

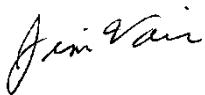
Memo

Dear Colleagues:

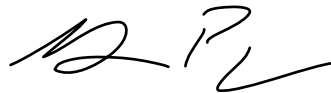
The Joint Committee on the Administration of the Agreement (JCAA) and the Equity Office are committed supporting the 2008-2011 Collective Agreement , specifically with respect to training, data collection, monitoring, and reporting of employment equity in Appointments and Renewal, Tenure, Promotion and Continuing Appointment processes. Since the Collective Agreement now includes all Faculty, Librarians, Archivists, including Adjunct Members, equity reporting must be completed for all aforementioned groups with the exception of those Adjunct Members who have been hired as a result of a Right of Reappointment. This has generated a significant amount of reporting work for individual Departments and the Equity Office. The JCAA and Equity office are currently exploring alternate methods of data collection and reporting that will be more efficient especially with respect to Adjunct Faculty hiring. In the meantime, please continue to complete the Equity Reporting Forms so that Queen's University remains committed and compliant in its equity obligations.

Please feel free to contact us or the Equity Office if you have any additional questions.

Sincerely,



Jim Vair
Co-Chair, JCAA
Associate Vice-Principal (Faculty Relations)



Bruce Parody
Co-Chair, JCAA
QUFA Collective Agreement Representative