

Memorandum of Understanding

between

Memorial University of Newfoundland

and

Memorial University of Newfoundland Faculty Association

“Without Prejudice”

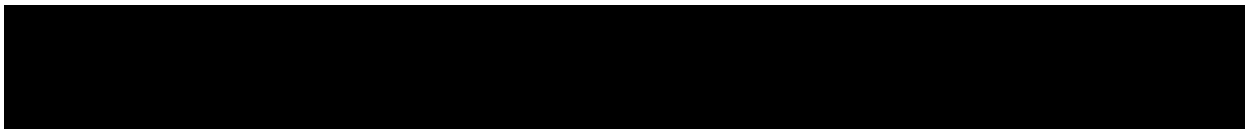
Whereas the parties recognize the significant impact the 2023 Grenfell Cyberattack (“the Cyberattack”) had and continues to have on ASMs on the Grenfell Campus;

The parties agree to the following provisions:

1. ASMs at Grenfell Campus who are currently in a tenure-track position, and who are contractually obliged to avail of the Tenure processes in accordance with the Collective Agreement during future Academic Years, shall have the option to request deferring any such reviews for up to two (2) years in accordance with Clause 21.87. Each request shall be considered on its own merits. In the event a deferral request is granted, should subsequent reviews lead to tenure, salary adjustment in accordance with that positive decision shall be one (1) or two (2) years retroactive to September 1 in accordance with the granted deferral.
2. The following statement shall be sent to all confirmed external referees letters for tenure and promotion files for all ASMs at Grenfell campus for the next six (6) Academic Years:

In late December 2023, the Grenfell Campus was affected by a large cyberattack. The cyberattack significantly disrupted Grenfell Campus ASMs’ ability to perform their duties and responsibilities, including teaching, research/scholarly activities, and academic service during the Winter 2024 semester. For a period of weeks ASMs did not have access to research or teaching materials, computing equipment and resources, emails and email records, and other required materials to perform their work. For some ASMs, significant disruption continued for months. The cyberattack significantly increased workloads as ASMs were required to pivot quickly to analog teaching delivery in the Winter of 2024 and to cancel or modify planned research and projects. Many ASMs also faced the inability to meet research grant and publication deadlines. These factors should be considered when reviewing this ASM’s file.

3. ASMs at Grenfell Campus who can demonstrate that their sabbatical leaves were impacted by the cyberattack may apply to their Administrative Head to have additional time credited towards their next sabbatical leave. Crediting of additional time shall require the agreement of the ASM and their Administrative Head.



J. Lepawsky (for)
Memorial University of Newfoundland
Faculty Association

G. Williams (for)
Memorial University of Newfoundland

May 30, 2024

Date

May 17, 2024

Date