Highlights 2019-2022 Collective Agreement with SFUFA

November 2020
Ratification

December 8, 2020 - SFU’s Board of Governors ratified the tentative collective agreement

December 21, 2020 – SFUFA members ratified the tentative collective agreement
Collective Agreement Changes
Article 42

1. Three-year term: July 1, 2019 to June 30, 2022.

2. General Wage Increases as follows:
   - 2% on July 1, 2020
   - 2% on January 1, 2021
   - 2% on July 1, 2021.

3. Wage increases will be implemented in two parts
   - New salary scales calculated and posted on Faculty Relations website and wage increases applied on a go forward basis
   - Retroactive payments will be calculated and distributed to members as soon as possible, likely 6-8 weeks
Article 23

• The amendments decrease the length of time required to post job advertisement from 60 days to 33 days.
• The changes also strengthen the commitment to EDI in the hiring process.
• Mandatory EDI training for search committee members developed and delivered by Faculty Relations.
• Faculties may develop supplementary training material independently so long as it is consistent with the University material.
• Search committees to provide a rationale for any short list of potential candidates that does not include members of designated groups to the Dean for approval. Rationale should be included in the appointment package.
• The start date of new continuing appointments will normally be 6 weeks prior to the beginning of the semester.
• The new language for appointments clarifies that joint appointments must exist between academic units and not a unit and a program.
Article 27

Changes confirm Chairs’ authority to manage workload:

• Normal trimester workload for research faculty is two semesters of teaching and one semester dedicated to research in which no teaching duties are assigned.

• Chairs may inform faculty whether they are on teaching or research in the forthcoming semester(s) and the particular courses that they have been assigned based on principles of general equity and the overall needs of the departmental teaching program.

• A faculty member’s contributions will be reviewed in each biennial review cycle. Where teaching or research semesters are owed, the Chair will ensure that a plan is in place to restore balance over the subsequent cycle and redress what may be owing prior to the start of any study leave or resignation or retirement. Where the plan will take more than one biennial review cycle to complete, approval of the Dean is required.
Article 28

The criteria for assessing teaching will be established by the Department and approved by the Dean and may include:

- contributions related to the unit's teaching program; professional development supporting growth as a teacher;
- quality of syllabi, examinations, and other course materials;
- mentoring and/or departmental leadership in teaching and learning;
- participation in panels or presentations related to teaching and learning;
- demonstration of innovation, including research-enriched or community engaged teaching;
- teaching awards and grants;
- other criteria appropriate to the discipline and context as established by the Academic unit.
Article 28

Department must establish methods for assessment of teaching which may include:

• Review by colleagues through classroom observation and examination of teaching materials;

• Self-reflection and teaching philosophy, as described in the teaching Dossier;

• The caliber of student work (e.g. projects, theses, and dissertations);

• Student experience surveys*
Article 28

• *Student experience surveys cannot be used to evaluate teaching effectiveness may only be used in the manner described in Article 28. Specifically:

• Aggregate statistical results of these surveys will be made available to TPCs, Chairs, and Deans, to be considered on the basis of a frequency distribution and not solely an average or mean.

• Student comments will be available only to the faculty member, Department Chairs, and Deans. Student comments will not be available to TPCs and will not be used in summative teaching evaluation.
Article 28

- Engagement with the student experience will be documented in the teaching dossier.
- Student comments may be included at the Faculty member's discretion; should the faculty member choose to include student comments, all comments from the relevant course must be provided.
- Where a unit considers student experience survey data, it must demonstrate that steps have been taken to consider factors impacting the validity of the data.
Article 29

• The TPC will consist of the Chair plus six (6) continuing faculty members. Where appropriate the Dean may request that one of the six members be a tenure track faculty member from outside the Department. The member will be recommended by the Chair and ratified by the Department.

• The Dean will provide membership guidelines to improve representation and equitable participation.

• The deadlines for the TPC have been moved up by two weeks. The new deadlines for the RTP process are posted on Faculty Relations website.

• TPC members must complete EDI training.

• The new language also introduces a quorum for decision making.
Article 30

• Greater emphasis on mentoring and oversight for pre-tenure faculty. There is a mandatory meeting between Chair and candidates for tenure one year prior to the tenure application.

• Chair may recommend to the Dean that an application for tenure be delayed to support the member’s opportunity to succeed.

• RTP timelines have been adjusted to be consistent with the other time line changes
Article 31

- Timelines have been adjusted by two weeks.

- The new language provides a formal incentive to create longer lists of suitable referees to address anticipated challenges in securing enough referees.
Article 33

- Agreement between SFU and SFUFA modifying the Biennial Salary Review process is in effect for next 2 cycles.

- New range for merit steps from 0.0 steps to 2.5 steps.

- New language creates consistency between the criteria for biennial review and the criteria applied by the TPC for renewal, tenure and promotion.
Article 35

• The length of the probationary period increased from 12 months to 24 months.

• New language establishes the minimum requirements for the appointment of limited term lecturers. These appointments must “normally be at least 50% of full-time. In exceptional circumstances where an appointment is made below 50%, the Association will be informed and a rationale for the exceptional appointment provided.”

