

## MEMORANDUM OF UNDERSTANDING

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

Re: COVID-19 Impact

### Preamble

WHEREAS the global pandemic began to affect the University early in 2020 and the intense planning, the need to move courses online rapidly, the need to re-envision/reimagine university teaching, research, and service, the need to work safely and the resulting isolation, and increased needs to attend to student concerns have disrupted normal work patterns and expectations across the academy;

AND WHEREAS the pandemic has impacted Members' work and there is a shared recognition that these impacts are deep, but also vary from Member to Member;

AND WHEREAS the pandemic has impacted management and there is a shared recognition that such functions as evaluation may not have occurred in the 2020-21 academic year;

The Parties agree to the following, without prejudice or precedent:

1. When undertaking any evaluative function (faculty evaluation, promotion, tenure, sabbatical, reclassification, continuing status, workload) under the Collective Agreement, all Members of BUFA and Administration must take into consideration the ways in which Covid-19 may have impacted all areas of performance (teaching, service, professional duties and responsibilities as per 9.3.1 (a), and research and scholarly and creative activity). Each Member will have their own experience, and the Parties recognize that, for many Members, job duties have temporarily shifted as a result of Covid-19.
2. When participating in an evaluation, or applying for promotion, tenure, sabbatical, reclassification, and/or continuing status, Members are expected to reasonably articulate the ways in which the pandemic has affected their work, specifically their progress in the areas of teaching, service, professional duties and responsibilities as per 9.3.1 (a), and research and scholarly and creative activity, including any relevant issues around their belonging to an equity seeking group.

3. Committees, Departments, and Administration (including Deans, Directors, CIO, Vice-President, President) are required to account for work disruption due to Covid-19 as they discharge their responsibilities under the Collective Agreement and will consider all relevant issues around equity and diversity. Relevant articles may include but are not limited to 7, 8, 9, 11, 12, 13, and 21. Relevant appendices include B, C, D, G, and J.
4. The language in this Memorandum of Understanding does not apply to Members who are applying early (based upon the Collective Agreement's expressed normal time in rank) for tenure, promotion, or reclassification.
5. The Parties recognize that the impact of the pandemic will have long-term repercussions on Members' careers and, therefore, this Agreement shall remain in effect until 30 June 2028, at which time the Parties may choose to renew it.
6. Individual Members may opt to request a one-year extension of their probationary appointment. Those who seek an extension shall apply in writing to the Vice-President by 1 September 2021. No such requests will be unreasonably denied.

  
On behalf of BUFA

Print name: J-T GODIN

Date: March 22/2021

  
On behalf of BU

Print name: Dr. Steven Robinson

Date: March 22, 2021