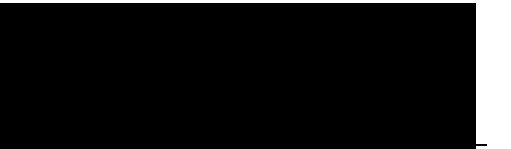


MEMORANDUM OF UNDERSTANDING
BETWEEN
MEMORIAL UNIVERSITY OF NEWFOUNDLAND
AND
MEMORIAL UNIVERSITY OF NEWFOUNDLAND FACULTY ASSOCIATION

"Without Prejudice"

Subject to approval being granted by the Human Rights Commission pursuant to Section 8 of the Human Rights Act, the Parties agree that with respect to the cluster hiring of up to five (5) tenure-track or tenured appointments for First Nation, Metis, Inuit and Indigenous candidates,:

1. The search shall be for those individuals who identify themselves as Indigenous.
2. All applications shall initially be assessed by the University Joint Equity Committee (JEC) to ensure that all applicants have self-identified as Indigenous and identify themselves with an Indigenous community. The JEC shall consult in this regard with a University advisory committee to be established that will include the Interim Associate Vice-President (Indigenous Research), the Special Advisor to the President on Aboriginal Affairs and representation from the Aboriginal Elders program
3. All candidates who meet the criteria in point #2 shall then be referred by the JEC to the appropriate Academic Unit where the Unit shall conduct Collegial Consultation in accordance with Clauses 7.03 or 13.03 of the Collective Agreement. If an Academic Unit does not wish to proceed with a position request, the application, where appropriate, may be forwarded to another Academic Unit for consideration,
4. Following the Collegial Consultation process, candidates shall be assessed by search committees from the appropriate Academic Unit for consideration for appointment in accordance with the search procedures outlined in Articles 7, 13, 25 or 31 of the Collective Agreement. In cases where an Academic Unit has more than one candidate under consideration, the Search Committee shall provide a ranking in order of preference.
5. All recommendations shall be forwarded by the Deans to the Provost and Vice-President (Academic) for a final decision on which candidates shall be offered positions with the University.



K. Snelgrove (for)
Memorial University of Newfoundland
Faculty Association



G. Williams (for)
Memorial University of Newfoundland

April 9, 2020

DATE

April 16, 2020

DATE

{INSERT MEMORIAL LOGO}

Tenure-Track or Tenured Academic Appointments for First Nation, Metis, Inuit and Indigenous Candidates

The lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

As part of Memorial's strategic priority in advancing Indigenous scholarship and supporting Indigenous worldviews in education and scholarship, the University is seeking to fill up to 5 new full-time, tenure-track Indigenous academic staff hires in any discipline, at the level of entry or intermediate rank. This position is open to candidates who identify as Indigenous from around the world, but preference is for First Nation, Matis, Inuit candidates from Canada and particularly from the province of Newfoundland and Labrador. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority.

This is a targeted search for Indigenous scholars. Competition is open to individuals who identify with an Indigenous community, as per approval granted by the Human Rights Commission pursuant to Section 8 of the Human Rights Act. In addition, Memorial University is committed to employment equity and diversity. Applicants shall identify themselves as Indigenous and applications are invited from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; visible minorities, and racialized people; and people with disabilities. Applicants cannot be considered as a member of a target groups unless they complete an employment equity survey. If you do not receive a survey or have any questions, please contact erut!Y.@mun.ca.

The successful candidates must have qualifications that are appropriate to the discipline of appointment or relevant area of scholarly activity in the area of appointment, including librarianship, counselling and co-operative education. **Candidates are encouraged to indicate their preferred discipline.** We are seeking strong scholars with a demonstrated track record of research, teaching and service activities in any discipline. Applicants considered for a probationary appointment must have a superior academic record and a demonstrated record of, or a strong potential for, excellence in scholarly research and teaching. Scholarship includes the scholarship of discovery, the scholarship of integration, the scholarship of application and/or the scholarship of teaching, recognizing non-traditional forms of scholarship and traditional **ways** of knowing. In addition, applicants should have the ability and willingness to contribute to the intellectual and scholarly life of the Faculty/School community and to the University more generally. Candidates considered for appointments with tenure must have an outstanding academic record with a strong record of publications in academic outlets and significant experience in teaching. The successful candidates will join a transdisciplinary network of collaborative researchers. The successful candidates will have an opportunity to shape partnerships with our University and community stakeholders at the local, provincial, national and international levels.

For this opportunity at Memorial University, the appointment will be at the level of Assistant Professor or Associate Professor (Librarian I or II, ASM-CFE I or II). **Salary will be commensurate with the qualifications of the candidate and in accordance with the MUNFA Collective Agreement**

Memorial University respects people's different needs and therefore will take all reasonable steps to ensure accommodation for applicants where appropriate. If you require an accommodation to participate in the recruitment process, please notify Tina Hickey at hickeyt@mun.ca or 709-864-2548. For more information, see <http://www.mun.ca/main//accessibility.php>

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Please send applications electronically to VPACAD@mun.ca with the subject heading: Indigenous Cluster Hire by 11:59 pm Newfoundland time, on **XXXX**. Please quote the position number as listed. Applications should include the following:

- A letter of application describing how the applicant meets the criteria for the position;
- An up-to-date curriculum vitae;
- The names and addresses of three referees;
- Copies of or links to three recent and influential research publications and/or project outputs;
- A statement of the candidate's Indigenous self-identification;
- Letter of support from an Indigenous community leader, government or organization to be sent under separate cover.

Applications should be submitted:

The Office of the Provost and Vice-President (Academic)
Memorial University of Newfoundland
St. John's, NL A1C 5S7
Email: VPACAD@mun.ca