

# Negotiations Report

Annual General Meeting

8 May 2009

# What we are negotiating under the second year re-opener in the 2008-2010 Collective Agreement

- 1) Article 7 (Salary)
- 2) Academic rank, tenure and promotion
- 3) How the second half of the Alberta Health Care premiums will be used

# Introduction

- Negotiations recast from adding rank and promotion and adjusting tenure to a more complete reworking in the sequence:
  - Appointments
  - Tenure
  - Tenure and promotion committees
  - Appeal Process
  - Promotion
  - Transition and implementation issues

# Introduction

- Are making progress, but nothing green-sheeted yet
- Rank and promotion is a system and so to present would really need to talk about the whole package, not individual parts
- Bound by confidentiality and, therefore, can only share with you what we are doing at a general level

# Introduction

- Too big a job to complete in a single round of collective bargaining
- Started building the foundation in the first year of the current agreement with work patterns and performance review
- Will add more this time, but another round or two will be required to finish the job
- CA will provide the system and the processes but detailed criteria for tenure and promotion will be required in order to have a functioning system

# Setting and applying criteria will be separated

Present: “The Faculty Tenure Committee shall establish criteria for the evaluation of all tenurable employees.”

Future:

- 1) Detailed criteria established by a Faculty Council-APTC-GFC process
- 2) Committees at the academic unit and institution levels will assess applications and make recommendations

# MOU Regarding Academic Rank and Promotion (page 60)

The processes, committees and general criteria for appointment and promotion to different academic ranks will be stipulated in the Collective Agreement and aligned with the roles and mandate of General Faculties Council;

# APTC Terms of Reference

The Committee shall:

- (i) Develop and recommend the institutional criteria and recommend the detailed criteria developed by the Faculty Councils pertaining to appointment, promotion and tenure of faculty members to the General Faculties Council.
- (iii) Ensure that the criteria and other work undertaken by the APT Committee integrate and align with the processes resulting from the collective bargaining process.

# How this might unfold

A Memorandum of Understanding stating that all reports, conclusions and recommendations of the Faculty Council-APTC-GFC process shall be presented jointly to the negotiating teams for consideration in the next round of collective bargaining.

# Salary – the provincial context

- All colleges and institutes received the same 6% increase in operating grants in 2007-2008, 2008-2009, and 2009-2010 and had tuition increases capped at the rate of inflation
- Almost half reached a salary settlement for 2009-2010 prior to this year and Grand Prairie Regional College settled in March 2009

# Some 2007-2010 Salary Settlements

|      | ACAD  | MacEwan | GPRC  | Lethbridge | MHC   | MR    | SAIT/NAIT |
|------|-------|---------|-------|------------|-------|-------|-----------|
| 2007 | 4.25% | 4.10%   | 4.00% | 4.50%      | 3.50% | 4.00% | 4.25%     |
| 2008 | 4.00% | 4.50%   | 4.00% | 4.50%      | 5.00% | 5.00% | 4.25%     |
| 2009 | 5.00% | 4.50%   | 4.50% | 4.50%      | 4.50% |       | 4.25%     |

# Options for use of AHC premium funds

Balance available to be allocated: \$300

1. Health Care Spending Account: More flexibility (you can even pay the dental premium using it) and all can access it.

2. Vision Care benefit

The benefit would be \$200 every 24 months or less. Average annual cost per member \$100-120.

# Options for use of AHC premium funds

## 3) Critical illness

- Covers 22 different conditions. The benefit amount is \$25,000. Annual cost to employee is \$200.
- Some plans have a 24 pre-existing condition limitation. Others have no limitation.

# Selected principles from March 25 sub-committee report

- Tenure and promotion criteria must recognize the value of Mount Royal's unique instructionally focused work patterns within the context of Canada's university standards.
- The processes and results of the tenure and promotion system will seek to retain the collegial and non-competitive culture valued by faculty and administration at Mount Royal.

# Selected principles from March 25 sub-committee report

- Both the processes and criteria for the assessment of tenure and promotion must be transparent, effective and efficient.
- A fair, evidence-based assessment of criteria by peers, working collegially and ethically, is at the heart of Mount Royal's tenure and promotion system.

# Selected principles from March 25 sub-committee report

- The degree of accomplishment necessary for achieving tenure and promotion must be equivalent across academic units and between work patterns.
- Assessments and recommendations for tenure and promotion will be made from an academic unit to an institution-wide committee which will make a final recommendation to the President. Chairs and Deans will participate in the recommendation process.

# Ranks

- Lecturer, Assistant Professor, Associate Professor, and Professor
- Lecturer for a tenurable appointment when the successful candidate does not have the required academic credentials or equivalent
- Term-certain appointment replaced by limited-term appointment, normally at the rank of Lecturer or Assistant Professor

# Some items under discussion

- Definition of required academic credentials or equivalent
- Academic credentials required for promotion to Full Professor
- Appointment at a rank of Associate or higher
- Appointment with tenure
- Linking tenure and promotion to Associate

# Linking tenure and promotion to Associate

- Trend towards this, particularly in Ontario
- Evolutionary: Assistant = tenure-track  
Associate = tenured
- Linking did not increase requirements for tenure at Brock
- Less competitive than a more hierarchical system

# Tenure

- The period of probationary appointment will be longer
- The tenure process will not change for those whose appointment commenced prior to July 1, 2009
- The annual evaluation will be an assessment of overall progress towards fulfilling the criteria for tenure and there will be a cumulative mid-term review
- Appeal versus grievance

# Tenure and Promotion Committee Structures

- Looking at ways to make the process more efficient and effective at the department level, e.g. option to elect the academic unit tenure and promotion committee when the unit reaches a certain size
- University committee that recommends to the President

# Sample General Criteria for Tenure, from Brock

## **21.04 Criteria For Tenure**

- a. Tenure shall be granted on the basis of clear promise of continuing intellectual and professional development as demonstrated by:
  - i. sustained satisfactory and effective teaching during the probationary appointment or previous relevant teaching experience; and
  - ii. clear evidence of ongoing high quality scholarly or creative work.

# Sample General Criteria for Tenure, from Brock

- b. Evidence of service to the University community and the Union may be used to strengthen a faculty member's application for tenure.
- c. Awarding of tenure must always be based on the criteria noted in 21.04 (a) and (b), evidence of teaching, scholarly activity and service noted in Article 21.11 (a), (b), and (c). In no case shall the awarding of tenure depend upon years of service alone.

# Sample General Criteria for Tenure, from Brock

- d. Personal or social incompatibility shall not be a reason for denying tenure.
- e. Failure to discharge professional obligations and responsibilities as defined in this Collective Agreement may be grounds for denial of tenure.

# Sample General Criteria for Promotion, from Brock

A faculty member shall be eligible for promotion to Professor because of:

- i. Sustained scholarly excellence plus sustained high quality teaching and a consistent and demonstrated record of service; or
- ii. Sustained excellence in teaching plus a sustained high quality record of scholarly, creative or professional work and a consistent and demonstrated record of service.

# Key Collective Bargaining Issues

- 1) Whether a linked or de-linked system of tenure and promotion would be adopted.
- 2) Implementation issues related to placement of existing faculty in a rank.
- 3) Salary and changes in pay grids associated with the new system.
- 4) The implications for counsellors, librarians and educational developers.
- 5) The mechanism for defining terminal degrees and their relationship to promotion.