



## Nipissing University Faculty Association

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***Grievance Report 2013-2014  
for the Annual General Meeting  
Thursday, May 8, 2014***

**Committee Members:** Rob Breton, Susan Srigley, Sal Renshaw, Jeff Scott, Joseph Boivin, Corina Irwin

**Expenses:** \$ 1,864.50

The committee held 26 formal meetings in 2013-2014 (May 13, 22, July 3, August 6, September 3, 10, 17, 24, October 1, 8, 22, 29, November 5, 12, 19, 26, December 3, 10, January 15, 22, 28, March 5, 19, 26, April 2, 9 and 22). At the May 13 meeting, the three Vice-Presidents were invited to discuss issues of health and safety, and at the October 8 meeting, the Dean of APS and the Director of CFTL were invited to discuss issues around contracts for courses taught through the CFTL. At the November 26 meeting the President and Vice-Presidents were again invited to discuss issues of health and safety and NUFA's request for an Equity and Human Rights Office.

<b><i>Grievance and Grievance Related Issues</i></b>					
<b>Type</b>	<b>Informal</b>	<b>Stage One</b>	<b>Mediation</b>	<b>Arbitration</b>	<b>Resolved or Closed</b>
Member	24	0	0	0	Yes (21)  Ongoing (3)
Association	19	1	0	0	Yes (10)  Ongoing (7)  Moved to Bargaining (2)

## Issues:

Academic Freedom  
Benefits  
CASBU Member exceeding teaching maximum  
Chair's release  
Clinical Instructors  
Compensation for CASBU online teaching  
Concurrent Education programs  
Conflict of Interest  
Course Facilitators  
Course Offerings  
Department Chairs  
Department Chairs and calls for nomination  
Discipline  
Employee Assistance Program  
Equity in Hiring (moved to bargaining)  
Intellectual Property  
Labs and Workload  
Lecture Capture  
Letters of Appointment  
Librarians in NUFA  
Limited Term Appointments  
Member overpayment  
Member Transfer  
Muskoka Initiative  
Non-NUFA Teaching  
Percentage of CASBU Teaching  
Professional Accreditation  
Request to exceed CASBU on campus teaching maximum  
Sabbatical and Retirement  
Sabbatical and Short-term Disability  
Safe Workplace (3)  
Safety in Muskoka (safety issues moved to bargaining)  
Short-term Disability  
Supervision of Students  
Tenure and Promotion (deferral of tenure, denial of promotion)  
Tenure and Promotion Dossiers  
Thesis supervisors  
Workload (3)

Of the 46 issues above, 13 were in the Faculty of Applied and Professional Studies, nine were in the Faculty of Arts and Sciences and 16 were in the Faculty of Education. The other eight pertained to all.

## Annual Comparisons

Year	Member Issue	Association Issue	Total
2013-2014	24	19	43
2012-2013	34	24	58
2011-2012	22	31	53
2010-2011	23	15	38