

General Meeting
August 27, 2026

The University of Calgary
Faculty Association



Agenda Topics

- President's Welcome & Territorial Acknowledgement
- Looking Back, Moving Forward
- Keynote Address
- Grievances and Arbitrations: Update
- Membership Survey
- President's Concluding Remarks



Land Acknowledgement

The City of Calgary acknowledges this park is located on the ancestral and traditional territory of the First Nations within Southern Alberta and on the homeland of the Historic Northwest Métis.

Blackfoot Confederacy

**Kainai
First Nation**

**Piikani
First Nation**

**Siksika
First Nation**

Located in Montana, the Amskaapiipiikani Nation is also part of the Blackfoot Confederacy.

Looking Back, Moving Forward

- History / Membership / Role
- TUCFA's New Strategic Plan
- Financial Overview
- New Initiatives & Recent Developments
- Q&A [Moderator: Chris Sears*]

*Send questions in chat to Chris Sears

Looking Back, Moving Forward

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- Established in 1981; trade union since 2017 under the Post-Secondary Learning Act (PSLA)
- 1 of 25 provincial & >130 national associations
- Sixth largest in Canada
- Umbrella organization - Canadian Association of University Teachers (CAUT): Canada's voice for academics



Who are TUCFA Members?



- ~2,600 academic staff across 14 Faculties
- Professorial streams, sessional appointees, archivists, curators, librarians, counsellors, & others
- Department Heads, Assistant & Associate Deans
- not Vice-Deans/Deans etc.

What is TUCFA's Role?



- Unites members as one collective voice
- Fosters academic freedom
- Promotes collegial governance
- Negotiates in official bargaining processes
- Governed by President & Executive Officers
- Strategic oversight by Board of Directors
- Disseminate information through Department Representatives
- Goal-driven through TUCFA's 2026 Strategic Plan

President: Roles & Responsibilities

- Chief elected officer & Chair of the Board of Directors
- Sets direction & provides leadership for achieving strategic goals
- Overall responsibility for Association affairs
- Principal advocate & spokesperson for the Association
- Works closely with other Executive Officers

Executive Officers

Vice President: Leighton Wilks

Treasurer: Oleksiy Osiyevskyy

Grievance Advisors: Tavis Campbell, Karen Then

Officer-at-Large, Communications: Christopher Sears

Executive Officers: Roles & Responsibilities

- Meet bi-weekly to oversee management of the Association
- Two-year secondments to TUCFA (25-50% release from all duties)
- Individual portfolios
- Members of Executive Committee, Personnel Committee, & others (e.g., Communications, Grievance)
- Represent the Association on GFC Standing Committees & others
- Mandates from PSLA, By-Laws, Board Manual

Elected Board of Directors

Teri Balser (Science)

Tavis Campbell* (Arts, Psychology)

Rosalind Carson (Werklund, CAS)

Astrid Eckstein (Haskayne/Arts/Science, CAS)

Sherif Elsharkawy (English, SLLLC, CAS)

Heather Ganshorn (LCR)

Jacqueline Jenkins (Arts, English)

Jacob Lamb (SSE, Civil)

Myles Leslie (CSM, CHS / Public Policy)

Denis Onen (SSE, Electrical & Software)

Oleksiy Osiyevskyy* (Haskayne/ENTI)

Fouzia Ousman (TI T&L)

Kara Sealock (Nursing)

Christopher Sears* (Arts, Psychology)

Dora Tam (Social Work)

Karen Then* (Nursing)

Leighton Wilks* (Haskayne),

Nicole Wyatt (Arts, Philosophy)

[* Executive Officers]

[*Ex Officio*, Trevor Tombe, (Arts, Economics / Public Policy), UAPP Trustee]

Board: Roles & Responsibilities

- Meets monthly
- Reviews & approves policies
- Oversees administrative & financial affairs
- Represents the Association on committees
- Determines bargaining positions / job action / negotiated agreements
- Considers grievances for arbitration
- Mandates from By-Laws & Board Manual





TUCFA Employees

Girlie Bacaoco, Finance & Accounting Coordinator

Deletta Dodds, Office Manager

Jennifer Krygier, Senior Professional Officer

Ainsley Mathieson, Administrative Professional

Sarah McKenzie, Professional Officer

Amy Vansickle, Professional Officer

Looking Back, Moving Forward

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Vision Statement

‘We aspire to be a union where all members are valued, engaged, supported and empowered’

Mission Statement

‘As the collective voice for all academic staff, our union empowers members by advancing fair compensation and working conditions, collegial governance, and academic freedom. We work to ensure the university is a place where academics thrive’

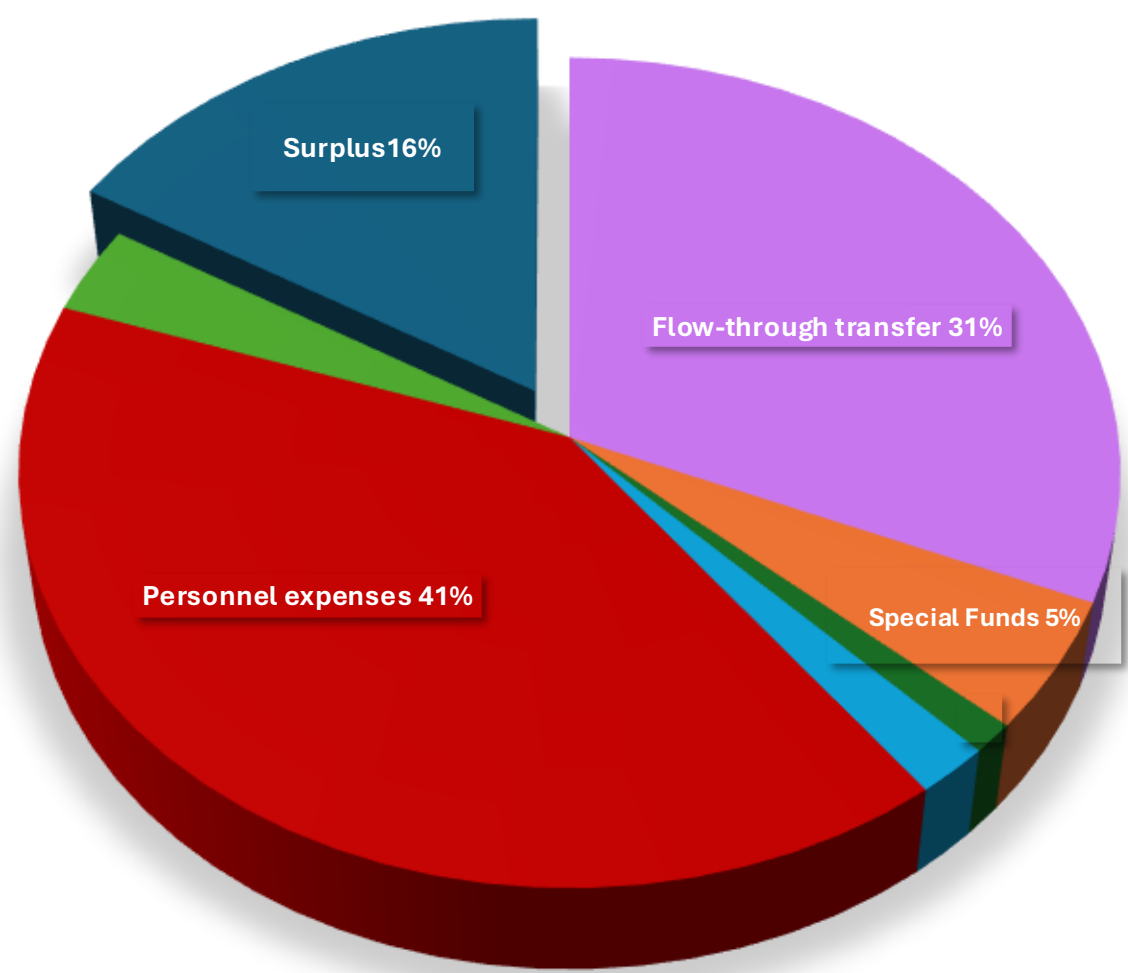
Strategic Goals

- Compensation at the top 5 level of U-15
- Reasonable & transparent workloads
- Job security
- Collegial governance
- Academic freedom in all its dimensions
- EDIA principles in policy, practice, and representation
- Member engagement & participation
- TUCFA's visibility & external strategic relationships
- Support indigenization within the academy

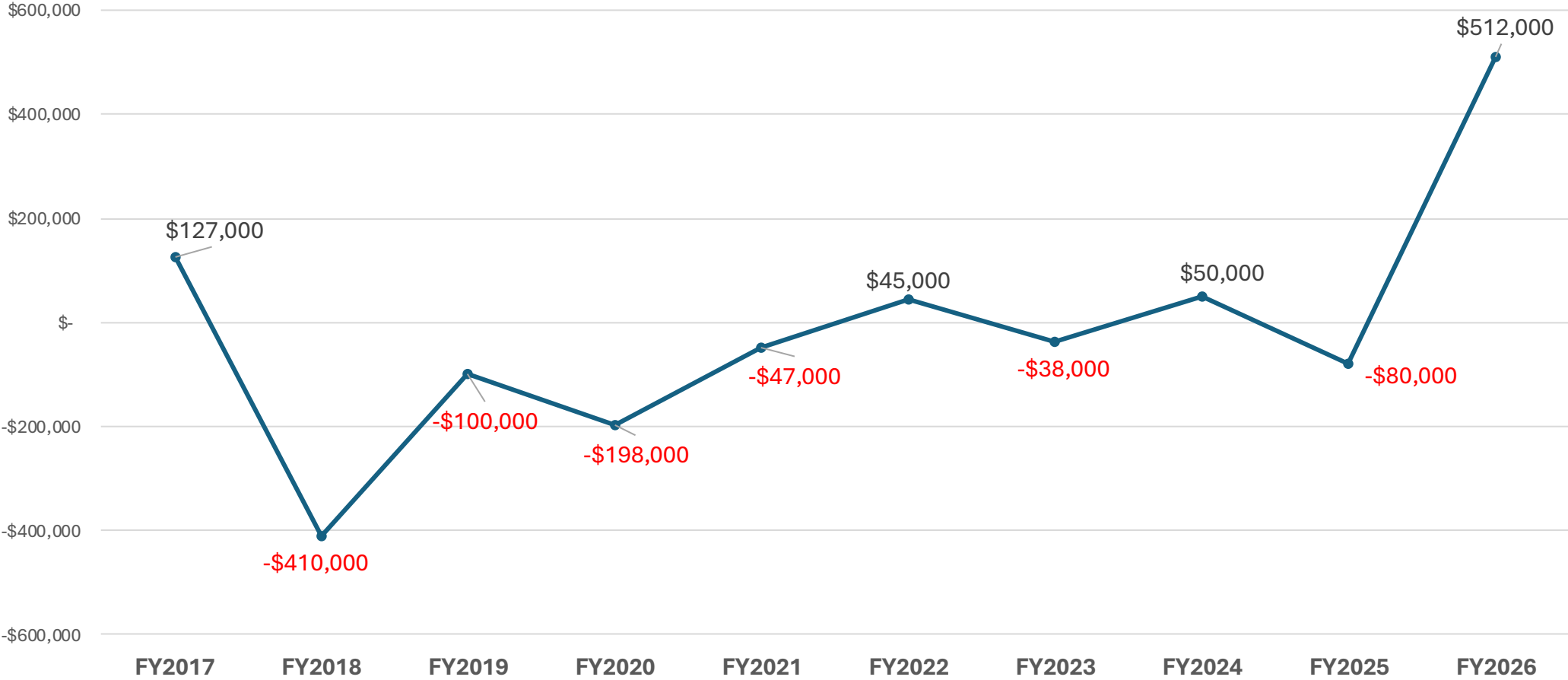
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Allocation of Total Revenue (\$3,126,000)



FY2017 - FY2026 Surplus (Deficit)



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New Initiatives In Member Engagement

Rebranding / logo /
promotional products etc.

Townhalls / Drop-in
Sessions for Strategic
Plan & Bargaining

Meetings of Department
Representatives

- : Member-driven agenda
- : Bulletins distributed to all members

New Sessional Appointees
Information Meetings

- : Fall '25 / Winter '26 semesters
- : Member-driven agenda

Reintroduction of
General Meetings

Official Participant,
Calgary Pride Parade

Launch of
Strategic Plan
2026

New Communications
Committee

New Initiatives In Communications

Quarterly newsletter
re-envisioned

Revised
Communication
Policy

Increased
member
communication
emails,
announcements,
surveys etc.

TUCFA THE UNIVERSITY OF CALGARY
FACULTY ASSOCIATION

TUCFA NEWS AND VIEWS



New Grievance Committee

Revised Grievance Policy &
Grievance Appeal Procedure



New Initiatives: Grievance Processes



New approach to Step I & Step II
Grievance Meetings



Focus on Conflict Resolution
Attempts to Resolve Issues
Pre-Grievance

Recent Developments

- Board of Directors retreats for strategic planning [twice per year]
- Improved engagement with CAUT
(e.g., Contract Academic Staff Committee, Grievance Handling Forum, National Bargaining Updates)
- Increased access to CAUT Member Resources
(e.g., Senior Labour Relations Advisor, Legal Team)
- Joint Liaison Committee Re-established

Joint Liaison Committee

- Established under Collective Agreement: Article 25
- Governors & Faculty Association meet quarterly
- Objectives:
 - *“to review matters of mutual concern”* [Article 25.4 a)]
 - *“to maintain and develop a spirit of cooperation... between the parties”* [Article 25.4 c)]
 - *“to serve as a forum for the exchange of information”*



THE UNIVERSITY OF CALGARY
FACULTY ASSOCIATION

Your union - your voice!

