

BOARD OF GOVERNORS OF LAKEHEAD UNIVERSITY

and

LAKEHEAD UNIVERSITY FACULTY ASSOCIATION

LETTER OF UNDERSTANDING #8

Re: RESEARCH ASSISTANT PROFESSOR AND RESEARCH ASSOCIATE PROFESSOR

The parties agree that the Board may, at its discretion, hire and retain up to a maximum of two (2) individuals to fill a total of two (2) positions (i.e. there could be 2 in one category or one in each of the two categories) with the title of either "Research Assistant Professor" or "Research Associate Professor".

Individuals appointed to these positions will not be part of the bargaining unit.

The appointments will be for a term of up to five (5) years.

The positions will be funded entirely out of research funds and there will be no teaching responsibilities associated with such appointments.

The Board agrees that, in the event of any labour disruption between the Association and the Board, individuals appointed to these positions will not be used as replacement workers in any activities performed by members of the bargaining unit.

SIGNED FOR

**LAKEHEAD UNIVERSITY
BOARD OF GOVERNORS**

**LAKEHEAD UNIVERSITY
FACULTY ASSOCIATION**

Per: _____

Per: _____

Dated: _____

Dated: _____