



MEMORANDUM OF AGREEMENT
on the
SABBATICAL – PANDEMIC EXCEPTION

This letter of agreement between Nipissing University and the Nipissing University Faculty Association (NUFA) outlines the conditions and process for sabbaticals of Nipissing University during the COVID-19 pandemic. This agreement will expire on June 30, 2021.

1. No Member's future sabbatical application will be prejudiced by the Member's inability to achieve the stated goals of their Sabbatical Plan [Article 29.4 (d)] due to the COVID-19 pandemic;
2. Members will detail all pandemic-related impacts on their Sabbatical Plan in their Sabbatical Report [Article 29.7];
3. Members whose sabbaticals are disrupted by the pandemic may request the following in their Sabbatical Report [Article 29.7]:
 - a. A Research Intensive Workload, per the procedure described in Article 28.2 (f);
 - b. A Sabbatical Extension, to be taken on the financial terms of the original sabbatical, at a time and for a length of time approved by the Dean. Members will submit as part of their Report a Sabbatical Extension Plan that includes the information required in Article 29.4 (a), (d), and (g). A decision will be made following the procedure in Article 29.5 (a) and (b). Particular care must be taken to make a strong case both for the disruption of the sabbatical due to COVID-19, and for the ability to achieve goals within the timeframe identified in the Sabbatical Extension Plan.
4. Members who choose to defer an earned sabbatical because of the pandemic will notify their Dean through the application process in Article 29.4, but it will not be considered a deferral as defined in Article 29.5 (c) and (e).
5. The Member's eligibility for a future sabbatical will be calculated as if the sabbatical had not been deferred.

A handwritten signature in blue ink, appearing to read 'A. V. White', written over a horizontal line.

Nipissing University, Provost and Vice-President,
Academic and Research

A handwritten signature in black ink, appearing to read 'Neil K. G. ...', written over a horizontal line.

Nipissing University Faculty Association (NUFA),
President

December 18, 2020

Date