

ADDENDUM to the

Letter of Understanding COVID-19 EMERGENCY MEASURES

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. On the 17th day of June 2020, the University entered into a Letter of Understanding (LOU) in order to address the impacts of COVID-19 on AUT members to adjust for certain provisions of the Collective Agreement.
2. The parties now mutually agree to amend the referenced LOU to adjust for courses completed during Winter 2020 before COVID-19 had a significant impact on the StFX Community. As such, the section on Student Evaluations is replaced with:

Student Evaluations

The Parties will consider the effects of the use of information technology and online learning on performance evaluations and all career review processes. No student evaluations for 2020 Winter courses that were ongoing after March 13, 2020 will be used without the Member's prior approval, for the purpose of annual evaluation, tenure and/or promotion.

In consultation with the StFX AUT, the University will develop communication for Departmental and Program Evaluation Committees, as well as the Rank and Tenure Committee, which indicates that no negative conclusions will be drawn based on the absence or presence of course evaluation questionnaires from Winter 2020 courses that were ongoing after March 13, 2020.

3. The signatures below confirm the mutual agreement of the parties to this addendum. All other terms and conditions outlined in the original LOU remain in effect.

Signed at Antigonish, Nova Scotia this 30th day of July 2020.



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



**Dr. Kevin Wamsley
For the University**