

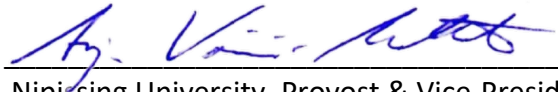


MEMORANDUM OF AGREEMENT
on the
TENURE AND PROMOTION – PANDEMIC EXCEPTION

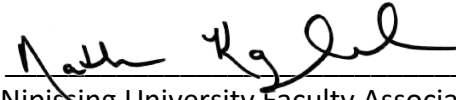
This letter of agreement between Nipissing University and the Nipissing University Faculty Association (NUFA) outlines the exceptions to the tenure and promotion process at Nipissing University during the COVID-19 pandemic. This agreement will expire on **June 30, 2022**. It is agreed:

1. That no application for tenure and/or promotion will be prejudiced by COVID-19;
2. That Probationary Members may elect a stop-out in the Tenure and Promotion process for one year (12 months) in relation to the continuing COVID-19 disruption. This stop-out will be in addition to any stop-out awarded during the 2020/21 academic year. Work completed during the stop-out may be included in the Tenure and Promotion files;
3. That in order for 1 and/or 2 to be considered, Members must by **November 1, 2021**, submit to their Dean a Statement of Case detailing the following:
 - a. The application affected;
 - b. The specific nature of the delay caused by COVID-19 (e.g. closure of lab, inability to conduct fieldwork, impact of travel restrictions, delays by publishers, increased teaching workload, etc.) and the time period affected;
4. That the Dean, in consultation with the PVPAR and the NUFA President, will assess the Statement of Case by **November 15, 2021**, and on its merits award the one year stop-out;
5. That the awarding of a stop-out does not prevent a Member from applying for early tenure and promotion under 26.2 iv); and

6. That the awarding of a stop-out does not prevent a Member from applying for an extension under 26.2 vi), but the reasons for the extension must not be related to the COVID-19 pandemic.



Nipissing University, Provost & Vice-President
Academic & Research



Nipissing University Faculty Association
(NUFA), President

June 18, 2021

Date