

We've now completed negotiations on all outstanding items for the 2012-07-01 -> 2014-06-30 contract.

- (a) 1.95% raise effective 1 July. Changes to Psychological benefits.
- (b) Professor of Professional Practice (new)
- (c) Teaching Professor (new)
- (d) Market Differentials for Librarians/Archivists (completed, but waiting for final approvals)

The new steps at the top of the Professor (merit only) and Senior Lecturer scale come into effect 1 September 2013.

This fall starts the preparation for the next round of bargaining. More information and feedback sessions will be held this fall.

Once again, thanks to the members of the bargaining team (Russell Day, Carla Grabner) and members of the faculty that served on the bargaining advisory committees for these final items.

- a) 1.95% raise effective 1 July 2013. Changes to Psychological benefits.

A 1.95% across the board increase will be applied to pay effective 1 July 2013 with the same caveats as the previous increase on 1 July 2012, i.e.

The previous 2.00% and the upcoming 1.95% salary increase applies to

- Base salary
- Market differentials
- University Professor award

The previous 2.00% and the upcoming 1.95% salary increase does NOT apply to

- Salary differentials (any residual market differential that can't be rolled into base salary) on promotion to Full Professor or Senior Lecturer.

- Retention awards
- Burnaby Mountain endowments
- Stipends for Academic Administrative appointments
- CRC stipends
- Other stipends

The other 0.05% is being used to improve psychological counselling benefits. A previous email from Diana Almeida (2013-06-11) indicated how the changes will take effect (reproduced in part below)

"Effective July 1, 2013, there is a change to the faculty extended health care plan (909914) with respect to visits to a psychologist. The current benefit is \$100 per year. The new benefit is \$1,000 per year. ... Since the benefit changes mid way through 2013, the new benefit will be prorated for 2013 as follows:

There are 3 scenarios:

1. Faculty who have not incurred a claim before July 1, 2013. In this scenario, you can incur a claim after July 1, 2013 and be reimbursed up to \$500.
2. Faculty who have incurred a claim before July 1, 2013 and submitted for reimbursement. In this scenario, if you incur another claim after July 1, 2013, you can be reimbursed up to \$500 less what you have already been reimbursed for your pre July 1, 2013 claim.
3. Faculty who have incurred a claim before July 1, 2013 and not yet submitted for reimbursement. In this scenario, once you submit this claim, it is still subject to the \$100 original limit. If you have another claim after July 1, 2013, the same rules apply as under Scenario 2.

Please contact Human Resources with questions about these changes.

(b) Professor of Professional Practice (new)

This is a modification of the existing policy A12.13 (Clinical Professors, <http://www.sfu.ca/policies/gazette/academic/a12-13.html>) to allow for other, similar types of appointments.

These are non-tenure track positions and contingent upon funding being available - typically from outside sources. There is a limit of 5% of total complement and no more than 20% of any unit can be hired under these terms. SFUFA will be following the terms and conditions of appointment for these positions carefully to ensure that they are being use appropriately.

The new version of the policy should be posted on the SFU website next week. Here are some relevant extracts:

"PROFESSOR OF PROFESSIONAL PRACTICE

Partnerships between the University and other public or private sector agencies

in fields such as education, business and engineering may create opportunities for highly qualified practitioners or researchers from those agencies to be associated with a department or program on a long-term basis subject to the continued availability of salary support. These practitioners and researchers may be appointed as Professors of Professional Practice."

These can be appointed at any rank.

"The total complement of Practitioner Faculty shall not normally exceed 5% of the University's total CFL complement or constitute more than 20% of any individual academic unit."

This is ensure that such appointments do not form a large part of our faculty complement.

(c) Teaching Professor

A new rank has been created, "Teaching Professor" which is tenured and has the same privileges (including scale and teaching load) as the existing tenured Professor rank. This will provide an avenue for promotion for both Senior Lecturers and Associate Professors (clarifying the existing B.3 of Policy A30.03 for the latter).

A copy of the new policy will be up on the SFU website next week.

The important parts of the new policy are the criteria for promotion to this new rank.

"1. Criteria

To be promoted to Teaching Professor, a candidate must demonstrate the following:

- (a) A sustained record of excellence in teaching;
- (b) Scholarship related to teaching that has attained national or international recognition; and
- (c) Participation in service to the University or the community or the discipline."

2. Eligibility

Senior Lecturers in continuing positions and tenured Associate Professors in an approved teaching intensive alternative career path as set out in A30.03- Faculty

Workload Policy - may apply to be promoted to Teaching Professor. Letters of reference from internal or external referees of high academic stature must support

promotion to this rank.

3 Teaching Professors are appointments with tenure and have the same terms and conditions as Research Professors. Expectations include excellence in teaching; scholarship related to teaching; and active service to the University or the community or the discipline. Teaching Professors have the same voting rights as Research Professors"

We were unable to make headway on workload issues during this round of negotiations.

Applications for promotion will be accepted starting in 2014 for the 2014-2015 promotion cycle. This will give the Administration sufficient time to implement the new structures for TPC, promotion requirements by Departments, etc.

SFUFA will be holding meetings in the fall with interested Faculty to help explain the criteria and receive feedback on a way forward about workload.

(d) Market Differentials for Librarians/Archivists

We've completed negotiations and both sides have "signed off". The SFUFA Executive has approved the proposal and we are waiting for final approval by the Administration side. Details will be forthcoming asap.