



Department Representatives Bulletin

Following is a recap of the Department Representatives meeting of October 10, 2019.

The meeting was chaired by Faculty Association President, Paul Rogers.

For further information on any item, please contact the Faculty Association office:

Email: faculty.association@tuca.com, phone: (403) 220-5722

Welcome

President Paul Rogers welcomed the Department Representatives to the first meeting for this academic year. He noted that for those who are new to the group, the Department Representatives serve as a bi-directional conduit for information exchange between the Association and its members.

He noted that at these meetings the Association briefs the Representatives on activities and developments in a number of areas, and seeks feedback (on behalf of academic staff in the department/faculty) on these topics and others that are important to members.

Community Service Awards

Sheila Miller, Executive Director, reported that the deadline for nominations for the Association Community Service Awards is November 8th, 2019. She noted that every two years the Association gives out an award to one of the members or a group of our members to recognize significant Community Service.

Fair Employment Week

Miller reported that October 7-11th is Fair Employment week and that the Association has already sent out poster materials and that the upcoming newsletter will highlight some sessional statistics.

Meeting with the Minister

Rogers reported that generally speaking, on the issue of Government Relations, the Association is putting much more effort into this since the Association left CAFA. He noted that over the summer the Association sent letters of congratulations to all Calgary MLAs, as well as the Minister of Advanced Education and Critics.

We are working on setting up meetings, as well as tracking various workings of the government.

Statement of Claim

Rogers reported that the Association has filed a legal statement of claim against the Government in July. Effectively, we are suing the government along with other unions who have been affected by Bill 9 delaying the arbitration process. We are working with our lawyer to provide the necessary background documents for this legal action.

Wage Reopener

Rogers reported that our wage reopener arbitration is still scheduled for December.

USRIs

Rogers reported that the Board of Directors had a long discussion about the USRI Working Group at its meeting on 2019-04-30.

He noted that he had been serving on the USRI Task Force set up by the Vice-Provost (Teaching and Learning), but it was clear that this Task Force was not about whether or how the USRI should be used in tenure, promotion, merit or hiring; rather it was dealing with changing the format of the questions.

Rogers said the Faculty Association filed a grievance about the use of the USRI in various processes at the end of June. This grievance meeting with the Provost happened a few weeks ago. In the meantime, the USRI Task Force has been put on hold pending the results of the grievance.

Annual Performance Review (APR)

Miller noted that before she asks for feedback, she wanted to advise the Department Representatives of a situation. During last year's negotiations, we were assured that none of the information in the APR would be housed in the United States. However, when members started filling out the APR, they noted that the company that produced the APR form was American and they asked for assurances that none of their information was being stored in the US. She reported that while we had received these assurances at the table, we wanted to get something in writing from the Administration that confirmed that.

Miller reported that on August 30th, 2019 – the last possible day for submissions of APRs and tenure/promotion material – HR informed us that in fact information from the APR is housed in the US. [UPDATE: a grievance has now been filed].

Miller then noted that the second issue is that this year, we have various committees and bargaining tables dealing with all sort of aspects related to the APR and assessment. She asked to hear from the Department Representatives about what was good or bad with the APR and where they think we should be going regarding the APR and assessment. Should we be fundamentally revamping the system; or should we be tinkering with it? She asked for the representatives to talk to their colleagues and provide us with input.

Gender Equity

Rogers reported that the Provost and the Faculty Association recently concluded a joint gender equity salary review.

The Administration and the Association have jointly undertaken two gender salary reviews in the last 10 years. The most recent review was conducted over the past year and shows a salary disparity between male and female academics that exists independent of rank, experience, and department. Following the completion of the review, the decision has been made that all Continuing, Contingent, and Limited Term female academic staff members (other than clinical academic staff in the Cumming School of Medicine and academic staff based in Qatar) will receive an increase of \$1,398 to their base pay retroactive to July 1, 2019. A separate pay study focusing on clinical academic staff in the Cumming School of Medicine will be initiated in the near future.

Rogers noted that gender equity in academic salaries has been a long-standing issue in Canada. The Administration and the Association are pleased to take action on this important issue. Given the institution's enhanced focus on equity, diversity, and inclusion (EDI), the Administration and the Association have committed to examine systemic pay equity issues more frequently in the future.

Graduate Student Funding

Miller reported the Association has the sense that because of the way that the Graduate Student Funding policy is being implemented, our members are being "taxed". The policy from Graduate Studies seems to say that the Faculties and Departments are responsible for ensuring funding for the graduate students they accept.

The problem is that we understand that some members are being told that they have to use funds from their research funds to pay for students that they didn't ask for or approve.

That being said, the association does not know to what extent this really is a problem. We raised the issue with the Faculty of Graduate Studies but they said that it isn't their fault if the Departments are doing unusual things. She asked if this is an actual problem and the response was mixed.

Retirement Workshops

Miller noted that the next round of workshops will be held on November 21, 2019. Invitations and details will be sent to members.

NEXT SCHEDULED MEETING

Wednesday November 20, 2019

12:00 p.m. – 1:00 p.m.

Location:

EDC 287