

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: September 9, 2020

SUBJECT: **MOUs regarding the Promotion & Tenure Process**

The MUNFA Executive and the University administration have recently signed two Memorandums of Understanding (MOU) relating to the Promotion & Tenure (P&T) process.

Promotion & Tenure Deferral

In light of the impact the pandemic has had on many ASMs, on September 8th the Parties agreed to the following:

“ASMs 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 22.88](#). 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.”

Promotion & Tenure Timelines Extension

Additionally, regarding P&T timelines for the 2020/2021 Academic Year, the Parties agreed to the following:

“[D]uring the 2020/2021 Academic Year for Faculty and Librarian candidates for extension of a tenure-track appointment, promotion or tenure, all Promotion and Tenure deadlines in the Collective Agreement (April 30, 2019 - August 31, 2020), except [Clause 11.11](#), shall be extended by twenty (20) days.”

Questions related to either of the above agreements can be directed to the MUNFA Office, munfa@mun.ca.