

# Negotiating Committee

Report for  
MRFA General Meeting  
26 November 2009

# Preparation for Negotiations

- Have almost completed meetings with academic units
- Are organizing a visit by Neil Tudiver of CAUT's collective bargaining group on December 10
- Will include a talk to the membership from 1:00 to 1:45 on the relationship between collective bargaining and governance through GFC
- Surveys in January
- Training on interest-based bargaining for both teams in January
- Statement of Interests exchanged by February 1

# University Finances

- Will get full financial disclosure
- Richard Roberts no longer Chair of the Board's negotiating committee
- Expect the Board's team to negotiate with two funding envelopes:
  - Base budget
  - Degree implementation budget
- So there will be both cost savings and growth

## Common Issues

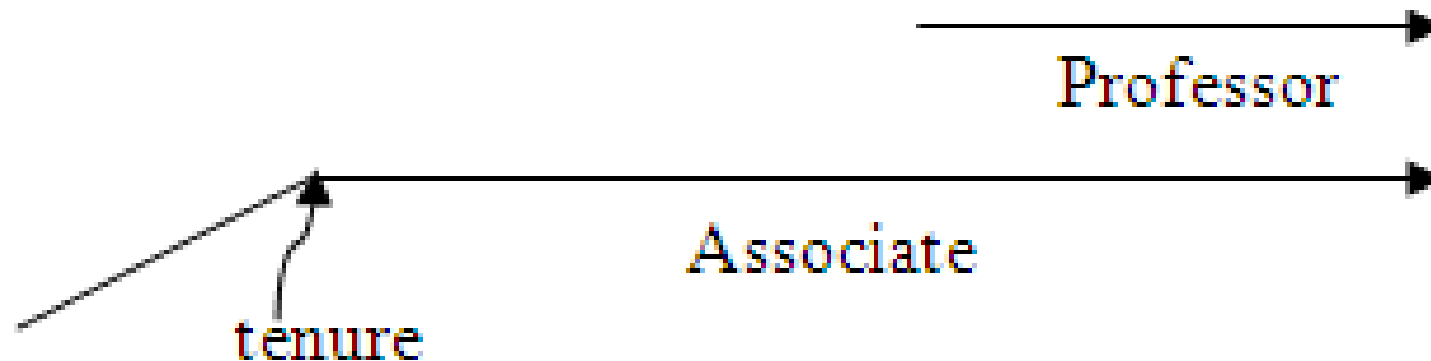
Purpose of the rest of the report is to discuss some of the issues that have been raised in the Negotiating Committee's meetings with academic units

# Implementation of our Rank and Promotion System

- Required academic credential for each program/discipline/area for appointment and for promotion to the rank of Professor
  - A principle is that there does not have to standard for the university or for a particular Faculty

# Undefined scholarship expectations for tenured faculty on the TSS work pattern

- Detailed criteria and standards for tenure must be developed first
- Faculty Councils are to do this in a process overseen by APTC
- Standards:



# Workload Issues

- Not enough time for scholarship
- Service expectations too high
- Vacation threatened
- Too much expected during intersession
- List A release time is inadequate

## What can all of us do about workload issues?

- CA stipulates that one item in TPC training be “congruence of scholarship expectations with the teaching loads and resources available for research at an undergraduate university”
- The starting point is developing the detailed criteria and standards for tenure
- Teaching responsibilities are known, define (and perhaps constrain service), fill the rest up with scholarship
- Develop expectations for scholarship that are achievable in 10 months



## What are some things the Negotiating Committee can do?

- Develop recommendations coming from the Faculty Council-APTC process into contract language
- Work on List A issues
  - approval process
  - small departments need more on a per capita basis for coordination and advising
  - should coordination and advising be in List A?
  - a lot of curriculum development for the new degrees

# Criteria for promotion to Professor

- The international reputation proposed in the discussion paper prepared by APTC last year has no status
- The process for developing detailed criteria and standards is starting anew, guided by the results of [collective bargaining](#)
- Must be mindful of external credibility, but perhaps should not be reserved for a select few
- Degree of accomplishment must be equivalent across academic units and between work patterns

# Redevelopment of the Grid

- We negotiated the current CA on basis of the [Fall 2007 survey](#)
- Some questions:
  - What should be the initial placement cap?
  - What should be the increase on being granted tenure?
  - Should we retain two or more columns for some of the ranks?
  - Should we retain the LSIs for some of the ranks?
  - What should be the increase on being promoted?
  - Should the Professor grid be capped?

## Some Other Issues Raised

- Need to increase PD funds
  - individual
  - FDC
  - special purpose
  - cost of international conferences
- Sabbaticals
  - Need a longer term plan.
  - Should untenured faculty be eligible to apply for a professional leave?

## Some Other Issues Raised

- Annual report
- Scheduling
- Maternity leave
- Appeal of denial of tenure
- Benefits

# Part-Time Faculty Concerns

## Job Security & Pay:

- Redesign of continuing Part-Time contract (or) a permanent “lecturer”-type position
- Additional steps on the Part-Time grid and link it to the Full-Time grid

## Health & Pension Benefits:

- Uninterrupted health benefits
- Access to LAPP for long-term Part-Time employees

## Workload:

- Re-defined “seniority” clause
- Re-defined overload clause (eliminate or increase in SICH)