

LETTER OF UNDERSTANDING

between

WILFRID LAURIER UNIVERSITY

and the

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

**Re: Articles 13.3 and 13.5.1 of the Part-time Contract Academic Staff and
Part-time Librarians Collective Agreement**

The Parties agree that for the purpose of appointment of Part-time Contract Academic Staff for fall, winter and fall/winter term courses under the current Collective Agreement for Part-time Contract Academic Staff and Part-time Librarians (Sept 1, 2007- August 31, 2010) commencing with the fall 2010 term, the following procedures and interpretation of articles 13.3 and 13.5.1 shall apply.

1. Prior to the posting of courses under article 13.3, the PTAC shall determine the specific 'requisite academic qualifications' as provided under 13.5.1(a), namely, the relevant academic degree or certificate, education in the academic specialty, and/or the appropriate professional training and experience, and shall post the same for each course.

2. The posted 'requisite academic qualifications' for a particular course or group of courses shall be consistent from year to year.

3. For further clarification, 'qualifications for the appointment' under 13.3.2(i) refers to those qualifications listed under 13.5.1(a).

4. It is to be understood that 13.5.1(a) refers and serves only to determine whether applicants meet the base 'requisite academic qualifications' necessary to be considered for an appointment. Each eligible applicant meeting the 'requisite academic qualifications' as posted under 13.5.1(a) shall also be assessed under all the criteria listed, viz. 13.5.1(b)-(e), in order to determine which has the best overall qualifications for an appointment.

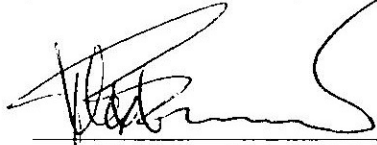
5. For the posting of 'academic qualifications' under 13.3.2(i) the following shall apply:

(A) Graduate degrees shall only be a doctoral or a masters degree or foreign equivalent. ABD is not an academic degree and shall not be posted as a qualification.

(B) If a doctorate is required for a particular course or category of courses the posting shall specifically identify which courses require this academic qualification under 13.3.2(i). Where the posting indicates that either a masters or doctoral degree constitutes an acceptable 'academic qualification', then both degrees shall be considered of equal weight under 13.5.1(a). PTACs shall not proceed to discriminate between applicants on the grounds of possession of the higher of the posted degrees.

(C) If instruction in specific courses requires graduate education specialization in a specific field or sub-field of a discipline, the posting shall explicitly identify both the nature of the degree and specialization required (e.g. PhD Biology/Histology, MSc Biology/Histology). Similarly, if particular professional accreditation or professional experience are 'requisite academic qualifications', the same shall be specified under 13.3.2(i).

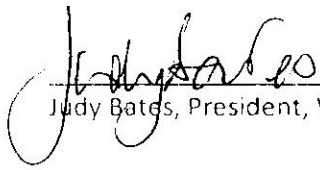
(D) Where the graduate degrees required under 13.3.2(i) may be in more than one discipline, or fields within a discipline, such disciplines or fields shall be considered of equal weight under 13.5.1(a), unless the posting clearly establishes a hierarchy of preference for education in a particular academic specialization.



Max Blouw, President, WLU

5 May / 10

Date



Judy Bates, President, WLUFA

May 6, 2010

Date