

MEMORANDUM OF UNDERSTANDING

Between:

Brandon University

Employer

-and-

Brandon University Faculty Association

Union

Re: Consideration for Appointment of Spouses

WHEREAS the Collective Agreement provides for consideration of appointment of spouses; and

WHEREAS there is a Memorandum of Understanding between the Parties that establishes that the intent of Article 7.20 is to support the recruitment and retention of Members holding continuing, tenure-track, tenured, or continuing appointments;

WHEREAS the process is not sufficiently clear to support a fair, equitable, and transparent process as required by the Collective Agreement;

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

1. A search for a continuing, probationary, tenured, or term BUFA appointment will be initiated and a Search Committee will be established in accordance with Article 7.1 (a);
2. The advertisement will be established by the Search Committee and it will be advertised internally and externally, in accordance with Article 7.1 (b). An internal posting period will be stipulated as the first week of the regular external posting period of four (4) to six (6) weeks;
3. If the spouse of a Member holding a regular fulltime appointment (tenure-track, probationary, tenured, or continuing) applies, the Department will be provided with a copy of the CV in order to evaluate whether the individual(s) under consideration is a person of sufficiently high achievement and/or potential to have made the shortlist for such a position, and whether the individual's area of expertise complements the existing Departmental objectives and priorities. At no point should the Department nor the Search Committee preview external applications when considering whether to consent to Article 7.20.

4. The Department must consent, in writing, to the expedited process.
5. If the Department consents, the Search Committee will proceed with interviews. If the interview (and subsequent reference checks) are deemed satisfactory, the external posting will be withdrawn and the appointment will proceed. If the interview (and/or subsequent reference checks) are deemed unsatisfactory, the external posting will remain in place and the provisions of 7.1 (c) through (j) will apply.
6. If the Department does not consent, the external posting will remain in effect and the provisions of 7.1 (c) through (j) will apply. Spouses of Members may still apply and be considered; however, there will be no expedited process for their consideration.



On behalf of BUFA

Print name: Gautam Srivastava

Date: June 29, 2021



On behalf of BU

Print name: Dr. Steven Robinson

Date: June 29, 2021