

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 operational restrictions put in place with regard to members' activities and access to campus in response to the COVID-19 pandemic have persisted through AY 2020/21; and,

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

WHEREAS the MoA between the parties dated 29 June 2020 permits certain members to delay their application for reappointment, permanency, tenure or promotion by one year for reasons related to the impact of COVID-19 subject to notification of their Dean; and,

WHEREAS the situation with regard to administering Student Experience of Teaching Surveys (SETS) has not substantively changed, nor is expected to change until Fall 2021; and,

WHEREAS the temporary modification of certain administrative deadlines and requirements in the MoA between the parties dated 20 October 2020 has proven efficient; and,

WHEREAS members may have been unable to spend professional expense monies due to imposed travel bans, physical distancing requirements, or other COVID-19 related restrictions.

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

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

1. TUFA members employed on probationary contracts as of July 1, 2020, who wish to delay their application for reappointment, permanency, tenure or promotion by one year total for reasons related to the impact of COVID-19, must notify their Dean of the intended delay by August 1st, of the year in which they would otherwise have been considered.

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 in addition to any other extensions for which the member is eligible.

3. Extensions provided for under this agreement shall not be prejudicial to the member in terms of performance expectations, including but not limited to research productivity.

Student Experience of Teaching Surveys (SETS)

1. Notwithstanding that Fall 2021 courses may be taught online, as hybrid courses, or using remote delivery methods, all members' right under the collective agreement to choose whether to conduct the survey instrument online is upheld.

2. TUFA members will have the option of whether to use any SETS received between Fall Term 2019 and Fall Term 2021 inclusive for any applicable personnel decisions.

Start-up Funds and Professional Expense Funds

1. Start-up Funds and Professional Expense Funds that would normally have been forfeited between 30 June 2020 and 1 July 2021 inclusive shall be carried forward for use in the 2021-2022 year.


Administrative Deadlines and Requirements

1. With regard to Annual Performance Reviews: Article VIII.10.9 requires that "the Dean shall send a copy to the member electronically and via printed copy in the internal university mail, no later than the second Friday in November." The parties agree on an ongoing basis that the electronic copy of the letter from the Dean to each member shall suffice, provided that a printed copy is also placed in each member's personnel file, no later than the second Friday in December.

2. With regard to the Annual Teaching Support Fund: Article IV.8.1 requires that "[t]here shall be two (2) competitions, one in August and one in December," the parties agree on an ongoing basis to set November 16th as the deadline for the Winter Term teaching support competition.

3. With regard to Courses Outside the Regular Academic Session: Article VIII.6.1.1 (ii) requires that, "[b]y November 15th for Spring-Summer Session and by January 15th for the Fall/Winter Off-campus programming, a list of the courses to be offered shall be circulated to all members." The parties agree on an ongoing basis to change the deadline for the circulation of the list of Spring-Summer Session courses to December 15th.

Signed on this 24th day of June 2021.



On behalf of the University



On behalf of the Union