

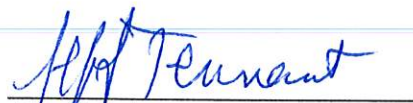
## LETTER OF UNDERSTANDING

### ANNUAL PERFORMANCE EVALUATION (PART-TIME PROCEDURES AND CRITERIA)

The Parties agree that this Letter of Understanding forms part of the 2014-2018 Faculty Collective Agreement for the life of the Collective Agreement.

1. To allow for thorough consideration of the requirement to make procedures and criteria for APE consistent with the criteria for Standing Appointment under clause 5.3.3, the development of Annual Performance Evaluation procedures and criteria for Part-Time Members, as outlined in Clause 5.2 of the Article *Annual Performance Evaluation*, shall be amended as follows in this initial year of implementation (2015-16).
2. The parties agree to extend the deadline for development of Part-Time procedures and criteria from December 1, 2015 to April 1, 2016 under Clause 5.2.
3. The procedures and criteria proposed by the Committee or Chair shall be ratified under clause 5.2 by a majority ballot of the Part-Time Members of the Department, School or Faculty and forwarded to the Dean or designate by May 31, 2016.
4. If the procedures and criteria are not ratified by a majority ballot and forwarded to the Dean or designate by May 31, 2016, the provisions of Clause 5.3.3 of this Article shall apply.
5. The procedures and criteria described in this letter shall be used for the assessment of Part-Time Members that occurs no later than January 15, 2017 and is based on the Part-Time Member's performance in the three Academic Years ending on June 30, 2016.

Signed this 6th day of October, 2015



For the Association:  
Jeff Tennant



For the University:  
Michele Parkin