Q & A - Send your questions to chat (Chris)

Academic Labour in the Postplagiarism Era: Integrity Means Accountability

Sarah Elaine Eaton, PhD
TUCFA AGM
August 27, 2026

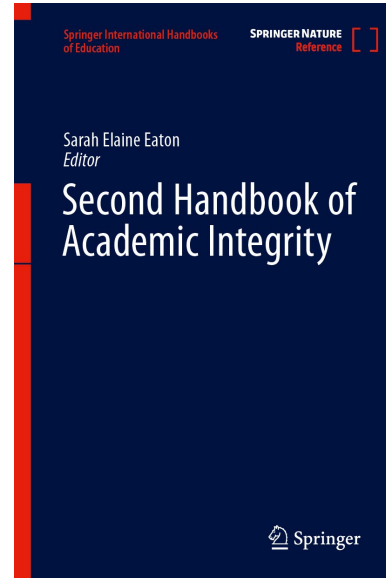
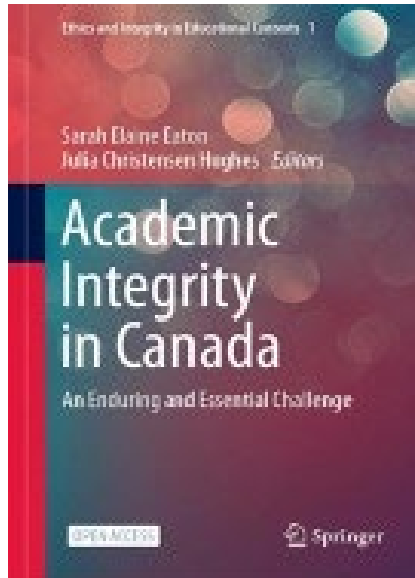
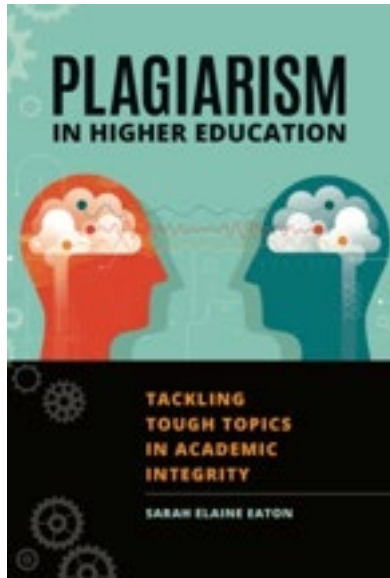


CALGARY

A wide-angle photograph of a winter landscape in Calgary. In the foreground, a river is partially frozen, with numerous small, irregular ice floes floating in the water. The sun is low on the horizon, creating a bright, shimmering reflection on the water's surface. The background consists of a steep, snow-covered hillside densely populated with evergreen and deciduous trees. A small, light-colored building with a dark roof and a set of stairs leading down to the water is visible on the right bank. The sky is a pale blue with soft, wispy clouds.

Photo credit: Sarah Elaine Eaton

Provenance of this work...



NB: I have presented some content previously.

An Invitation

Expect Provocation

My work is based in years of scholarship, but some of the ideas may be new to you. I invite you to enjoy the journey.

It is OK to disagree

Not everyone agrees with these ideas. That is OK.

Hold Space for Possibility

Postplagiarism is about doing better than we have done in the past.

Setting the Stage

GenAI is a complex topic with numerous ethical concerns. We will not solve these concerns today or even this year.

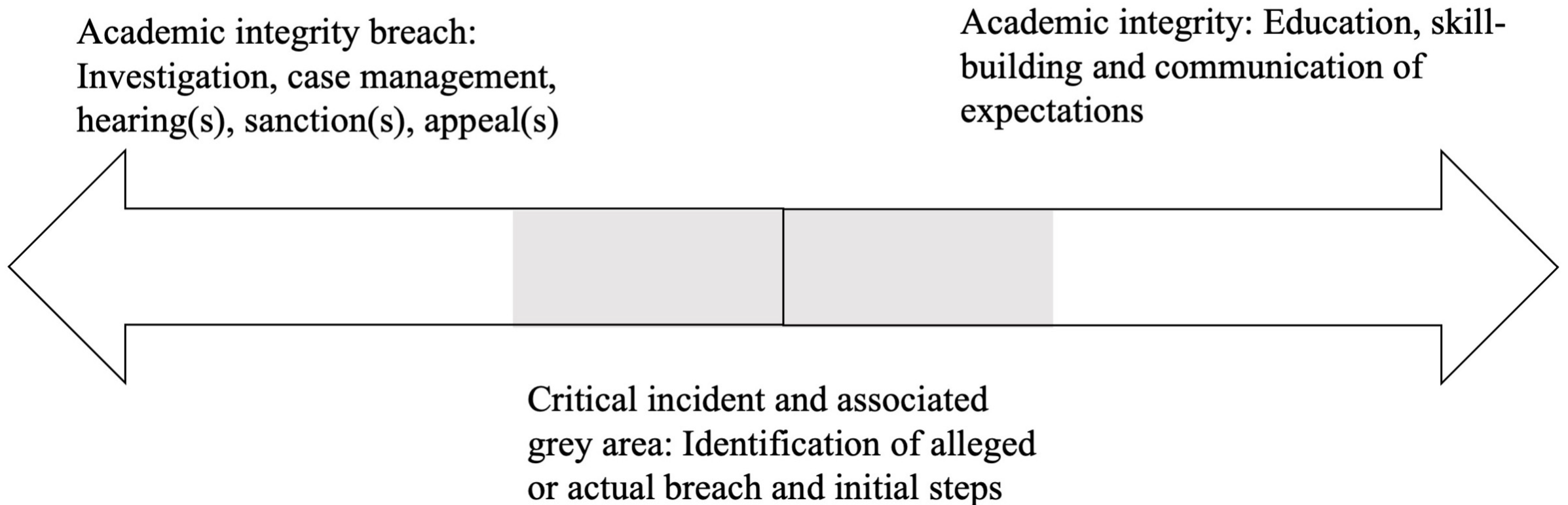
The ethics of AI is going to be an ongoing part of conversations for years to come.

There are many ethical issues that we will not have time to address today (e.g., environmental impact, data sets used to train AI, etc.)

Today we will focus our conversation on academic integrity and postplagiarism.

The Academic Integrity Continuum

Eaton, Pethrick, & Turner (2021)

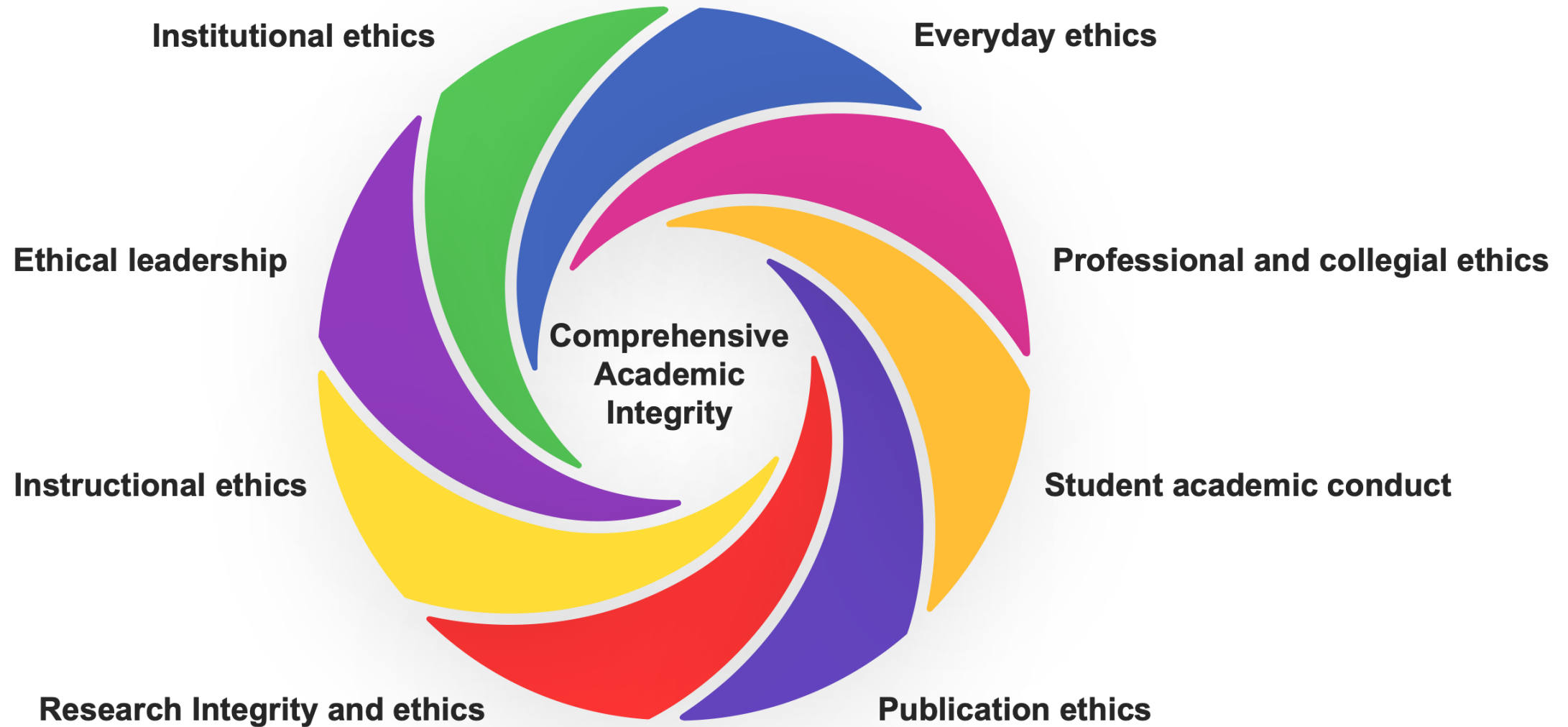


Reporting Suspected Misconduct Carries Risk

- An analysis of more than five decades of academic misconduct literature showed that consistently, more than half of academic staff in English-speaking countries do not report misconduct (Eaton, 2021). Reasons include:
 - Unclear reporting processes
 - Takes too much time / effort
 - Poor communication of the results of the investigation / outcome
 - Disagreement with the outcome (e.g., too lenient or too severe)
 - Fear of retaliation
 - Fear of the possible impact on one's livelihood / career progression

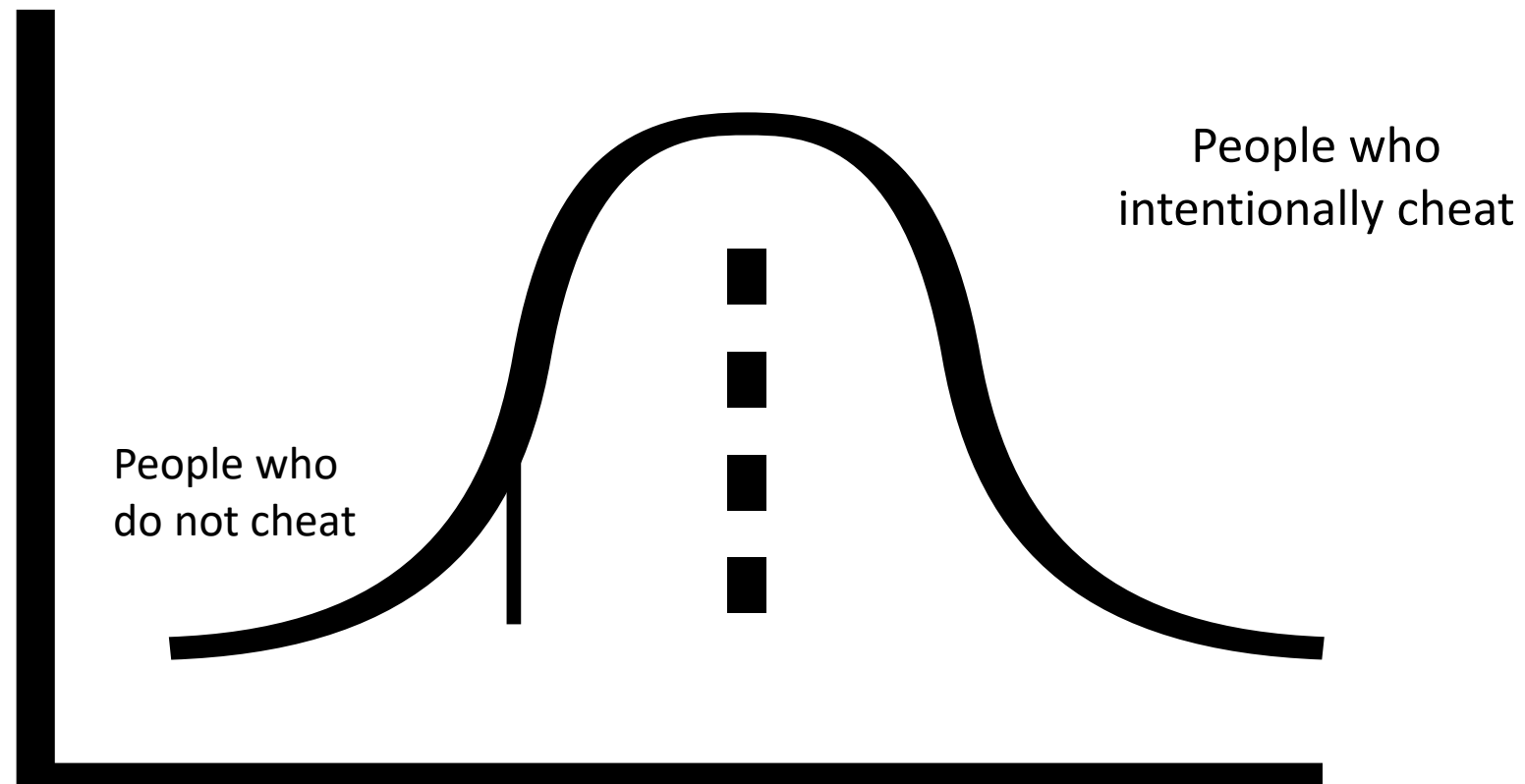
Key Message

Upholding academic and research integrity
has always involved administrative,
academic, and emotional labour.

