

Appendix H

LETTER OF UNDERSTANDING

Re: Joint Committee on Metrics

BETWEEN:

**THE UNIVERSITY OF MANITOBA
(Hereinafter referred to as “the University”)**

-and-

**THE UNIVERSITY OF MANITOBA FACULTY ASSOCIATION
(Hereinafter referred to as “UMFA”)**

1. The University of Manitoba believes that, in light of new provisions in the collective agreement enhancing collegial participation in the creation of tenure and promotion criteria, Members should have the ability to decide on the appropriate use (if any) of research metrics (as defined in s. 19.D.1.8.1) in tenure, promotion, and performance evaluation processes.
2. The University of Manitoba Faculty Association believes that any such requirements pose risks of unfair, inaccurate, and/or discriminatory processes of assessment in tenure, promotion, and performance review. It further believes that such requirements pose significant risks to the quality and integrity of research, scholarship, and education. It believes that therefore, no such requirement should be imposed on Members, nor should Members be penalized for refusing to submit such metrics as part of tenure, promotion, or performance review.
3. The University of Manitoba and the University of Manitoba Faculty Association agree that a Joint Committee will be struck to examine issues related to the collection and use of research metrics in evaluative processes (such as tenure, promotion, and performance review).
4. The University and the Association will each nominate three members (each with academic rank below the level of a Dean, and who are not on the UMFA executive) to the committee, including one to act as co-chair.
5. In the course of conducting its work, the Joint Committee will:
 - a) examine the academic and scholarly literature relevant to the appropriateness, risks and benefits of the collection and use of research metrics as a means of assessment;
 - b) examine the treatment of research metrics at other Canadian Universities;
 - c) consult with members of the academic community representing a diversity of disciplines;

- d) consult with members of the academic community with experience and/or relevant academic expertise relating to the collection and use of research metrics.
6. The Joint Committee will submit a report to the President of the University and the President of the Association containing its findings and recommendations no later than December 31, 2017.
 7. Should the committee recommend it, with no more than two (2) members dissenting, the University and the Association agree to the immediate addition of the following to the Collective Agreement:
 - 19.D.1.8.5 No tenure criteria shall require the submission of a research metric, nor shall they include any standard or recommended expectation based on a quantitative measure.
 - 19.D.1.8.6 Research metrics will only be used as part of evaluation and/or assessment when such metrics are personally and voluntarily submitted by the Member.
 - 19.D.1.8.7 There shall be no penalty or adverse inference to any Member for the non-submission of research metrics as part of the tenure application.
 - 20.A.2.5.5 No promotion criteria shall require the submission of a research metric, nor shall they include any standard or recommended expectation based on a quantitative measure.
 - 20.A.2.5.6 Research metrics will only be used as part of evaluation and/or assessment when such metrics are personally and voluntarily submitted by the Member.
 - 20.A.2.5.7 There shall be no penalty or adverse inference to any Member for the non-submission of research metrics as part of the promotion application.
 - 20.B.1.6.5 No promotion criteria shall require the submission of a research metric, nor shall they include any standard or recommended expectation based on a quantitative measure.
 - 20.B.1.6.6 Research metrics will only be used as part of evaluation and/or assessment when such metrics are personally and voluntarily submitted by the Member.
 - 20.B.1.6.7 There shall be no penalty or adverse inference to any Member for the non-submission of research metrics as part of the promotion application.
 - 35.5.5 No evaluation criteria shall require the submission of a research metric, nor shall evaluation criteria include any standard or recommended expectation based on a quantitative measure.
 - 35.5.6 Research metrics will only be used as part of evaluation and/or assessment when such metrics are personally and voluntarily submitted by the Member.
 - 35.5.7 There shall be no penalty or adverse inference to any Member for the non-submission of research metrics as part of an evaluation.

8. Notwithstanding s. 7, the Joint Committee shall be free to come to any other recommendations or conclusions it desires, including alternative wording for the principles described in s. 7. Any recommendations under this section will be advisory only.
9. This letter of understanding shall be attached to and form part of the Collective Agreement.
10. This letter of understanding will expire on March 31, 2021 ~~January 12, 2018~~. This letter of understanding shall be attached to and form part of the Collective Agreement and the period in which s. 10(4) of the Labour Relations Act applies.
11. The terms of this letter of understanding are a term and condition of employment. This letter of Understanding is intended to survive the expiry of the Collective Agreement.

DATED at the City of Winnipeg
in the Province of Manitoba



University of Manitoba

this 20th day of February 2018



University of Manitoba Faculty Association