

**LETTER OF
UNDERSTANDING Between**

**WILFRID LAURIER
UNIVERSITY
And the**

WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION

Re: Appendix H Merit Procedures

Whereas, Appendix H of the *WLUFA Full-time Faculty and Professional Librarians Collective Agreement (2020-2023)* requires that each academic unit elect from among eligible Members a merit review committee; and

Whereas, the academic unit merit review committee is to be in place by April 1, 2021; and

Whereas, the academic unit merit review committee is required to assess teaching, research and service by reviewing the Annual Report of Activities of each biennial cohort; and

Whereas, the University recognizes the difficulty in assessing the teaching contributions and research productivity of full-time faculty during the pandemic and in an effort to ease the burden of the merit committee;

The Parties agree to the following:

- a) That the merit review process outlined in the Appendix H be postponed for two years.
- b) The next election of academic unit merit committee members will occur April 1, 2023.
- c) Cohort #1 will be reviewed in 2023 and Cohort #2 will be reviewed in 2024
- d) The annual funds will be doubled to an amount of \$252,000 and the number of merit increments of available for allocation will also be doubled.
- e) Merit award recipients from the 2023 review hired prior to July 1, 2021 will receive the \$1,200 increment to base as follows:
 - \$600 retroactive to July 1, 2021, and \$600 effective July 1, 2023
 - Recipients hired after July 1, 2021 will receive the \$1,200 on base effective July 1, 2023

- f) Merit award recipients from the 2024 review and who were hired prior to July 1 2022, will receive the \$1,200 increment to base as follows:
- \$600 retroactive to July 1, 2022, and \$600 effective July 1, 2024
 - Recipients hired after July 1, 2022 will receive the \$1,200 effective July 1, 2024
- g) Merit award recipients from the 2023 review will be evaluated on their Annual Reports of Activities from 2020-2021, 2021-2022, and 2022-2023
- h) Merit award recipients from the 2024 review will be evaluated on their Annual Reports of Activities from 2020-2021, 2021-2022, 2022-2023, and 2023-2024

For the University

For WLUFA



Deborah MacLatchy, President, WLU

David Monod, President, WLUF

20 February 2021

3 March 2021

Date

Date