

Letter of Understanding

Academic Renewal

Whereas:

- A. The Parties agree that Dalhousie University benefits from the contributions of Members at all stages of their careers.**
- B. The Parties are interested in implementing a time limited renewal incentive program that permits Deans to renew departing academic staff in their Faculties on a 1:1 basis.**


Therefore:

- 1. The Board agrees to fund a time limited renewal incentive program for faculty.**
 - a. Twenty (20) renewal incentives shall be available. The value of each renewal incentive shall be equivalent to six (6) months' salary for the Member receiving the incentive.**
 - b. Members who are tenured and who would be eligible to retire with a pension without actuarial reduction on or before June 30, 2018 shall be eligible for consideration for a renewal incentive.**
 - c. Deans shall invite all eligible Members to apply for renewal incentives. The deadline for applications will be August 31, 2018, or August 31 in subsequent years should any of the twenty (20) renewal incentives remain available.**
 - d. Applications will be assessed by Deans and recommendations at the Dean's discretion will be submitted to the Provost and Vice President Academic and the Vice President Finance and Administration on or before December 31, 2018, or by December 31 in subsequent years should any of the twenty (20) renewal incentives remain available.**
 - e. Every effort shall be made by the Vice President Finance and Administration and the Provost and Vice President Academic to distribute the renewal incentives equitably. Five renewal incentives will be reserved and awarded within the Faculty of Arts and Social Sciences. If fewer than five applications are received from the Faculty of Arts and Social Sciences the reserved renewal incentives will be available within the common pool.**
 - f. A Member who accepts an offer for a renewal incentive shall retire on or before June 30 of the year in which the renewal incentive is offered, in consultation with, and by approval of the Dean of their Faculty.**

- g. The Board agrees to commence recruitment for one (1) tenure stream academic appointment for every renewal incentive that is awarded, within the following academic year and within the Faculty where the renewal incentive is awarded. All searches will be on-going until the renewal appointments are filled. Ten (10) of these renewal appointments shall be recruited using hiring processes to increase the representation of underrepresented designated groups within the Faculties where they are made. The usual recommendations are required (Committee, Head/Chair/Director, and Dean).
2. In addition to the renewal incentive program, the Board agrees to replace all tenure stream Members who retire or resign during the lifetime of this Agreement with bargaining unit tenure stream appointments within the overall complement of the University.
3. The Association and the Board Agree to transfer \$240,000 of the surplus that has accumulated in the Anomalies Fund effective June 30, 2018 to the Academic Initiatives Fund to increase the number of Dalhousie Diversity Faculty Awards by an additional four (4) tenure stream awards. To ensure that appointments are made without undue delay, funds will be made available to fill awards for the life of this Agreement and active searches shall be underway before the expiry of the Agreement.

This Letter of Understanding shall form part of the Collective Agreement.

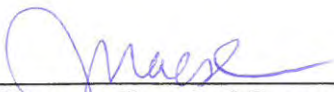
IN WITNESS WHEREOF the Parties hereto have signed this Letter of Understanding at Halifax, Nova Scotia this 19 day of April, 2019.



Witness to Dalhousie Faculty
Association

DALHOUSIE FACULTY ASSOCIATION

Per: 



Witness to Board of Governors
of Dalhousie University

BOARD OF GOVERNORS OF DALHOUSIE
UNIVERSITY

Per: 