

Memorandum of Agreement
between the
Acadia University Faculty Association
and the
Board of Governors of Acadia University

Advancing Reconciliation and Indigenization

WHEREAS The Parties agree on the necessity of reconciliation with Indigenous Peoples and agree to increase access and support for Indigenous faculty, build and support community-based relationships, and recognize the diverse processes for accessing, learning, sharing, and/or dissemination of Indigenous knowledges and support and promote the scholarly contributions of Indigenous knowledge systems.

AND WHEREAS the parties acknowledge that to advance these objectives, it is necessary to have significant ongoing consultations with the Mi'kmaw Nation and Indigenous Elders, Knowledge Holders, and/or leaders;

The Parties agree:

1. To retain the joint Indigenous, Association, and Board Council (“the IABC”) as established under the 16th Collective Agreement. The IABC shall consist of at least two (2) members each from AUFA, the Board, and the Mi'kmaw Nation.
2. That the purpose of the IABC shall be to develop recommendations to further support the recruitment and retention of Indigenous faculty, including but not limited to recommendations related to: priority initiatives; the professional responsibilities and workload of Indigenous faculty; hiring and retention protocols; timeframes for implementation of the strategy and evaluation processes; and FRCs/LARC processes when appropriate. The IABC shall forward its recommendations to the Parties.
3. That the IABC shall, when requested by a Selection Committee for an Indigenous-focused Faculty position, facilitate the inclusion of a non-voting Indigenous representative on the Committee. The IABC shall, when requested by an Indigenous candidate applying for tenure, promotion, or renewal, provide consultation on the inclusion of an Indigenous representative on the candidate’s FRC/LARC.
4. In recognition of their contribution to the functioning of the IABC, the two members of the Mi'kmaw Nation shall each receive from the Board an honorarium of \$250 per meeting. This amount shall be reviewed as appropriate.

Erin Beaudin

Erin Beaudin
For the Board of Governors of Acadia University

Oct 10, 2025

Date

Anthony Pash

Anthony Pash
For the Acadia University Faculty Association

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Tenure Stream Position Complement and Teaching Complement

Notwithstanding the provisions of this Collective Agreement, the Parties agree that as of 1 July 2025 there shall be a minimum Tenure Stream Position Complement of 171 and a minimum Teaching Complement of 221. As of 1 July 2026, there shall be a minimum Tenure Stream Position Complement of 174 and a minimum Teaching Complement of 223. As of 1 July 2027, there shall be a minimum Tenure Stream Position Complement of 175 and a minimum Teaching Complement of 225. Vacancies within these complements must be replaced within a reasonable time period.


Erin Beaudin
For the Board of Governors of Acadia University


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Anthony Pash
For the Acadia University Faculty Association


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Selection of a Claims Adjudicator

WHEREAS The Parties share an interest in the creation of an effective and fair means for determining an Employee's grounds for long-term sick leave;

The Parties agree to establish a process for selecting the claims adjudicator as described in Article 24.60 (e)-(i). The process shall be as follows:

1. Within sixty (60) days of signing this Agreement the parties shall develop and propose a Request For Proposal (RFP) for interested Parties who can adjudicate claims of illness (hereafter 'Claims Adjudicator') completely independent of the Parties and shall have the ability to expedite treatment in cases where necessary.
2. The Parties shall review the response from the RFP and shall jointly decide which proponent is successful. If the Parties are unable to agree on the Claims Adjudicator, the matter shall be referred to arbitrator Lynn Poirier in writing, without need of a hearing. Poirier in making the decision need only select the successful adjudication firm without the need for giving extensive reasons. The fees for the arbitrator shall be jointly paid by the Parties.
3. The contract with the Claims Adjudicator shall be held by the Employer and shall be payable by the Employer.
4. The Parties shall review the choice of Claims Adjudicator every twelve (12) months. Following the review, should either Party wish to terminate the contract, the Employer shall, with all possible speed, terminate in accordance with the contract. Any other changes to the contract may be made at any time by mutual consent.
5. Any new Claims Adjudicator must be appointed during the term of this Agreement and in accordance with this Agreement.

erin beaudin

Erin Beaudin
For the Board of Governors of Acadia University

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Childcare

WHEREAS the parties to this Agreement have made a commitment to make childcare accessible at Acadia University;

AND WHEREAS the parties recognize the importance for faculty, staff, students, and other members of the University to be involved in the ongoing relationship between Acadia University and the non-profit operator of the Acadia Childcare Centre;

AND WHEREAS the parties recognize that the Acadia Childcare Centre is still in development; The parties agree to the following:

1. The Board and the Association shall establish the Acadia University Child Care Committee ("the Committee");
2. The Committee shall consist of two (2) representatives of the Board, two (2) representatives of the Association, one (1) representative of SEIU, one (1) representative of AUPAT, one (1) student representative, and two (2) representatives from the Town of Wolfville community;
3. The Board and the Association shall appoint their respective representatives to form the Committee within sixty (60) days of the signing of this Collective Agreement;
4. The Committee shall be consulted on the development of the Request for Proposals for the Acadia Child Care Centre's Operational Partner. The Committee shall also be consulted on any agreements entered into between the University and the operator of the Centre and may make recommendations on changes to current or potential agreements; and
5. The Committee shall meet at least two (2) times per year.

