

news from CUASA

Volume 18, No. 6

Editor: B. Rupert

March, 1988.

The Purchasing Power of Carleton University Academic Staff Members has Fallen 30% Behind the Ontario Average Since 1971.

NEGOTIATIONS BEGIN BALL IN EMPLOYER'S COURT

Your CUASA bargaining team met with the management team February 17 to begin negotiations for renewal of the collective agreement which expires April 30.

We presented proposals based on membership input from questionnaires, departmental meetings and review by Council. The key issues, as we see them, are salaries, workload and various fringe benefits such as the dental plan, OHIP funding and the Professional Development Allowance.

There is also strong feeling that we should delete the contract clause which restricts our right to strike over monetary issues. It is seen by some members as a refutation of the principle of free collective bargaining.

The management team asked for a month to look the proposals over before meeting again. The meeting

was cordial. We hope meaningful negotiations will lead to a businesslike resolution of the problems we face in this round. Our first priority remains that of bringing your salaries and working conditions back to a reasonable state of comparison with those of your colleagues in other major Ontario universities. We expect to have a clearer idea of the scope and length of bargaining when management brings their proposals to the table.

The members of the CUASA negotiating team are: David Cray, Pat Finn, Susan Jackson, Geza Kardos, Geoff Mallory and Alistair Tilson. Backup team members are: Bill Jones, Michael MacNeil, Edith Moore, George Neuspiel, Paul Rosen, Bob Rupert, Alvina Ruprecht and Daiva Stasiulis. Management was represented in the opening round by: David Van Dine, Neal Brearley, Les Copley, and Janice Yalden.

RESEARCH GRANTS IN LIEU OF SALARY

According to a recent CAUT dispatch, Revenue Canada officials in Ottawa have agreed that the tax deductability of research grants for faculty on sabbatical leave may extend to grants for all bona fide research, even outside the sabbatical period.

CAUT says its tax advisors have provided guidelines for faculty

seeking such tax deductions, with emphasis on equipment ownership, use and resale; insurance and other expenditures.

For information and advice on tax deductability of research grants, contact CUASA or CAUT (237-6885). The federal tax guide has a clause defining research grants for tax purposes.

PROFESSIONAL DEVELOPMENT ALLOWANCE

In accordance with Article 40.13
deadline to submit receipts for the Professional Development Allowance is
April 30, 1988.

The employer has circulated a Professional Development Reimbursement form to all members. If you require another form see your departmental administrator or contact Personnel (2780). You may claim the \$200.00 as soon as you have spent it by submitting the original receipts to your Dean (or equivalent) or two or more eligible applicants may pool their allowances in a year in order to purchase a piece of equipment costing over \$200.00.

DISTRIBUTION OF WORKLOAD

This is, of course, a high priority in negotiations. CUASA has collected data on current arrangements within the university for distribution of workload. We summarize that information here.

SUMMARY OF WORKLOAD DISTRIBUTION As Provided by the Four Faculties

SOCIAL SCIENCES FACULTY

A typical teaching load in this faculty is two and one half courses per term. Psychology and the School of Social Work assign only 2 courses per term. In the latter, IEP (thesis) supervision and field consultation are time-consuming and account for the lower teaching assignment. Psychology faculty may teach an additional one half course if research commitment is low. Geography faculty may teach 3 courses per term if thesis supervision is low. The Law department may reduce the load to 2 courses for multi-section course coordination. Economics, Law and Psychology try to limit teaching load for untenured new faculty in their first year. Economics and Business assign the more difficult or "burdensome" courses to those with less research.

Most units try to distribute the work load so that 100 and 200 level and graduate courses are shared. Public Admin. distributes the share of evening courses. Public Admin. & Business report that most, if not all courses taught require separate preparations. Some units are able to provide T.A.'s for the larger classes or those with tutorials. Most units reported no remission of course load for teaching large classes or for supervision of students' theses.

Routine administrative assignments are distributed among faculty members. In some cases, research output and/or thesis supervision are considered in allocation of administrative duties. Geography reports that administrative jobs are often unequally assigned to those who are around in the summer. In most cases, the following major positions are rewarded with one half to one full course reduction: Chair or Assoc. Chair, Director or Assoc. Director, Graduate or Undergraduate Supervisor, Chair of Graduate or Undergraduate Committees or other major standing committees.

Most units do not indicate any guidelines for research other than that it is expected. Economics, Psychology and Soc/Anthro all report course reductions allowed for funded or high level research.

SCIENCE FACULTY

Units in this faculty, with the exception of Computer Science, reported there was no simple formula for course assignment; rather it was based on other commitments: # of labs, # of supervisions, administrative responsibilities, research. In Physics, the importance of travel to international conferences is considered; those with less travel requirements teach more.

