

The following goals are presented for discussion. An electronic vote of the Membership will be conducted immediately following the Annual General Meeting.

Academic Responsibilities of Members

1. To strengthen Members' rights to engage in professional external Service activities as defined in clause 7 of Academic Responsibilities of Members and obtain appropriate credit for those activities.

Alternative Workload (Faculty Coaches)

1. To include Coaching in the Teaching section of Academic Responsibilities of Members.
2. To provide a term free of Teaching (and Coaching) every three years.
3. To ensure that Coaching remains the work of the Bargaining Unit, continuing a longstanding and important tradition of experiential learning.

Annual Performance Evaluation (APE)

1. Make clear that APE committees are to use only the procedures and criteria that have been established in the unit through the provisions of the APE article when assessing Members' performance.
2. Make the APE and Sabbatical Leave articles consistent in their statement of the required performance of a Member applying for sabbatical.
3. Make the APE and Sabbatical Leave articles consistent in their characterization of the workload of a Member on sabbatical.
4. Provide that Members who have not served for three complete academic years shall receive salary points that are the greater of (a) salary points based on their performance in their period of service at UWO, and (b) a weighted average of salary points based on their period of service at UWO and 2.4 salary points per year for the missing years of service.
5. Provide that all members of an APE Committee are responsible for reporting any violation of the APE rules and procedures to the Dean.
6. Require the Employer to provide the same statistical information as currently indicated, but broken down separately into scores for Teaching, Research and Service.
7. Clarify the deadline for filing a grievance on violations of the provisions of the APE article.
8. To improve the timing of the APE process.

Appointments

1. To develop a consistent and transparent approach to evaluating the qualifications used to determine rank for Members on Limited-Term Appointments. In particular, to consider what equivalencies and professional experience would be considered qualification for appointment to the rank of Assistant Professor. The current ranks of all Members on Limited-Term Appointments should be reevaluated using this new approach.

Basic Scientists in Clinical Departments

1. To create a mentoring committee for each Basic Scientist in a Clinical Department with representatives from each of the Home Clinical and Basic Departments, to provide coherent support in career development planning, including development in all areas of Academic Responsibilities to support the Promotion and Tenure Process.
2. To clarify in the Letter of Appointment Departmental responsibility for Base Salary.
3. To clarify in the Annual Teaching and Service Workload letter from the Basic Science Chair that any assignment of Research, Teaching, and Service has been agreed to by both the Home Clinical Chair and the Basic Science Chair.

4. To clarify that additional service responsibilities not covered in the Workload letter are agreed to by both Chairs who must be informed of and agree with all administrative stipends that come to the Member.
5. To ensure that stipends associated with administrative service are consistent with those provided to non-Basic Scientist Members.

Compensation

The principles embodied in these goals are that (i) our salaries should be in line with those at appropriate comparator universities, (ii) salary increases should be equitable, (iii) salary increases should appropriately recognize performance, and (iv) salary structure and changes should be transparent.

Full-Time Members

1. To ensure that all Full-time Members are hired at equitable starting salaries comparable to those paid to similarly situated faculty at other research intensive universities in Ontario and Canada.
2. To bring the salaries of all Full-time Members at Western to a level comparable to and competitive with salaries paid to similarly situated faculty at other research intensive universities in Ontario and Canada.
3. To maintain comparable and competitive salaries, once they are achieved, by ensuring that the contract provides for both scale increases and career progress increments similar to those at comparator universities.
4. To redress salary anomalies for all Full-Time Members annually, on a systemic basis.
5. To ensure that all Members are treated fairly and equitably by ensuring that all increases in salary and other forms of compensation are structured by the Collective Agreement.
6. To ensure that all Full-time Members receive fair, meaningful and appropriate salary increases during the terms of their appointments.
7. To increase sabbatical pay substantially, to bring it into line with comparator universities.
8. To ensure that faculty start-up grants are at a level that allows new probationary Members to launch their research careers here at Western with resources similar to those available at comparable universities.
9. To ensure that Chairs and Directors are more adequately rewarded for their service to the university.

