

**Memorandum of Understanding**  
**Tenure and Promotion to Associate Professor**

**Between St. Francis Xavier University**  
**(hereafter referred to as the University)**

**and**

**St. Francis Xavier University Association of University Teachers**  
**(hereafter referred to as the StFX AUT)**

**1. Background**

Historically, tenure to the University could be granted separately from promotion to Associate Professor, and probationary tenure-track hires could apply for promotion before applying for tenure. When the language changed to link tenure with promotion to Associate Professor, the language regarding the opportunity to apply for tenure and promotion prior to the completion of a minimum number of years in a probationary tenure-track position was not updated. As such the Collective Agreement does not rule out the possibility that a candidate may seek early promotion and tenure.

The University and StFX AUT agree that early tenure and early promotion to Associate Professor should only be possible on the basis of academic experience prior to the probationary period.

Therefore, the parties agree as follows:

**2. Timeline for Tenure and Promotion to Associate Professor in Contracts**

Except as described below a candidate in a tenure track position shall not apply for tenure and promotion to the rank of Associate Professor until the candidate has started the fifth year of their probationary tenure-track position.

Every letter of appointment to candidates for Probationary Appointments at the rank of Assistant Professor shall state explicitly the timeline under which the candidate is eligible to apply for tenure and promotion to the rank of Associate Professor. This may include permission for the candidate to make an early application for promotion and tenure based on academic experience.


Faculty members currently holding Probationary Appointments at the rank of Assistant Professor as of the date of this MOU, for whom such a timeline was not defined, may apply to the AVP&P for permission for early application on the basis of academic experience prior to the probationary period. Faculty members for whom Article 2.1.3:2.4 applies shall be permitted to count time spent in the Limited-Term Appointment according to Article 2.1.3:2.5.

Articles 2.1.5: 3.0 and 2.1.6: 3.0 of the Collective Agreement apply to a probationary candidate only if permission for early application has been granted.

Signed at Antigonish, Nova Scotia this 16<sup>th</sup> day of July 2021.



**Dr. Martin van Bommel**  
**For the StFXAUT**



**Dr. Tim Hynes**  
**For the University**