

A FAIR DEAL

Protecting the University



Working
for Free?

OR MORE FOR LESS?

from the NUFA CC: Wendy Peters, Susan Srigley &
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CHAIRS AND CHAIR COMPENSATION

During our last round of bargaining, I wrote an article for the *NUFA News* about the administration's attempt to take away stipends/course releases for the Chairs of small departments. Their argument ran like this: if you are the Chair of a small department, you have less to do than the Chair of a larger department. Therefore, you do not deserve compensation for your work. An imaginary line was drawn to decide if your work was worthy or not—apparently departments of 4 full-time tenured and tenure-track faculty members

would require substantively less work than departments of 5. At the time, I argued against this position, suggesting that chairing small departments has its own share of administrative burdens, primarily owing to the fact that there are fewer people who can be elected to the position. Small departments require Chairs to serve more often and it is not uncommon to Chair a small department for 6 years in a row. (Add to this their restriction that untenured faculty cannot serve as Chairs and this could be even longer).

Quite simply, all Chairs have important roles and responsibilities: regular meetings with the Dean and other Chairs, arranging department meetings and producing agendas, course programming and completing course loading sheets, budgets, curriculum development, phone call campaigns, program reviews, hirings and other program administration. Already “program coordinators” at Nipissing receive **no compensation** for administering their programs.

This round, it gets worse. The administration is proposing to reduce the compensation for Chairs from the current 6-credit course release to a 3-credit course release. And they wish to eliminate all stipends or professional expense accounts too, something that is particularly difficult for small program Chairs. A three-tiered system emerges: size 5 or larger department Chairs get less but they get something, size 4 or smaller department Chairs get nothing, and program coordinators still get nothing. We're not even sure what the administration wants for Directors. **All for the same work.**

Does this sound fair?
Let's stick *together* for a fair deal.

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