Part-Time Members

10. To ensure that Part-time faculty are paid fairly and equitably relative to Full-time faculty, by tying the floor stipend for a full course taught by a Part-time Member appropriately to the floor salary of an Assistant Professor.
11. To ensure that Part-time faculty are paid salaries comparable to and competitive with salaries paid to similarly situated faculty at comparator universities in Ontario and at Western's affiliated colleges.
12. To ensure that Part-time instructors receive salary increments that provide due and appropriate recognition for their teaching experience and other value-enhancing accomplishments.
13. To ensure that Part-time Members in special circumstances or with special duties – for example those teaching in Music or in Additional Qualifications courses in Education – are compensated fairly and appropriately.
14. To base Part-Time salary increases on actual salaries rather than minimum compensation in those cases where current salaries exceed the floors.
15. To increase transparency in the monthly statement of earnings received by Members, by requiring the employer to indicate the components of salary by contract.

General

16. To establish effective mechanisms to identify and remove the causes of any systemic pay inequity, especially for the four groups designated in the Employment Equity Act.
17. To make all retirement incentives and phased retirement accessible to all Members, both Part Time and Full Time.
18. To provide immediate retirement incentives separate from phased retirement incentives, with a minimum incentive payment equal to one year's salary.
19. To enhance phased retirement and make it more accessible to more Members. (Explanation: It should be available over a span of 1, 2, or 3 years. It should be available to Members past their normal retirement date and it should be revocable.)
20. To ensure Members have full access to any new retirement incentives provided during the period of the CA, irrespective of whether they already have a phased retirement agreement in place.

Discipline

1. To specify and narrow the kinds of actions that can trigger Discipline.
2. To specify that Members who become the focus of a Disciplinary Investigation shall be provided with detailed particulars of the allegation that triggered the investigation.
3. To explicitly separate processes under **Discipline** from those of **Discrimination & Harassment** and those of **Conflict of Interest and Conflict of Commitment**.
4. To specify conditions under which records of Discipline are removed from a Member's Official File.
5. To ensure the Employer conducts a *prima facie* investigation before initiating a disciplinary investigation.
6. To ensure that the investigation is limited to the specifics of the allegation delineated above.
7. To ensure the Employer has clear boundaries in which to conduct the investigation.
8. To ensure the Employer completes the investigation in a timely fashion.

Discrimination and Harassment

1. To restrict the Employer's ability to retain material associated with a Member in the absence of a formal complaint.
2. To clarify the ideas in D&H 12.1.b.
3. To clarify the roles and responsibilities of the Parties with regard to reporting on, communicating about, and devising remedies for breaches of the provisions of the Discrimination & Harassment Article.
4. To explicitly identify the points at which **Discipline** processes intersect with **Discrimination and Harassment**.
5. To limit the remedies that can be sought by the complainant.
6. To clarify the status of "a pattern of Harassment" with respect to the imposition of progressive discipline.
7. To clarify what is meant by "complaint" in clause 15.

Goals of the proposed Distance Education article (new Article)

(references in parentheses refer to clauses in the extant Letter of Understanding)

1. To create a new Article on Distance Studies incorporating provisions of the existing Letter of Understanding, except as noted in the goals below.

2. To discourage disaggregation of the various activities involved in the creation, maintenance, and presentation of Distance Courses in order to preserve the integrity of the teaching process.
3. To require that all Course Authoring contracts be advertised in the same manner as other Limited-Duties Appointments [s.7]
4. To require that Letters of Appointment for Distance Courses set out maximum and minimum enrollment limits, consistent with a Unit's Workload Document [s. 9]
5. To require the Registrar's Office to deliver Distance Studies exams to exam rooms, just as they do with non-distance exams. [s. 13]
6. To make departments responsible for assigning markers and/or proctors for special exams scheduled after the regular exam period. [s. 13]
7. To limit the Employer's right to modify course materials or use them for unanticipated purposes without the author's consent, consistent with the author's retention of moral rights. [s. 21, 22.1]
- 7.1 Where a proposed unanticipated use of course materials, as per goal no. 8, is likely to generate extra income or result in savings for the Employer, to ensure that the author is adequately compensated
8. To give course authors the option of not having their names on courses that they created but do not teach [s. 21.1]
9. To require the employer to provide technical resources and assistance necessary for copying/acquiring course materials, converting them to electronic format, and/or installing them on course management software, or in lieu of this reimburse the author for development costs [s. 21.2, .3]
10. To eliminate restrictions on a course author's right to use course materials that they have created [s. 22.2]
11. To provide license renewal fees for course authors [s. 23.2]

