

Letter of Understanding

**LIMITED DUTIES RANK**

Between the University of Western Ontario (hereafter referred to as the Administration)

and

The University of Western Ontario Faculty Association (hereafter referred to as the Association)

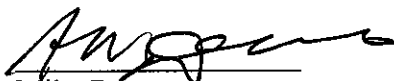
The Parties agree that this Letter of Understanding forms part of the 2006-2010 Collective Agreement for the life of that Collective Agreement.

*Appointments*, Clause 4.4 is hereby amended as follows:


A Limited Duties Appointment shall be:

- a) at the rank of Assistant Professor where the appointee holds an earned doctoral degree or equivalent;
- b) at the rank held upon retirement where the appointee has retired from an academic appointment at Western or another university;
- c) at the rank held by an appointee who is employed as a full-time professor at Western;
- d) at the rank of Adjunct Professor where the appointee holds an academic appointment involving limited contributions to an academic program and where the qualifications for the appointment emanate primarily from an individual's expertise and/or experience within a non-academic occupational field, and not from academic qualifications per se;
- e) at the rank of Lecturer, in all other cases.

Signed this 26<sup>th</sup> day of March, 2008 at London, Ontario



Mike Dawes  
For the Association



Michele Parkin  
For Administration