

**TO: All MUNFA Members**  
**FROM: MUNFA Executive Committee**  
**DATE: July 15, 2025**  
**SUBJECT: Credit for Graduate Student Supervision – Sabbatical Leave**

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In 2023, MUNFA heard from concerned Faculty Members in a Department in the Faculty of Science regarding a lack of teaching credit for graduate student supervision performed during sabbatical leave.

Clause 3.37 of the Collective Agreement states such supervision shall be considered part of a Faculty Member's assigned teaching duties. Accordingly, MUNFA filed Association Grievance A-23-08 on the denial of teaching credit for graduate student supervision during sabbatical leave in some Academic Units.

In April 2025, the parties met and discussed the grievance. The University provided a response letter in May, which stated that if Faculty Members in certain units choose to supervise students while on sabbatical leave, that they are doing so voluntarily and are not eligible for teaching credits.

MUNFA has serious concerns about the position the University is taking on this issue and the expectation that Faculty Members in some units must make a decision to either volunteer their time for supervision or cease graduate student supervision during a sabbatical leave.

It is MUNFA's understanding that the University administration does not fully appreciate the impact of their position on this issue, and we recommend that Faculty Members take a position to ensure their work is not exploited and undervalued. MUNFA will continue to push on this issue through the arbitration process and will provide updates to the membership as they become available.

Faculty Members who do not receive credit for graduate supervision while on sabbatical leave are encouraged to contact MUNFA at [munfa@mun.ca](mailto:munfa@mun.ca).

Questions or concerns on this issue can be directed to the MUNFA Executive at [munfa@mun.ca](mailto:munfa@mun.ca).