

## Memorandum of Understanding

Between

Renison University College (RUC)

and

Renison Association of Academic Staff (RAAS)

This Memorandum of Understanding (MOU) sets out the terms and understandings between RUC and RAAS for implementation of Article 21.2: Renewals, Tenure, and Promotions Procedures—Timelines.

### **Purpose:**

This MOU will outline the agreement made between both parties regarding Article 21.2 of the Collective Agreement (2020-2023).

Recognizing the extraordinary circumstances caused by the Covid-19 Pandemic that may have negatively impacted a Member's ability to execute research activity and required a Member to adapt the ways they teach, tenure-track faculty in probationary terms hired before July 1, 2021, will receive an automatic one-year extension on their tenure clock.

Furthermore, regarding Article 21.2 (d),

Any Member may request deferral of evaluation for tenure and corresponding contract extension as a reasonable accommodation or because of extraordinary personal circumstances. Such deferral shall only be permitted for one (1) year. Any Member hired on or before July 1, 2022, may enact this article to have a Covid-related reason considered as an "extraordinary personal circumstance."

### **Duration:**

This MOU is at-will and may be modified by mutual consent of authorized officials from RUC and RAAS. This MOU shall become effective upon signature by the authorized officials from RUC and RAAS and will remain in effect until modified or terminated by any one of the partners by mutual consent. In the absence of mutual agreement by the authorized officials from RUC and RAAS, this MOU shall end on April 30, 2023.

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Dr. Wendy L. Fletcher  
President & Vice-Chancellor  
Renison University College

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Date

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Dr. Kristina Llewellyn  
President  
Renison Association of Academic Staff

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Date