



News & Views

Newsletter

July 2008

Summer is here and that means a new Faculty Association Executive and Council. The results of the 2008/2009 nominations for Executive and Council are as fol

2008/2009 Executive

President:	Kelly Meckling, HHNS
Vice-President:	Judy Sheeshka, FRAN
Salary Chair:	Scott Gillies, Library
Pension & Benefits Chair:	Roz Stevenson, MCB
Collective Bargaining Chair:	Ed Carter, Math & Stats
Academic Freedom Chair:	Keith Cassidy, History
Grievance Officer:	David Josephy, MCB
Health & Safety Chair:	Joseph Yankulov, MCB
Counsellor:	Glen Filson, SEDRD
Treasurer:	Scott Colwell, MCS
Secretary:	Jim Mahone, SEDRD
Members-at-Large:	Jan MacInnes, Pathobiology Bev McEwen, AHL

2008-2009 Council

College	Two Year Term	One Year Term
COA	Mary De Coste Tara Abraham Alan Filewod	Ruediger Mueller Peter Eardley
CBS		Ross Nazar Jane Robb Elizabeth Boulding
CPES	1 person needed Steve Gismondi	Charlie Obimbo David Chiu
OAC	Jim Mahone 2 needed	Susan Glasauer
CSAHS	Madonna Maidment 1 needed	Hans Bakker Z. Gedalof
OVC	Larry Grovum	Janet MacInnes Ann Hahnel
Library		Jocelyn Phillips
CME	Evie Adomait Jane Londerville	Scott Colwell Tanya MacLaurin
AHL/VTH		Beverley McEwen

Collective Agreement Questions & Answers:

We thought it would be good time to provide a Q&A on some of the questions we have received to date regarding the Agreement. Some of these questions are not answered directly in the Collective Agreement itself, but have been considered and resolved by the Implementation Committee (a joint UGFA-University ad hoc committee).

Questions on the Collective Agreement

- Q.** The only copy of the Collective Agreement that I have is the draft that was distributed before the ratification vote. When will I receive a definitive version, with a Table of Contents and numbered Articles?
- A.** *A committee of UGFA and University representatives is preparing this version now. The required editorial work has been considerable. We expect that printed versions of the edited and numbered document will be distributed sometime in the early Fall 2008.*

Questions on Promotion & Tenure

- Q.** Is it true that if you are granted Tenure you are automatically promoted to Associate Professor?
- A.** Yes.
- Q.** I'm an untenured Associate Professor, will I be automatically given Tenure??
- A.** *No. For Members who are at the Associate Professor or Professor, and who are not tenured, the Member will be reviewed against the criteria for the granting of tenure as per the old approved departmental guidelines.*
- Q.** I'm a faculty member in my final year for the granting of Tenure. What criteria will be used in my case?
- A.** *Given that you are in your final probationary year, you will have to obtain external assessment letters. Your review will be based, where possible, on the merged criteria for promotion and tenure. In any case, all probationary faculty in their final year of probation may request, and will be granted, an extension to their probationary period, of one year.*
- Q.** Does the Dean determine who the external assessors will be?
- A.** *No. The Member and the Chair try to reach agreement on who the external assessors be, and they forward the list to the Dean. If agreement cannot be reached then the Department Tenure and Promotion Committee will decide on the acceptable assessors.*
- Q.** Must the Department Tenure and Promotion Committee include Full Professors?
- A.** *No. The only requirement is that the members be tenured.*
- Q.** When do I have to provide my file to the Chair, in order to be considered by the Tenure and Promotion Committees?
- A.** *No later than August 15th*
- Q.** How is my performance evaluated?
- A.** *Only on the basis of: (a) the material contained in the Official File (and, therefore, accessible to the Faculty Member prior to the meeting of the Department Committee) and (b) the judgment of the Members of the Committee bearing on matters of which they have direct knowledge.*

Questions on Study Research Leave

- Q.** I'm a Faculty Member and I am applying for a Study/Research Leave. What are my rights and obligations?
- A.** *Only tenured faculty members may go on a Study/ Research Leave, which would normally commence after six years of continuous service (or its equivalent). The Leave may be for one or two semesters' duration, with full salary and benefits. A Study/Research Leave includes the annual vacation entitlement appropriate to the length of the Leave. Upon completion of a Study/ Research Leave, the Faculty Member will assume the responsibilities which would normally have been scheduled for that semester.*
- Q.** I'm a Librarian and I am applying for a Study/Research and Development Leave. What are my rights and obligations?
- A.** *Librarians are eligible to apply for Study/Research Leave, which would normally commence after six years of service. The Leave may be for four or eight months, with full salary and benefits. Upon completion, the Librarian will assume his/her regular academic and professional responsibilities.*
- Q.** What is the Librarian Development Leave?
- A.** *A Librarian who expects to be taking on significantly different duties may apply for a Development Leave of one to four months for the purpose of acquiring knowledge and/or skills to enable better performance of duties.*

Question on Maternity/Parental Leave

- Q.** What is the rate of income during a maternity/parental leave?
- A.** *i) For the first two weeks, 100% of his/her normal salary;
ii) for up to a maximum of 28 additional weeks of maternity/parental leave, an amount equal to 95% of his/her normal salary, less applicable EI weekly earnings;
iii) for any remaining period of Parental Leave beyond the 30 weeks, supplemental income equal to 25% of his/her weekly EI earnings.*
- Q.** My spouse and I are both Members of the Faculty Association. Do we both get the 30 weeks income as noted above?
- A.** *No. The supplemental benefits may be shared between eligible Members. As an example, one parent may take 15 weeks and the other may take 20 weeks, or any combination thereof.*
- Q.** How does this affect my probationary period?
- A.** *A Member who has taken Maternity/Parental Leave will have academic decisions related to Tenure/Continuing Appointment and Promotion deferred by one year for each such leave. Such a deferral shall be granted automatically, unless the Member asks to have the deferral waived.*

Question on Voluntary Retirement Buy-Outs

- Q.** How much is the buy-out?
- A.** *Each Faculty/Librarian Member would receive a one-time payment calculated as one month of regular salary for each year of service to a maximum of 12 months.*
- Q.** How old do I have to be?
- A.** *You must be between 55 and 65 years of age and must retire from the University on either the first of the month following your birthday or the end of the semester in which you turn 65.*