

**Joint Committee for the Administration of the 15th Collective Agreement
Memorandum of Agreement**

April 23, 2020

**Renewal, Tenure, Continuing Appointments and Promotion Considerations
due to the COVID-19 Pandemic**

In recognition of the many challenges created by the COVID-19 pandemic (including but not limited to shifting to emergency Remote Delivery and limitations in access to scholarly and service activities), the Parties agree to the following without prejudice and precedent:

Employees whose Probationary period included all or part of the 2020 calendar year may defer their applications for renewal, tenure, or continuing appointment for one year. Employees who opt to defer shall receive a one (1) year extension to their current probationary appointment. Employees who wish to defer shall inform their Head or Director by 15 July of the year in which they wish to defer.

Committees evaluating Employees for renewal, tenure, continuing appointment, and promotion (including but not limited to Departmental Review Committees, Library Review Committees, the University Review Committee, the University Appeals Committee, the committees referenced in Articles 10.09.1 (c) and 43.61 (b)) shall give due consideration to the impacts of the COVID-19 pandemic on Employees' ability to carry out their academic responsibilities as defined in the Collective Agreement. Such impacts shall not be held against the Employee in decisions related to renewal, tenure, continuing appointments, or promotion.

Erin Patterson

Erin Patterson (Apr 24, 2020)

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C. Trudel

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Christopher Callbeck

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