

# QUFA VOICES

## SPECIAL ISSUE: FAIR EMPLOYMENT WEEK

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### PRESIDENT'S VOICE

## Contract Academic Staff Keep Queen's Afloat!

By Cathy Christie  
President, QUFA



25-29 October 2010 is Fair Employment Week. It is an important part of a coordinated campaign to draw attention to Canadian

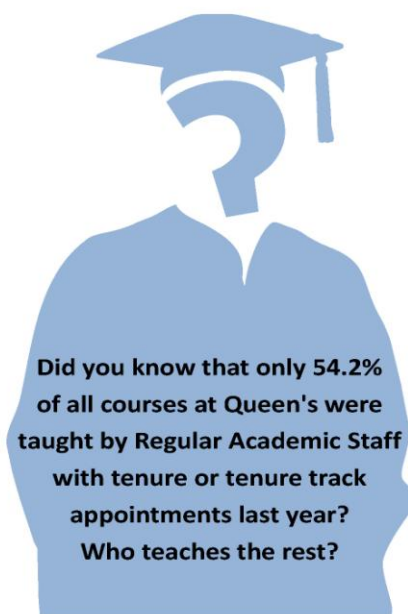
universities' increasing reliance on Contract Academic Staff—that is, on hiring experts to teach for contractually limited periods without tenure or tenure-track appointments. Contract Academic Staff often have the same academic credentials as Regular (tenured or tenure-track) Academic Staff. To students, they are generally indistinguishable in terms of their research qualifications, teaching, and commitment to the University. The only invariable distinction between Contract and Regular Academic Staff lies in the University's

commitment to them. The University has limited commitment to the long-term intellectual and professional development of Contract Academic Staff.

Contract Academic Staff who are Members of the Queen's University Faculty Association (QUFA) are called Adjuncts. This term, meaning "extra" or "inessential" (*Encarta Dictionary*), misrepresents the reality at Queen's, for as Regular faculty retire or leave the university,

### QUFA IMAGES

## It's Fair Employment Week!



**Fair Employment Week October 25-29, 2010**

Visit <http://www.qufa.ca> for more information



Queen's has increasingly replaced them, in the classrooms only, with Contract faculty. *Last year, Regular Faculty taught only 54.2% of all courses.* Contract Academic Staff are essential. They keep us afloat.

Contract Academic Staff are often not paid to do research. A QUFA survey completed in 2007 shows that many Contract Academic Staff maintain research programs despite the lack of institutional support because they understand how their research connects to their teaching. If Queen's honestly believed in tying teaching to research, it would compensate all faculty to conduct the research that informs their teaching.

As Regular Academic Staff retire or leave Queen's, they are often not replaced. Service responsibilities to the department and the profession remain unchanged. Fewer Regular Academic Staff remain to do this critical work. Their workload related to service increases exponentially at the expense of the time and energy that they have available for their teaching and research commitments.

According to a QUFA survey completed in 2007, Contract Academic Staff also contribute service without compensation—a testament to their commitment to Queen's. Wouldn't it make sense to pay Contract Academic Staff for this work so that they stay and continue to do this essential work at Queen's?

Not only are Contract Academic Staff not paid for the full range of academic responsibilities, but even where they do exactly the same work as their tenured or tenure-track colleagues—in the classroom—they are paid less for it. Students pay the same fees, regardless of the nature of their professors' contracts. They have a right to be taught by academic staff who have fair compensation and full and equal access to facilities and professional development.

Hiring Contract Academic Staff exclusively to teach will save the university funds in the short-term, but there are significant problems and long-term costs. Academic freedom is the foundation of our work in the academy. It ensures the right of qualified individuals to create and disseminate knowledge according to their professional judgement and conscience. Equally important, it ensures that they have a voice to shape and guide the academy itself.

The protection of academic freedom is tenure. Contract Academic Staff do not have tenure, and since they are employed from contract to contract, they have no protection at all. This practice undermines academic freedom. In doing so, it undermines the proper work of the university and endangers its future.

In this Special Issue of *QUFA Voices*, you will find information about a range of Contract Academic Staff issues, including information about the Pro-Rata strategy endorsed by the Canadian Association of University Teachers (CAUT). Information is provided describing the two advisory groups that QUFA has put in place to help us prepare for the upcoming round of Collective Bargaining. Find out how you can get involved! What is the rationale for using the terms "Regular" and "Contract Academic Staff"? Is it still appropriate to refer to QUFA Members as "Adjuncts"?

You can find more information about the Fair Employment Week campaign on the QUFA Web site ([www.qufa.ca](http://www.qufa.ca)) and on the CAUT Web site ([www.caut.ca/pages.asp?page=212](http://www.caut.ca/pages.asp?page=212)).

Please contact me if you require further information about any of these issues.

