



**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, 2021. 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 up to one year (12 months) in relation to this COVID-19 disruption. 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, 2020, submit to their Dean a Statement of Case detailing the following:
  - a. The application affected;
  - b. The specific nature of the delay 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, 2020, 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.

*Dr. Arja Vainio-Mattila*  
Nipissing University, Provost & Vice-President  
Academic & Research

*Dr. Nathan Kozuskanich*  
Nipissing University Faculty Association (NUFA),  
President

September 23, 2020

Date