

MARK YOUR CALENDARS

Special General Meeting
 of the USFA Membership

January 16, 2007

4:00 pm

Room 241 Arts

Agenda:

Negotiations Report
 Further Membership Actions

JAC IS BACK!

Members of the Job Action Committee (JAC) are Reg Wickett (Education), Susan Fowler-Kerry (Nursing), Chris Axworthy (Law), George Khachatourians (Agriculture & Bioresources), Glenis Joyce (Extension), Nurul Chowdhury (Engineering), Terry Matheson (Arts & Science) & Maureen Fryett (USFA staff). JAC will be identifying membership activities that will support the USFA Negotiating Team and Executive Committee as they work towards a new Collective Agreement.

The USFA Executive has provided this important committee with an initial budget. There will be further messages to you directly from JAC in the very near future. JAC will be operating under the principle: *the best way to prevent a strike is to prepare for one*. However, there are plenty of steps we can take before we get to an actual strike. Please give them your support.

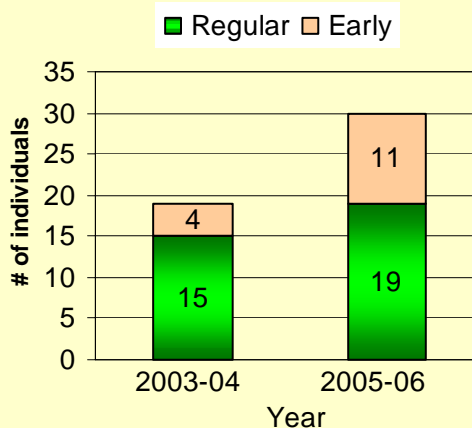
HOW DID WE GET TO THIS POINT?

A complete report from the negotiating team is available at the USFA website (www.usask.ca/usfa). Included in this Newsletter are some of the data that support our negotiating team's positions at the bargaining table.

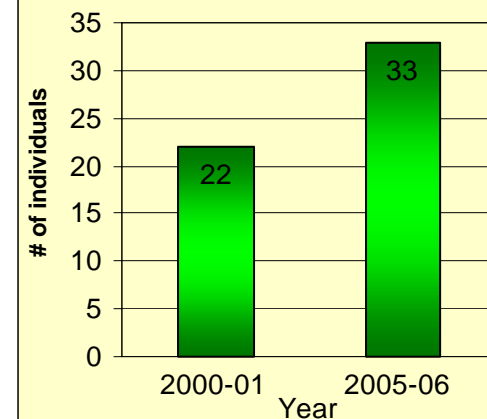
FACULTY RETENTION & RECRUITMENT

Faculty turn-over is at an all time high: last year 63 faculty left the University of Saskatchewan. Relatively few (19) were due to regular retirement; 44 were "unscheduled departures". If these trends continue, we predict that the U of S will need hundreds of new faculty members within a few short years. Academic job markets are opening up across North America and replacement faculty will be in short supply in all disciplines. The employer has no discernable plan in place to deal with this.

