

**LETTER OF UNDERSTANDING**

**between**

**WILFRID LAURIER UNIVERSITY**

**and the**

**WILFRID LAURIER UNIVERSITY FACULTY ASSOCIATION**

**RE: Letter of Understanding X: Indigenous Recruitment and Retention**

Whereas the Parties remain committed to responding to the call of the Truth and Reconciliation report and the goals related to Indigenization outlined in the Laurier Strategy: 2019-2024 and Strategic Academic Plan (2019-2024), and to increasing the appointment, promotion and tenure of Indigenous faculty members; and

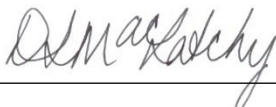
Whereas there is an Indigenous Faculty Council which consists of the Associate Vice-President: Indigenous Initiatives, the Vice-President Research, the Vice-Provost: Teaching and Learning, and Indigenous Faculty Members; and

Whereas the University has established a fund for the hiring of up to six Indigenous faculty as set out in part (b) of LOU X;

The Parties therefore agree to the following provisions:

- I. The stipulations in items (a) iii and (a) iv of LOU X will be waived; and
- II. The Indigenous Faculty Council will undertake the remaining action items in part (a) of LOU X; and
- III. Recruitment and retention of Indigenous faculty will be a standing item on the agenda for each meeting of the Indigenous Faculty Council, and this portion of the meeting will be minuted and any recommendations or suggested outcomes will be shared with WLUFA and the Vice-President: Academic.

**On behalf of WLU**



Deborah MacLatchy, President

Date: June 13, 2022

**On behalf of WLU Faculty Association**



Rob Kristofferson, President, WLUFA

Date: May 24, 2022