

LETTER OF UNDERSTANDING

ADDITION OF EQUITY REPRESENTATION ON SEARCH - AND CHAIR SELECTION COMMITTEES

The Parties agree that this Letter of Understanding forms part of the 2018-2022 Faculty Collective Agreement for the life of the Collective Agreement.

Clause 5.14 of the Article Appointments, shall be amended as follows:

1. A Search Committee, with one of its members being designated the & R P P L W W H H ¶ V (T X L W \ 5 H S U H V H Q W D W L Y H D V L G H Q W L Employment Equity, may support and advise the Appointments Committee and may, without limitation, undertake the responsibilities of the Appointments Committee listed in Clauses 5.1, 5.2, 5.3, 5.13 and 5.13.1. Notwithstanding Clause 5.8.2 above, a Department, School or Faculty may decide by secret ballot that members of Search Committees for specific positions shall have equal voting rights with other members of the Appointments Committee on the selection of the best candidate for that position.

Clause 9.4 of the Article Department Chairs and Directors or Schools, shall be amended as follows:

- 9.4 The Chair Selection Committee, with one of its members being designa 8243/d the & R P P L W W H H ¶ V (T X L W \ 5 H S U H V H Q W D W L Y H