TUCFA THE UNIVERSITY OF CALGARY FACULTY ASSOCIATION

Department Representatives Meeting Bulletin – October 14, 2026

The meeting was chaired by TUCFA President Dr. Francine G. Smith. Department Representatives discussed several issues affecting academic staff, including professional expenses, teaching schedules, participation in Faculty governance, and opportunities for service within the Association. A summary of the key discussion topics is provided below.

Professional Fees and Employment-Related Expenses

Department Representatives raised concerns about the costs associated with maintaining professional certifications and registrations required for certain academic appointments. While some members use their Professional Expense Reimbursement (PER) funds to cover these costs, others pay out of pocket to preserve their PER for other professional activities.

Representatives questioned whether members should be expected to use their PER for mandatory employment-related expenses, particularly when these costs are not incurred equally across academic disciplines or appointment types. Similar concerns were raised regarding expectations that members use personal funds or PER allocations for work-related cellular phones and home internet services.

The discussion included whether the current PER allocation adequately reflects these expenses. President Smith will raise the matter at the next Joint Liaison Committee meeting in late October.

Teaching Schedules and Workload Expectations

Representatives discussed concerns about the potential expansion of evening and weekend teaching assignments in response to increasing student enrolment and limited classroom availability.

Article 12 of the Collective Agreement governs workload assignments and requires that duties be assigned in a reasonable and non-arbitrary manner. Representatives also highlighted the Collective Agreement's commitment to a family-friendly work environment and questioned how expanded teaching schedules might affect members with childcare, eldercare, and other responsibilities.

The discussion also considered the impact on students who balance their studies with employment and other commitments. Representatives noted that some academic staff, particularly sessional academics and pre-tenure members, may be reluctant to raise concerns about scheduling expectations.

Possible approaches discussed included incentives for evening teaching and the need for additional classroom space capable of accommodating larger classes.

Participation in Faculty Council Meetings

Department Representatives raised concerns about barriers to meaningful participation in Faculty Council meetings, particularly when those meetings conflict with scheduled teaching or clinical responsibilities.

Representatives discussed challenges related to scheduling, insufficient meeting space, and current requirements for in-person attendance. Questions were also raised about the lack of proxy voting provisions in existing Faculty Council templates.

The discussion examined whether hybrid participation or designated meeting times could improve accessibility and support broader participation in Faculty governance. Representatives emphasized the importance of ensuring that academic staff have a reasonable opportunity to participate in their Faculty's decision-making processes.

Association Service Opportunities

President Smith highlighted several opportunities for members to contribute to Association representation and governance, including TUCFA's participation in the ii' taa'poh'to'p Guiding Circle, a Partner Hiring Committee, and the Canadian Association of University Teachers (CAUT) Defence Fund.

TUCFA has five Director positions on the CAUT Defence Fund, which provides collective support to member associations. Directors participate in virtual meetings approximately every six weeks and in an annual general meeting held in October. Participation in these roles may be recognized as academic service.

Update: Representatives have been identified for the Partner Hiring Committee and the two vacant CAUT Defence Fund Director positions. Interest has also been expressed in the Guiding Circle opportunity, with confirmation pending.

Upcoming Meetings and Events

The next Department Representatives meeting will take place on **November 19, 2026, from 12:30 p.m. to 2:00 p.m.**

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