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FASBU BARGAINING BULLETIN

Faculty Complement:

A FAIR AND REASONABLE APPROACH TO SUSTAINING ACADEMIC PROGRAMS

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Negotiating faculty complement language is a responsible way to build and sustain the faculty that will be necessary to deliver the University's academic programs. The basic idea of establishing faculty complement is to give a clear figure of the number of faculty members it takes to deliver all of our programs. This is the most straightforward and rational way to ensure that departments, programs, and faculties have the human resources necessary to meet their goals. The main goal of introducing faculty complement language to the collective agreement is to provide stability for programs over the course of the contract. First, it establishes a benchmark of the number of tenure-stream faculty members it takes to deliver the academic programs at Nipissing, and commits the Employer to maintain that number over the course of the contract. At the moment, that number stands at 155. It also gives a hard target for a minimum number of tenure-stream faculty hires over the course of the agreement. NUFA's proposal calls for the Employer to hire twelve new faculty members.



This modest number is based on the number of LTA positions that were not converted to tenurestream positions, and positions that have been lost to retirements, resignations, and deaths.

Yet another goal of faculty complement language is to resist the Employer's growing reliance on contract academic staff to deliver programs. It commits the Employer to investing in tenure-stream faculty, which in turn provides stability and viability to our academic programs over the long term. Indeed, there needs to be some flexibility in this process as demand for faculty decreases, for example, in the Faculty of Education, while in other faculties there is a desperate

need for new hires. NUFA's proposal calls for the establishment of a Joint Faculty Committee consisting of deans and chairs of academic units to determine where there is greatest need for new hires.

Faculty complement language protects everyone ... regardless of whether your particular department, program, or faculty is facing constriction or growth. It secures the professional integrity of our labour, and ensures that the institution as a whole can deliver on its academic mission. It is a fair and reasonable approach to ensuring that we have all the faculty members we need to deliver our programs.

Clarification

Members have expressed confusion over a statement in last week's Bargaining Bulletin on the state of the university's finances. The sentence was "We know that administrative salaries have risen significantly in the last three years and that faculty salaries have stagnated or decreased." To clarify, nobody's salary has, strictly speaking, decreased. In fact, salaries increased by two per cent last year, per the collective agreement. Where our salaries have stagnated and decreased is in relation to faculty salaries at other universities in the province and inflation. Because our salaries are so far behind other universities, every time they negotiate an across-the-board increase that is even slightly higher than ours (and many have), we continue to fall further and further behind. In other words, the value of our salaries decreases relative to theirs. However, it might have been stated more clearly that the gap between our salaries and theirs gets bigger and bigger. Over the course of a career, this can amount to thousands and thousands of dollars. We hope this makes the case more clearly, and apologize for any confusion.