

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

**Re: Associate Vice-President Academic (AVPA)**

Whereas Wilfrid Laurier University (Laurier) is seeking to hire a member of the Senior Leadership team who will be a strategic and collaborative academic leader who advances the priorities of the university and oversees highly significant and complex administrative processes, as a member of the Vice-President Academic Advisory Council (VPAC) and ex-officio member of Senate; and

Whereas the AVPA will be responsible for leading the academic transition of the academic mission as we move out of the pandemic and to an integrated multi-campus university; supporting internationalization in collaboration with VPAC and the SEO Global Strategy; shaping Strategic Enrolment Management (SEM) for strategic success; chairing the Senate Student Appeals Committee (subject to a policy change to allow this to occur); and supporting VPAC leaders to be successful in their roles; and

Whereas the AVPA is a confidential position reporting directly to the Provost and Vice-President: Academic and, thus, a member of VPAC, which includes Faculty Deans; and

Whereas the AVPA will have a faculty appointment to a Department or equivalent, to which they will return after the conclusion of the administrative appointment; and

Whereas the Provost and Vice-President: Academic and the Deans have committed that for the duration of the appointment of the AVPA, future hiring in the Department or equivalent to which the AVPA is appointed will not be negatively impacted;

Whereas Article 11.2.2 requires that the composition and procedures of search committees of University Officers who are ex officio members of Senate, shall be in accordance with provisions set in 11.2.4, 11.2.5, and 11.2.6.

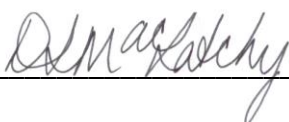
The Parties agree that:

- a) The composition of the search committee shall be consistent with article 11.2.5. More specifically, no less than 51% of the membership of the Search Committee for Associate Vice-

President: Academic shall consist of Members with Tenured or Continuing Appointments including:

- 1 Senate Member selected by Senate
  - Full-time Members elected by the University Faculty in Council, with not more than one representative from any one Faculty, and including one representative from the Library and at least one representative from the Brantford Campus and at least one representative from the Waterloo campus,
- b) the initial search for this position will be open to candidates internal to the university only, and
- c) The AVPA will be excluded from the Bargaining Unit pursuant to Article 3.1.2 and Article 39.

**On behalf of Wilfrid Laurier University**



Deborah MacLatchy, President

Date 12 October 2021

**On behalf of WLU Faculty Association**



Rob Kristofferson, President, WLUFA

Date 12 October 2021