• The timelines for the promotion of teaching faculty now align with the promotional timelines applicable to research faculty.
Article 35

• Promotions to University Lecturer must have letters of reference from internal or external referees of high academic stature at “arm’s length” from the member, at least two of which must be external to the university. Normally “arm’s length” will be University Lecturers in a Faculty different from the member.

• Faculty members may be appointed at either the Senior or University Lecturer level.

• Teaching faculty who are assigned to teach all 3 semesters in the same year may request an assignment to teach intersession or in a similarly-compressed manner in at least one semester, and the full vacation allotment will be taken in this semester.
Article 36

- Confirming principal responsibilities of librarians are in-line with the strategic priorities of the university and to reflect the context of an ever-changing library.

- Research **may** be part of the workload for librarians and archivists. Both research and professional development must meet needs of University.

- Mandatory EDI training for search committee members.
Article 36

- Librarians who engage in research will establish and be evaluated on research goals as part of the annual review process. A proportion of worktime will be allocated to research activities and will depend on the responsibilities of the unit and must not affect the performance of assigned duties.

- Clarification of referee requirements for promotion to Librarian or Archivist 3 or 4. The names of at least four referees from both the candidate and the Promotions Committee will be required. There must be a minimum of four referee reports received before the case can be considered. At least two of the reports must be from referees who appear on the faculty member's list. At least two of the reports should normally be from referees from a department different from the Member’s department (SFU Library or University Archives). For promotion to Librarian or Archivist 4, at least one report should normally be from a referee external to the University.

- For promotion to Librarian or Archivist 2, a written assessment of the candidate’s performance from their immediate supervisor will be required.
Article 37

- New category of “Practitioner faculty” which replaces “Professional Practitioner” and “Clinical Practitioner”. The new category is less restrictive and practitioner faculty appointments may be associated with an external agency, independent practitioners, or solely associated with the University.

- Practitioner faculty may be hired as a continuing appointment. Continuing appointments will be subject to a probationary period. Practitioner faculty in continuing appointments will be entitled to Study Leave per Article 46. Practitioner faculty in limited term appointments will not be entitled to study leave.

- Both continuing and limited term appointments of Practitioner Faculty will normally be at 50% or greater. Where the individual maintains a substantial professional practice or does not have significant University responsibilities, the appointment may be lower.
Article 37

• For limited term appointments, the first appointment may be up to five years. The renewal must be a minimum of two year and may be up to 5 years in length. Renewals in excess of 5 years must have the approval of the association. If the limited term appointment was less than 5 years or had external funding of more than 50%, approval is not required.

• Departments must review practitioner faculty who have been employed in term position of at least 50% for 4 years, prior to the end of the 4th year, to determine whether there is a continuing need for the position. If a continuing need is identified, a position will be created (subject to budgetary approval).

• If a continuing need is not identified, or if budgetary approval for a continuing position is denied, the Department may not appoint any new Practitioner Faculty with the same substantive specialty for a period of two years.
Article 42

- GWI

- The market differential of a Member will continue to be incorporated into regular salary upon promotion to a terminal rank (Professor, University Lecturer, Librarian 4 or Division Head) but in cases where the incorporated salary exceeds the breakpoint of the scale for the new rank, the amount in excess of the breakpoint, i.e., “salary differential” will now be eligible for across-the-board increases.

- Spending on both market differentials and retention awards will be averaged over the term of the agreement.

- The Letter of Agreement describing the transition to a defined benefit pension plan for SFU faculty members is incorporated by reference.
Article 43

- Provisions relating to the payment of MSP premiums were deleted to align with the provincial government’s changes to MSP.

- The Letter of Agreement describing the transition to the College Pension Plan is incorporated by reference.


Article 44

- Language from a mid-term agreement with SFUFA has been incorporated into the sick leave article confirming that regular research, service, student supervision or instructional duties will be maintained during the time they are at work if the sick leave begins or ends part way through a semester. Instructional duties assigned may differ from typical course assignment.

- Chairs will provide Deans with details on the workload plan for partial semesters for approval.
Article 46

• Clarification for unused years of service - they may be carried forward, but the total number of years banked at the beginning of the Study Leave may not exceed:
  o 2 years (in the case of Options A, B, C, or D) or
  o 5 years in the case of Option E.

• A copy of the report of the faculty member’s activities and achievements during the period of leave prepared for the biennial salary review must now be included in the member’s next application for study leave.
Article 47

- The parental leave provisions were updated to align with the parental leave provisions of the Employment Standards Act.

- Faculty members are entitled to 35 weeks of paid parental leave and additional unpaid leave. The formula for calculating the top up was not changed.
Pension Agreement
Key Terms: Pension

- SFU must submit an application to join the College Pension Plan.
- SFU is following directions from the Pension Corporation regarding the application process and compiling the information requested by the Pension Corporation.
- SFU will provide updates as the application process moves forward.
- Details about the payments to transition from the Academic Pension Plan to the College Plan are set out in a Letter of Agreement.
QUESTIONS?