USFA Retirements

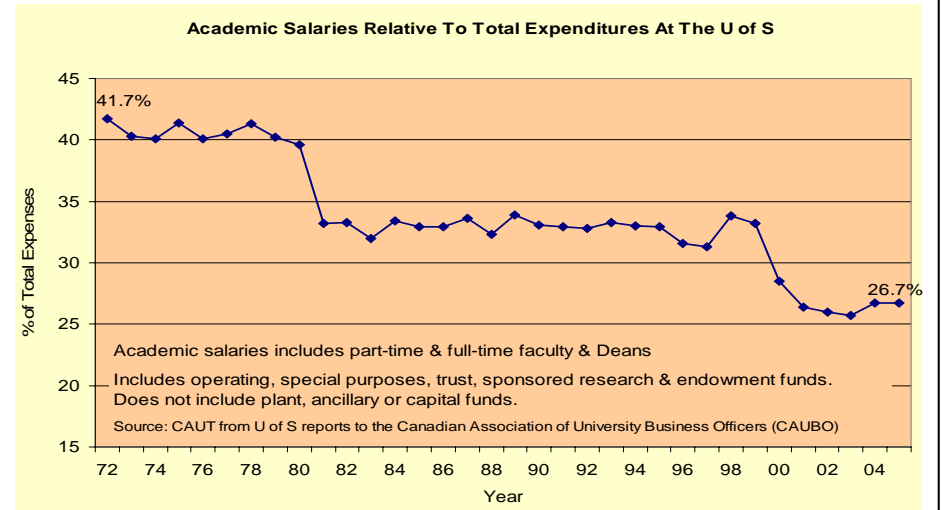
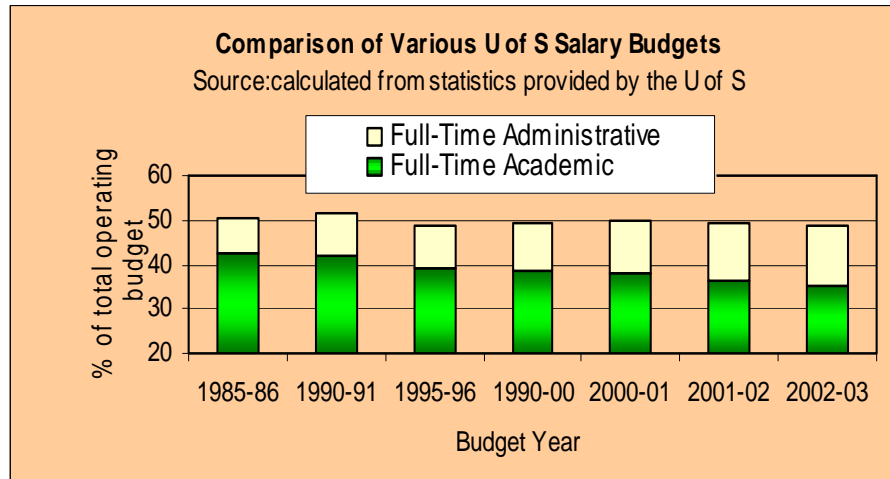