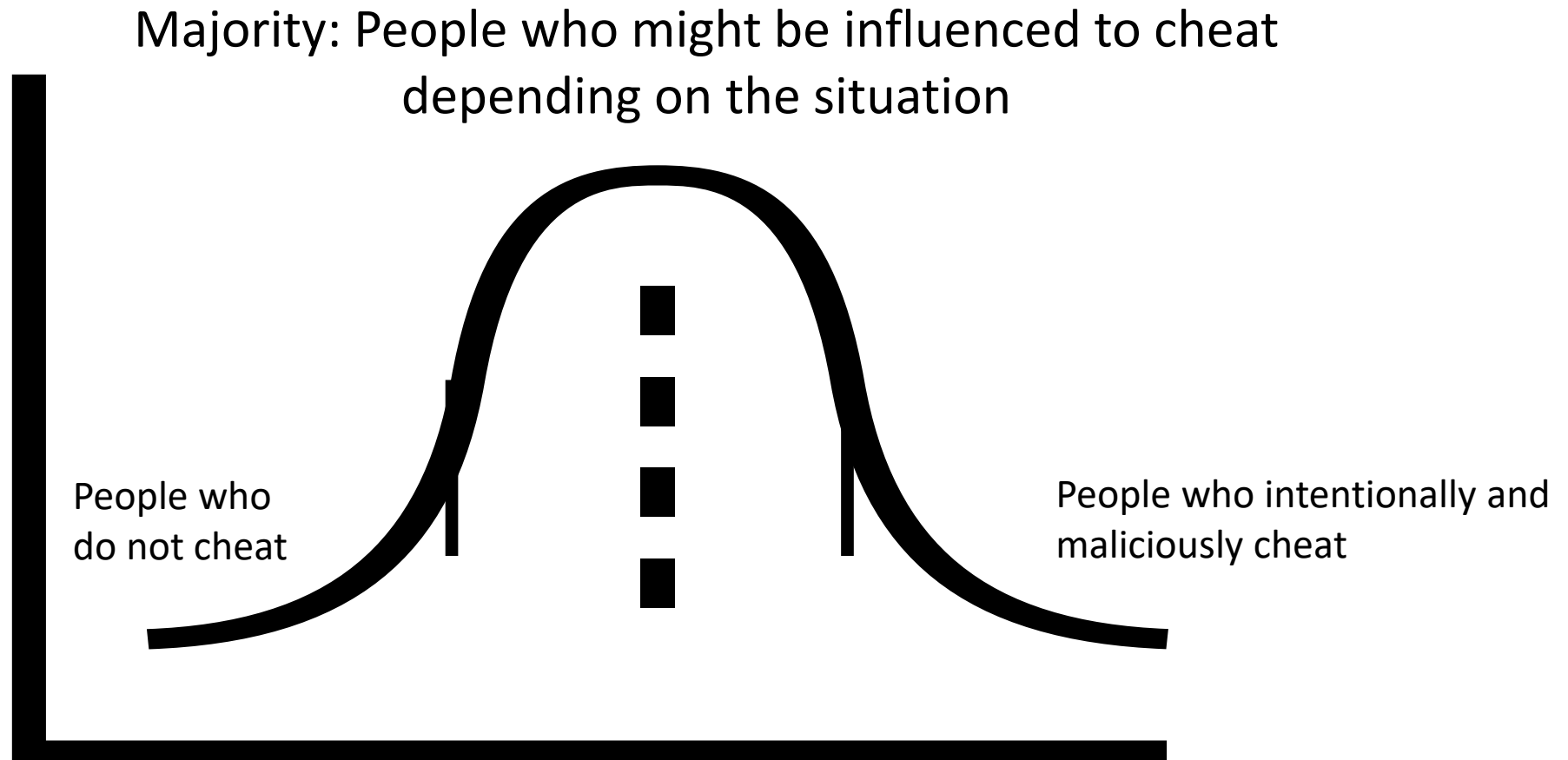


Eaton 2024

Bell curve of cheating behaviours: Skewed bias

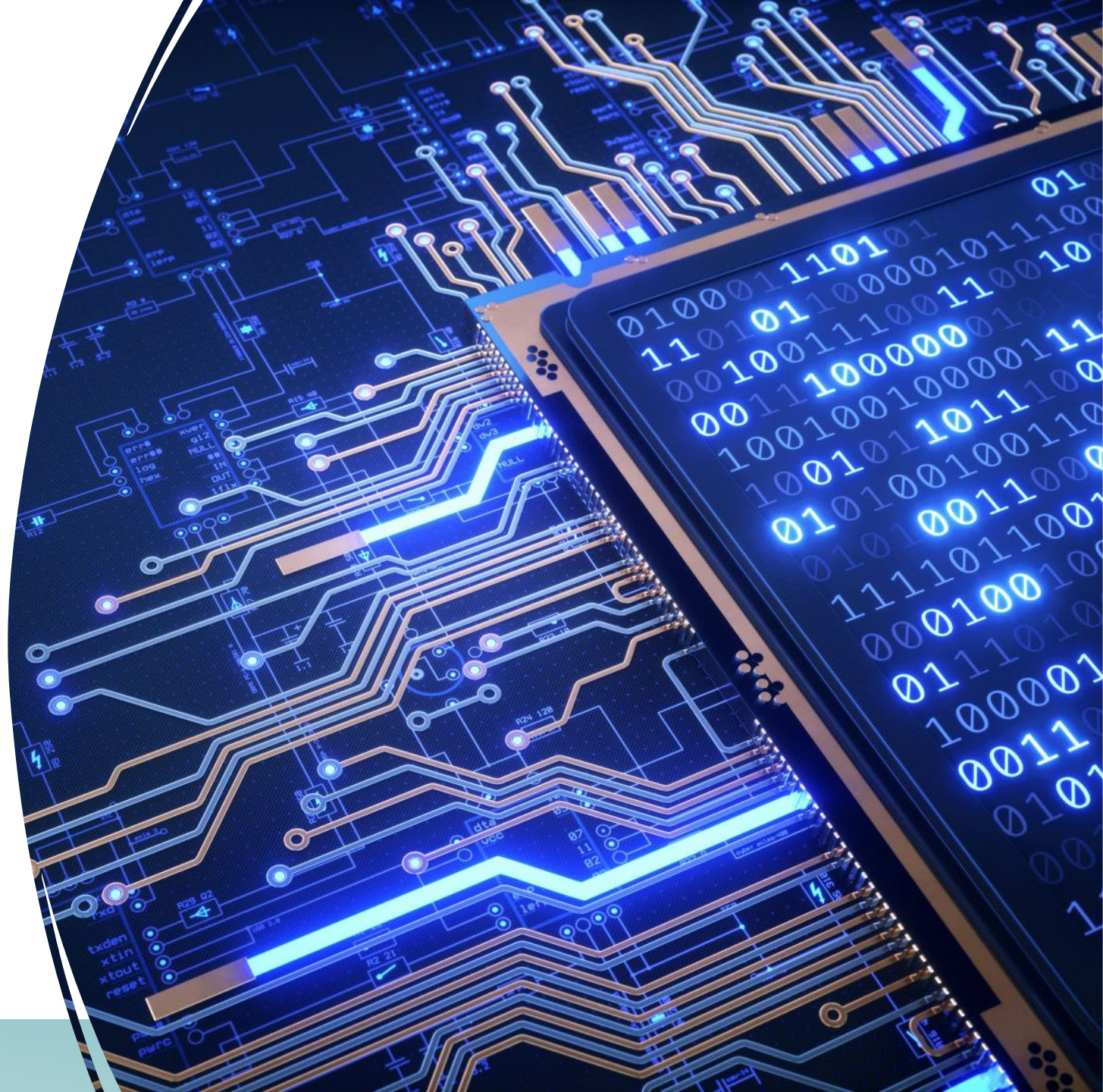


Bell curve of cheating behaviours: Normal distribution



Artificial Intelligence is here to stay

If we want students to be workforce ready when they graduate, our challenges include determining if, when, and how to teach ethical use of artificial intelligence across the curriculum.



Postplagiarism: Definition

Postplagiarism refers to an era in human society in which advanced technologies (e.g., AI) are a normal part of life, including how we teach, learn, and interact daily (Eaton, 2023)



Postplagiarism: What it is not!



Postplagiarism is not about abandoning academic integrity.

Cheating is still wrong.

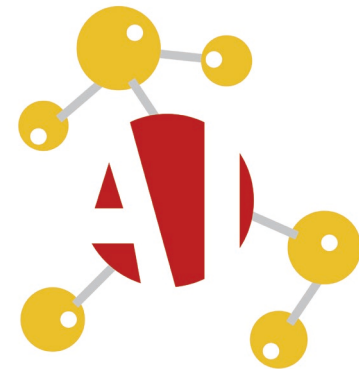
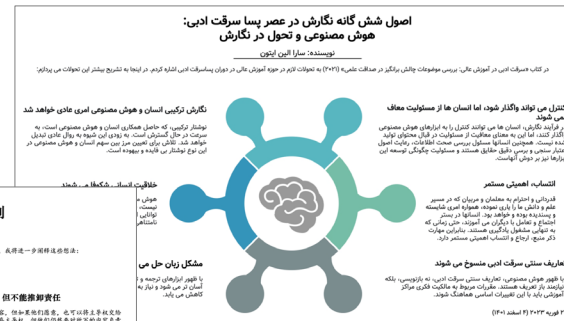
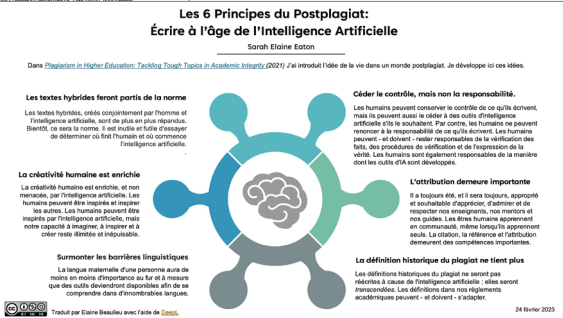
Postplagiarism is a framework for ethical engagement with artificial intelligence in education and research.

Key Message

Integrity is about relationships,
not rules.

6 Tenets of Postplagiarism

1. Human-AI Co-creation will become the norm.
2. Our ability to think and be creative is not threatened by AI
3. Language barriers are overcome
4. We can outsource the work, but not the responsibility
5. Attribution remains important
6. Historical definitions of plagiarism evolve.



Postplagiarism Research Lab

Funders:
University of Calgary

6 Tenets of Postplagiarism: Writing in the Age of Artificial Intelligence

Sarah Elaine Eaton 2023

In *Plagiarism in Higher Education: Tackling Tough Topics in Academic Integrity* (2021) I introduced the idea of life in a postplagiarism world. Here, I expand on those ideas.

Hybrid Human-AI Writing Will Become Normal

Hybrid writing, co-created by human and artificial intelligence together is becoming prevalent. Soon it will be the norm. Trying to determine where the human ends and where the artificial intelligence begins is pointless and futile.

Human Creativity is Enhanced

Human creativity is enhanced, not threatened by artificial intelligence. Humans can be inspired and inspire others. Humans may even be inspired by artificial intelligence, but our ability to imagine, inspire, and create remains boundless and inexhaustible.

Language Barriers Overcome

One's first language will begin to matter less and less as tools become available for humans to understand each other in countless languages.

Humans can Relinquish Control, but not Responsibility

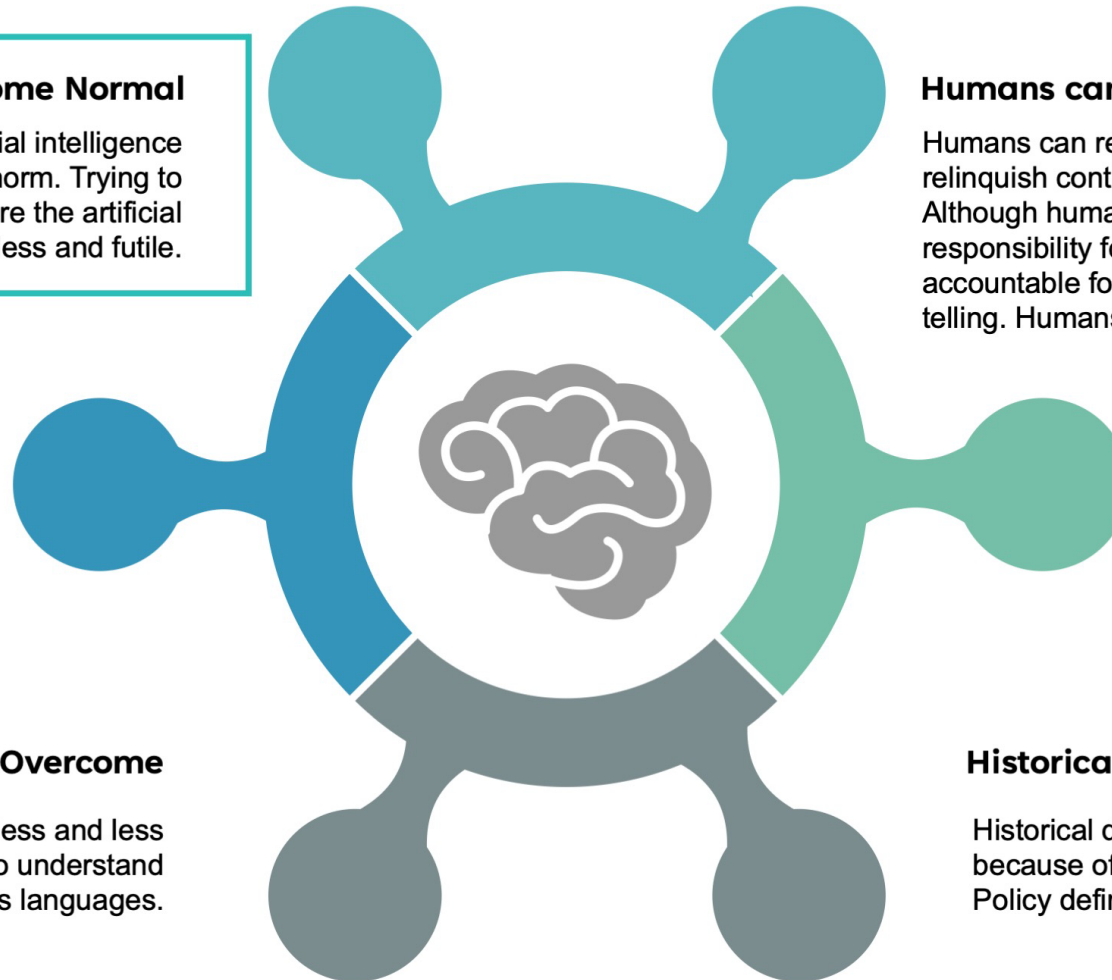
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Attribution Remains Important

It always has been, and always will be, appropriate and desirable to appreciate, admire, and respect our teachers, mentors, and guides. Humans learn in community with one another, even when they are learning alone. Citing, referencing, and attribution remain important skills.

