

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

Re: Online Courses

Whereas the University may be offering online courses which may have a high enrolment;

and

Whereas the pay structure in Article 30.10.2.1 of the Full-time Collective Agreement for Full-time Faculty and Professional Librarians (2014-2017) and Article 25.4 of the Part-time Contract Academic Staff and Part-time Librarian Collective Agreement (2013-2016) did not contemplate such large enrollment courses;

The Parties agree that the stipend paid to the course instructors for online courses shall be as follows:

- a) The stipend shall be that defined in Article 30.10.2.1 in the Full-time Collective Agreement and referred to in Article 25.4.2 of the CAS Collective Agreement;
- b) The additional per student rate defined under Article 30.10.2.2 of the Full-time Collective Agreement and Article 25.4.3 of the CAS Collective Agreement shall be paid for each student in excess of 25 students up to an enrolment of 100 students.

Furthermore, whereas both Parties wish to ensure a quality learning experience for students;

The Parties agree that

- a) For a course where the enrolment is over 100 students, the instructor may elect:
 - i) to receive the \$65 per student payment between 101 and 250 students, or;
 - ii) to request instructional assistance at the rate of one hour per student between 101 and 250 students, in lieu of the \$65 per student payment, or;
 - iii) to request a combination of instructional assistance and the \$65 per student payment. If such a request is made, the instructor can set the enrolment limit for which they feel they can manage, independent of instructional assistance, and the \$65 per student payment will be provided for students in excess of 100 and up to the limit set by the instructor.
- b) Instructional assistance in the form of Instructional and/or Teaching Assistant(s) will be mandatory for enrolments above 250 students and will be provided at the rate of one hour per student in excess of 250 students;

- c) For payment purposes, the number of students per course shall be based on the University's official count date.
- d) For purposes of calculating the Teaching/Instructional Assistant hours, the number of students per course shall be based on the last day to add the course in accordance with the Academic Calendar.
- e) Members appointed to teach an online course with 250 or more students enrolled as of the official University count date shall receive an additional \$500 in compensation for the additional counseling and administrative responsibilities associated with larger classes.



Max Blouw, President, WLU

JUL 27 2015

Date



Michele Kramer, President, WLUFA

July 28, 2015

Date