Duration of Agreement

1. To seek a one-year agreement.

Employment Equity

1. To ensure that the Employment Equity Article and provisions be applied consistently in assessments carried out by the Employer for purposes of recruitment, selection, hiring, retention, promotion, awarding of tenure, approval of leaves, salary increases, and calculation of entitlements.

Implications of Technology

1. To ensure that in the event that the Employer expects a member to use a particular software package or interface, the Employer shall supply without charge the appropriate hardware and software for the member to perform these duties at no additional cost.

Goals of the proposed Intellectual Property article (New PATENTS Article)

1. To rename the "IP" article the "Patent" article to reflect the proper terminology and to separate out the clauses which deal with copyright in computer software into a separate article for clarity.
2. To segregate the intricate rules regarding the definition and allocation of income and expenses in order to generally simplify the article.
3. To incorporate the principles that membership control over the ownership and direction of their work is an integral part of academic freedom and that this will not be abridged.
4. To incorporate the principles that the employer will not interfere with a member's freedom to publish the results of research and that members shall have an absolute right to publicly disclose information about risks to research participants or the general public or threats to the public interest that become known in the course of their research.

5. To incorporate the principles that seeking patents is not a basic purpose of university research, and that the member is under no obligation to seek patent protection for the results of their work.
6. To insure that the Association is a party to any negotiations between the member and the employer with respect to any transfer of rights from the member to the employer, including the procedures that are set forth in clauses through 6 through 11 and the Contract Arrangement provisions of clause 13 of the existing article.
7. With respect to clause 18 of the existing article (regarding specially assigned Teaching or Service duties), reverse the presumption so that the member retains ownership unless alternative arrangements have been agreed to in writing.

Leave of Absence

1. To extend the Probationary period for Leaves longer than six months.

Management Responsibilities

1. To ensure that Deans, when selecting Designates, shall determine that no conflict of interest is present.

Official File

1. To ensure that no anonymous written student comments on evaluations be kept in the Official File unless specifically requested by the Member.
2. To clarify the location of the Official File of Part-Time Members who are employed in more than one Faculty.

Privacy

1. To bring the article up to date with technological changes.
2. To bring the article into accord with recent changes in legislation.
3. To ensure that video monitoring on campus follows the *Guidelines for using Video Surveillance Cameras in Schools* by Ann Cavoukian, Ontario Information and Privacy Commissioner, December 2003.

Promotion and Tenure

1. To limit the Provost's ability to reject a positive recommendation of the Unit's P&T Committee.
2. Clause 3 and 4.1. With respect to the phrase "...*sufficiently strong record...*", to protect the standard from bracket creep by tying its meaning to the understood norms of the unit.
3. Clause 3.1.1. To cross-reference "... *student evaluations of Teaching*" to eventual agreed-upon language regarding instruments for the evaluation of teaching, and to clarify the meaning and usefulness of such evaluations (that they do not constitute measures of teaching effectiveness and should therefore not be used as a primary indicator of performance in Teaching).
4. Clause 3.1.2. To add peer-reviewed electronic journals to clause 3.1.2 and cross-reference to the Articles *Annual Performance Evaluation* and *Academic Responsibilities*.
5. Clause 3.1.3. To ensure that other forms of Service are included, as specified in the Article *Academic Responsibilities*.
6. Clause 4.1. With respect to the phrases "...*sufficiently strong record...*" and "...*satisfactory...*", to protect against their discretionary interpretation by cross-reference to the terminology in the Articles *Annual Performance Evaluation* and *Sabbatical Leave*.
7. Clause 5. To standardize terminology with respect to "*annual review*", "*annual interview*" and "*annual report*"; to ensure consistency in the content and import of such annual reports, making reference to unit-approved APE criteria.
8. Clause 6.5.b. To provide a definition of Teaching Dossier that is sufficiently flexible to suit Members' needs.

