

**Memorandum of Understanding**  
**Nipissing University**  
**and**  
**Nipissing University Faculty Association**

December 1, 2010

**Re: Directors of Schools**

This memorandum will cover the interval between the date of the signing of this agreement and the signing of the next FASBU Collective Agreement. This agreement will then be considered part of the Collective Agreement and part of the bargaining process.

The University and the Association agree to the following:

1. From this point forward Directors of Schools will be included in the FASBU bargaining unit.
2. a) Directors of Schools will be considered similar to Chairs as defined in the FASBU Collective Agreement as defined in Article 42.1.  
  
b) It is recognized that Directors may also be required to assume additional responsibilities to external professional agencies.  
  
c) For the duration of this MOU, if the appointment of a Director of a School is required, the administration and NUFA will agree to a hiring process prior to the beginning of the search.
3. Directors of Schools will be eligible to serve on senate subject to the selection process defined for members of the bargaining unit.
4. Directors will be compensated by stipend for their administrative duties and/or teaching release.
5. Directors' performance will be evaluated as defined in the FASBU Collective Agreement, Appendix L Tenure and Promotion Procedures and the Standards for Tenure and Promotion at Nipissing University.
6. The terms and conditions of the existing contracts will be honoured and the current Directors will have the choice of remaining out-of-scope or becoming in-scope. If a Director chooses to become in-scope they will become eligible for Senate subject to the rules and regulations governing Senate appointments effective the commencement of their in-scope status. If an existing Director elects to become "in scope" for the duration of their contract, all other terms and conditions of their existing contract will be honoured for the duration of their contract. All re-appointments will

be subject to the terms defined in the Collective Agreement. NUFA will be informed of the choice.

7. The Workload will be assigned in accordance with the Collective Agreement. The Dean may assign teaching load credit for extraordinary service to the University or profession.
8. All interim Directors will be considered part of the FASBU bargaining unit and subject to the terms outlined in this MOU and the 2009-2012 NU-FASBU collective agreement. Copies of letters of hire will be sent to the President of NUFA.