Sessionals Teach Almost 50% of Undergrad Courses

This semester, the University of Regina is employing Sessionals to teach just under half (47 per cent) of all undergraduate courses. Did you know that a Sessional Lecturer I makes approximately $35,000 per year, while the starting salary for an Assistant Professor is $83,787 per year for a similar teaching load? In addition to the $50,000 discrepancy in salary, not all Sessionals receive benefits and those that do are only eligible for benefits equivalent to 50% of permanent employees. Read more.

Making it fair for URFA Sessionals

Last week, URFA’s Sessional Advocacy Committee (SAC) launched a poster and button campaign to raise awareness around issues faced by Sessional Instructors on campus. URFA SAC members will also be tabling on campus during the week of March 19. Stop by, pick up a button or poster and show your support for URFA Sessionals!

A look at the poster campaign launched by the URFA Sessional Advocacy Committee on campus earlier this month.
Bargaining Updates

U of R APT Ratifies New Collective Agreement
The University of Regina Faculty Association and the U of R APT Bargaining Committee are pleased to welcome the announcement that U of R APT members and the University of Regina Board of Governors have ratified a four year collective agreement effective July 1, 2017 through June 30, 2021. Read more.

U of R Academic Bargaining Committee Preparing for Negotiations
The University of Regina academic staff collective agreement expired on June 30, 2017. Your academic staff bargaining committee has been meeting regularly to develop specific language protocols. It was agreed between the Faculty Association and the University of Regina to commence Bargaining for academic staff upon the completion of U of R APT bargaining. Now that a new APT agreement has been ratified, the Employer and your bargaining team will be sitting down together on March 20, 2018, for a protocol meeting to set the agenda for future negotiating sessions.

First Nations University APT Bargaining Committee Begins Negotiations
Since URFA filed an unfair labour practice complaint against the University in early January, the University’s legal counsel wrote to URFA legal counsel guaranteeing a mandate from the BOG when they met at the end of January. A mandate was forthcoming and the parties met for the first time on February 14th. Read more.

President’s Message
Canadian Universities are at a Crossroad
Dr. Larry Savage, Professor of Labor Studies at Brock University spoke on the way forward for academic unions at January’s CAUT forum. He outlined the pressures academic staff face as a result of increasing corporatization and managerial mentality in Canadian Universities. He suggested that traditional ways of promoting and defending the profession are failing. That the current situation, a house divided within the academy a significant numbers of faculty association members tacitly supporting a corporate agenda, leaving the academy vulnerable. He suggested universities are at a crossroad, and playing defense is not a winning strategy. Read more.

Executive Director’s Message
What URFA does for its Members
What do my member fees do? What does URFA do besides collective bargaining and administering seven collective agreements and ensuring justice in the workplace with four employers? Well, there is a lot that URFA does for its members every day.

URFA also assists its members with requests for accommodation, return-to-works, and support in investigations, appeals, Tripartite processes and works on policy issues with the employer at Joint Relations tables. Read more.
URFA Equity Committee highlighting inequities of Women Academic Staff

Equity Week at the University of Regina will be taking place March 16-23, with many campus groups organizing activities promoting equity: on the basis of gender, gender identity, sexual orientation, race and ethnicity, indigeneity, disability, and other forms of marginalization. The URFA Equity Committee, with the support of many member volunteers, will be handing out brochures highlighting some of the inequities faced by women academic staff on campus. Stop by our table between 12 PM and 1 PM, Monday, March 19 through Friday, March 23. We will be in the RIC Atrium Monday through Wednesday, and in the Classroom Building main hallway Thursday and Friday.

URFA will also be launching a new area of our website, urfa.ca/equity, which will provide links to information and resources on equity-related topics. Check it out, and keep checking back as the Equity Committee continues to add content over time. If you have any recommendations for content you would like to see, send an email to Equity Committee Chair Bridget Klest at Bridget.Klest@uregina.ca, or urfa@uregina.ca.

URFA Focused on Improving and Updating Member Communications

This is likely the last time you will see URFA “What’s News!” in its current format.

As URFA recognizes the need to improve our member communications and build capacity, we are currently reviewing our communications processes and are working on a communications plan and strategy for the Association. Part of that process involves updating our newsletter, website, and the launch of URFA Facebook and Twitter accounts.

We will also be asking URFA members to fill out a short communications survey in order to gain a better sense of how members want to receive URFA communications. Be sure to check your inbox for the survey in the next few days. Your thoughts and opinions will help us in developing our communications plan and strategy.

Stay tuned for more updates as URFA continues to improve and update the ways in which we communicate to our members.

Federal Budget’s Investment in Science “A Giant Step Forward”: CAUT

The Canadian Association of University Teachers (CAUT) welcomed the Federal government’s investments in science and research in the 2018 budget, which allocates $925 million over five years for basic science and research. While the investment falls short of the $1.3 billion investment recommended by the government’s Science Review Panel, the investment will help restore funding that had been lost in recent years. Read more.

Federal Budget Invests $30 million for PTSD research at U of R

As part of the 2018 federal budget’s investments in science and research, the University of Regina’s Canadian Institute for Public Safety Research and Treatment (CIPSRT) will receive funding totaling $30 million for research into Post Traumatic Stress Disorder (PTSD) and for research into treatment of occupational injuries.
URFA Volunteer Positions Available

Thank you to the many generous members who volunteered or re-volunteered for the numerous Joint University Committees, Faculty Association Council of Representatives, and Faculty Association Standing Committees, for the 2018-2019 year.

It is always sad to see volunteers leave, but it is understandable given their full workloads and sometimes they just want to give someone else a chance to learn more about their organization or the Faculty Association.

Don’t fret! There are still some vacancies available. Consider signing up. It is a good feeling to give back no matter what the cause! Plus everyone has knowledge that is valuable on any committee. The terms vary from one-year to three-year. See all volunteer opportunities here.

Important Dates

Between March 1 and April 1 - Deadline for requests for paid out vacation to be submitted to the Out of Scope Head or Designate. (UofR APT)

March 15 - Deadline for the Director or equivalent to arrange for a meeting to discuss the information on the Annual Information Form, prior to making the final assessment. (FNUniv APT)

March 31—Reviews to be completed by Academic Performance Review Committee. (FNUniv Academic)

March 31—Deadline for academic staff members with tenure-track appointments to be informed concerning renewal of appointment or granting of tenure. (Campion, Luther, UofR Academic)

Other News and Announcements

ALL SESSIONALS. The Faculty Association DOES NOT use the University listservs to communicate with our members. We maintain and use our own database. It is imperative that we be able to communicate with you through the most efficient means possible. If you have not provided us with your e-mail address please do so by contacting urfa@uregina.ca.

Nominations open for the CAUT Academic Freedom Award

CAUT is now accepting nominations for the CAUT Academic Freedom Award. The award was created in 2013 to recognize those who have made significant efforts to promote academic freedom in their universities or colleges. If you would like to recommend someone to receive the award, simply fill out the nomination form on the CAUT website.

Spring Free from Racism Event Sunday, March 25

See the poster for more information.

Canadian Centre for Gender and Sexual Diversity seeking donations

The Canadian Centre For Gender and Sexual Diversity (CCGSD) wants YOU to join in creating safer spaces for LGBTQ+ Youth. We are going to be in your community in 2018 and we need your help. Read more.