Historical Definitions of Plagiarism No Longer Apply

Historical definitions of plagiarism will not be rewritten because of artificial intelligence; they will be *transcended*. Policy definitions can – and must – adapt.



New Technology

Excitement, confusion, eagerness, resistance, worry, and other reactions.

Teaching, Learning (and Cheating)

Teachers and students figure out how to use the new tech for teaching, learning, cheating, and more.

Academic Integrity Arms Race

Infographic designed by
Sarah Elaine Eaton
May, 2023

Students Find Workarounds

Students find hacks and share ideas about how to beat the anti-cheating technology.

Anti-Cheating Tech

More tech is developed to catch students using technology to violate academic integrity. Often marketed as a solution to academic misconduct.

Limitations of AI Generated Text Detectors*

AI detectors show false positives and false negatives.

Also, researchers have identified variations in sensitivity and specificity.

Paraphrasing, machine translation, human editing,
or use of GPT-4 can lower AI detectors' efficacy.

* Anderson et al. (2023); Elkhatat et al. (2023); Foltýnek et al. (2023); Gegg-Harrison & Quarterman (2024); Liu et al. (2023); Sadasivan et al. (2023); Waltzer et al. (2023); Weber-Wulff et al. (2023).

The promise of academic cheating detection software will always fail because cheating is not a technology problem, it is a human one.

A focus on integrity requires an investment in people who: care about their students, their profession, and accountability for everyone in the academy.

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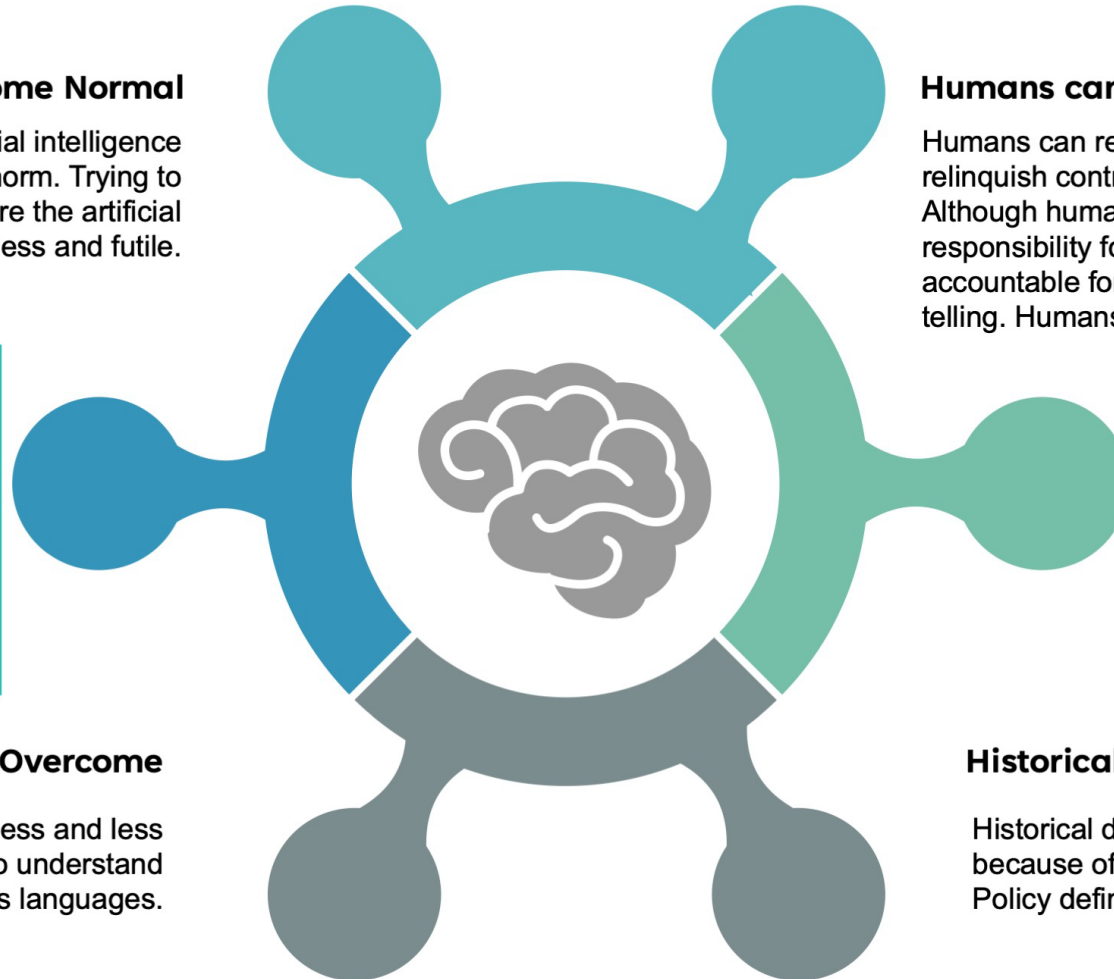
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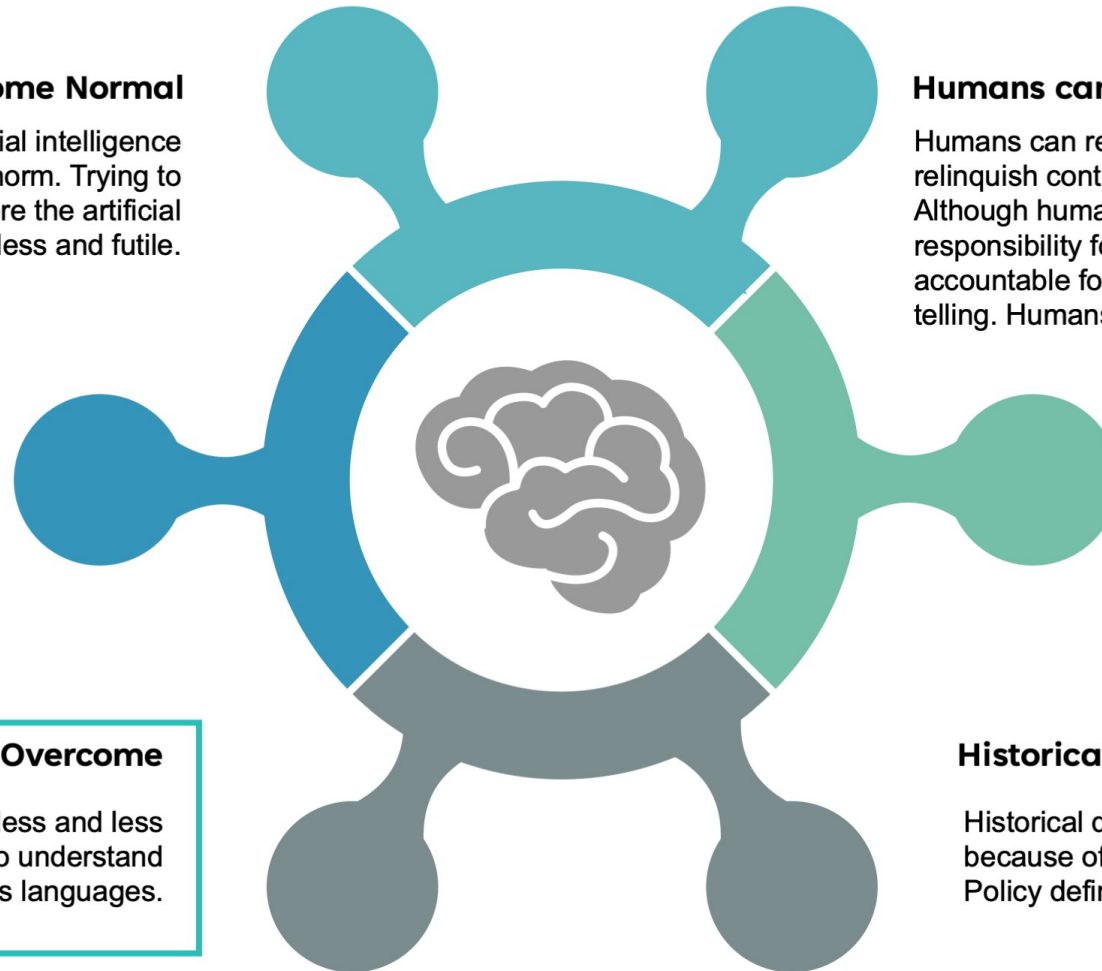
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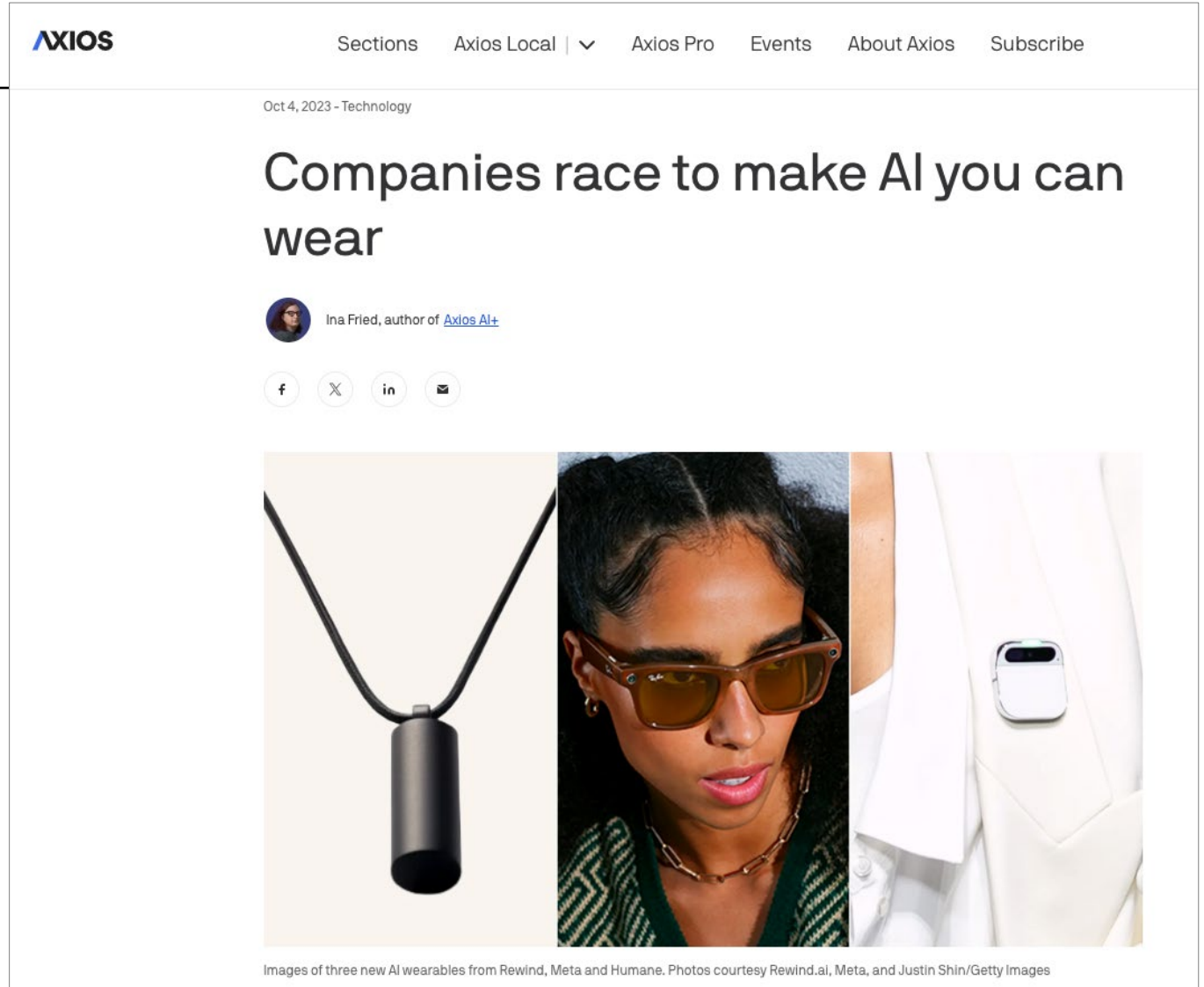
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Wearable AI – The next wave of tech gadgets?

<https://www.axios.com/2023/10/04/ai-wearables-meta-humane-tab-rewind>



What Are AI Glasses?

Sleek wearable computers that integrate AI assistants, cameras, and heads-up displays into everyday eyewear.

— *Eaton, Kumar, Dahal, Tang, Ramazanov, & Moya, 2026*

An Invisible Interface

We are moving beyond AI as a tool we *use*. Now it is something we *wear*. These invisible interfaces blur the lines between human cognition and machine assistance.

AI Wearables: An Ethics Conundrum

Accessibility Amplifier

- Individuals with low vision
- Deaf and Hard of Hearing persons
- People who speak English as an Additional Language (EAL)

Mischief and Misuse

- Covert video recording and photography
- Covert recording
- Unauthorized academic use (e.g., pre-programed cheat notes visible only to the wearer).

Few universities in the world have explicit guidance or policies on wearable AI, despite this being a likely “hot topic” for the coming academic year.

