

**APPENDIX “X”**  
**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**LUTHER COLLEGE**  
**AND**  
**UNIVERSITY OF REGINA FACULTY ASSOCIATION**  
**REGARDING MERIT CRITERIA**

The parties agree that the Dean, in consultation with Academic Staff Members, will review the performance criteria document for the primary purpose of explicitly defining exceptional and sustained above average performances as criteria for the award of merit increments, following the ratification of ~~subsequent University of Regina= the~~ current Luther College/URFA Collective Bargaining Agreements.