



university of saskatchewan
faculty association

Collectively Speaking

September 19, 2008

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Collectively Speaking

New Memorandum of Agreement Clarifies Search and Appointment Procedures for Founding Faculty for Schools.

The Faculty Association has negotiated a new Memorandum of Agreement which further clarifies the search and appointment procedures for founding faculty for the new interdisciplinary schools. As the procedures for Joint Appointments are increasingly being used for appointments to the Schools, this memorandum also clarifies the procedures surrounding Joint Appointments.

The goal in negotiating this memorandum of agreement with the Administration was to resolve Association concerns that the search and appointment procedures for “founding faculty” to these new academic units should parallel existing search and appointment procedures in the collective agreement as closely as possible. While it may be appropriate to ask for “expressions of interest” from current faculty for consideration for appointment to these academic units, the Association was concerned that search and appointment recommendations should come from a commit-

tee of faculty and not just the Executive Sponsor of the School. It makes sense to have the faculty members who currently serve on the School Advisory Committees function as search and appointment committee representatives. Having been involved in the School’s formation, they are likely in the best position to make recommendations regarding search and appointment decisions for founding faculty. Departments or colleges that currently do not have a representative on a School Advisory committee may request to have a representative on the Advisory Committee.

The Association has repeatedly expressed its concern to Administration over the lack of independent resources available to schools and the unwillingness of Administration to commit to backfill the “loss” of faculty who choose to either transfer or accept a joint appointment to a School. The new contract provisions governing Joint Members of Academic Units (Article 13.10) require that a Covering Agreement be signed in the case of a joint appointment between two academic units (Article 13.10.4.1). The covering agreement is negotiated between the faculty member, the Department Heads and/ or Deans. **Article 13.10.4.2 specifically provides that the covering agreement has to be submitted for approval to the two academic units.** It is the position of the Faculty Association

that the approval of the academic unit means that there must be at the very least, a collegial meeting of the unit and a decision at that meeting to approve the covering agreement. The Association will also receive copies of these agreements. It is expected that these new contract provisions will help to ensure that the concerns of faculty of both academic units will be taken into account when joint appointments are contemplated.

It is anticipated that that further negotiations may be necessary to resolve issues of concern as these new units are established and as joint appointments come up for approval. The Administration has committed to discussing any future issues and concerns that may arise with the Association.

Pursuant to Article 13.10.4.1 the employee considering a Joint Appointment may request the assistance of the Association in the drafting of the covering agreement. Faculty are invited to contact the Association for assistance or advice.

The text of the Memorandum of Agreement can be found on the USFA website at <http://www.usaskfaculty.ca/inthenews/>.

Questions or concerns about search and appointment procedures for founding members of schools or joint memberships?

Please contact the USFA office:
usfa@usaskfaculty.ca
Or 966.5609

The Collective Agreement is available at:
www.usaskfaculty.ca
www.usask.ca/hrd.employees_agreements.php



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Upcoming Events

New member lunches

11:45 a.m.

September 23, 24, 25, 30, October 1 and 2

Faculty Club

The USFA Executive Committee will once again be hosting lunches for USFA members in the first few years of their appointment at the U of S. These lunches put a face on the Association, provide information about the roles of the USFA and the importance of the Collective Agreement. This is also an opportunity for the USFA to hear from new members and address their specific questions and concerns.

USFA Negotiating Caucus

Wednesday, October 1

Neatby-Timlin Theatre (Room 241 Arts)

This is the first meeting of the USFA Negotiating Caucus for our upcoming round of negotiations. The Negotiating Caucus will provide advice and assistance to the Negotiating Committee for this round of bargaining. Anyone interested in being a part of the Caucus is welcome to attend.

USFA Fall General Meeting

2:30 p.m.

Tuesday, October 28

Neatby-Timlin Theatre (Room 241 Arts)

The USFA Fall General Meeting has been set. Watch your mail for the meeting package and plan on attending.

December 6

National Day of Remembrance and Action on Violence Against Women

On December 6th, Canadians commemorate the National Day of Remembrance and Action on Violence Against Women. It was established in 1991 by the Canadian Parliament to remember the 14 young women who were killed on December 6, 1989 at l'Ecole Polytechnique in Montreal for choosing to fulfill a professional dream in a non-traditional area. The date was also proclaimed to remember all women who have died as a result of violence and provides us with an opportunity to think about the women and girls who live with the daily threat of violence.