

# news from CUASA

Volume 17, No. 3

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December 8, 1986

## WORK HARD - - PAY LATER

In preparation for what is almost certainly going to be a major issue in the next round of collective bargaining, CUASA is beginning its research into work load at Carleton.

This will raise the matter of Teaching Evaluations, since the two almost inevitably impact on each other. We are, of course, acutely aware that some faculty members see the current evaluation process as unreliable and perhaps even misleading and unfair. Certainly we all recognize that it is imperfect.

As we get closer to the negotiating period, we will be conducting departmental meetings to find out how faculty members feel about these and other concerns in the employee-employer relationship. Prior to such meetings, however, we hope to pursue these two issues with the employer in the forum set up for such informal discussions.

Any of you who wish to comment on Workload or Evaluations is encouraged to do so. We hereby commit ourselves to reflect your comments in our discussions with the employer, in these bulletins, and in the formulation of the next set of bargaining proposals and priorities.

Certainly one thing is clear. The faculty at Carleton has played a major role in coping with dramatically increased enrolment and diminishing faculty members, and are entitled to a good deal of credit for this university having weathered the financial storm without serious damage to our teaching and research performance.

Presumably, the recent funding announcements by the provincial government are an indication that, at long last, that storm is subsiding. We are determined that Carleton faculty members benefit from funding relief, both in the research and teaching areas.

We invite you, at this time, to share your thoughts on workload and Evaluations with your CUASA officers. Written submissions are also welcome and may be sent to the CUASA Office, 447 St. Pat's. If you wish your comments to be confidential, please so indicate.

## THE CASE OF THE MISSING \$142,000 or Commitment to Research?

Remember the euphoria last Spring when the Liberal minority Government of Ontario, successors to the tight-fisted and mean-minded attitude towards universities and research under the Tories, announced a windfall for research and faculty renewal?

Remember the excitement within our own research ranks when, on July 21, our administration announced the competition for the \$562,000 Carleton got for Research Leadership? To be precise, the figure was not specified, but we all knew how much Carleton got--\$562,000.

Eager Carleton researchers came up with proposals totalling some \$3 million. Our administration applauded loudly in Carleton's internal publication and lamented its inability to accept them all.

In October, there was good news for many applicants. The university announced grants totalling \$420,000.

Wonderful, said CUASA, but where's the other \$142,000?

Receiving no response, we set out to find the money.

More good news. We found it. But there's bad news. It's gone.

Our source within the administration says \$42,000 went to research computing. Whatever that is, it may be O.K.

But the other \$100,000 apparently went to supplemental grants for research funded by two of the federal government's hard-pressed granting agencies; the Social Sciences and Humanities Research Council and the Natural Sciences and Engineering Research Council.

Not so O.K. The one-time Research Leadership money was obviously for expanded research, for costs beyond those normally incurred for research. Supplemental money for SSHRC and NSERC projects has always been paid out of Carleton's operating budget.

The end result is \$100,000 less for research of all kinds at Carleton this year than could, and should, have been available.

Clever accounting? Maybe.

Commitment to research? We doubt it.



CHANGES IN THE C.P.P. RATE

Beginning in January, the C.P.P. contribution rate for employers and employees of 1.8% from each will increase by .1% a year for the next 5 years. University employees contribute 6% of salary less C.P.P. deductions to the University pension plan. C.P.P. deductions are taken until a yearly maximum is reached, after which the full 6% (instead of only 4.2%) goes to the pension plan. An increase in C.P.P. deductions would decrease the employee and matching employer payments to the money purchase portion of the plan. (For 1987, this would mean 4.1% until the C.P.P. maximum was reached.)

CUASA and the university have agreed that for 1987, the contribution to the Carleton pension plan will remain the same and the overall deductions for both C.P.P. and pension will increase to 6.1%. The University will match the members' contributions at the higher rate. Once the C.P.P. maximum has been reached, the deductions will revert to 6%.

Over the long term, this issue will be dealt with formally either at JCAA or in the next round of negotiations.

NO MORE ADDITIONAL CONTRIBUTIONS TO THE RETIREMENT PLAN

The tax deductible limit on pension contributions for 1986 by members of the Carleton Retirement Plan is \$3500. Up until October 9, 1986, teachers (including faculty members) could contribute an additional \$3500 and receive tax relief for that amount as well. The University has been informed that under current tax regulations the additional tax exempt contributions will no longer be allowed. Those faculty members who have been contributing extra money by payroll deductions will find the amounts contributed in October and November returned in their December pay cheques.

HOMES FOR RENT

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NON-SMOKERS ONLY ---- NO PETS  
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AVAILABLE FROM JANUARY 1987 UNTIL JUNE 30, 1987  
(Possibly until December, 1987)

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3-Bedrooms, Kitchen, Dining Area, Living Room, Finished Basement  
Modestly but Adequately Furnished  
Major Appliances, Piano  
\$625 Monthly + Utilities

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