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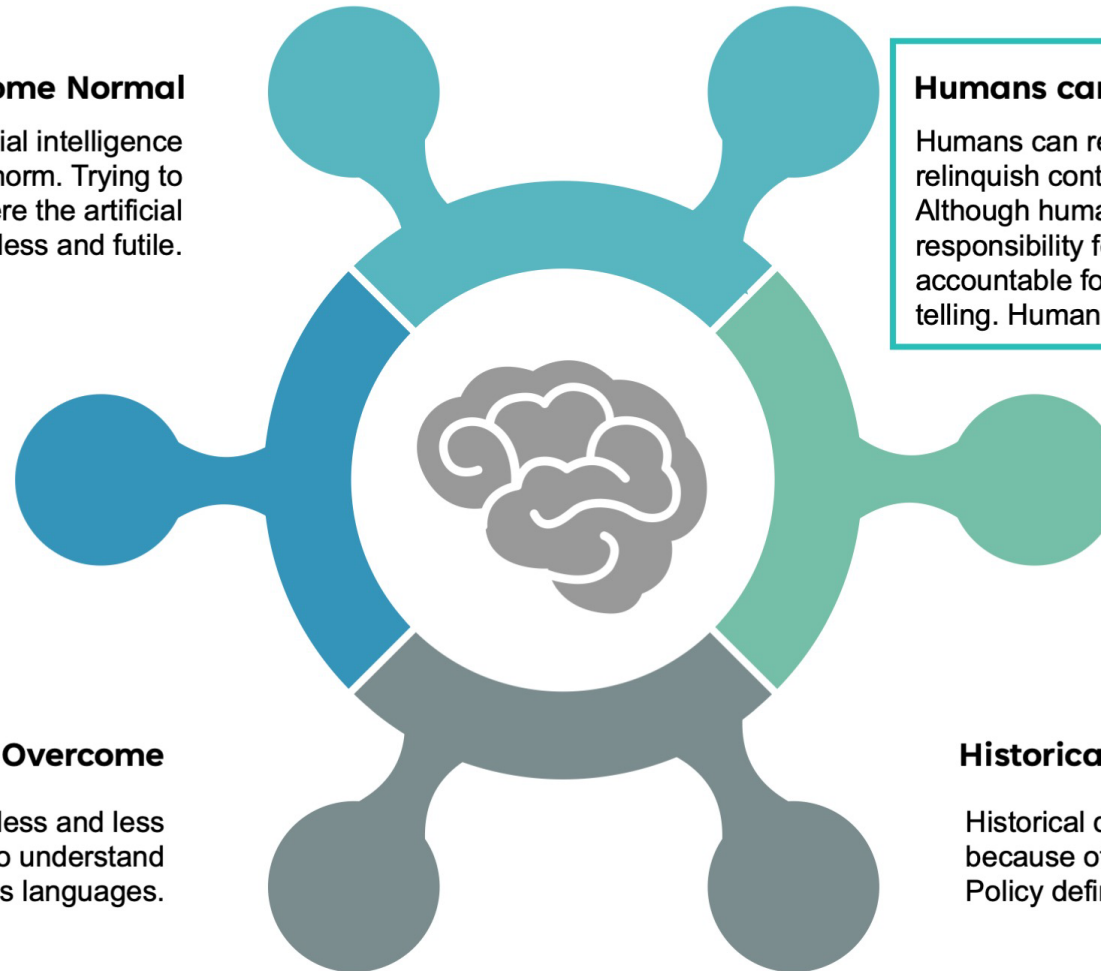
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Key message

If we want students to use AI, the goal should be to supplement their learning, not to circumvent it.

Key message

Accountability is both an individual and an institutional endeavour.

New technologies often bring an intensification of work.

(Remember the promise of the four-day work week when the Internet was popularized?)

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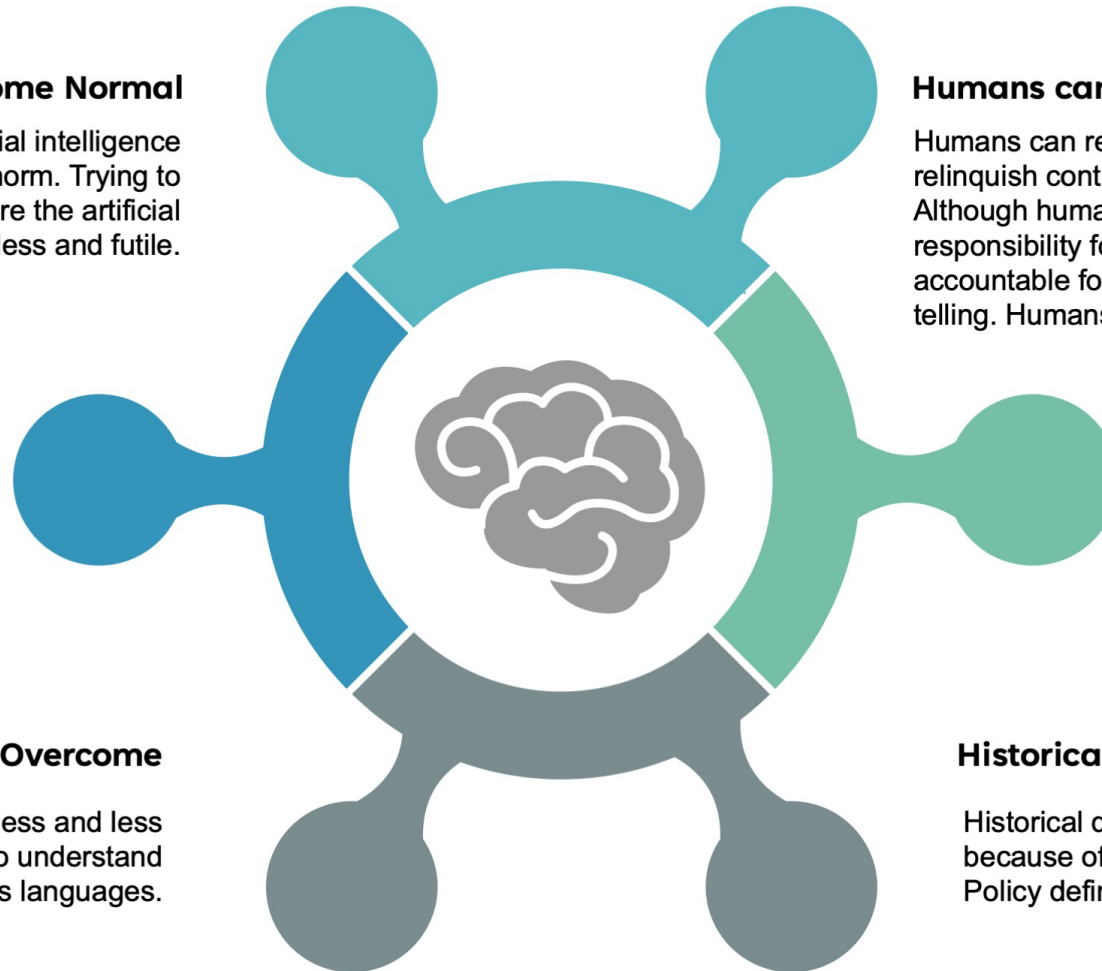
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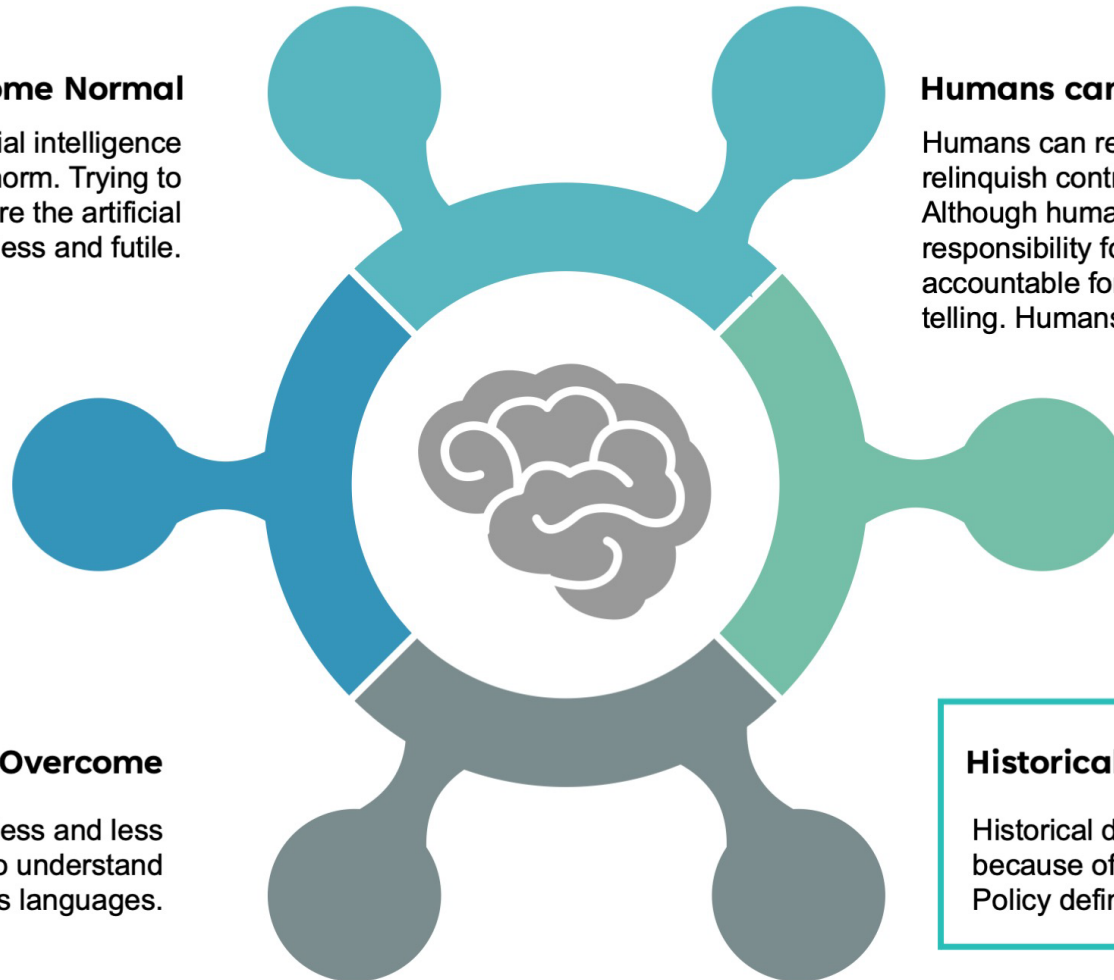
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Reflection Question

How can you prioritize your students' *humanity* this academic year?



Concluding Remarks

- Artificial Intelligence (AI) is here to stay. We need policies, procedures, and guidelines to support its use at both undergraduate and graduate levels.
- AI is likely to bring an intensification of some work processes and a quest for efficiency.
- A university-wide process for reporting misconduct allegations that is centrally tracked and managed can help to reduce barriers to reporting, make processes consistent for students and staff across academic faculties and departments.
- Technology will continue to advance (e.g., wearable tech) and it is not the responsibility of individual staff members to tackle challenges posed to teaching, learning, and assessment alone.

References

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Contact me

Sarah Elaine Eaton, PhD
Werklund School of Education
University of Calgary
Calgary, Canada

seaton@ucalgary.ca



*Use the chat for questions
(send to Tavis)*

Grievances & Arbitrations: Year in Review

Tavis Campbell · Grievance Advisor

Member demand is more than twice the historical average

Mobilis captures substantive labour-relations work—not simply grievances.

188

**cases created so far this
year**

80

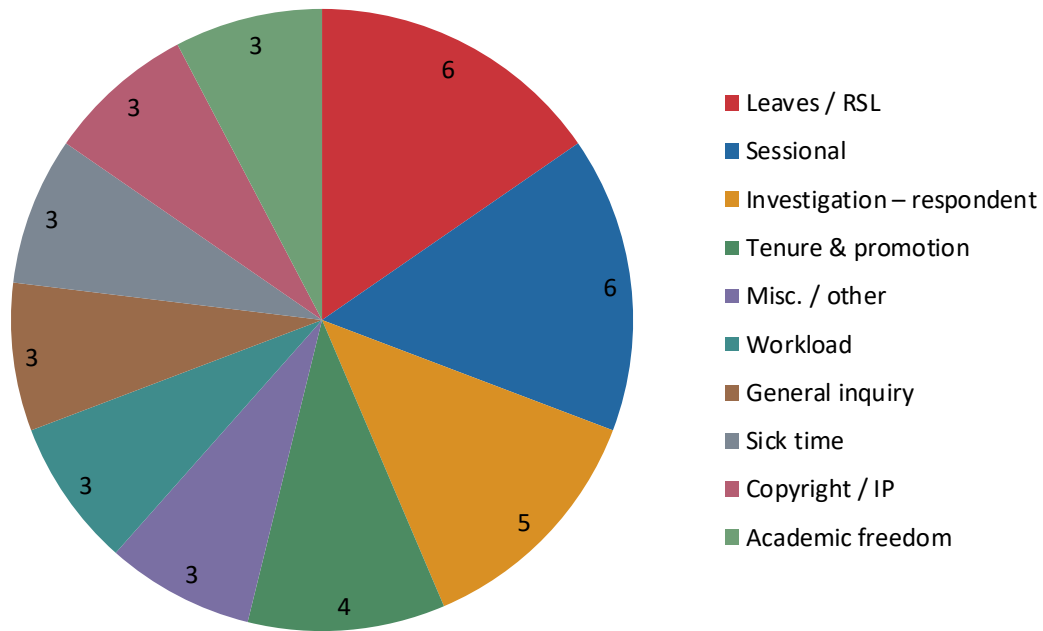
cases currently open

15

new cases in August

As of August 25, 2026

The caseload spans the full range of academic working life



LATEST 30 DAYS

39 new cases

Prior 12-month formal workload

5 policy grievances
12 individual grievances
21 formal investigations

Investigations included accommodation, discipline, leaves, workload, academic freedom, appointments, equity and harassment.

Most matters are addressed without reaching arbitration

Resolution takes different forms—and substantial work at every stage.

