

MEMORANDUM OF AGREEMENT

- Between -

TRENT UNIVERSITY
(hereinafter referred to as "the University")

- And -

THE TRENT UNIVERSITY FACULTY ASSOCIATION
(hereinafter referred to as "the Association")

WHEREAS the normal operations of the University have been disrupted by the necessary decision to initiate physical distancing and conduct University operations remotely, beginning in March 2020; and,

WHEREAS the 2019-2022 Collective Agreement establishes timelines under Articles XII (Discipline and Scholarly Misconduct) and XIII (Grievance and Arbitration Procedure, and Dismissal for Cause); and,

WHEREAS the 2019-2022 Collective Agreement requires that the parties establish joint working committees to address the following:

- a) Student Experience of Teaching Surveys (SETS, formerly called "Student Course Evaluations")
- b) Equity Diversity and Inclusion initiatives
- c) Annual Performance Reviews
- d) Group Benefits
- e) Appendix N ("Policy on Creating Interdisciplinary Schools")

Now, THEREFORE, the parties agree, without prejudice or precedent, to the following:

- a) the period from 1 March 2020 through 30 April 2020 shall not be counted in regard to any timeline established under Articles XII or XIII;
- b) the working group tasked with the joint review of SETS shall meet on, or before, September 15th and shall advise Joint Committee if it cannot complete its work by September 30th, 2020.
- c) the subcommittee charged to make recommendations to the Provost on how to advance Equity, Diversity and Inclusion within the faculty ranks shall meet on, or before, October 30th to consider its charge and shall advise Joint Committee if the November, 2021, deadline for completion of its recommendations is still feasible.

- d) the subcommittee charged to review the timing of the Annual Review Process shall meet on, or before, September 15th and shall advise Joint Committee if it cannot complete its work by September 30th, 2020.
- e) the subcommittee charged to review, explore, and discuss features of the Trent University Group Benefits Plan shall meet on, or before, October 30th and shall advise Joint Committee of its proposed schedule for meetings up to 30 June 2022.
- f) the subcommittee charged to develop recommendations to incorporate provisions from Appendix N to the “Policy on Creating Interdisciplinary Schools” shall defer its meeting to no later than December 15, 2020.

Dated at the City of Peterborough this 23rd day of April, 2020.

On behalf of the Association

On behalf of the University

Sara Wuff

Alan