

**LETTER OF UNDERSTANDING
TRANSITION PROVISIONS FOR PERFORMANCE EVALUATION**

The Parties agree that this Letter of Understanding forms part of the 2022-2026 Faculty Collective Agreement for the life of this Collective Agreement.

WHEREAS the Association and Administration have agreed as part of the 2022-2026 Collective Agreement to significant revisions to the Performance Evaluation (formerly known as Annual Performance Evaluation) TJET00.00000912 0 612 92 reW*nBTF2 12 Tf1 0 0 1 29738 4

Performance Evaluation outside of their mandatory year, they shall communicate their election in writing to the Unit by October 1st of the year in which they elect to participate in Performance Evaluation. A Full-Time Member who elected to participate in Performance Evaluation outside of their mandatory year for Performance Evaluation, may withdraw their election in writing by November 15th of the applicable year.

- 5.1. Full-Time Members who elect to participate in Performance Evaluation outside of their mandatory year for Performance Evaluation shall still be required to participate in Performance Evaluation in their mandatory year assigned under the terms of Clause 1-3 hereof, and every third year thereafter, unless the provisions of *Performance Evaluation* Clause 9.1.1 apply.
6. Notwithstanding *Performance Evaluation* Clause 5, by January 31st, 2023, all Units shall have elected a Performance Evaluation Committee. By May 31st, 2023, the Committee, together with the Dean or designated Associate Dean, shall identify in writing procedures and criteria for the assessment of the performance of all Full- and Part-Time Members in the Unit to occur during the three-year Performance Evaluation cycle. These procedures and criteria shall be ratified by June 30th, 2023 according to the terms of *Performance Evaluation* Clauses 5 and 5.1.