



Negotiation Bulletin # 2

Dear colleagues,

Our weekly meetings with the administration negotiation team continue. While there are still areas in which we have yet to find a common ground, we have made progress toward several goals that are important to us.

Evaluation of Teaching

Both parties have agreed to replace the current CTL teaching evaluation questionnaire with a shorter questionnaire that is rooted in the best practices described in the academic literature. We continue to discuss the specific content of the questions.

Facilitating the Hiring Process

There is consensus that the hiring process for new recruits must be streamlined. Department Personnel Committee (DPC) members, including Chairs, will be able to sit on Department Hiring Committees (DHCs), since DHCs will now report directly to the Dean. The role of the Joint Employment Equity Committee (JEEC) in the hiring process has been discontinued. These changes will shorten the period from initial recruitment to offers of employment.

A new committee, the Joint Equity Committee (JEC), will replace JEEC and will operate with a broader mandate: to review Equity, Diversity, Inclusion and Accessibility (EDIA) practices throughout all phases of members' careers.

LTA Recruitment

A legal opinion obtained by CUFA and communicated to the Employer has removed the two-year hiatus that has been required between three consecutive years of Limited Term (LTA) appointments. Beyond this, both sides are on board that LTA contracts will be for 12 or 24 months, instead of the current nine-month initial contract.

Career Advancement

Another area of optimism recognises the many routes that could lead to promotion to Full Professor or Senior Librarian, with varying emphases on research, teaching, and service. We have made progress, similarly, on improvements in the ETA career path.

*Linda Dyer,
24 April 2023*

