



Annual Report to VIUFA

Non-Regular Faculty Committee

April 2nd, 2018

Non-Regular Representative

This is the second time I have filled the position of NRF representative to VIUFA. Previously I served 2 years and this is the end of my 1st year in my current position. I have included my profile on the Precarious Professors of BC site within the FPSE website to highlight the precarious nature of Non-Regular Faculty.

Issues Identified regarding Non-Regular Faculty

Currently non-regular members account for 38% of VIU faculty, an increase from 34.5 % since 2015. Non-regulars: 285 members; Regular: 750 members.

We are finding that different departments and faculties across the university are interpreting the CA clauses regarding regularization and right of first refusal differently. Some non-regulars are finding they are being passed up for work that should be offered to them. We have had some successful regularizations this year; however, there are ongoing questions about regularization processes. One of the issues that we are running up against is VIU's push for PhDs; another is the evaluation process that sessionals face. We have had sessional faculty receiving one poor evaluation in a course that is not their area of expertise but they have taken on such courses to help out the department. We have other sessional faculty who have been evaluated for the same course for many years with no end in sight to ongoing evaluation if the member wants to be ready for regularization.

VIUFA is currently doing some mid-contract bargaining related to Limited Term Contracts and establishing proper process to address concerns raised when some non-regulars have applied for Limited Term contracts only to be deemed "unqualified".

Some NRF members are being interviewed for a short documentary film being produced by Gerry Potter, a former longtime university teacher in Edmonton who is an advocate for precarious contract faculty. He has some good coverage of the big Ontario college strike of fall 2017 and of a campaign for sessional rights at MacEwan University in Edmonton, where he most recently taught. He is interviewing here and in one other BC university because some fundamental elements, such as seniority and regularization with FPSE, appear to create better working conditions than many universities and colleges elsewhere have.

Respectfully submitted,

Pat Meyer

NRFC Representative –