

## LETTER OF UNDERSTANDING

### BETWEEN:

#### UNIVERSITY OF WATERLOO

(the “University”)

### AND

#### FACULTY ASSOCIATION OF THE UNIVERSITY OF WATERLOO

(the “Faculty Association”)

### Re: Advisory Committee , 2025-2026 Faculty Performance Review Cycle

**WHEREAS** section **13.5.6(c)** of the Memorandum of Agreement provides:

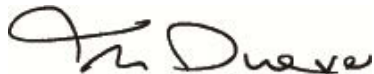
For Departments with more than 15 full-time equivalent regular faculty positions, the Members of the Department shall elect an advisory committee of no more than five Members to assist the Chair in carrying the responsibility in 13.5.6 (a).

### THE PARTIES AGREE AS FOLLOWS:

1. The maximum number of Members who may be elected to an advisory committee shall be:
  - **seven (7) Members** for the **School of Social, Political and Historical Research**; and
  - **six (6) Members** for the **School of Critical and Creative Humanities**
2. This Letter of Understanding applies **only to the two Schools identified above and only to the 2025-2026 Faculty Performance Review Cycle**.
3. Except for the maximum size of the advisory committees specified above, **all other provisions of section 13.5.6(c) and the Memorandum of Agreement remain unchanged and in full force and effect**.
4. This Letter of Understanding is **without prejudice** to the position of either party with respect to the size or composition of advisory committees in subsequent Faculty Performance Review cycles.

Dated at the University of Waterloo 21 October 2026

For the University



Tom Duever,  
Interim Vice-President, Academic and Provost

For the Faculty Association



David Porreca, President