



April 18, 2020

Dr. Sharon Myers
UPEI Faculty Association
550 University Avenue
Charlottetown, PE C1A 1P3

Dear Dr. Myers,

Further to our discussion about the impacts of the COVID-19 pandemic, the University will, in 2020, modify the collective agreement processes respecting evaluation, tenure, permanency, and continuous appointments, as follows.

Annual and Tri-annual Evaluations

1. In 2020, annual and tri-annual evaluations of faculty members shall be conducted only if a member requests a review. If a member requests a review, the deadline for submission of annual or tri-annual reports by the member shall be extended to 30 June 2020. The deadlines for meetings with the Chair, Dean, University Librarian, or Unit Administrator shall be extended to 31 July 2020.
2. A decision not to participate in an annual or tri-annual review shall not negatively impact any member.

Tenure, Promotion and Permanency

3. In 2020, the tenure, permanent appointment, and continuous appointment processes are modified as follows:
 - (a) A Faculty Member, Librarian, or Clinical Veterinary Professional who is in a position to apply for tenure, a permanent appointment, or a continuous appointment, may, at the member's option and without prejudice to the member:
 - (i) proceed under the normal process contained in the applicable Agreement;
 - (ii) Faculty Members and Librarians may continue with a tenure or permanency process and choose to follow the timelines for the promotion process; or
 - (iii) a member may defer an application or review by one year, until 2021.

These modifications are without prejudice and without precedent, and in all other respects, the University confirms all terms, conditions, rights and obligations contained in the Faculty Association collective agreements.

Please sign this letter below to confirm the Faculty Association's agreement to these modifications.

Thank you and your members for their continued support and cooperation during these difficult times. I will continue to be flexible and supportive of timelines during this period of COVID-19.

Sincerely,



Dr. Katherine Gottschall-Pass
Vice-President, Academic & Research

Agreed this 18 day of April, 2020



Dr. Sharon Myers
President
UPEI Faculty Association