

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 2021/22; 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 MoAs between the parties dated 29 June 2020 and 24 June 2021 permit 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 2022; 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 June 30, 2022, 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. TUFA members will have the option of whether to use any SETS received between Fall Term 2019 and Fall Term 2022 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 2022 inclusive shall be carried forward for use in the 2022-23 year.

Signed on this 30th day of May 2022.

On behalf of the University



On behalf of the Union