01

Advice & clarification

Rights, options, timelines
and early guidance

02

Advocacy & informal resolution

Administrator discussions,
representation and
problem-solving

03

Formal grievance or settlement

Step I / Step II decisions or
negotiated terms

04

Arbitration

Independent, binding
decision when resolution is
not possible

Most member contacts are resolved through advice, advocacy or informal problem-solving.

Twelve formal grievances ongoing / in-process

6

POLICY GRIEVANCES

Telus Health / sick-time support
Three Arts grievances: redundancy and renewal processes
Student conduct and TUCFA's representational rights

6

INDIVIDUAL GRIEVANCES

Discipline
Denied or inappropriate accommodation
Academic freedom
Harassment allegations and investigation outcomes

Themes are presented at a high level to protect member confidentiality.

Five policy grievances are advancing toward arbitration

6

policy grievances open

5

confirmed for arbitration

4

already have hearing dates

Arbitration preserves rights and creates a path to a binding outcome.

A scheduled hearing can also create the focus needed for a late settlement.

This year strengthened how grievance work is governed

New Grievance Policy

Clear roles, filing criteria, arbitration review and a formal member appeal process

New Grievance Committee

Oversight, tracking, shared decisions and member participation

Consistent intake

Acknowledgement, triage, assignment, documentation and follow-up

Proactive meetings with Academic Labour Relations

Earlier identification, clearer communication and resolution before escalation where possible

Approved or developed during 2026

What members should know

01 Not every concern is a grievance

Advice or informal advocacy may be the right—and faster—response.

02 Members bring concerns; TUCFA files

The Association assesses the facts, evidence and Collective Agreement provisions.

03 Grievances are directed to the employer

Grievances do not address disputes between members.

04 Early contact matters

It preserves options and helps prevent important timelines from being missed.

Looking Ahead: collective learning

Expand member education

WHAT MEMBERS NEED TO KNOW

What is actionable · What is a grievance · When to reach out

HOW WE'LL SHARE IT

Email updates · Department bulletins · News & Views · Information seminars



Grievance work is a team effort

The volume and complexity of this work are managed collectively.

Jennifer Krygier

Senior Professional Officer

Amy Vansickle

Professional Officer

Sarah McKenzie

Professional Officer

Deletta Dodds

Office Manager · first point of contact

GRIEVANCE ADVISORS

Karen Then

Nursing

Tavis Campbell

Psychology

Elected officers working with professional staff to advise, advocate and represent members.

Their intake, judgment, preparation and sustained advocacy make this work possible.



Questions?

Use the chat to send questions (send to Francine)



Member Survey Results

August 27, 2026

Chris Sears - Executive Officer-at-Large (Communications)

chris.sears@tucfa.com



Thank you for taking the time to complete the TUCFA Member Survey. Your responses will help the Association better understand members' priorities, identify opportunities to improve its services, and guide future initiatives. They will also help shape the agenda for the General Meeting on August 27.

Your participation is anonymous. No personally identifiable information is collected or requested, and you can skip any question you prefer not to answer. Survey data is stored on a TUCFA-managed computer outside the University of Calgary network. The only demographic information requested is your Faculty and appointment type, which will help us capture the diversity of responses across the university.

Click Next Page to start the survey.

Next page

Save and continue later

Survey Participation

	N
Surveys Distributed	2604
Surveys Completed	703
Completion Rate	27.0%

Appointment Type	N	%
Continuing (Tenured/Tenure Track)	554	78.8%
Sessional	108	15.4%
Contingent and Limited Term	41	5.8%

Primary Faculty	N	%
Faculty of Arts	181	25.7%
Cumming School of Medicine	96	13.7%
Faculty of Science	85	12.1%
Schulich School of Engineering	68	9.7%
Werklund School of Education	57	8.1%
Haskayne School of Business	43	6.1%
Other / Missing	173	24.6%

Member Priorities

What should TUCFA's priorities be over the next several years?

	High priority	Medium priority	Low priority	Not a priority
Improving tenure, promotion, and career advancement processes	☐	☐	☐	☐
Promoting equity, diversity, inclusion, and accessibility (EDIA)	☐	☐	☐	☐
Protecting members' rights under the Collective Agreement	☐	☐	☐	☐
Improving compensation and benefits	☐	☐	☐	☐
Increasing member outreach and engagement	☐	☐	☐	☐
Promoting Indigenization	☐	☐	☐	☐
Negotiating fair and equitable workload provisions	☐	☐	☐	☐
Improving leave and accomodation provisions	☐	☐	☐	☐
Protecting academic freedom	☐	☐	☐	☐
Supporting members with workplace concerns and disputes	☐	☐	☐	☐
Strengthening collegial governance and faculty participation in decision-making	☐	☐	☐	☐
Improving sessional appointees' working conditions and pay	☐	☐	☐	☐

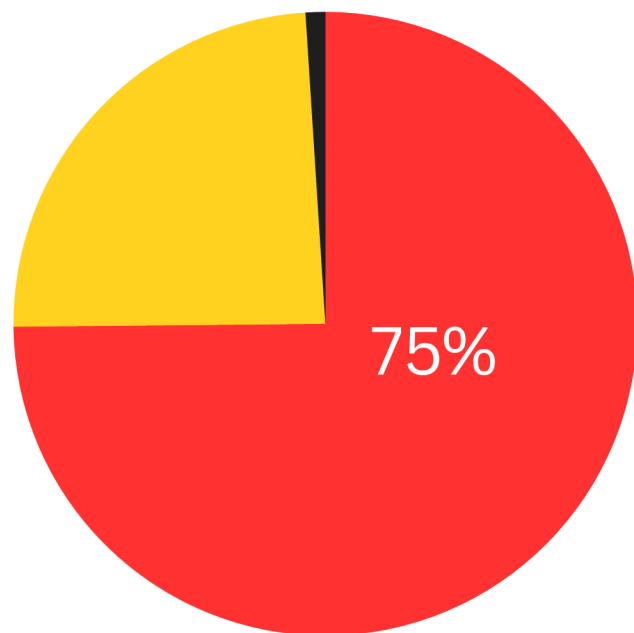
Are there any other priorities you would suggest?

Member Priorities

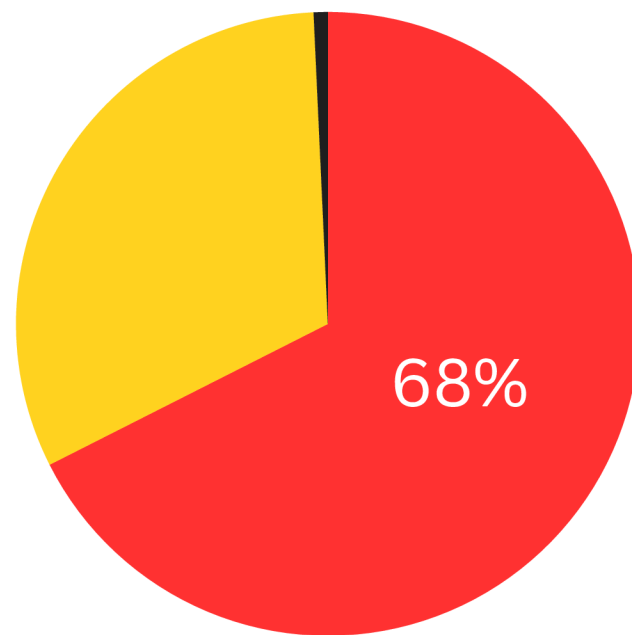
● High Priority

● Medium-Low Priority

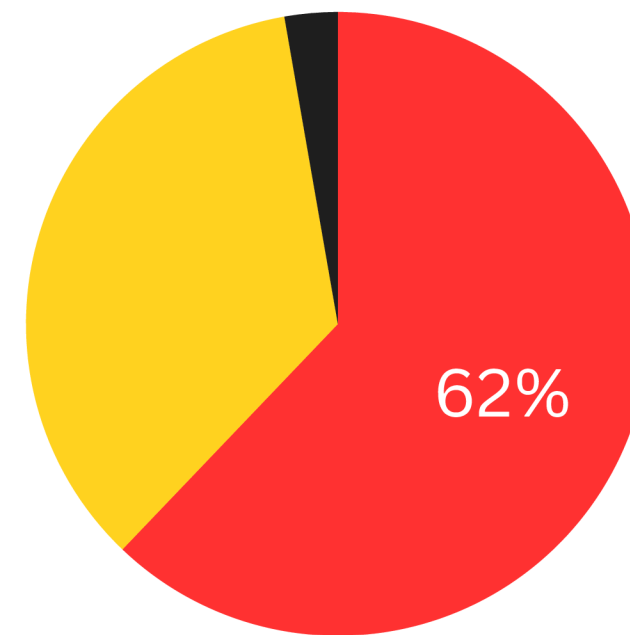
● Not a Priority



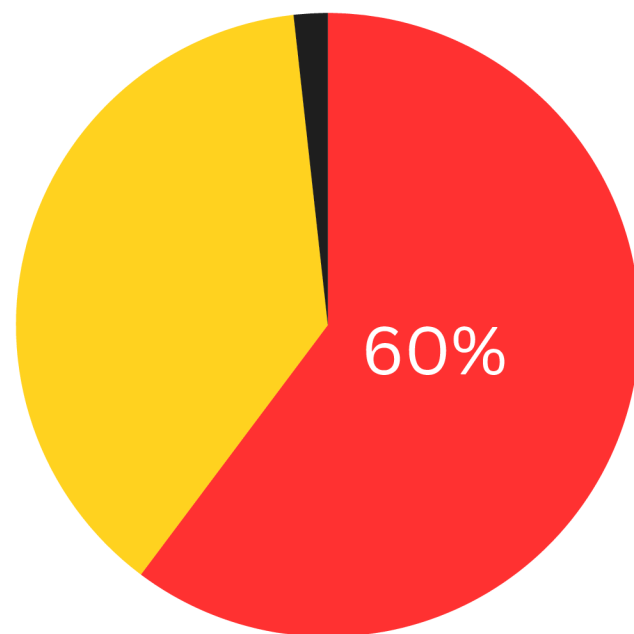
Improving compensation and benefits



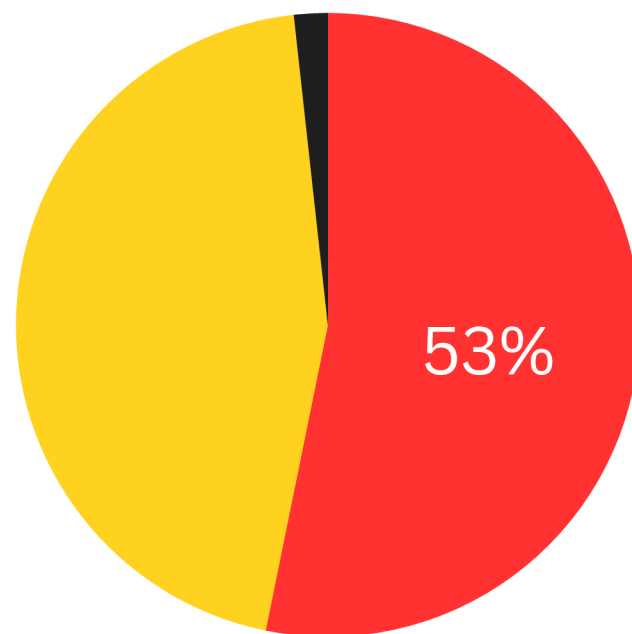
**Protecting members' rights under
the Collective Agreement**



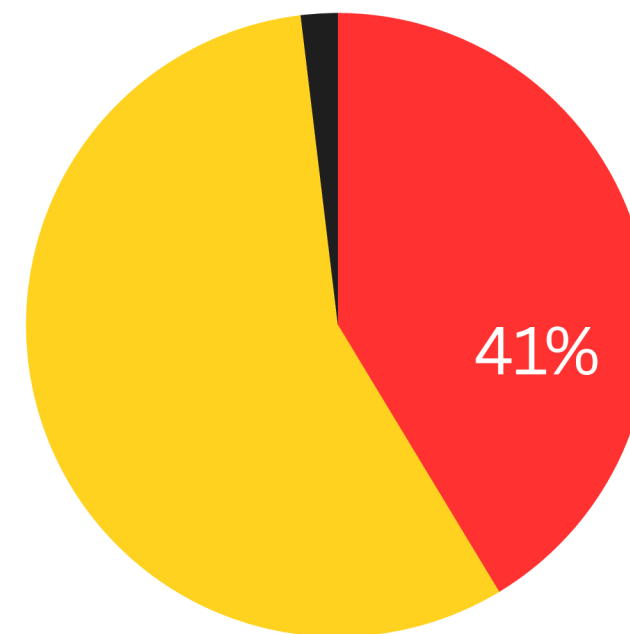
**Negotiating fair and equitable
workload provisions**



