

**Page 1 – UGFA Response to Guelph Mercury Articles**

**Page 2 – PPP**

**Page 3 – Collective Agreement**

**Page 3 – Membership Meetings**

**Page 3 - Article 24, Transfers, Redeployment and buyouts**



## **UGFA Teaching Award and Academic Integrity Reception**

**Thursday October 24  
4:00 p.m., Royal Brock Hotel  
(formerly Ramada)**

Dr. James Turk, Executive Director of CAUT and winner of the 2013 Jay Newman Award for Academic Integrity will be the keynote speaker at the Teaching Award Reception.

**NOTE:** UGFA regrets that we have been unable to find an on-campus location for this event and as such have had no choice but to hold the reception off-campus. If an on-campus location becomes available and there is sufficient time to change the venue, we will do so.

## **Welcome back to the start of a new academic year.**

Hopefully you have had a productive summer and are feeling rested. 2013/14 promises to be a very busy year. There are many issues that UGFA must deal with, but two, in particular, are extremely important: Program Prioritization Process and Collective Agreement Negotiations.

## **UGFA Response to “Guelph Mercury” Articles**

The recent wave of articles about the University’s PPP process in local media has caused a considerable amount of buzz in the local community and anxiety among our Members. In this brief article, the UGFA Executive would like to take time to respond to some of the issues raised by the University’s Administration. First, it is important to remind our Membership that the UGFA has been vocal in its opposition to the PPP process from the outset. Through the communications of our Academic Integrity Committee (AIC) and general newsletters, we have detailed our fundamental disagreement with various aspects of the process and the methodology employed to pass judgment on programs. In particular, the UGFA does not believe that the use of a single American consultant and the comparison of Academic and non-Academic support units constitutes a fair or reasonable process.

When it comes to the underlying rationale for the entire PPP process, the University has claimed a ‘gap’ of \$34M projected into future budget years. The UGFA Financial Advisory Committee (FAC) will be shortly providing a thorough analysis that presents a somewhat different view of the University’s fiscal health. While

there are certainly real cost pressures facing the University of Guelph, the PPP process and, in particular, the closing of academic programs, are not the only solutions to such pressures. The University has made many decisions over the past decade, notably choosing to build or renovate many buildings and swelling the ranks of Administrative staff that have played a part in our current financial situation.

Second, if the university intends to exercise its options under the UGFA Collective Agreement to facilitate program closure(s), it should be more forthcoming about such intentions. In particular, the Administration's comments in the Guelph Mercury (<http://www.guelphmercury.com/news-story/4117433-budget-cuts-loom-over-campus/>) mention **BOTH** "redundancy" (Article 24 of the UGFA Collective Agreement) and "economic exigency" (Article 55 of the UGFA Collective Agreement). The fundamental question as to how the Administration intends to meet its self-identified savings target is this: does the University need to get rid of faculty to save some or all of the \$34M gap?

Finally, while the results of the PPP process are not yet known beyond a select few, the President has published an editorial piece providing his opinion as to how universities must transition to tackle cost pressures. The timing of this opinion piece is surely not coincidental. The UGFA Executive would urge all Members to review Dr. Summerlee's discussion about the role of faculty in pedagogy, technology and the future of university education. The Executive would like to hear from our Members as to whether or not they support such a vision. We are concerned that the President is silent on just what kind of faculty and how many positions would be employed to populate such a system.

<http://www.guelphmercury.com/news-story/4115902-future-of-university-instruction-may-not-be-found-in-a-lecture-hall-summerlee/>

## Program Prioritization Process

The Deans have now been notified of the budget cuts they must implement over the next three years. On October 2 the University community will be able to access Program Prioritization Process (PPP) details, including the budget. On October 9 Senate will meet and there will be a Q&A on the PPP.

In preparation for this, the UGFA will be holding a meeting of Faculty Senate Caucus on Friday October 4 (LLC 1715@ 1:00 p.m).

We urge members to review the material that will likely be placed on the University website and to contact your elected Senator to provide feedback prior to both the caucus meeting and Senate meeting. You may find your elected representative at [www.uoguelph.ca/secretariat/senate/membership/](http://www.uoguelph.ca/secretariat/senate/membership/)

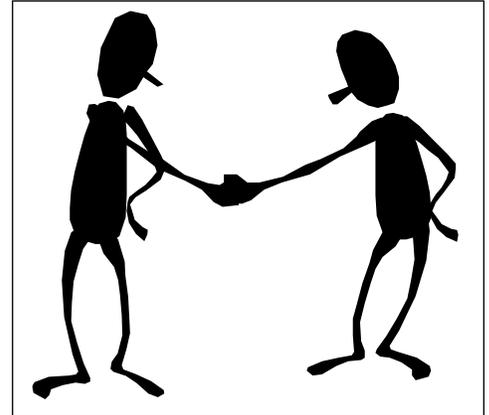
Robert C. Dickeson

Prioritizing  
Academic Programs  
and Services

Reallocating Resources to  
Achieve Strategic Balance

## Collective Agreement Negotiations

On June 30, 2014 the UGFA collective agreement expires. While there will be various methods of communicating and seeking input of the membership into our negotiations, the first step is to meet with our members. We have now scheduled a number of meetings so that you can meet your Negotiation Team and tell us what is important. While we are trying to meet by College, should you be unable to attend your scheduled College meeting, please feel free to attend one of the other meetings.



### Find a Date --- Membership Meetings

Thur. Oct 17	3-4 p.m.	OAC	Crop Science 117	<p>More Information about negotiations will be provided in future "Negotiator" newsletters.</p>
Mon. Oct 21	3-4 p.m.	CSAHS/COA	MacKinnon 116	
Mon. Oct 28	3-4 p.m.	CME	MacDonald Stewart 121	
Tues. Oct 29	9-10 a.m.	CPES/CBS	Science Complex 1511	
Wed. Oct 30	9-10 a.m.	Library	Florence Partridge Rm 384	
Mon. Nov 18	3-4 p.m.	OVC/AHL/HSC	1715 LLC	
Tue Dec 17	3 - 5	General Membership Meeting	MacDonald Hall 149	

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

Many members have asked about redeployment and buyouts. Currently, the collective agreement states that when the University approves a "reorganization which involves the closure, reduction, amalgamation, or transfer of an academic program or programs which may lead to the transfer of one or more Members, a Redeployment Advisory Committee will be struck by the Provost to provide advice on measures needed to effect the reorganization, including (where applicable) redeployment, buyout or retirement." The membership of the Committee will be jointly named by the Association and the University. The Committee will prepare a plan which includes a list of the Members who may be affected. The Provost then meets with the Association and provides a list of names of individuals who will be affected. Following this meeting, the Dean/Chief Librarian meets with affected member to discuss options, such as perceived fit with other departments. Written recommendations are then submitted to the Provost stating the most likely academic fit for transfer. The Provost will inform the Member of the decision and reasons for the decision re: transfer. **The member than has 30 days to either accept the transfer or request a buyout/retirement option. A Member shall be offered a minimum buyout or retirement option that provides for one month's salary for each year of service with a minimum buyout of six (6) months up to a maximum of twenty-four (24) months.**