USFA Resignations

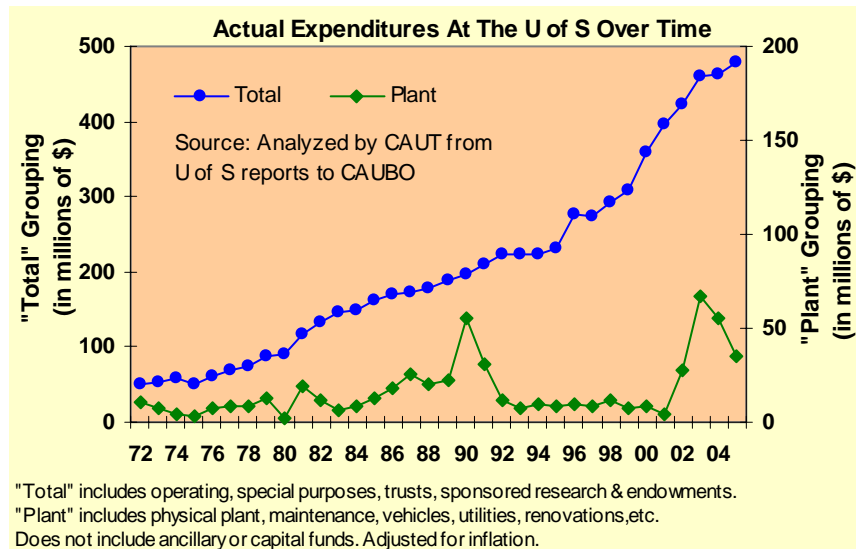


WORKLOAD

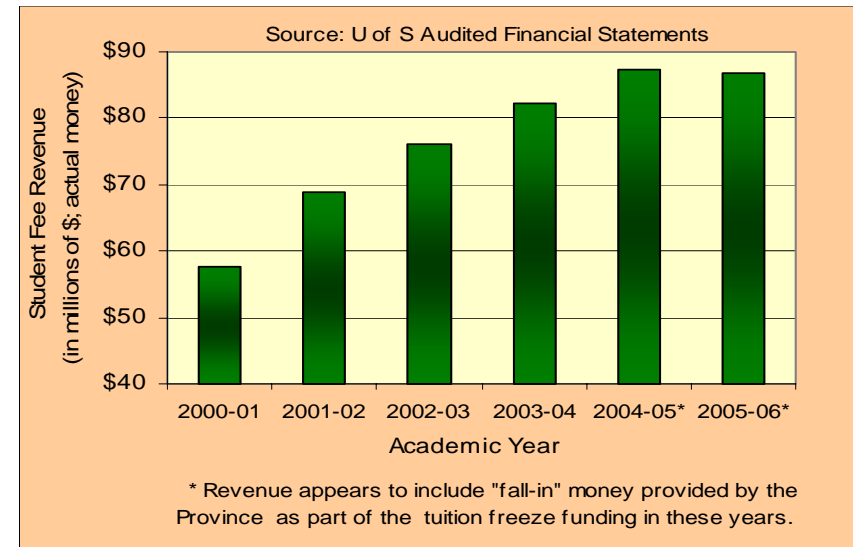
In a recent survey, over 70% of you reported working more than 50 hours per week. You said that your ability to do research has suffered the most. Ironically you attribute this to an increased administrative burden. Why the unbearable workload? Our student/faculty ratios are very high, especially in first & second year courses. Faculty on sabbatical or seconded to administrative positions are not being replaced. There has also been a diversion of financial resources away from faculty positions, and internal budgeting exercises have left the USFA faculty complement smaller by at least 120 positions compared to a decade ago.



MONEY – IT ALL BOILS DOWN TO A MATTER OF CHOICE



TUITION REVENUE – UP UP & AWAY



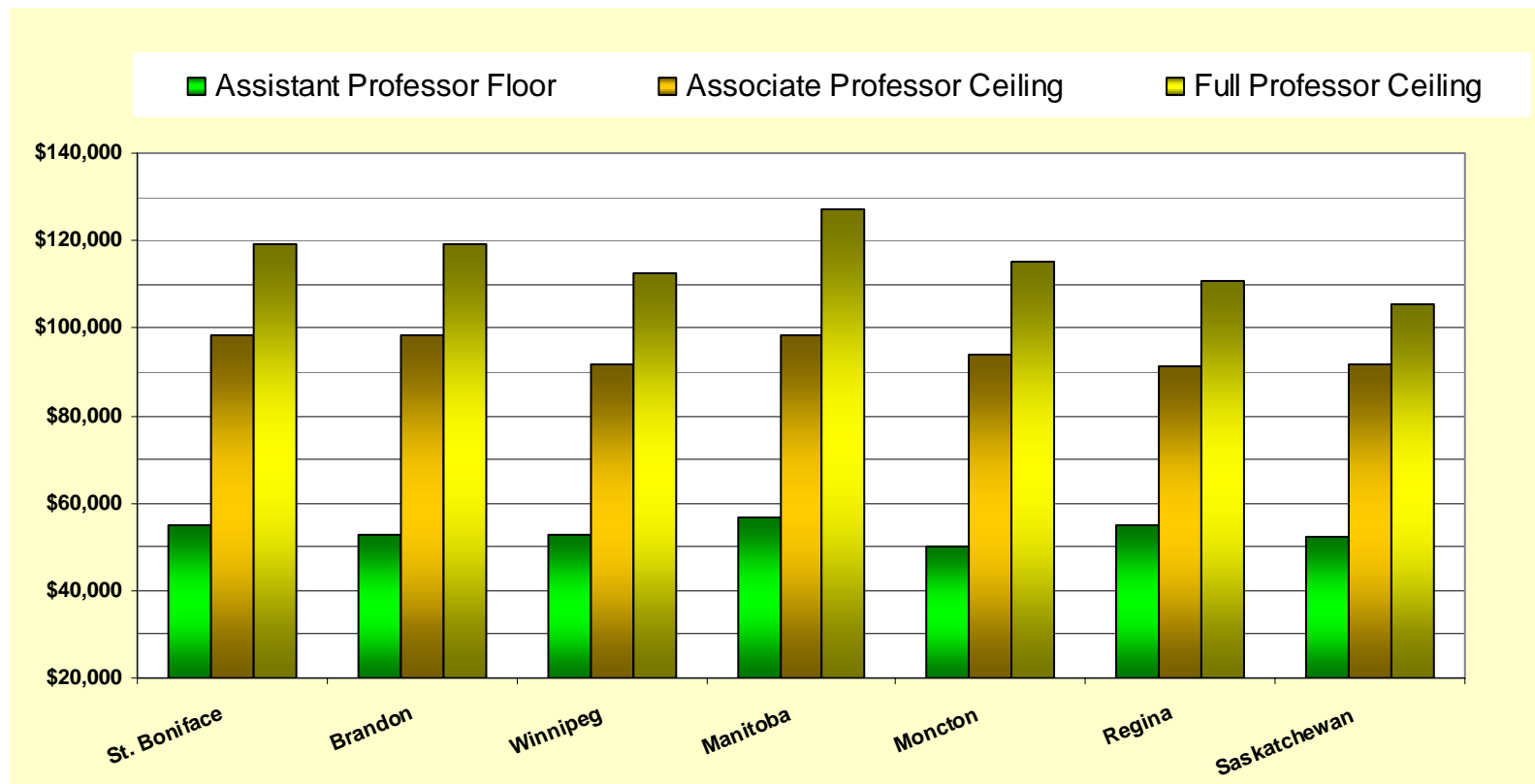
**Faculty & students are at the heart of a university.
Has the Board of Governors forgotten this?**

