

news from CUASA

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Editor: Bob Rupert

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TENURE AND PROMOTION

Members are reminded that they may borrow the Tenure and Promotion Workshop VHS videotape by contacting the CUASA Office (5607). We ask that you try to return the tape within a week.

CUASA has recently circulated a copy of notes on the University Promotions Committee to Chairs/Directors at Carleton. We recommend that those going forward for promotion consult these notes.

CUASA PRESIDENT'S OFFICE HOURS

Douglas Wurtele, CUASA President for 1990-91, has regularly scheduled office hours in Room 448 St. Patrick's Building every Monday, Wednesday and Thursday morning from 9:00 a.m. to 11:00 a.m. Doug can be reached at 5607.

PROFESSIONAL EXPENSE REIMBURSEMENT

Because the collective agreement expires April 30, 1991, the carry over feature of this clause also terminates. However, those wishing to purchase a large item in excess of their allowance may claim their full allowance this contract year on the basis of submission of the original invoice and then re-submit a copy of the invoice after May 1, 1991 for reimbursement out of the allowance negotiated for 91-92.

TELL IT TO BRIAN!

OCUFA suggests that academic staff send back the brochures promoting the Federal Government's economic policies to the Minister of Finance with an accompanying letter (see example). You can return the brochure and your letter without postage to: Hon. M. Wilson, Minister of Finance
House of Commons, Ottawa

Dear Mr. Wilson: Here is how Canada's economic plan affects me. You are spending millions of dollars of tax-payers money for self-serving advertisements and brochures such as this. At the same time your cutbacks and freezes of the EPF transfer payments for education result in a loss of over 3 billion dollars to universities and community colleges over five years. Your cutbacks in support for the federal granting agencies (MRC, SSHRC, NSERC) are crippling university research.

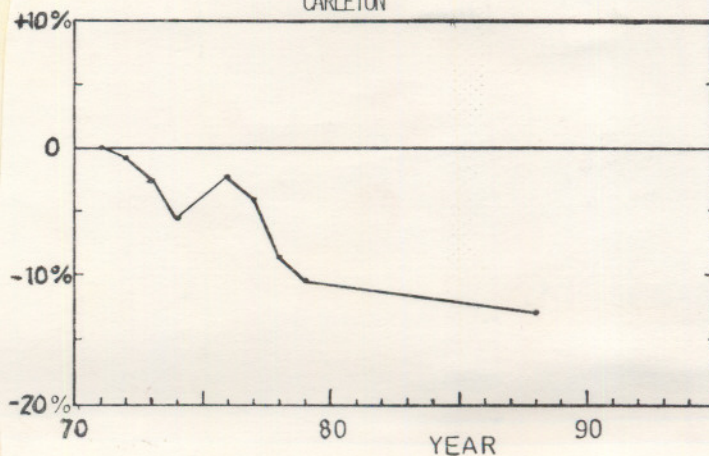
GUIDE FOR SABBATICALS

The CUASA Office has a few copies of the 1982 GUIDE FOR SABBATICALS prepared by the Windsor Faculty Association and preparing for research/study leave a guide, an updated version prepared by the University of Manitoba Faculty Association. These copies are available on loan. We ask that you return these guides as soon as possible as quantities are very limited.

CUASA SCHOLARSHIP

The 1990 CUASA Scholarship was awarded to Mr. Christopher Evans a second year B.Sc. student in Chemistry who has a grade point average of 11.8.

SALARY TRENDS IN CONSTANT 1971 DOLLARS
CARLETON



CUASA COUNCIL REPRESENTATIVES 1990-91

Vincent Basseville	Instructors (Arts)
Bill Black	Mechanical & Aero. Eng.
Ian Cameron	English
Chuni Chakrabarti	Chemistry
John Chinneck	Systems & Computer Eng.
Gerald de Montigny	School of Social Work
Ken Edwards	Physics
Thalos Fotiou	Classics
George Frajkor	Journalism
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David Goodreau	Art History/Music
Ian Lee	School of Business
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Irwin Reichstein	Computer Science
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Peter Swan	Law
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Roger Wells	Psychology
Francis Woolley	Economics
Euginia Zimmerman	French

MID CAREER OPTIONS - 10 YEARS LATER

CUASA and the employer have been partners in "Mid Career Options" since 1980. The various options have been well received by the academic staff at Carleton and have aroused considerable interest at other universities.