*Cathy Christie can be reached at [christie@queensu.ca](mailto:christie@queensu.ca).*

#### WORTH REPEATING

## How Can Contract Academic Staff Be Treated More Fairly?

By the Canadian Association of University Teachers (CAUT)



Universities need to shift from a per-course stipend to the Pro-Rata system endorsed by the Canadian

Association of University Teachers (CAUT)

#### What is The Pro-Rata Model?

Regular tenure-track appointments include teaching, research, and service. The pro-rata model defines and compensates part-time work as a percentage of full-time work. This is the best way to restore the essential integrity of scholarly work as including both the pursuit of new knowledge and its dissemination through teaching, publication, professional practice, and other creative endeavours.

Pro-rata appointments:

- provide part-time staff access to a full career and full participation in our institutions;
- make it impossible to exploit full- and part-time "teaching-only" positions;
- undermine the financial incentive to use less than full-time appointments;
- provide better job security, academic freedom, and an opportunity to perform research, creative activity, and service;
- respond more appropriately to governments and administrators who demand "world-class, research-intensive" institutions

that promote the “integration of teaching and research”;

- are fairer for individuals because everyone’s talents can be fully developed;
- are fairer for students who pay the same fees regardless of the nature of the instructor’s contract, and who should be taught by academic staff who have equal access to facilities, professional development, and fair compensation for their work;
- will help Contract Academic Staff compete for regular tenure-track positions; and
- will address concerns about a shortage of academic labour.

### Why Should Universities Implement the Pro-Rata System?

The work of an academic staff member involves both the pursuit and the dissemination of knowledge through teaching, public lectures, conference communications, publications, the building of library collections, the provision of critically mediated access to information, artistic production, and other similar activities. Such activities are closely related and involve different aspects of a single job. Yet thousands of Contract Academic Staff at Canada’s universities and colleges have been denied an opportunity to participate fully in all aspects of academic work.

CAUT believes that all academics should have a job that:

- recognizes academic freedom,
- provides an opportunity for research,
- provides a voice in academic governance,
- provides fair compensation, and
- provides benefits.

Post-secondary administrators are increasingly relying upon poorly paid Contract Academic Staff to meet the teaching needs of their institutions. Persons holding such appointments

typically:

- are paid a disproportionately small stipend for teaching a course;
- have no benefits;
- are denied traditional academic rank;
- have limited job security;
- are expected to maintain professional standards, but are given little opportunity to do so;
- are not expected to be involved in ongoing research activities except on a voluntary and unremunerated basis;
- have inadequate academic support, such as offices, photocopying, telephone, voice-mail, and e-mail;
- have no access to research or travel funds;
- have no opportunity to contribute to academic governance; and
- have no opportunity to transfer to more secure positions within the academy.

The situation must be corrected. Regular (tenured and tenure-track) Academic Staff face a stark choice: to help win salary, working conditions, and other rights comparable to their own for Contract Academic Staff, or to watch their own situation gradually decline to that suffered by their contract colleagues. The best way to move forward is to include all academics in academic staff associations and to recognize that the continued exploitation of some will eventually lead to the exploitation of all.



*Adapted from the Canadian Association of University Teachers (CAUT) publication, Stronger Together: The Pro Rata Model (www.caut.ca/uploads/CAS-stongertogogether.pdf).*

CAUT can be accessed at [www.caut.ca](http://www.caut.ca).

### GET INVOLVED!

## What About Adjunct Issues at Queen’s in the Next Round of Collective Bargaining?

By Elaine Berman  
Administrative Officer, QUFA



The current Collective Agreement expires on 30 April 2011. QUFA anticipates that we will begin negotiations for a new Collective Agreement in January 2011.

QUFA has set up two advisory groups to provide guidance and direction to the bargaining team about Adjunct issues:

- **The Term Adjunct Advisory Group** is chaired by Richard Linley and meets on alternate Thursdays; and
- **The Continuing Adjunct Advisory Group** is scheduled to have its introductory meeting on 29 October 2010 from 11.30 a.m. to 1.30 p.m. in the QUFA Boardroom.

If you are interested in joining either of these groups, it is not too late! Please contact Elaine Berman by phone (ext. 33033) or via e-mail ([qufa@queensu.ca](mailto:qufa@queensu.ca)). Alternately, you may send your input directly to Allan Manson, QUFA’s Chief Negotiator, via e-mail ([mansona@post.queensu.ca](mailto:mansona@post.queensu.ca)).

QUFA is committed to ensuring that all individual input is confidential. We need to hear from you!

Elaine Berman can be reached at [qufa@queensu.ca](mailto:qufa@queensu.ca).

2 pay scales  
+ same work

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unfair



Contract Academic Staff are as qualified and dedicated as  
Regular (tenure-track and tenured) Academic Staff.

Students should be taught by academic staff who have fair compensation  
and full and equal access to facilities and professional development.

**Support Fair Employment Week.**

**FAIR EMPLOYMENT WEEK**

**OCTOBER 25 to 29, 2010**



FYI

## Why is QUFA Using the terms “Regular Academic Faculty” and “Contract Academic Faculty”?

By Leslie Jermyn  
Chair, CUPE 3902 (University of Toronto)



In April 2010, CUPE 3902 (University of Toronto) and Queen’s University sponsored a motion before the

Canadian Association of University Teachers (CAUT) to amend the terminology used to refer to academic staff with continuing appointments.

