



Policy Grievance #PG 242509

February 6, 2025

Dr. Sandra Davidson
Provost, University of Calgary

Dear Dr. Davidson,

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 continued failure to conduct full and extensive consultation in the Faculty of Arts as well as unjust disciplinary action against our members.

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

On or about January 20, 2025, the Faculty Association became aware that during the Academic Program Subcommittee (APS) meeting, the Dean of the Faculty of Arts stated some of the reasons for the proposed suspensions to new admissions to programs in the School of Language, Linguistics, Literature, and Culture (SLLLC), and the Department of Classics and Religion (CLARE) were due to those programs lacking academic quality, rigor, relevance, and the ability to support diverse learners. She also questioned the academic expertise within these programs, the programs' ability to guarantee academic quality, and the alleged failures of the programs to adapt to diversity initiatives. The faculty in these programs were not previously made aware of these concerns. These allegations are unfounded and suspending programs on this basis constitutes discipline without just cause.

At this meeting, the Dean presented information to the APS about what she characterized as a lack of academic quality in these programs. This opinion was not circulated in advance in the 95-page briefing note. This information was also not made available to APS members or Arts faculty after the APS meeting. This process violates the requirement for full and extensive consultation as required by the collective agreement. This flawed process resulted in APS approving the proposed suspensions, which have now moved to the Ministry of Advanced Education for review and ministerial approval, if accepted.

As a whole, the actions taken on behalf of the Governors are in violation of procedural fairness and due process and constitutes the unjust discipline of impacted academic faculty members.



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 6: Academic Freedom
Article 7: Non-Discrimination
Article 20: Discipline
Article 21: Redundancy
Article 29: Academic Performance Assessment and Progression Through the Ranks

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:

Arts Faculty Guidelines
GFC Handbook
Occupational Health and Safety Act
Alberta Post-Secondary Learning Act

Such other misinterpretations, violations, and/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 declaration the Governors have violated the terms of the Collective Agreement.
- A public repudiation of the unfounded, disparaging comments made by the Dean about the work of the affected academic staff members
- 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).

Such other remedies as may become evident in the course of the grievance.



We look forward to your response to this matter.

Sincerely,

Jennifer Garrison, PhD
Interim Executive Director

Cc: Terry Beirsto, Associate Director, Academic Labour Relations