

**Appendix C**

**LETTER OF UNDERSTANDING**

**Performance Assessment/Evaluation**

**BETWEEN:**

**THE UNIVERSITY OF MANITOBA  
(Hereinafter referred to as "the University")**

**-and-**

**THE UNIVERSITY OF MANITOBA FACULTY ASSOCIATION  
(Hereinafter referred to as "UMFA")**

**The University and UMFA agree that:**

1. In assessing the performance of Members generally, or in relation to tenure and promotion, and when setting criteria for research, publication and venue, the University agrees to act reasonably, fairly, in a non-arbitrary manner, in good faith and consistent with the principles of academic freedom.
2. This letter of understanding shall be attached to and form part of the Collective Agreement and shall remain in force for the duration of the Collective Agreement and the period in which s. 10(4) of the Labour Relations Act applies.
3. The terms of this letter of understanding are a term and condition of employment.

DATED at the City of Winnipeg

in the Province of Manitoba

this 20<sup>th</sup> day of February 2018

  
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University of Manitoba

  
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University of Manitoba Faculty Association