THE ONLY CHOICE FOR A NEW COLLECTIVE AGREEMENT:

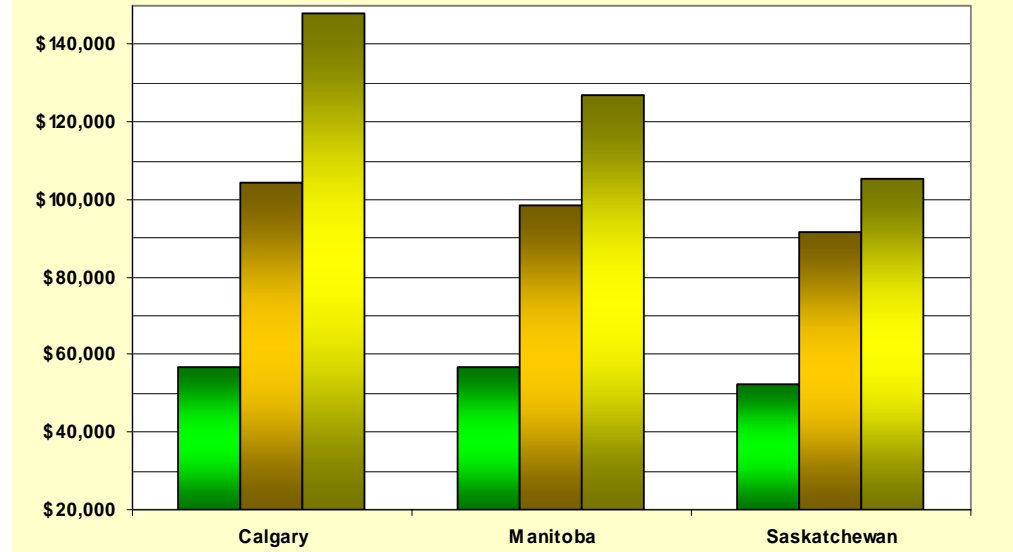
WORKLOAD + SALARY = RETENTION + RECRUITMENT

FACULTY SALARIES AT THE U OF S ARE SIMPLY NOT COMPETITIVE.

With smaller institutions:



Or those of comparable size:



Yet, the Board of Governors' policy at the U of S is to ensure that Dean's salaries are within the top 25th percentile in Canada. Another example of choice.

DID YOU KNOW....

... that the USFA has a Contingency Trust Fund available to support USFA job action?

As of June 2006, the balance of the Fund was \$2,333,426.

That's a lot of job action if we ever need it.