

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF WINNIPEG (the Employer)

- and -

THE UNIVERSITY OF WINNIPEG FACULTY ASSOCIATION

(the UFWA)

(RAS)

CONFLICT OF INTEREST AND REASONABLE APPREHENSION OF BIAS; and Departmental Personnel Committee (DPC), and Tenure/ Promotion and Continuing Appointment Committee (TPCAC) Members

WHEREAS the parties agreed to new tenure and promotion procedures pursuant to a LETTER OF UNDERSTANDING AND TENURE

letter of agreement re: AMENDMENTS TO PROMOTION PROCEDURES dated December 16 2013; and

the Dean shall ensure that the process is fair and free from any apprehension of bias; and

WHEREAS Clause 8 of that letter states that the letter shall apply with respect to conflicts of interest and reasonable apprehension of bias

and Promotion, Continuing Appointment, or Promotion, Clause 6 of the letter requires that the TPCAC shall be comprised of three (3) Department Members or more where necessary, a closely related

WHEREAS when a Member applies for Tenure, Continuing Appointment, or Promotion, Clause 6 of the letter requires that the TPCAC shall be comprised of three (3) Department Members or more where necessary, a closely related

WHEREAS the selected Department Members provide a proximate peer group perspective of the applicant's performance and may be closely acquainted and involved in the work product and performance of the applicant prior to the striking of a TPCAC and

WHEREAS some Members engage in collaborative research with multiple Members from their own Department; and

WHEREAS the Faculty Association encourages collaborative research; and

WHEREAS the parties wish to establish guidelines for determining whether a conflict of interest and/or reasonable apprehension of bias exists;

Absent other evidence, co-authorship and collaboration with the applicant or
ion shall not normally amount to a conflict of
on of bias with respect to Department Members
case shall be examined based on its particular

Department Member shall not participate in a
ne Dean is satisfied that the Member:

collaboration or co-authorship with the
for the deliberations of the TPCAC, or

professional outputs and publica
interest or reasonable apprehens
who serve on the TPCAC. Each
circumstances.

3. Notwithstanding paragraph 2, a
TPCAC for an applicant, when t

has exceeded in nature or
quantum of the material presente
but is involved in current and on-oi