

Letter of Understanding

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 StFXAUT)

(collectively the "Parties")

RE: Clarification of University Research and Publication Award Program

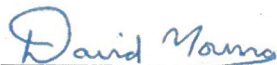
Whereas Article 2.7.1 of the Collective Agreement establishes the University Research and Publication Awards (URPA) and Article 2.7.1: 1.0 states the purpose of the URPA is "to give recognition to outstanding activity in research, scholarly and creative activity";

And whereas the intent of the parties was for the URPA to be used by research active faculty as a research grant to encourage further research and not as additional compensation;

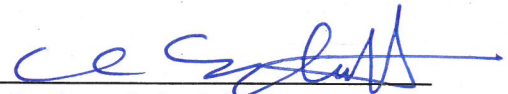
The Parties agree as follows:

1. Article 2.7.1: 1.0 will be amended to read: "The objective of the University Research and Publication Awards (URPA) is to provide grants to faculty to further their research, scholarly and creative activity. These grants are awarded to faculty who have demonstrated outstanding activity in research, scholarly and creative activity."
2. Article 2.7.1: 12.0 will be added and will read: "The URPA will be paid to the recipient on the first full pay in July of each year and will be administered according to Canada Revenue Agency regulations governing research grants."

Signed at Antigonish, Nova Scotia this 16th day of January 2026.



Dr. David Young
For the StFXAUT



Dr. Amanda Cockshutt
For the University