

**LETTER OF UNDERSTANDING  
INDIGENOUS FACULTY MEMBERS**

The Parties agree that this Letter of Understanding forms part of the 2022-2026 Faculty Collective Agreement for the life of the Collective Agreement.

**WHEREAS** the Parties jointly endorse the goals outlined in the Western University Indigenous Strategic Plan (ISP) pertaining to faculty, i.e. to increase the number of Indigenous faculty members working at Western and, through promotion, tenure, continuing status, and performance review processes, to recognize additional demands placed on time and workload of Indigenous faculty members through involvement in a number of activities that support Indigenous education and scholarship across the institution, including guest lectures, community based work, planning and consulting on development of new courses and Indigenous content across the university, academic advising and support for students, as well as ongoing expectation to consult on Indigenous-related committees and initiatives;

**WHEREAS** the Indigenous Faculty Advisory Council has reviewed the contents of this Letter of Understanding;

THE PARTIES HERETO AGREE AS FOLLOWS:

1. The Indigenous Faculty Member Joint Working Group shall remain constituted for the life of this Collective Agreement. It shall be reconvened, by mutual agreement, for further discussions and possible Collective Agreement amendments.
2. shall reconvene one year from the signing of this LOU to review the effectiveness of the changes and make further recommendations if necessary.
3. All processes, procedures and relevant meetings associated with Performance Evaluation; Promotion, Tenure and Continuing Status and Workload shall be conducted from a culturally responsive perspective.
4. The 2022-2026 Faculty Collective Agreement will be amended effective on the date of the signing of this Letter of Understanding as per Appendix A.

Signed this \_\_\_\_th day of \_\_\_\_\_, 2024

\_\_\_\_\_  
For the Association:  
Jeff Tennant

\_\_\_\_\_  
For the University:  
Robert Monti

**APPENDIX A---** underline denotes language added to the existing clause or a new clause.

## Definitions

**Indigenous Scholar** shall mean a Member who self-identifies as Indigenous, whose Teaching, Research and Scholarship and/or Creative Activity are partially or entirely in a field of Indigenous Scholarship, and/or who is actively engaged in service to an Indigenous community.

## Academic Responsibilities of Members

### Teaching

2 d) being available to students for consultation and academic counselling, including in the case of Indigenous Scholars, advising, mentoring and supporting Indigenous students and prospective students from Indigenous communities;

2 g) For an Indigenous Scholar whose teaching is community focused, collaboration with, and engagement with Indigenous communities is common,

### Research, Scholarship and Creative Activity

4. For Indigenous Scholars, Research, Scholarship and Creative Activity, as defined in Clause 3, may include research carried out based on traditional/Indigenous Knowledge, and the practical applications or dissemination of such research generally, or specifically through engagement with Indigenous communities. In all assessment processes mandated by this Collective Agreement, there should be recognition of Indigenous traditional methods, data collection and dissemination protocols that are culturally appropriate.

### Service

9.1 A Member who holds a Probationary or Continuing Appointment on the Teaching Scholar Track shall have teaching as their primary area of Academic Responsibility. They shall have Academic Responsibilities in the areas named in Clauses 2, 7 and 8 above. There will be no requirement to engage in research; however, such teaching faculty are expected to engage in scholarship activities, which broaden the scope of their educational responsibilities, and to share this expertise with their colleagues. Such scholarship activities may include curriculum development and evaluation, mentoring, and research into the efficacy of different pedagogical approaches. The above may be specified by written agreement between the Member and the Employer or such written agreement may specify a different set of responsibilities. Any such agreement shall be consistent with the provisions of this Collective Agreement, and a copy shall be sent to the Association. For an Indigenous Scholar, Service can include maintaining relat

Clause 13.1 An Indigenous Scholar may request, and the Dean may grant a period of authorized absence for purposes including but not limited to ceremonial and protocol

with a non-Indigenous faculty member who is sufficiently familiar with Indigenous research using culturally appropriate methodology and who has a demonstrated track record of allyship with Indigenous Peoples, as determined by the Indigenous Faculty Advisory Council, when the procedures and criteria for the assessment are created.

6.1 By December 1 of the final year of the three-year Performance Evaluation period, , the Committee, together with the Dean or a designated Associate Dean and any Part-



4 e) consider any concerns of Indigenous Scholars and ensure their concerns are appropriately addressed in the preparation of the Workload Document.

8