Protecting academic freedom



**Supporting members with workplace
concerns and disputes**



**Strengthening collegial governance
and participation in decision-making**

Member Priorities



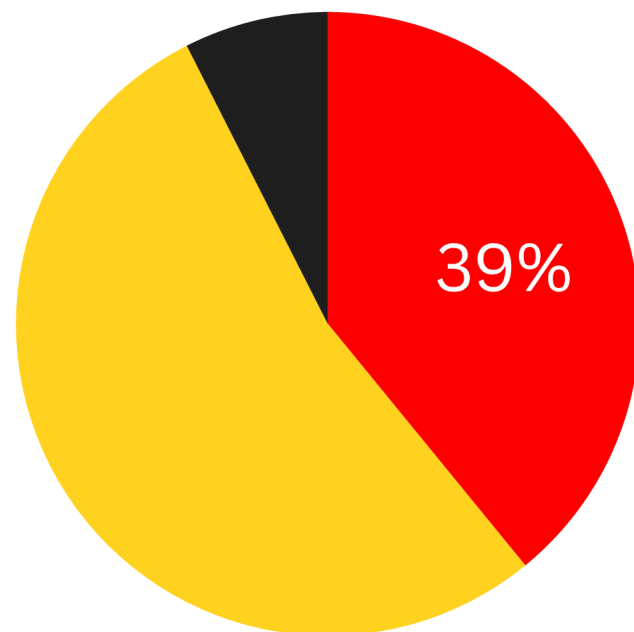
High Priority



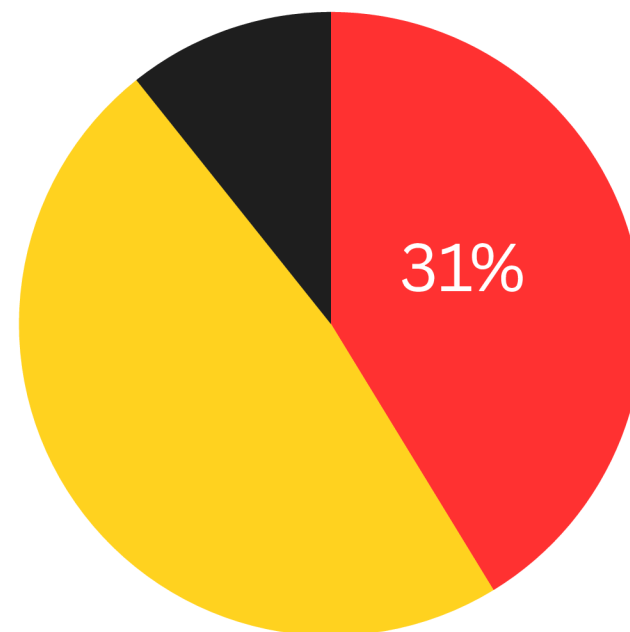
Medium-Low Priority



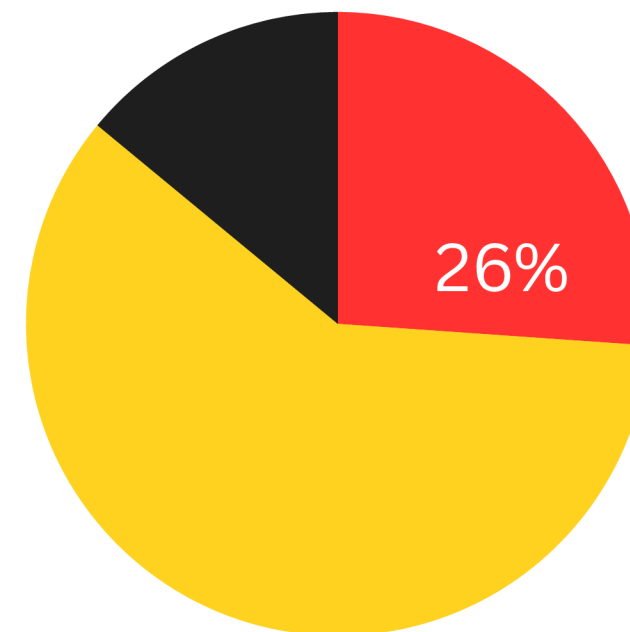
Not a Priority



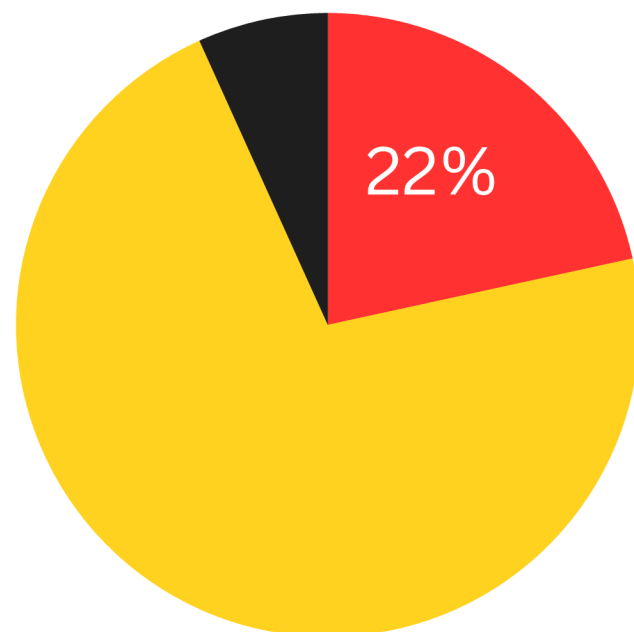
Improving sessional appointees' working conditions and pay



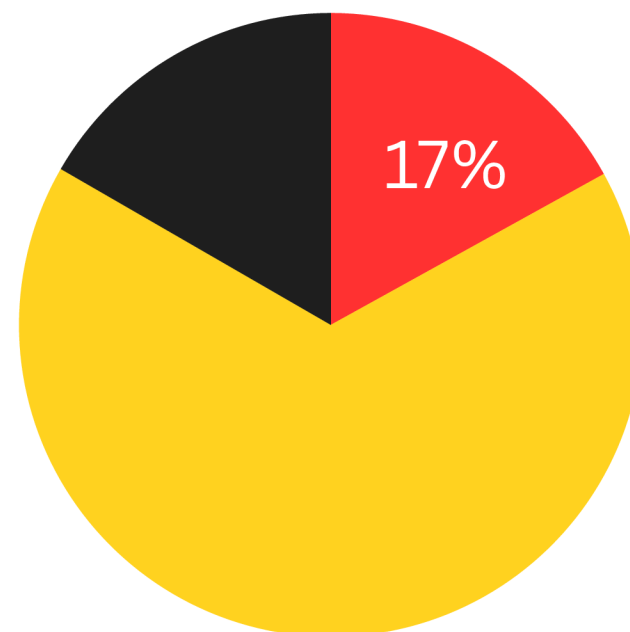
Improving tenure, promotion, and career advancement processes



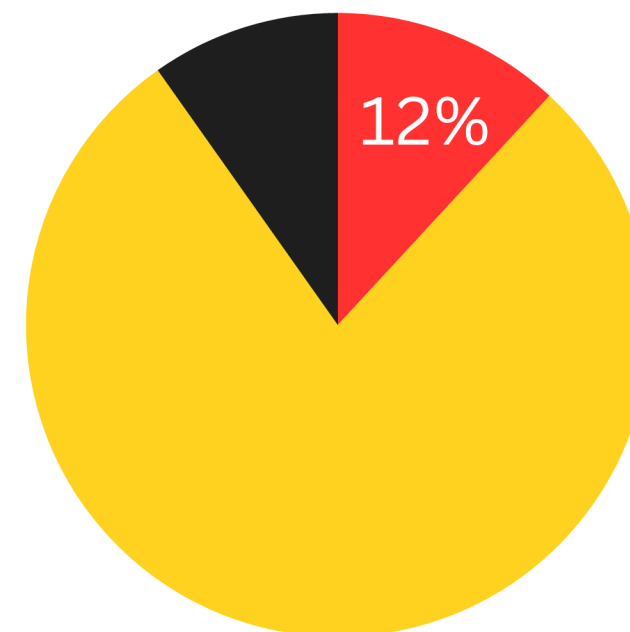
Promoting equity, diversity, inclusion, and accessibility (EDIA)



Improving leave and accomodation provisions



Promoting Indigenization



Increasing member outreach and engagement

“Are there any other priorities you would suggest?”

Top 5 Priorities Identified in Open-Ended Responses (N = 186)

1. Compensation & Benefits	• Salary competitiveness • Cost of living • Benefits	“Compensation gap with other U15 needs to be eliminated.”
2. Sessional Employment	• Pay • Job security • Contracts • Representation	“Sessionals who teach more than 4 classes a semester should be given a contract and benefits. I have been doing this for years with no contract.”
3. Workload & Resources	• Workload equity • Staffing & class sizes • Administrative support	“Improving transparency in workload allocation... improving equity, as it will become more obvious where there are inequities.”
4. Faculty Voice & Transparency	• Governance • Decision-making • Accountability	“Get back to basics of improving faculty voice and engagement in decision making.”
5. Member Protection & Equity	• Grievances • Accommodations & protections • Equitable treatment	“For equitable workload provisions, ensuring that service and leadership are fairly distributed across the streams/ranks.”

Member Perspectives

Please rate the extent to which you agree or disagree with the following statements:

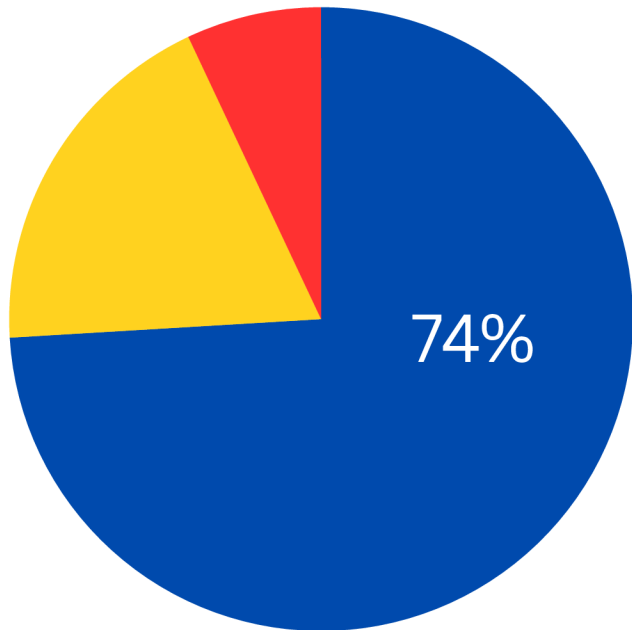
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
TUCFA's communications with members have improved over the past year	☐	☐	☐	☐	☐
TUCFA is focused on the issues that matter most to members	☐	☐	☐	☐	☐
TUCFA communicates effectively with members	☐	☐	☐	☐	☐
I am confident that TUCFA effectively represents my interests	☐	☐	☐	☐	☐
I would feel comfortable seeking advice from TUCFA about a workplace issue	☐	☐	☐	☐	☐
TUCFA is an effective voice for members	☐	☐	☐	☐	☐

Member Perspectives

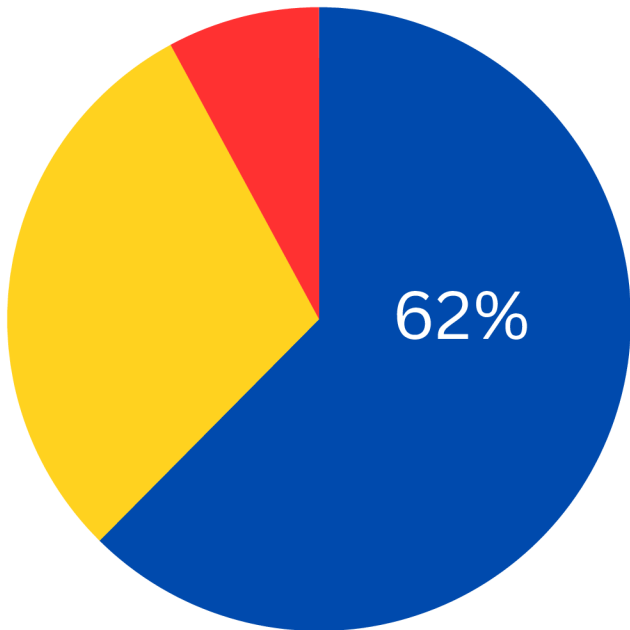
● Agree

● Neutral

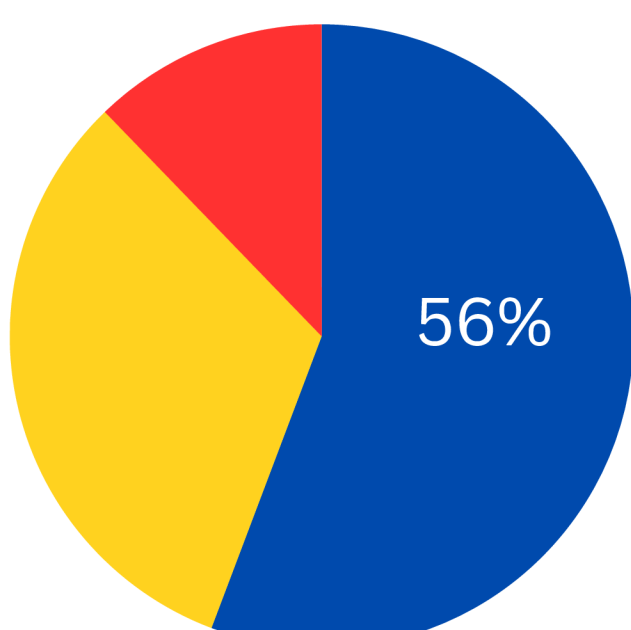
● Disagree



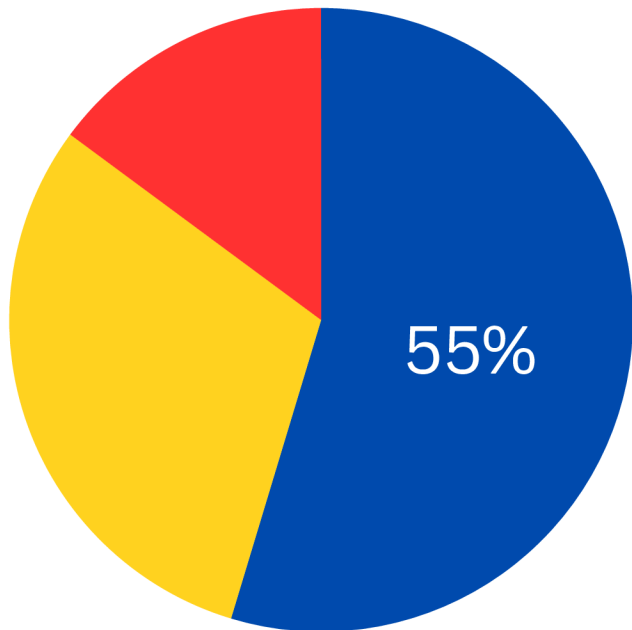
I would feel comfortable seeking advice from TUCFA about a workplace issue