These options were designed:

- * to permit faculty renewal to take place faster than it would under normal conditions of retirement
- * to facilitate hiring in growth areas
- * to reduce the average age of academic staff
- * to allow Carleton to hire during a period of low competition for young academics
- * to ameliorate the budgetary effect of having most academic staff clustered at the top end of the salary scale

Carleton must maximize its hiring position over the next decade so the adverse effects of massive retirements can be cushioned. "By 1995, Canada will need 10,000 university professors, a third of our present total because of upcoming retirements."¹ The Council of Ontario Universities (COU) presented a paper to the Ontario Council on University Affairs entitled "Faculty Renewal in Ontario Universities" (April 1990) detailing some of difficulties that will face hiring committees in the future. The paper reports that "(i)t has been understood for some time that universities in Ontario, as in many other jurisdictions, confront a faculty recruitment problem deriving from the skewed age distribution of existing staff complements. As happened elsewhere, universities in Ontario hired large numbers of faculty in the 1960s and early 1970s to serve the rapidly increasing enrolments. These faculty are now approaching retirement age and will need to be replaced. In Ontario, about 200 faculty a year are presently reaching retirement age (assumed for the moment to be 65); however, faculty demography suggests that, based on current age distributions, over 600 will be retiring annually when retirements peak in 2007."

Statistics on the requirement for academics elsewhere provide no relief. In the United States, "the National Science Foundation is predicting a shortfall of some 9000 PhDs by the year 2000. The foundation also estimates that about one third of current university faculty will have retired by 2000."²

"The focus of the issue becomes, then, the rate at which universities in this country will need to recruit new faculty over the next fifteen years and the extent to which Canadian graduate programmes can generate a sufficient pool of doctoral graduates from which our universities might draw new staff. The test will be how effectively we use the lead time available.

Assuming present values for a broad number of variables, a scenario for the year 2005 can be sketched out as follows:

About 500 tenure track faculty will retire from Ontario universities. About 300 additional faculty will be required to staff limited term positions and a further 100 to replace individuals leaving the system for reasons other than retirement. There will be a real need for 900 new faculty.

About 1 200 doctoral degrees will be awarded, of which 85% or 1 020 will be awarded to Canadians. About 90% of 920 of these PhD recipients will enter the labour force and about 40% or 370 will be available for university positions.

There will be a shortage of about 530 candidates for faculty positions that year. Just over 40% of the vacancies opening up will be filled.

The policy implication of the problems identified in this paper cannot be fully addressed on the basis of the evidence adduced here. Clearly, further work is required to fill in the gaps. Also, a firmer hold must be established on the relevant facts and a model constructed to allow the dimensions of the problem to be measured with more confidence. More importantly, the issue of demand needs to be expressed in tomorrow's terms, not today's. What will be the size of university system to be served? At what level of quality? In what general disciplinary configuration?"³

Over the last 10 years Carleton's Mid-Career Options have increased Carleton's flexibility and have also lowered the average age of the unit by two and three years.

The following statistics are taken from the annual report on mid-career options compiled by the office of the Vice-President (Planning).

Article	Name	80-1	81-2	82-3	83-4	84-5	85-6	86-7	87-8	88-9	89-90
9.10	Reduced Time	2	4	6	3	9	11	10	10	8	9
13.6	Reduced Workload	4	2	4	4	6	6	7	9	6	4
13.7	Semi Retirement	0	1	3	4	4	2	7	12	18	18
21.5	Extended Sabbatical	1	2	3	8	16	16	12	7	12	16
22.5	Voluntary Separation	4	3	3	3	6	2	4	3	2	3

Clearly, the voluntary separation option works at Carleton. It is an effective and innovative way to renew and increase faculty at little or no long-term additional cost to the University. It is also an increasingly accepted and utilized practice in Canada to facilitate early retirement for people who want it. Everybody wins.

1. Abbott, Mark; "Who Will Teach Our Future Engineers?", Engineering Dimensions, July/August 1990.

2. Abbott, Mark; loc. cit.

3. Faculty Renewal in Ontario Universities, Some Notes for a Discussion with the Ontario Council on University Affairs, April 1990, Council of Ontario Universities