

MEMORANDUM OF AGREEMENT

- Between -

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

- And -

Trent University Faculty Association
(hereinafter referred to as "the Association")

RE: COVID-19 RELATED MODIFICATIONS TO TUFA PROCESSES

WHEREAS the University has implemented significant operational restrictions on campus in response to the current state of emergency related to the COVID-19 pandemic; and

WHEREAS these restrictions along with the broader public health limitations have impacted TUFA members' lives and their ability to carry out their work-related responsibilities;

Now, THEREFORE, the Parties agree without prejudice or precedent to the following terms and conditions for the 2020-2021 Academic Year:

Procedures and Eligibility for Applications for Reappointment, Tenure, Permanence and Promotion decisions;

1. All TUFA members who are employed on probationary contracts as of July 1, 2020 may delay their application for reappointment, permanency, tenure or promotion by one year for reasons related to the impact of COVID-19. Members who are due to apply for reappointment, permanency, tenure or promotion in the 2020/21 academic year and who wish to delay their submission must notify their Dean of this no later than August 1, 2020.
2. Any probationary member who avails themselves of an extension under this agreement shall have all subsequent timelines for permanency, tenure or promotion extended by one year.
3. Any extension provided for under this agreement is understood to be in addition to any other extension (e.g. those related to pregnancy leave) for which the member is eligible.
4. In all cases, the extension provided for under this agreement shall not be prejudicial to the member in terms of performance expectations, including but not limited to research productivity.

Merit

1. In making an application for merit in this or any subsequent year, members may elaborate on the personal and professional impact that the COVID-19 pandemic has had on their work.

Student Experience of Teaching Surveys (SETS)

1. Notwithstanding the move to offer most courses via online or remote delivery methods, members' right under the collective agreement to choose whether to conduct the survey instrument online is upheld.
2. Understanding the unique circumstances of course delivery in the 2020-21 academic year, TUFA members will have the option of whether to use SETS received from this year for any applicable personnel decisions.

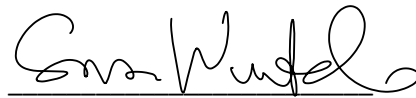
Annual Reports and Annual Performance Reviews (APR)

1. The submission deadline for Annual Reports shall be extended by two weeks to the third Friday of October.
2. In completing their APR in this or any subsequent year, members may elaborate on the personal and professional impact that the COVID-19 pandemic has had on their work.

Signed on this __29__ day of June, 2020



(On behalf of the University)



(On behalf of the Union)