9. Clause 6.5.c. To stipulate that the document soliciting letters shall instruct authors of such letters to address only the candidate's performance of duties as defined in clause 3 of this Article and as elaborated in the Article *Academic Responsibilities*.
10. Clause 6.5.d. To provide that deans shall provide a description of the qualifications of any additional referees that they might suggest, paralleling clause 6.5.d.iii; to renumber sections accordingly.
11. Clause 6.5.d.v. To specify that referees be provided with the criteria for P&T as set out in this Article.
12. Clause 7.d, 7.e, 8.c & 9.d (perhaps better in 14?). To clarify the role and special responsibilities of external members.
13. Clause 10. To direct nominating committees to consider representation from a general equity perspective.
14. Clause 14. To include discussion of confidentiality and equity when the Committee is convened.
15. Clause 14.1. To broaden the language to include all provisions of the Article *Conflict of Interest & Conflict of Commitment*.
16. Clause 16. To render the clause consistent with all changes made to clauses 3, 4.1, 5 and 14.
17. Clause 16.1. To ensure that requests for additional information be explicit and exhaustive statements, related directly to Clauses 3 and 4.
18. Clause 17 & 17.1. To ensure that the reasons given for the recommendations relate directly to Clauses 3 and 4, and that file be sent directly to Provost.
19. Clause 18.1, 18.2 & 18.3. To stipulate that the Provost's stated concerns and reasons shall relate demonstrably to Clauses 3 and 4.

Recognition

1. To amalgamate UWOFA and UWOFA-LA Bargaining Units.

Retirement and Resignation (Housekeeping)

1. To bring Article in line with the Income Tax Act.

Sabbatical Leave

1. To ensure eligibility for Sabbatical Leaves for Members on Limited-Term Appointments which include Research responsibilities.

Goals of the proposed Student Teaching Evaluations article (New Article)

1. To create a new Article.
2. To ensure that the interpretation and weighting of student teaching evaluations will take into account all factors that may create extra difficulties for the instructor, affect student attitudes, or distort the results, including: the size, nature, format, and level of the course; the possibility of systemic discrimination; whether the course is elective or required; whether it is new or new to the instructor; and the percentage of students who participated in the survey.
3. To ensure that no member shall be disciplined, penalized, terminated or refused tenure exclusively or substantially on the basis of student teaching evaluations.
4. To ensure that no decision not to renew a Member's appointment shall be based exclusively or substantially on one year's evaluations.
5. To provide Members who feel that their scores from student teaching evaluations do not adequately represent their performance, and whose Unit does not employ any alternative methods of evaluation, with the right to request a peer review by a mutually agreed-upon colleague.

6. To take measures, in conjunction with the Employer, to identify and remedy biases in the Student Evaluation Process.

Workload

1. To ensure that Graduate supervisory duties shall be considered a component of Teaching in Unit Workload documents and shall be credited accordingly.
2. To specify in the Annual Teaching and Service Workload letter for any Member with a Joint Appointment from the Home Unit Chair that any assignment of Teaching and Service has been agreed to by both Chairs/Directors.
3. To curtail Workload "Creep" in such areas as: larger classes; increasing graduate enrolments; increasing student-faculty ratios; number of hours in class and technological demands.
4. To ensure "shall" is used consistently in clauses 5 and 5.2. (housekeeping)
5. To make flexible the definition of the Academic Year in the assignment of Teaching and Service. Clause 5.2.1. (eg FIMS and May 1- April 30)
6. To indicate the type of Appointment in the annual Decanal Report in clause 10.
7. To ensure that any proposal from the Dean that would result in increased unit workload shall be accompanied by a statement specifying a corresponding increase in resources.
8. To ensure that the Dean shall not arbitrarily change or reject the Workload document duly approved by the Members of the Unit.
9. To have Workload and APE documents complement each other.
10. To have Workload document explicitly dated.