

TO: All MUNFA Members

FROM: The MUNFA Executive Committee

DATE: July 4, 2013

SUBJECT: Promotion & Tenure Decision Letters

MUNFA has recently become aware that positive Promotion and Tenure (P&T) decision letters have been sent to Academic Staff Members by the Vice-President Academic (VPA) that contain information, suggestions and negative commentary that are inconsistent with the P&T provisions of the Collective Agreement and with this Information Bulletin, we want to make members aware of the potential consequences of such inappropriate and negative commentary by the VPA. In particular, these letters will automatically become part of an ASM's P&T record and will be part of their Personal File. As such they can be included in subsequent P&T reviews and can potentially bias the review process.

The MUNFA Executive Committee would like to monitor this situation and therefore we are asking that Members advise MUNFA about similar experiences. Your comments can be sent to munfa@mun.ca.