teaching merit awards will be taken from PSA before any other PSA awards are made.

3. Educational Leadership Stream faculty members and Lecturers will receive the teaching award having met each of the following criteria:

   i) They were in a rank within the Educational Leadership Stream or the rank of Lecturer during the review period;

   ii) They taught a teaching credit load greater than the standard teaching credit load for a research stream faculty member in their unit or, in the opinion of the Merit & PSA Committee in their unit, had an especially onerous load based on the other factors in the assignment of teaching given in Article 13.03(e) of Part 1: Framework for Collective Bargaining, of the Collective Agreement;

   iii) They will have submitted an annual report (as per Article 2.04 (e) of Part 2: Salaries and Economic Benefits, of the Collective Agreement), by the relevant deadline; and
iv) They are deemed by their Head/Dean, in consultation with the Departmental Merit & PSA Committee, to have met or exceeded teaching expectations for faculty in their ranks and with their teaching loads.

4. Consistent with Article 2.04 (b) of Part 2: Salaries and Economic Benefits, of the Collective Agreement, Heads/Deans may elect to add faculty members to their Merit & PSA Committee to ensure adequate representation of colleagues from the Educational Leadership Stream and Lecturer ranks in their consultation committees.

5. Consistent with Article 2.04(g) of Part 2: Salaries and Economic Benefits, of the Collective Agreement, if the Dean’s award of “teaching merit” in not in accord with the recommendations of the Head, the Dean shall inform the Head in writing of this fact and the reasons for it.

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Alan Richardson    Date
President, UBCFA

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Gillian Henderson    Date
Executive Director, HR

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Mark Trowell     Date
Director, Faculty Relations