

March 2013



In this issue:

- Results of the UGFA Survey on PPP

Overview of the PPP Survey Results

Collective Agreement

Facts

Article 24: Transfers, Redeployment or Buyouts of **Faculty and Librarian** Members Due to Restructuring or Academic Program Reorganization

If substantive changes in curriculum or strategic direction/structure of the department/school should occur the Provost, in consultation with the UGFA, shall make a decision on whether or not the buyout option of Article 24.13 (please note typo in Collective Agreement states 24.12) should be made available.

This buyout option allows for a minimum buy-out of 6 months' salary and a maximum buy-out of 24 months' salary based on one month salary for each year of service.

In late January the UGFA conducted a survey of the membership regarding the Program Prioritization Process. We wanted to know what the membership thought of the process for determining the PPP, how PPP would affect the members, the department and the college. We will be using the results of the survey to help guide the UGFA in any future directions, including with management.

From all colleges 256 Members responded:	
79%	Tenured or Continuing Appointment
13%	Tenure track or probationary
2%	Contractually Limited
6%	No response
13.2	Mean number of years employed
11	Median number of years employed

The following pages will give a broad summary on the results of the survey.

1. Regarding the main set of questions regarding knowledge, transparency and fairness of the PPP.
 - a. Members believe the PPP is NOT transparent (based on this sample).
 - b. Members feel that they are knowledgeable about the PPP.
 - c. Members feel that the PPP will negatively affect the academic mission of the university.
 - d. Members feel that the PPP is not fair to UGFA members.
 - e. Most members are not aware of the potential that Article 24 may be invoked as a result.
 - f. Almost all think the PPP will have a negative effect on their College.
2. Regarding how Members feel the PPP will affect them personally, everyone is concerned that the PPP will have a negative effect on them. However, there are some ranks in some Colleges that expressed the most concern. These are:
 - a. Assistant professors and assistant librarians in COA, CBS, CME, and LIB
 - b. Associate professors in CPES
 - c. Professors in CME and CPES
 - d. Those who have been with the university less than 10 years seem to be more concerned than those who have been here longer.
3. Overall by College, it appears as though the UGFA is thought of as doing enough to challenge the PPP.
4. Regardless of how they personally feel about the PPP, members say their level of morale over the past six months has been quite low. Associate Professors indicated the lowest level of morale. The main predictors of this low morale are:
 - a. The perception that the PPP is unfair to the department.
 - b. The perception that the PPP will have a negative effect on the academic mission of the university.
 - c. The perception that the PPP process is not transparent.

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Article 37 – Redeployment or Severance of **Veterinarian**

Members due to Reorganization or Significant Change in Demand for Service.

When the Management approves a significant reorganization or when a significant change in demand for service occurs which may affect one or more Veterinarians, The Provost and VP Research, in consultation with UGFA, will strike a redeployment committee who shall provide advice on measures needed (**including redeployment or termination with severance**)

Comments from the survey broadly fall into the following categories:

1. Dissatisfaction with the implementation of the PPP process
2. Distrust of the administration and dislike for 'American' style brought to UofG
3. Understanding of need to prioritize but dislike process chosen
4. Belief that mixing academic and non-academic programs is inappropriate
5. Belief that administration should be cut first
6. Small minority of individuals who support the Administration and their efforts
7. Mixed feelings about how the process will play out
8. Concern around Senate's role (or lack thereof)
9. Concern that Senate may not be able to act to protect programs

On behalf of the UGFA Executive we would like to thank the members who took the time to participate in this survey.

Ed Carter,
UGFA President

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