

**LETTER OF UNDERSTANDING (LOU)**  
**Between**  
**WILFRID LAURIER UNIVERSITY**  
**And the**  
**WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION**

**Re: Tenure Review for External Senior Academic Administrative and Senior Research Chair Appointments**

Whereas, Articles 15.3.2 and 16.4.2 of the WLUFA Collective Agreement for Full-time Faculty and Professional Librarians (2014-2017) requires that both the Department (or equivalent) Appointment and Promotion Committee and the Senate Promotion and Tenure Committee or the Librarian Appointment and Promotions Committee and the University Librarians' Continuing Appointment and Promotion Committee assess the candidate's qualifications where an initial appointment is being made with tenure or Continuing Appointment; and

Whereas, when hiring for Senior Academic Administrative appointments, Senior Research Chairs or full-time faculty, the University may be hiring candidates who already have tenure, or Continuing Appointment in the case of Librarians, at their current institution; and

Whereas, these individuals have already gone through a tenure process and have been vetted by their peers; and


Whereas, the parties acknowledge that the existing assessment process can cause significant delay in the hiring process;

The Parties agree that the hiring Department Appointment and Promotion Committee or equivalent (Continuing Appointment Librarian, Associate and Full Professor and Research Chair appointments) or the Search Committee (for academic administrator hires at Associate or Full Professor) can recommend that the candidate be hired with tenure, or continuing appointment in the case of Librarians, to the Provost and Vice-President: Academic who shall submit a recommendation and forward it, along with the recommendation of the Search Committee and the candidate's curriculum vitae, to the President. The President shall review the recommendations and tenure or Continuing Appointment will be granted or denied in accordance with the applicable provisions of the Collective Agreement, including 15.1.3, 15.6, 16.1.3, and 16.6.

The Parties also agree that when assigning Senior Academic Administrators or Senior Research Chairs to a home department or program, the University will continue its existing practice of consulting with and getting agreement from the department or program. In accordance with Article 3.1.2 (a) of the Collective Agreement for Full-time Faculty and Professional Librarians, Senior Academic Administrators

are excluded from the Bargaining Unit and, therefore, not included in the complement for the academic sub-unit until the completion of their administrative appointment.

For the University

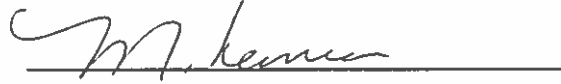


Max Blouw, President, WLU

APR - 1 2016

Date

For WLUF



Michele Kramer, President, WLUF

Apr. 5, 2016

Date