



Policy Grievance # P242501

November 27, 2024

Dr. Aoife Mac Namara, PhD
Dean of Arts, University of Calgary

Dear Dr. Mac Namara,

Pursuant to the provisions of Article 24 of the Collective Agreement, please be advised the Faculty Association of the University of Calgary gives notice to commence a policy grievance at step 1, regarding the proposed changes to the Faculty of Arts. **Article 21– Redundancy:** *21.1.4 The Parties recognize the authority of General Faculties Council (GFC) to recommend to the Board of Governors, following full and extensive consultation, any closure, reduction, or restructuring of programs for academic reasons. The Parties further agree that decisions made by the Governors that may adversely affect the employment status of members will be subject to the processes in the GFC Process for Program Reduction or Closure (June 2022), except as otherwise covered in this Agreement.*

The nature of the grievance and the circumstances out of which it arose:

The Administrators of the Faculty of Arts have been and are continuing to engage in a non-consultative curriculum renewal process in the School of Creative and Performing Arts (SCPA), School of Language, Linguistics, Literature, and Culture (SLLLC), and the Department of Classics and Religion (CLARE) that violate Article 21 of the Collective Agreement. As part of this renewal process, the Faculty of Arts has “paused” admissions to a large number of degree programs and majors.

The Faculty Association has become aware that the Administrators of the Faculty of Arts are holding meetings with units where a vote is required regarding the suspension of these majors and programs. However, our members have been told during those meetings that the decision has already been made, as staff acceptance is not required to take this action.



During these meetings, the Administrators also vote and, when they are in the majority, these votes override the votes of the academic staff members in the unit.

The meetings held suggest consultation, however, when the Dean attends, she monopolizes the time speaking and leaves no room at the end for questions, resulting in member frustration and tension.

Members of the units have challenged the statistics relied upon by the administration to justify the proposed changes. The unit's statistics are correct, while the administration's statistics are not, but the former are disregarded or ignored.

It is the Faculty Association's position that, as approximately fifty (50%) percent of the unit Heads in the Faculty of Arts are now temporary appointments, the Dean's office has created a state of anxiety within the faculty. Additionally, some units have had no input in the removal of a Head or the appointment of a new, albeit temporary, one. While there is a specific protocol for the appointment of a Head, it does not appear to apply if the head is temporary. This situation contributes to the feeling among units that they lack a respected, knowledgeable, and supportive voice in discussions regarding the suspension and possible closure of their programs.

Grievance

The spirit and intent of the Collective Agreement when taken as a whole has been violated. This grievance includes but is not limited to misinterpretation(s), violation(s), and/ or misapplication(s) of Articles:

Preamble

Article 3 – Management Rights

Article 4 – Recognition of the General Faculties Council

Article 21 – Redundancy

Such other misinterpretations, violations, or misapplications as may become evident in the course of the grievance.

In addition, this grievance includes but is not limited to misinterpretation(s), violation(s), and/ or misapplication(s) of the below relevant Employer Policy or Legislation:



Alberta Post Secondary Learning Act

Such other misinterpretations, violations, or misapplications as may become evident in the course of the grievance.

The remedy or correction required:

Full redress to return the Association and any affected member(s) to the same position they would have been had the dispute in question not occurred. The specific remedies requested include but are not limited to:

- A statement that the Board of Governors has violated the Collective Agreement.
- That the Board of Governors stop the renewal process and follow a full and extensive consultation process.
- The Board of Governors move to expeditiously appoint Permanent Heads in the Faculty of Arts, following the approved protocol for Head appointments.
- A full General Faculties Council review and approval of the processes, policies, and procedures to be followed for program pauses and/ or closures.
- That registrations be re-opened in the paused programs in the impacted units in the School of Creative and Performing Arts (SCPA), the School of Languages, Linguistics, Literature and Culture (SLLLC), and the Department of Classics and Religion (CLARE).

We look forward to your response to this matter.

Sincerely,

Jennifer Garrison, PhD
Interim Executive Director
The Faculty Association of the University of Calgary