

## MEMORANDUM OF AGREEMENT

between

the Governors of the University of Calgary  
(the “**Governors**”)

and

the University of Calgary Faculty Association  
(the “**Association**”)

### **Re: COVID 19 Pandemic Consequences**

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WHEREAS the Association and the Governors are parties to a collective agreement dated July 1, 2019 to June 30, 2020 (the “Collective Agreement”), and continuing in force until such time as a new collective agreement is concluded;

NOW THEREFORE the Parties agree as follows:

1. The Parties agree to ensure that the consequences of the COVID-19 Pandemic do not harm academic staff members in tenure, renewal, promotion, transfer, or merit assessment where the pandemic has had a demonstrable effect on the academic staff member’s ability to conduct research, teach, engage in service work, or in other ways perform academic work as would normally be expected. Where such demonstrable effects exist, Heads, Deans, Committee members, referees, and any other individuals reviewing applications or other materials in these processes shall be instructed to not hold against any academic staff member any resulting gaps in their academic work. Deans and equivalents are encouraged to thoughtfully consider deferrals which may be requested due to the inability of tenure-track academic staff to undertake academic work (teaching, research, service, or other) in the regular way due to the demonstrable effects of the pandemic.
2. This Memorandum of Agreement shall expire on June 30, 2024. The date may be extended with the agreement of both Parties.