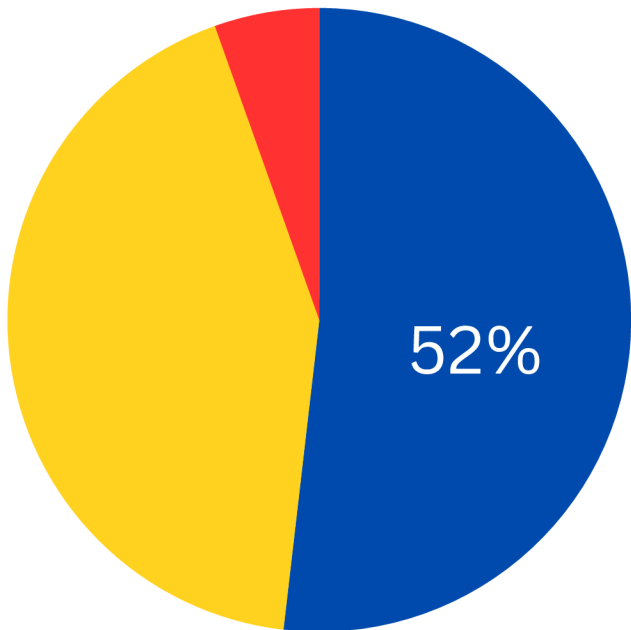
TUCFA communicates effectively with members



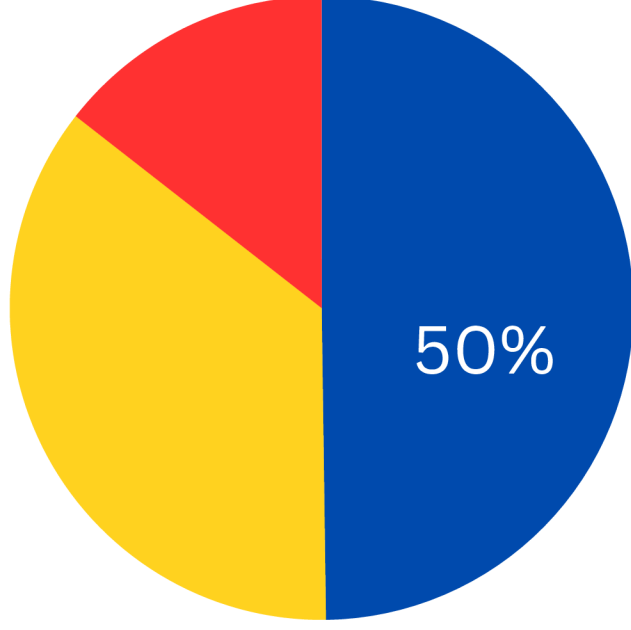
TUCFA is an effective voice for members



I am confident that TUCFA effectively represents my interests



TUCFA's communications with members have improved over the past year



TUCFA is focused on the issues that matter most to members

Effectiveness of Communications

TUCFA communicates with members in a variety of ways. How effective do you find each of the following methods of communication?

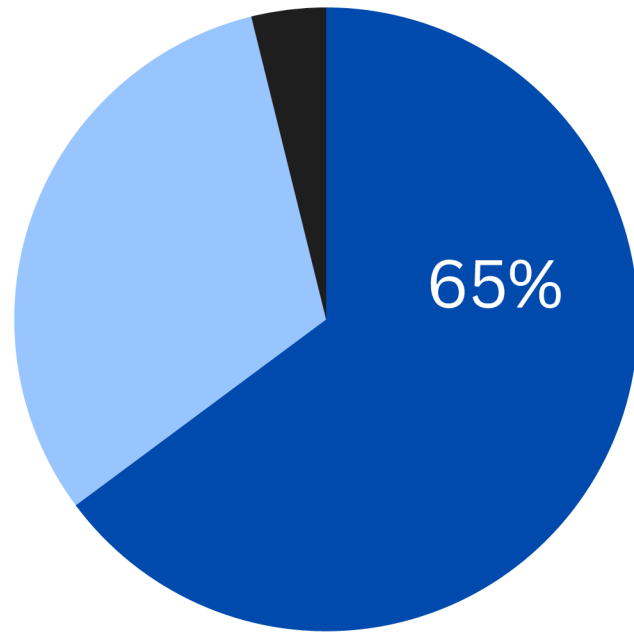
	Very effective	Somewhat effective	Not effective at all
Social media	☐	☐	☐
Emails from TUCFA	☐	☐	☐
News & Views newsletter	☐	☐	☐
Department Representatives bulletin	☐	☐	☐
Information sessions and workshops	☐	☐	☐
TUCFA website	☐	☐	☐

Effectiveness of Communications

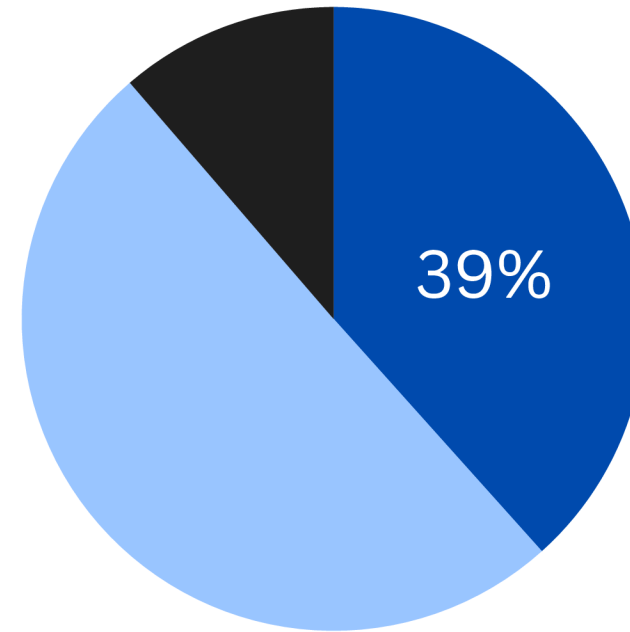
● Very effective

● Somewhat Effective

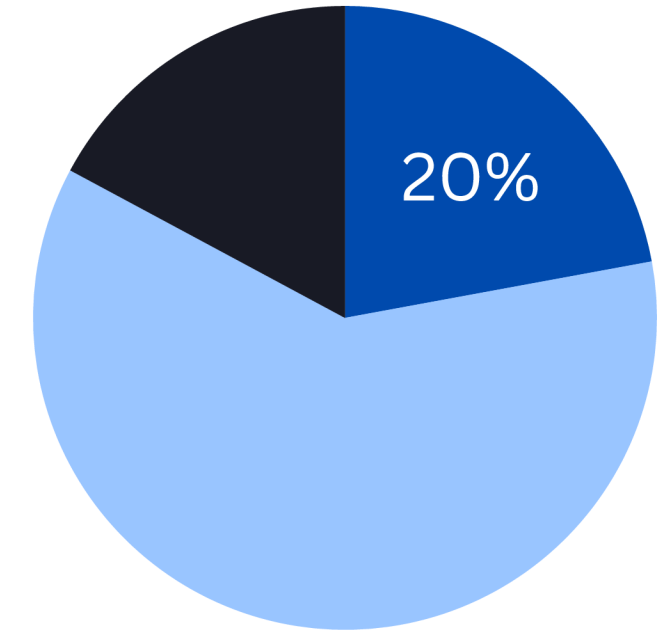
● Not effective at all



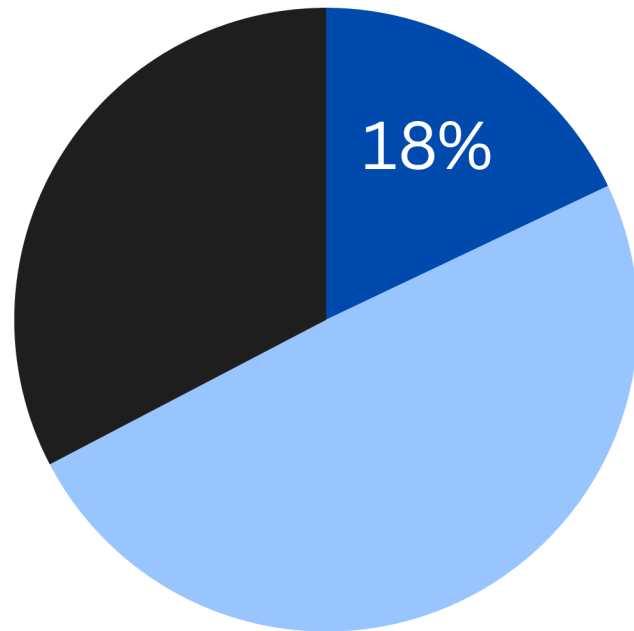
Emails from TUCFA



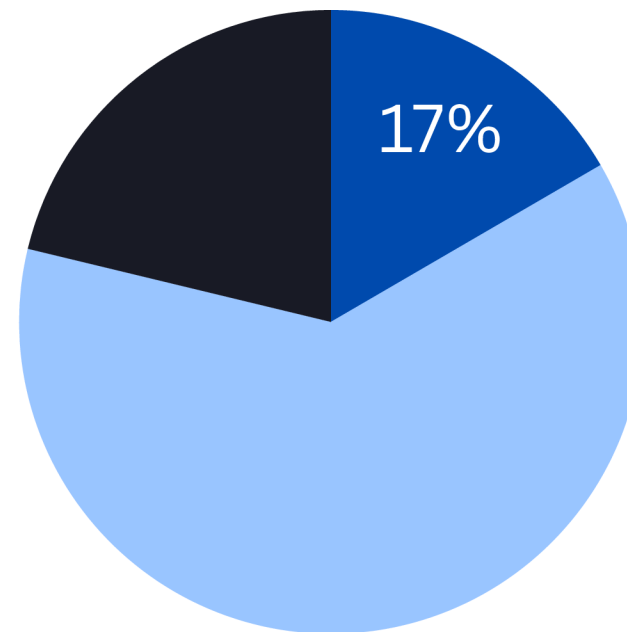
News & Views newsletter



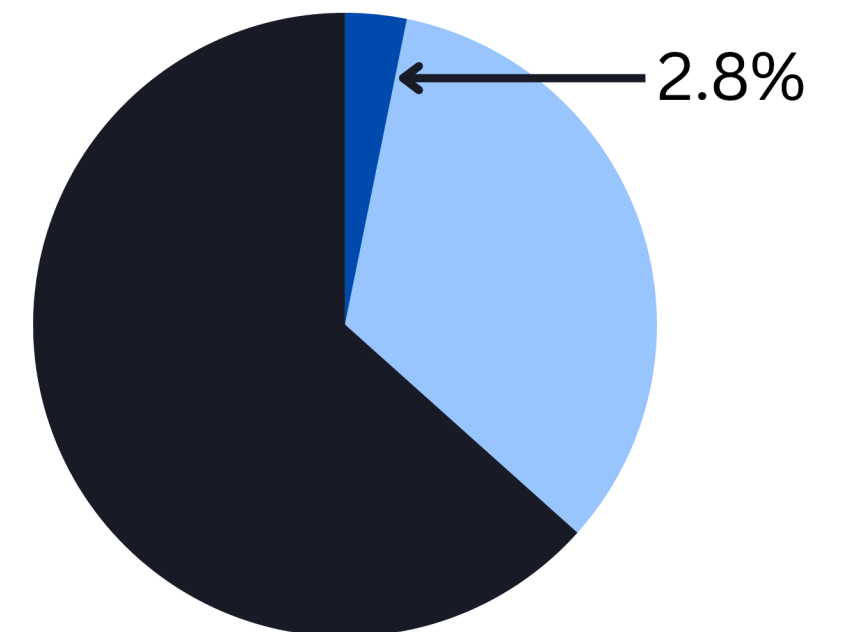
Information sessions & workshops



Department Representatives
bulletin



TUCFA website



Social media

Additional Comments and Suggestions

What topics would you like TUCFA to communicate about more frequently?

What new services or initiatives would you like TUCFA to consider?

Final Question: Do you have any additional comments or suggestions for how TUCFA can better support its members?

“How TUCFA can better support its members?”

Top 5 Themes Identified in Open-Ended Responses (N = 192)

1. Stronger Member Advocacy	• Grievance support • Follow-through • Visible advocacy	“TUFCA should focus on supporting existing faculty who will be asked to do more with less...”
2. Sessional & Faculty Support	• Job security • Contract stability • Pathways to permanent roles	“More protection for sessionals teaching courses. Sessionals never know from year to year... if they are teaching a course.”
3. Competitive Compensation & Benefits	• Salary competitiveness • Cost of living • Benefits • Pay equity	“Focus on increase in pay given the high cost of living.”
4. Communication & Transparency	• Regular communication • Decision-making • Member engagement	“I would suggest regular updates and email information is the best way to communicate and be kept in the loop...”
5. Workload & Faculty Autonomy	• Workload equity • Academic freedom • Faculty voice	“Urgently combat the erosion of collegiality, academic freedom and faculty autonomy on campus.”

Key Take Aways

1. Focus on the fundamentals

Members want TUCFA to prioritize its core responsibilities: compensation and benefits, Collective Agreement rights, fair and equitable workloads, academic freedom, and support for workplace concerns and disputes. These were the five highest-rated priorities in the survey.

2. Strengthen visible advocacy

Members are comfortable turning to TUCFA for support, but there is room to strengthen perceptions of TUCFA's effectiveness as an advocate. While 74% would feel comfortable seeking advice from TUCFA, only about half of respondents viewed TUCFA as an effective voice, felt it represented their interests, or believed it was focused on the issues that matter most to members.

3. Communicate actions and outcomes

Members want greater visibility into what TUCFA is doing and accomplishing. They particularly want updates on bargaining and the Collective Agreement, TUCFA priorities and progress, member rights, grievances and advocacy, and emerging issues.

Questions?

Use the chat for questions (send to Francine)

1-403-220-5722 faculty.association@tucfa.com

TUCFA
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FACULTY ASSOCIATION

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- General Meeting 2026



The University of Calgary Faculty Association – TUCFA

TUCFA proudly represents more than 2,500 academic staff at the University of Calgary. Academic staff includes Professors, Associate Professors, Assistant Professors, Sessional Instructors, Professional Librarians, Archivists, Curators in Libraries and Cultural Resources, Counsellors in the Student Wellness Services, Department Heads, Associate Deans, Assistant Deans, and others.

Slides are available on the TUCFA website (www.tucfa.com)

News & Events → General Meeting 2026