Computer Science tries to assign 2 courses plus administrative duties each term. The number of faculty is small so administrative assignments per member are high. New faculty are assigned a lighter administrative load. CS also reported one half course reduction for Graduate Supervisor and Lab Coordinator.

ARTS FACULTY

A normal teaching load generally means 3 full courses in the Fall & Winter terms. Units try to distribute course load through undergraduate levels (1 to 4) and to assign at least one half course in member's area of specialization. In most units, teaching is allocated on "principal of course equivalents rather than on basis of contact hours."

Units generally consider special supervisions (of theses, honors essays, comprehensive exams etc) to be "overload", but members are expected to perform their share. Sometimes course reduction (one half to one course) is allowed for other duties, ie Honors or Graduate supervisor, course coordination, major funded research.

Administrative duties are distributed, usually more equally in smaller units. Course reduction for Chair is not consistent across units & is usually based on past practice.

Research time is not specified. It is implicit that research is done in time left after administration and teaching are completed.

Year to year fluctuations in teaching and administration demands are more difficult to handle in smaller units. It's not easy to "bank" time or prorate the sharing of course loads. All units agree that present method of work allocation depends on goodwill and cooperation.

ENGINEERING FACULTY

The Dean reports that there is no precise formula for workload. A typical teaching assignment equals four half courses (over two terms) including at least one undergraduate half course and one graduate half course. Normally, one course will have a laboratory component and the faculty member will direct the teaching assistants who run the labs. In multi-section undergraduate courses, course coordination and laboratory responsibilities are distributed among faculty members.

Each faculty member is expected to do research, spending one day per week in the Fall and Winter terms and most days in the Summer term on research. Closely connected to this is supervision of student projects. Faculty members typically supervise 3-4 4th year and 3-4 graduate student research projects at any given time.

Administrative responsibilities are considered part of normal duties, although there is some teaching relief for the Chair, Graduate Supervisor and Director of a Joint Institute.

In the Schools of Architecture & Industrial Design, there are no graduate programs and there is less intense research. However, studio and/or lab courses require more contact hours. Architecture faculty usually have 12 hours/week of studio time plus one regular 3 hour lecture. In Industrial Design, a faculty member may have 5-7 hours/week of lectures (in 3 courses) plus 8-16 hours per week lab time. Both schools have few teaching assistants. Industrial Design is small so members have a relatively active role in administration.

Professors' salaries low, study finds

BY ROBERT MATAS
The Globe and Mail

University professors at mid-career in Ontario are paid less than either public or private-sector employees with comparable responsibilities, a management consultant firm has concluded.

The average salary for tenured and tenured-stream faculty members in Ontario midway in their career was \$55,500 in June, 1987, the study by Hay Management Consultants found.

Employees in Ontario with comparable responsibilities in the public sector received, on average, \$59,500, and employees in the private sector were paid \$68,200, the consultants said in a report commissioned by the Council of Ontario Universities.

In their report, the consultants also came to the defence of the controversial university practices of granting tenure and providing sabbatical leaves of absence for academic faculty members.

Those who view a professor's job primarily as teaching conclude that the job can be performed in 20 hours a week eight or nine months a year. Preparation time for teaching is considered to be negligible because academics are perceived to deliver the same lecture year after year, the consultants said.

Those critics also perceive sabbaticals as holidays and tenure as security.

"However," the consultants write, "the moment one puts scholarship and research at the

centre of the academic enterprise, then the issues of workload, sabbaticals and tenure become transformed."

On that basis, the consultants conclude that academics devote at least as much time, if not more, to their jobs as anybody else at work.

They also maintain that sabbaticals are essential for research and tenure is essential to ensure the integrity of scholarship and teaching.

Edward DesRosiers, director of research for the Council of Ontario Universities, said the study was undertaken for the university community to satisfy itself that its policies on pay and benefits make sense.

"We wanted to demonstrate to the Government and the public

that we are administering the institutions in a responsible way," Mr. DesRosiers said.

Although several universities are currently in salary negotiations with their faculty, Mr. DesRosiers said he did not expect the report would put substantial pressure on university administrators to raise salaries.

The 35-page report relied on information provided from 13 of Ontario's 15 universities. Public-sector organizations used for comparison included community colleges, school boards, hospitals, government departments and service organizations. Private-sector information was based on a survey of all professional and non-managerial positions in 103 companies.

