

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: June 3, 2019

SUBJECT: **Department Heads Consultation – Promotion and Tenure Process**

In October 2017, MUNFA became aware that the Dean of Science and the Dean of Humanities and Social Sciences have a long standing practice of holding consultative meetings with their respective Department Heads to review and comment on Promotion and Tenure (P&T) assessment files. MUNFA subsequently filed an Association Grievance (A-17-21) on the basis that the Deans, by consulting with Department Heads outside of the applicable Academic Unit, were in violation of the prescribed P&T processes as outlined in the Collective Agreement.

On April 10, 2019, the Parties agreed to a [Memorandum of Understanding \(MOU\)](#) as final settlement of the grievance. ASMs are encouraged to review the MOU and direct any questions or comments to the MUNFA office: munfa@mun.ca or 864-8642.