

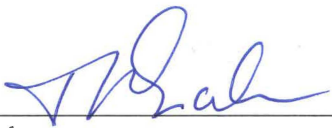
Memorandum of Agreement
between the
Acadia University Faculty Association
and the
Board of Governors of Acadia University

Cluster Hire

The Parties agree that with respect to the cluster hiring of no fewer than three (3) tenure-stream positions for Mi'kmaw/Indigenous candidates, and three (3) tenure-stream appointments for African Nova Scotian/Canadian (Black) candidates during the term of this Collective Agreement.

1. An Indigenous Scholars Hiring Committee shall be formed by 30 November 2022 consisting of the Provost who shall serve as chair, three (3) Employees (one from each Faculty), two (2) representatives of the Mi'kmaw community, and one (1) Equity Representative (non-voting).
2. A Black Scholars Hiring Committee shall be formed by 30 November 2022 consisting of the Provost who shall serve as chair, three (3) Employees (one from each Faculty), two (2) representatives of the Nova Scotian Black community, and one (1) Equity Representative (non-voting).
3. The search shall be for those individuals who identify themselves as Indigenous or Black as appropriate. The Committees shall approve by majority vote the draft advertisements for the authorized positions. The advertisement shall ask each applicant to identify the Academic Unit(s) which they anticipate joining.
4. In the case of the Indigenous cluster hire, the two representatives of the Mi'kmaq community in consultation with the joint Indigenous, Association, and Board Council (IABC) shall confirm that all applicants are Indigenous.
5. After receiving applications for the positions, the Committee shall consult extensively with all relevant Academic Units to appropriately match potential candidates with the needs of individual Academic Units and programs. The curriculum vitae, cover letters and supporting documents submitted by candidates shall be forwarded to individual Academic Units, which shall have an opportunity to comment on the applications.
6. Following the consultation process, the Committees shall establish shortlists for each position in accordance with the procedures of 10.53 (b) and with reference to the factors in Article 10.61, 10.62, and 3.56 (e). The shortlists shall be made available to all relevant Academic Units. Members of the Academic Units who wish to comment on the shortlists have five (5) working days to make their views known to the Committees. The Committees shall then finalize the shortlists which shall be redistributed to the members of the relevant Academic Units and copies thereof provided to the Deans, Provost, and President.
7. The Chair shall arrange interviews for a minimum of two (2) and no more than three (3) candidates for each position in the first instance, unless not enough qualified candidates have been found. All candidates selected for an interview shall be contacted by the Committees. Each candidate shall meet the Dean(s) or delegate(s), either the President or the Provost, and a representative of the Association designated by the Association Executive. Whenever possible, all eligible members of the relevant Academic Unit(s) shall have an opportunity to meet with the candidates, each of whom shall, whenever possible, deliver a lecture or participate in a seminar involving students. All eligible members of the Academic Unit(s) as defined in Article 10.50 shall be invited to submit individual written comments to the Selection Committee.

8. The rest of the selection process shall follow the guidelines developed by the Parties, in consultation with the IABC. All positions shall be filled in a reasonable period of time.
9. In recognition of the heavy service and mentoring demands placed on Indigenous and Black faculty, successful candidates shall be offered a reduced teaching load of 9 credit hours (or equivalent) in each of the first two years of employment.
10. These positions, while tenured or tenure track, are supernumerary to the Complement clause which remains suspended at 162/9 during the term of this Collective Agreement. If any of these positions become vacant during the term of the collective agreement the Indigenous and/or Black Scholars Hiring Committee established by this Memorandum of Agreement shall be reconstituted to fill the vacancies.



Jack Graham,
For the Board of Governors of Acadia University

Oct 20/22

Date



Anthony Pash
For the Acadia University Faculty Association

Oct 20, 2022

Date