



News & Views

January 2010

CALL FOR NOMINATIONS 2009/10

UGFA TEACHING AWARDS and ACADEMIC LIBRARIANSHIP AWARD

Page 1 – Call for Nominations for UGFA Teaching & Academic Librarianship Awards

Page 2 – Call for Nominations for the UGFA Award for Excellence in Service to Faculty & Librarians

Page 3 – CAUT Workload Study

Page 3 - Collective Agreement Q&A (Research/Study Leave)

Page 3 - Quick Fact

Page 4 – Collective Agreement Q&A (Maternity/Parental Leave and Pension)

PURPOSE: To recognize excellent teaching and academic librarianship in its broadest sense.

- AWARDS:**
1. 7 "Distinguished Professor" Awards, one for each college
 2. Up to 2 "Special Merit Awards" based upon innovation
 3. 1 Annual Award for "Academic Librarianship"

DATES: Closing date for Nominations **March 26, 2010**
Closing date for Supporting Material **April 2, 2010**

PRESENTATION: A citation will be presented at the Annual Wine & Cheese Reception held in the Fall semester.

The guidelines for UGFA Teaching and Librarian Awards are attached and are also available by calling ext.58538 or 52126 or on the UGFA web site at www.uoguelph.ca/~facassoc/

UGFA AWARD FOR EXCELLENCE in SERVICE TO FACULTY AND LIBRARIANS

Established in 2003, this award for excellence in service to faculty and librarians is presented by the University of Guelph Faculty Association to recognize and foster outstanding service to faculty members and librarians. The award is not related to a particular accomplishment, but given to honour deserving individuals for distinguished long term service to enhance the careers and working conditions of faculty/librarians at the University of Guelph.

Up to one award of service excellence is presented each year to honour the outstanding contributions of an individual who has had a significant impact on faculty and librarians at the University of Guelph. The Award, however, shall not necessarily be given annually, and the decision whether or not to grant the Award in any academic year shall be at the sole discretion of the Awards Committee which is comprised of four members, namely, the UGFA President who shall act as Chair, the UGFA Counsellor and 2 past presidents. The value of the Award is \$500. Deadline for nomination is April 2, 2010.

Who May Nominate

No standard nomination form is required, but nominations must clearly indicate:

1. The name of the nominee
2. The address of the nominee
3. Documentation to support the nomination (see below)
4. The name and phone number of the nominator

Eligibility

Any member of the University of Guelph Faculty Association who has contributed significantly to the benefit of her/his fellow faculty and librarians is eligible for nomination.

Criteria

Evidence of achievement and contribution in one or more of the following areas:

1. Service to the University which has enhanced the lives of faculty/librarians at Guelph;
2. Service to the academy which has enhanced the lives of faculty/librarians at Guelph and nationally;
3. Advancement of the cause and/or public profile of the University of Guelph faculty and librarians.

Evidence may be derived from a number of difference sources, including the following:

1. Testimonial letters from faculty/librarians
2. Measures of impact on faculty/librarians work through various committees
3. Petitions

The Award is customarily presented at the Annual General Meeting of the Faculty Association which is held in May. Recipients of this Award will automatically be nominated for the CAUT Service Award.

CAUT Workload Study

How much do University faculty members work, and what exactly is it that they do?

No two questions are more central to the working lives of the preponderance of our members and yet we have practically no hard national data to answer them. CAUT is undertaking a "University Faculty Workload Study" which should better equip CAUT to articulate the needs of Members and provide a wealth of comparative data to help UGFA during collective bargaining. This survey will take Members approximately 45 min-1 hr to complete and you will be able to enter and leave the survey on more than one occasion. CAUT will provide aggregate data to individual Institutions that we will be able to use to make comparisons with previous surveys and between Colleges and Institutions as well as provide a base for longitudinal surveys to come. The data collected will be an invaluable resource for the Association and will aid in the Collective Bargaining Process that will begin this fall.

On January 24, 2010 CAUT will email invitations to a sample of more than 10,000 Canadian faculty members asking them to complete a comprehensive online survey. Participants will be able to download and read the complete survey in advance of answering any questions. Several reminder e-mails will be sent to the sampled individuals over the course of the project. Surveying will close on **March 26, 2010**. **We would encourage you complete this survey.**

Collective Agreement Q&A

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.

Collective Agreement Quick Facts

(Article 53, Compensation)

As of July 1, 2010

the PDR amount will be \$1650

Annual Career Increment will be \$2100

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 UGFA. 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 15 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 Pensions

Q. The “Letter of Understanding #10” in the collective agreement states “Each Member approved as per this Letter of Understanding will receive a one-time payment calculated as one month of current regular salary for each year of continuous service up to a maximum of twelve (12) months at the time of retirement. Will this amount increase during the next round of negotiations?”

A. When the Agreement expires ALL “Letter of Understanding” (LOU) also expire. This is different than an Article which is expected to remain ‘as is’ unless either party requests that it be opened. Therefore, the rights and obligations in the LOU could remain the same, not exist, or be improved.

Bottom line - it is impossible to say what will happen to any specific clause or LOU when the collective agreement expires (June 30, 2011).