



Dear Colleagues,

Following our introductory meeting in early December, the CUFA Negotiating team has met with the Administration team five times since the start of term. Our weekly meetings have led to steady progress on some of our goals.

Discussion so far has largely concentrated on Articles, 11, 12, and 13—The hiring process for tenure-track members, extended-term appointments (ETAs), and limited-term appointments (LTAs).

- We have been discussing ways to streamline the stages of hiring so that the time lag between Department Hiring Committee (DHC) recommendations and offers of appointment will be reduced.
- Having a representative DHC with guidelines for resolving potential conflict of interest is a common goal and we have made progress in this area.
- Both sides are actively examining the possibility of 12- or 24-month contracts for new LTAs. We have agreed to establish more clarity about the specific needs and teaching assignments for new LTA positions. An increase in the number of ETAs is also being discussed.

We are also discussing Article 14: Reappointment, promotion, performance evaluation.

- Proposals about improving the evaluation of teaching are ongoing. Both sides agree that a valid metric is currently lacking. We are exchanging ideas about briefer and more useful measures for evaluation and formative feedback.
- We continue to discuss improvements in the pathway to permanence for ETA members.

In general, meetings have been cordial and productive. We remain optimistic about settling these items.

Linda Dyer
CUFA Chief Negotiator