State of the Union: Maintaining Momentum

Dennis Fitzpatrick, PhD
Professor of Biochemistry
President URFA
Our Community

The University of Regina Faculty Association is made up of 1400 members dedicated to giving life to the academic mission of the University of Regina, Campion College, Luther College, and the First Nations University of Canada.
Our Reality

• Four employers with separate boards
• Seven collective agreements
• Different and shared interests
• Information challenges
• Communications challenges
University of Regina Faculty

Internal Divisions

– Instructors, teaching faculty and regular faculty
– Defined benefits and defined contribution pensions
– Campus silos
  • Discipline, politics and work emphasis
Initially, the FON was accorded 15 tenure track positions; 3 of which are now occupied by academic administrators. This number of faculty was inadequate to support the University's teaching commitments for the SCBScN with enrolments of 1,400.

Budget plans assumed that the FON would hire sessionals to supplement tenure track faculty. This assumption was not valid as such a heavy reliance on sessional staff would undermine our ability to achieve accreditation.

As a result, the budget that was originally dedicated to sessional faculty (as well as funding from yet-to-be recruited professorial positions) has been committed to recruit 20 tenure track instructors. This is still a cost-effective means of meeting the teaching commitments in the program.

Source: Budget Forecast 2014 – 15
University of Regina Faculty

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Defense is not a Winning Strategy

Way Forward

– Corporatization and managerial mentality are changing the face of Canadian Universities
– Traditional ways of defending the profession are failing
– The status quo, operating with a ‘house divided’, leaves the academy vulnerable
– Enhanced communications strategies and member engagement is needed
Campus Regina Aspirational Issues

UofR Faculty
UofR APT
Campion College Faculty
Luther College Faculty
FNUniv Faculty
FNUniv Sessionals
FNUniv APT

DID YOU KNOW?
ALMOST
50%
OF ALL U OF R UNDERGRAD COURSES ARE TAUGHT BY SESSIONAL INSTRUCTORS.

SESSIONAL INSTRUCTORS HAVE EQUIVALENT QUALIFICATIONS TO PERMANENT FACULTY MEMBERS, BUT ARE PAID LESS AND HAVE LESS JOB SECURITY.

MAKE IT FAIR FOR SESSIONALS.

WWW.URFA.CA

SAME WORK, LESS PAY.
SESSIONAL INSTRUCTOR
PERMANENT FACULTY

SALARY: $35,315*
SALARY: $83,787*

PARITAL HEALTH BENEFITS
FULL HEALTH BENEFITS

NO PARENTAL LEAVE
PARENTAL LEAVE

SHORT TERM CONTRACTS
PERMANENT, FULL TIME WORK

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UNIVERSITY OF REGINA
FACULTY ASSOCIATION
Developing a New Narrative

Starting point a new vision
   – Canada’s population will be 75,000,000 people in year 2050

Communication plan
   – Community of interest has changed. Are they engaged?
   – Member units do not fully appreciate the contributions, working conditions and the aspirations of other groups
   – Member mobilization / support across units
Maintaining Momentum takes cash

Since 2006...

• Professional staff were added to manage member services and the bargaining of URFAs seven collective agreements

  – Two Member Services Officers deal with members workplace issues and grievances. They support URFA committees and bargaining.

  – Communications Officer was added to this year to provide communications support and increase member engagement.
Maintaining Momentum

- The last member fee increases was 12 years ago.
  Recommended adjustment 0.2%, over four years:
  
  • 0.05% in 2018
  • 0.05% in 2019
  • 0.05% in 2020
  • 0.05% in 2021*

  Average cost $1.75 per bi-weekly pay period in year one, increasing to a total of $5.25 year three.

  *To be reviewed in year four and implemented if needed to ensure sustainability.
To put things simply...

Year 1
$1.75, or one regular coffee

Year 2
$3.50, or two regular coffees

Year 3
$5.25, or one latte
### Member fee adjustment scenarios in more detail

<table>
<thead>
<tr>
<th>Scenarios for Individuals</th>
<th>Per Class</th>
<th>Current 1.15%</th>
<th>Current 1.20%</th>
<th>Increase 1.20% 2018</th>
<th>Increase 1.25% 2019</th>
<th>Increase 1.30% 2020</th>
<th>Increase 1.35% 2021</th>
<th>Total Increase from Current</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sessional I</td>
<td>$7,063.00</td>
<td>$81.22</td>
<td>$84.76</td>
<td>$3.53</td>
<td>$88.29</td>
<td>$91.82</td>
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<tr>
<td>Sessional II</td>
<td>$7,348.00</td>
<td>$84.50</td>
<td>$88.18</td>
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<td>$102.91</td>
<td>$106.87</td>
<td>15.83</td>
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</table>

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<thead>
<tr>
<th>Full Time URFA Member Per Year</th>
<th>Current 1.15%</th>
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<th>Increase 1.25% 2018</th>
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<tbody>
<tr>
<td>Low</td>
<td>$55,000.00</td>
<td>$632.50</td>
<td>$660.00</td>
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<td>$687.50</td>
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<td>$1,092.00</td>
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<tr>
<th>Scenarios for Individuals</th>
<th>Per Pay Period</th>
<th>Current 1.20%</th>
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<th>2021 1.35%</th>
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<tr>
<td>Sessional I</td>
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<td>$10.15</td>
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<td>Sessional II</td>
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<td>Low</td>
<td>$2,115.38</td>
<td>$24.33</td>
<td>$25.38</td>
<td>$1.06</td>
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<td>$27.50</td>
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<tr>
<td>Median</td>
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<td>$45.50</td>
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<tr>
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<td>$7,307.69</td>
<td>$84.04</td>
<td>$87.69</td>
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Voting on the fee adjustment

• URFA cannot maintain current operations without a fee adjustment. The proposed change maintains current operations. If the fee adjustment is not passed, URFA will have to reorganize and reduce professional services to our members.

• If members reject the recommended fee adjustment, more volunteer time will be required to assist in carrying out URFA operations.

• Please vote in favour of the member fee adjustment. Electronic ballots will be sent out immediately after the meeting. Please vote and make sure your voice heard.