CAUT COLLECTIVE BARGAINING COOPERATIVE

At the Special General Meeting held this fall to discuss the relationship between CUASA and CAUT, the Executive of CUASA agreed to put the question of membership in the CAUT Bargaining Cooperative to a vote of the whole membership. We have delayed this vote to await developments, specifically the second meeting of the Cooperative. This took place in February. The attitude of the Steering Committee has not changed. Our feeling that the Cooperative would be too costly and largely ineffective remains. Our perception, and that of many of our colleagues at the meeting, was that there was little enthusiasm for the Cooperative. While the current CAUT Bulletin states that fifty associations are members, the number of associations which have actually agreed to join and pay dues is far less. After speaking with quite a few delegates at the Cooperative meeting, it appeared that the number of dues-paying associations at that time was probably less than ten. As the Cooperative becomes self-financing, which it must do soon, all costs, including such things as research

done by CAUT employees, will have to be borne by the members. If the number of associations that join is small, and we know that many of those who will join are small units, then CUASA's cost will be higher than the original \$10,000 per year estimate. Given that we have recently increased our own dues we do not feel that we can ask our members to take on this additional burden.

This does not mean that CUASA is against collective bargaining. On the contrary, we argued against moving the collective bargaining function from CAUT in the first place. We also continue to support collective bargaining through our participation in the CAUT Defence Fund. However, in its present form and the form it seems likely to take, the Collective Bargaining Cooperative does not appear able to provide much assistance in terms of collective bargaining.

It will be up to the membership to decide if they share the views of the Steering Committee. The date of the membership vote will be announced soon.

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WANTED TO RENT

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Phone: 819-821-7154 (work)
819-864-6546 (home)

FOR RENT

Furnished carriage house in Kanata. 2 bedrooms plus study, fireplace, attached garage. Condo maintained. Available June/July for 8-12 months. \$1150 per month includes heat, hydro, water, cable T.V. No pets, non-smokers preferred. References required. Contact: Jim McNeil at 836-5728.

TABLE 1: SUMMARY OF SALARY INCREASES FOR 1987-88

University	% Scale (Total)	% Total Catchup	% Anomalies	% General Benefits	% Prof. All'ce	% Subtotal	% PTR/ Merit	% Discret. Merit	% End Rate
Algoma	4.80	0.00	0.00	0.40	0.10	5.30	3.00	0.00	8.30
Brock	4.20	2.25	0.00	0.05 (e)	0.10 (e)	6.60	1.50	1.00	9.10
Carleton	4.00	0.00	0.00	0.15 (e)	0.38 (e)	4.53	2.00	0.00	6.53
Guelph	4.00	1.50	0.10	0.29	0.23	6.12	0.00	1.70	7.82
Hearst	4.00 (e)	0.00	0.00	0.00	3.21 (e)	7.21	4.00	0.00	11.21
Huron	4.50	0.00	0.00	0.00	0.00	4.50	3.00	0.00	7.50 (1)
King's	4.60	0.00	0.00	0.00	0.10 (e)	4.70	3.00	0.00	7.70
Lakehead	4.00	4.00	0.00	0.00	0.52 (e)	8.52	3.00	0.50	12.02
Laurentian	6.20	0.00	0.00	0.00	0.28	6.48	2.40	0.20	9.08
McMaster	4.20	2.50	0.10	0.10 (e)	0.00	6.90	2.22	0.00	9.12
Nipissing	6.00	0.00	0.00	0.10 (e)	0.10 (e)	6.20			
OCU	4.90	0.00	0.32	1.75 (e)	0.00	6.97	2.00	0.00	8.97
OISE	4.80	0.00	0.00	0.00	0.00	4.80	2.70	0.00	7.50
Ottawa	3.20 (e)	0.00	0.14	0.00	0.00	3.34	3.00	0.00	6.34
Queen's	4.20	0.00	0.27 (e)	0.00	0.10 (e)	4.57	2.40	0.00	6.97
Toronto	4.20	0.00	0.10	3.00	0.00	7.30	0.00	2.60	9.90
Trent	4.60	0.00	0.16	1.23	0.21	6.20	2.60	0.40	9.20
Waterloo	4.20	0.00	1.00	0.00	0.00	5.20	2.50	0.00	7.70
Western	4.00	1.47	0.00	0.03	0.00	5.50	2.00	0.00	7.50
WLU	4.20	1.40	0.20	0.00	0.00	5.80	0.00	2.00	7.80
Windsor	4.10	?	(2)	0.37 (e)	0.00	?	1.71 (e)	0.76 (e)	?
York	5.00	0.00	0.00	0.50	0.10	5.60	2.50	0.00	8.10

Notes: e - estimated.

1 - pension still under review.

2 - faculty salaries to be brought to median by rank for Ontario system each year for next three years.

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COMMISSIONER OF OATHS FOR ONTARIO

CUASA announces a new
service to its members

The CUASA Business Agent, Pat Finn, B.A., LL.M., is a Commissioner for taking affidavits and this service will be provided free of charge to CUASA members.