Erin Beaudin

Erin Beaudin
For the Board of Governors of Acadia University

Oct 10, 2025

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Anthony Pash

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For the Acadia University Faculty Association

Oct 10, 2028

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Data Collection and Sharing

WHEREAS the Parties were greatly aided in their negotiations for the 17th Collective Agreement because of a shared understanding of the University's finances, personnel, and overall resources;

AND WHEREAS the Parties believe that future negotiations, as well as day-to-day relations between the Parties, would likewise benefit from this shared understanding;

AND WHEREAS much of the data relied upon by the Parties in their negotiations is not compiled and shared under the existing provisions of Collective Agreement; the Parties agree to the following:

1. Within six (6) months of the signing of the 17th Collective Agreement, the Parties shall meet to compile a list of data useful for maintenance of and improvement to the costing model used by the Parties in negotiations, and shall meet periodically thereafter, as necessary;
2. Where any such data is not already collected and shared between the Parties under a provision of the Collective Agreement, the Parties may make a recommendation for its addition;
3. Where possible, the Board shall share with the Association all data identified by the Parties as useful for the maintenance of and improvement to the costing model; and
4. Nothing in this agreement shall require the Board to share with the Association any data beyond that already mandated under the terms of the Collective Agreement.

Erin Beaudin
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For the Board of Governors of Acadia University

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Cluster Hire

The Parties agree that with respect to the three (3) tenure-stream positions for Mi'kmaw/Indigenous candidates, and three (3) tenure-stream appointments for African Nova Scotian/Canadian (Black) candidates filled under the Cluster Hire MOA in the 16th Collective Agreement, if any of these positions become vacant, the Indigenous and/or Black Scholars Hiring Committee shall be reconstituted to fill the vacancies as soon as possible.

1. An Indigenous Scholars Hiring Committee shall be formed consisting of the Provost who shall serve as chair, three (3) Employees (one from each Faculty), two (2) representatives of the Mi'kmaw community, and one (1) Equity Representative (non-voting).
2. A Black Scholars Hiring Committee shall be formed consisting of the Provost who shall serve as chair, three (3) Employees (one from each Faculty), two (2) representatives of the Nova Scotian Black community, and one (1) Equity Representative (non-voting).
3. The search shall be for those individuals who identify themselves as Indigenous or Black as appropriate. The Committees shall approve by majority vote the draft advertisements for the authorized positions. The advertisement shall ask each applicant to identify the Academic Unit(s) which they anticipate joining.
4. In the case of the Indigenous cluster hire, the University shall confirm Indigenous identity using a clearly defined process developed in coordination with the Indigenous Education Advisory Council (IEAC). This process shall be available for review to candidates at the time of application.
5. After receiving applications for the positions, the Committee shall consult extensively with all relevant Academic Units to appropriately match potential candidates with the needs of individual Academic Units and programs. The curriculum vitae, cover letters and supporting documents submitted by candidates shall be forwarded to individual Academic Units, which shall have an opportunity to comment on the applications.

6. Following the consultation process, the Committees shall establish shortlists for each position in accordance with the procedures of 10.53 (b) and with reference to the factors in Article 10.61, 10.62, and 3.56 (e). The shortlists shall be made available to all relevant Academic Units. Members of the Academic Units who wish to comment on the shortlists have five (5) working days to make their views known to the Committees. The Committees shall then finalize the shortlists which shall be redistributed to the members of the relevant Academic Units and copies thereof provided to the Deans, Provost, and President.
7. The Chair shall arrange interviews for a minimum of two (2) and no more than three (3) candidates for each position in the first instance, unless not enough qualified candidates have been found. All candidates selected for an interview shall be contacted by the Committees. Each candidate shall meet the Dean(s) or delegate(s), either the President or the Provost, and a representative of the Association designated by the Association Executive. Whenever possible, all eligible members of the relevant Academic Unit(s) shall have an opportunity to meet with the candidates, each of whom shall, whenever possible, deliver a lecture or participate in a seminar involving students. All eligible members of the Academic Unit(s) as defined in Article 10.50 shall be invited to submit individual written comments to the Selection Committee.
8. The rest of the selection process shall follow the guidelines developed by the Parties, in consultation with the IABC. All positions shall be filled in a reasonable period of time.


Erin Beaudin
For the Board of Governors of Acadia University


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Delayed Implementation

The Parties agree:

1. The “Conversion to Instructor Appointment” process in Articles 11.14(a)-(h) shall continue as described in the 16th Collective Agreement until 30 June 2026. Thereafter, the process as described in the 17th Collective Agreement shall apply.
2. The “Renewal, Tenure, and Promotion” process in Article 12.00 and the “Continuing Appointment and Promotion of Librarians” process in Article 51.00 shall continue as described in the 16th Collective Agreement until 30 June 2026. Thereafter, the processes as described in the 17th Collective Agreement shall apply.
3. The “Supplementary Family Leave Benefit” (“the Benefit”) in Article 24.45 shall continue as described in the 16th Collective Agreement until 30 June 2027. Thereafter, the Benefit as described in the 17th Collective Agreement shall apply.



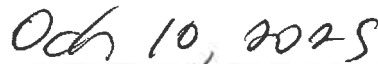
Erin Beaudin
For the Board of Governors of Acadia University



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Anthony Pash
For the Acadia University Faculty Association



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Article 60.00 General

60.10 Binding Effect

Subject to the terms and conditions hereof, this Agreement shall enure to the benefit of, and be binding upon, the Parties hereto and their respective successors and assigns.

60.20 Whenever the context of this Agreement so requires, the singular number shall include the plural and vice versa.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement this 10th day of October 2025.

ACADIA UNIVERSITY
FACULTY ASSOCIATION



GOVERNORS OF
ACADIA UNIVERSITY

