

**Memorandum of Understanding – 14 UNTENURED CHAIRS/DIRECTORS**

- A. This Memorandum of Understanding applies only to the period of this Collective Agreement. The parties agree that at the time of the next Collective Agreement, they will reconsider the issue.
- B. Notwithstanding Article 26.1B, the parties agree that there may be exceptional circumstances in which the University decides to appoint a Chair/Director from outside the university sector, giving that person pre-tenure faculty status. Such an appointment can only be made upon recommendation of the Search Committee.
- C. Chair/Director without tenure shall normally teach a minimum of one course per semester, and this will form the basis upon which their teaching effectiveness shall be assessed.
- D. In the assessment for tenure, the provisions of Article 5 shall apply, except that, in lieu of the DEC, the tenure review and annual assessments shall be undertaken by an ad hoc committee consisting of an Associate Dean of the Faculty, the elected members of the DEC and one member appointed by the Dean. The appointments to the ad hoc committee shall be made in accordance with Article 5.1 F. The ad hoc committee is to be established each year by June 22 for the year from September 1 to August 31, the committee shall elect a chair from amongst themselves and the names of the committee members and the chair shall be forwarded to the Dean, the Vice-Provost, Faculty Affairs, and to the Association, no later than June 15. This ad hoc committee replaces the normal DEC in the tenure process; in all other respects the process is as specified in Article 5, except that it is understood that due to the nature of their responsibilities as Chair/Director, they shall have a proportionately reduced SRC expectation. In assessing the service component of the member's performance, the ad hoc committee shall take into account the Dean's evaluation of the performance of the Chair/Director, as specified in Article 26.4.
- E. In the event that the Chair/Director's employment is terminated as a result of a negative tenure decision, their responsibilities as Chair/Director terminate simultaneously.
- F. Should a pre-tenure Chair/Director cease their term as Chair/Director before gaining tenure, the provisions of Article 5 shall apply as normal in the consideration of tenure, except that it is understood that due to the nature of their responsibilities as a Chair/Director, there shall be a proportionately reduced SRC expectation.
- G. Pre-tenure Chairs/Directors shall not sit on the Department/School DECs, but shall designate a tenured member of the Department/School to sit on the DEC in their place.