This followed an intervention at the President’s Forum in January that “full-time” and “part-time” were inadequate (and deeply problematic) representations of the two main employee groups on our campuses: those with continuing appointments and those with contract appointments. In fact, many Contract Academic Staff work more than full-time hours to fulfill different contracts.

At that time, the term “T<sup>3</sup>AS” (“Tenure and Tenure-Track Academic Staff”) was proposed to replace “full-time” and stand with “CAS” (“Contract

Academic Staff”) in official CAUT communications.

Unfortunately, “T<sup>3</sup>AS” leaves out non-tenured academic staff (librarians, teaching stream, etc.). The acronym “RAS” (“Regular Academic Staff”) was reluctantly adopted as the most useful alternative.

“Continuing Academic Staff” or “Continuing Appointment Academic Staff” would have been ideal, but that would have resulted in the acronyms “CAS” or “CAAS,” which would be impossible to distinguish from “CAS.”

“Regular” was chosen because it suggests the way things ought to be. Indeed, not having to reapply for one’s job every few months and being remunerated for the full slate of academic duties we all perform *is* the way it ought to be. Further, the opposite of “regular” is “irregular,” meaning contrary to rule, standard, or convention.

While contingent work is increasingly the rule, it is not a rule that CAUT supports, and so it is etymologically sound to imply that non-continuing appointments are contrary to the rule.

Finally, there is precedent in English to use “regular” in this way because there is the verb form “to regularize” an employment situation, meaning to make the job a continuing appointment.

*Leslie Jermyn can be reached at [info@cupe3902.org](mailto:info@cupe3902.org).*

FYI

## QUFA Adjuncts Not “Adjunct” Anymore!

By Cathy Christie  
President, QUFA



*The Gage Canadian Dictionary* defines “adjunct” as “something added that is less important or not necessary, but helpful.”

At Queen’s, QUFA Members teach 82.9% of all courses, with the other 17% taught by non-QUFA Members such as clinicians, teaching fellows, and post-doctoral fellows, Term Adjuncts and Continuing Adjuncts teach 16.9% and 10.2% of all courses respectively. Non-renewable and Special Appointees teach a small number of courses (1.7%), while Regular Academic Staff with tenure or tenure-track appointments teach the remaining 54.2%.

Regular academics are paid for the full range of duties, including teaching, research, and service. Adjuncts are usually only paid for their teaching. Adjuncts are necessary and important because they maintain the quality of the learning environment at Queen’s.

*Cathy Christie can be reached at [christie@queensu.ca](mailto:christie@queensu.ca).*

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**QUFA Voices** publishes QUFA-related news and information for QUFA Members and provides QUFA Members with a forum to express their QUFA-related ideas and opinions. We want to hear from you! Please send your QUFA-related story ideas, news items, opinion pieces, letters to the editor, photographs, and other submissions to the editor at [mayr@queensu.ca](mailto:mayr@queensu.ca).

**QUFA Voices** is edited by Robert G. May (English). He can be reached at [mayr@queensu.ca](mailto:mayr@queensu.ca).

WORTH REPEATING

# Contract Academic Faculty: Two Views

By Anton Colijn  
Former President, Faculty Association of the University of Calgary

and Clifford Gaentz  
Professor Emeritus, Institute for Advanced Study, Princeton University, New Jersey

allow those doing the bulk of the teaching to be frozen out of the research enterprise?) It is about whether we believe in academic freedom. (How can you feel free to speak the truth in the classroom, when it means you may not have a job in a few months' time?) And, of course, it is about whether we believe in fairness and treating each other with dignity

Anton Colijn

Source: [www.caut.ca/uploads/2004\\_newsletter.pdf](http://www.caut.ca/uploads/2004_newsletter.pdf)

There is little doubt that institutions are demanding increasingly high standards for academics seeking tenure, and there is growing political pressure for regular reviews of those with tenure. At the same time, little concern is shown for professional evaluation, recognition, and support of the growing plurality of those off the tenure track.

Those off the tenure track are also denied the opportunity and support to undertake research—an integral part of academic work. The dissolution of the link between university teaching and research threatens the foundation of what we do.

Clifford Gaentz

Source: *CAUT publication, Stronger Together: The Pro Rata Model* ([www.caut.ca/uploads/stongertogether\\_oneassociation.pdf](http://www.caut.ca/uploads/stongertogether_oneassociation.pdf))



The plight of contract academic staff is not just about getting reasonable salary and appropriate benefits for this group of colleagues. This fight is about the future of the Academy. It is about whether we truly believe there is a connection between research and teaching at universities. (How true is the rhetoric if we are going to

## Spread the Word

QUFA encourages you to print out and post *QUFA Voices* in a visible place in your Department or unit.

Thank you!



Did you know that Contract Academic Staff are often NOT paid for their research?

Fair Employment Week October 25-29, 2010

Visit <http://www.qufa.ca> for more information



Can you tell the difference between Contract Academic Staff and Regular Academic Staff in the classroom?

Fair Employment Week October 25-29, 2010

Visit <http://www.qufa.ca> for more information

