

## MEMORANDUM OF UNDERSTANDING

Between

**SIMON FRASER UNIVERSITY  
and  
SIMON FRASER UNIVERSITY FACULTY ASSOCIATION**

From time to time, duly elected or ratified members of Tenure and Promotion (“TPC”)/Teaching Appointment Review Committees (the “TARC”) are unable to participate in the work of the committee due to long-term illness or conflict of interest, for example.

This is problematic if it results in, for example:

1. the committee being unable to achieve a quorum; or
2. the teaching appointments representative being unable to participate in the consideration of the teaching faculty. The participation of a teaching appointment representative is required in order to evaluate another teaching appointment.

For this reason a mechanism is required to ensure the smooth operations of these committees should there be a need to replace a committee member.

The parties agree that, commencing with the committees to be put in place in 2009, one tenure track alternate member and one teaching faculty alternate member will be elected or ratified to serve on the Tenure and Promotion/Teaching Appointment Review Committee.

If there are not sufficient eligible candidates within the department, alternates from another department must be selected by the Dean and ratified by the tenure track faculty or teaching faculty, as appropriate.

This Memorandum of Understanding is effective as of March 3, 2009.

For the University

For the Faculty Association

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Judith Osborne  
Vice President, Legal Affairs

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Robert A. Hackett  
President