

LETTER OF UNDERSTANDING
between
WILFRID LAURIER UNIVERSITY
and the
WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: The Collective Agreement between the University and WLUFA for Full-time Faculty and Professional Librarians and Members appointed to the Balsillie School at Laurier

Whereas the Parties agree that the interests of program and curriculum development, recruitment and retention of faculty, and protection of the academic freedom of Members are best served by inclusion of the School of International Policy and Governance into the governance structure of the University; and

Whereas Senate voted on March 4, 2010 to include the Balsillie School at Laurier (renamed the School of International Policy and Governance by Senate on March 3, 2011) as an academic sub-unit of the University as defined under Article 2; and

Whereas under Article 3.1 of the WLUFA Collective Agreement, full-time faculty and professional librarians appointed to the School of International Policy and Governance are Members of the Bargaining Unit;

The Parties agree that Members holding academic positions under this letter of understanding at the School of International Policy and Governance shall hold Cross-Appointments with the School of International Policy and Governance and another academic unit or sub-unit at the University under Article 13.7;

For the sake of clarification under Article 13.7.3.1, the Parties agree that, before a Member or candidate begins a Cross-Appointment, he/she shall meet with the applicable Dean and the Associate Dean of the School of International Policy and Governance and there shall be agreement on how the Member's work is to be shared between the academic unit or sub-unit and the School of International Policy and Governance and which academic unit or sub-unit is to have primary responsibility for the Member in administrative and academic matters;

The Parties agree further that the Member holding a Cross-Appointment at the School of International Policy and Governance shall retain residual rights, not with the School of International Policy and Governance, but with the other academic unit or sub-unit and shall return to this unit or sub-unit on a full-time basis should academic needs change. In cases where the Member teaches only in the School of International Policy and Governance, the International School of Policy and Governance shall be responsible for assigning teaching load and issuing a workload letter, copied to the department or program retaining residual rights.

The Parties agree that for the purposes of tenure or promotion the following shall apply:

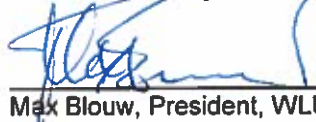
- (a) In his/her application, the Member shall identify the academic unit or sub-unit for the assessment of the application.
- (b) In order that the Member's application for tenure or promotion be assessed by his/her peers, the Appointment and Promotion Committee shall be augmented from the minimum five (5) members required by Articles 13.10 and 13.7.2.3 with an additional two (2) members from the Member's discipline or a cognate discipline.

- (c) The Member shall be informed of the membership of the Appointment and Promotion Committee when it is constituted for the review of the Member's application. If the Member is of the opinion that the committee is not representative of his/her discipline or a cognate discipline, the Member shall inform the chair of the committee;

In all other respects, the Parties agree that Cross-Appointments at the School of International Policy and Governance shall be subject to the terms and conditions of Article 13.7. Under 13.7.2.3 and 13.10, all members of the Appointment and Promotion Committee shall be Members of the WLUFA Full-time Bargaining Unit;

The Parties agree that the principal academic administrator of the School of International Policy and Governance shall be an Associate Dean. For purposes of the Collective Agreement the Associate Dean shall be considered a Chair; and shall report immediately to the Vice-President: Academic;

The Parties agree that, except as specifically set out in this Letter of Understanding, Members of the School of International Policy and Governance shall be governed by the terms and conditions of the Full-time Collective Agreement



Max Blouw, President, WLU

JUL 27 2015

Date



Michele Kramer, President, WLUFA

July 28, 2015

Date