Appendix A – Professional Development for Full Time Equivalent Sessionals

Currently, full time equivalent sessional lecturers do not have access to continued education or professional development funds. URFA believes that teaching and scholarship cannot be fully unbundled and that continuous research and professional development is important for effective and innovative teaching. The overuse and overreliance on sessionals, however, means that those delivering over 50% of undergraduate courses do not have opportunities to collaborate with other academics despite the majority of full-time equivalent sessionals having equivalent qualifications to Instructors and Faculty. If those who deliver over 50% of the undergraduate courses have no means of professional development, this removes the connection these full-time equivalent sessionals have to departments/faculties and the University. As a result, the traditional framework of a University – teaching, research, and service – is being dramatically altered. URFA has proposed funds for those full-time equivalent sessionals to facilitate research and professional development.

On April 17th, 2018, we proposed an increase of $10 for allowable support(s) in the delivery of a course (from $250 to $260). On that same day, we also proposed that an APEA be created for full-time equivalent sessionals, and that unused balances be carried forward up to one (1) year.

On January 16th, 2019, the University responded to our proposal by striking out both the $10 increase to allowable support(s) in the delivery of a course and the APEA for full-time equivalent sessionals. The University noted that they would not accept an APEA out of principle.

On January 21st, 2019, URFA presented a package of all remaining articles, which included Appendix A. In this proposal, URFA reverted to $250 in allowable support(s) in the delivery of a course (original language in the collective agreement) and eliminated the proposal of an APEA for full-time equivalent sessionals. In this package, URFA proposed supports for the professional development of full-time equivalent sessionals with Priority status. URFA proposed a fund of $12,000 per year that full-time equivalent sessional with Priority status could apply to for reimbursements of costs associated with creative, scholarly, or professional works (acceptable expenses may include registration, travel, publication fees, or discipline-specific equivalents).
On January 29th, 2019, the University rejected the proposed language outright, stating that it does not agree with providing professional development to full-time equivalent sessionals and that such a fund would be too much work to manage and distribute.

We believe our proposal aligns with the University of Regina’s **Vision Statement** of “aspir[ing] to be a national leader in developing educated contributors, career-ready learners, and global citizens, and in generating meaningful, high-impact scholarship” and it’s **Values** of *Mutual Respect, Integrity, and Honesty*, where “members of [the University] community are our defining resource”. As well, we believe the University’s refusal to engage in or provide professional development for full-time equivalent sessionals is contrary to the University of Regina’s **Mission Statement** of “provind[ing] ... influential research, creative endeavours, and meaningful scholarly experiences in pursuit of local and global contributions to knowledge”.