



Report to VIUFA Annual General Meeting April 2019

Non Regular Faculty Representative

As the VIUFA NRF representative I have attended 2 FPSE NRF meetings on your behalf and am the NRF representative to the FPSE DMRC. This is my last year in the position and I have thoroughly enjoyed representing the non-regular faculty here at VIU.

As of March 2019, VIU has 142 sessional faculty, 30 temporary full-time faculty and 24 temporary part-time faculty accounting for 29.6% of VIUFA members. This is a decrease of 5% from last year. There have been gains in regular positions in some decanal areas while others remain in a status quo situation without significant increase. Limited term contracts continue in some decanal areas.

An increase of non-regular faculty is a trend across British Columbia and the rest of Canada. Points to ponder across BC include:

1. Non-regulars are paid less than regular faculty for the same work.
2. There is a lack of job security, and limited access to benefits.
3. Many non-regular faculty hold down multiple jobs to make ends meet.
4. Although VIU has 29.6% non-regular faculty, at some institutions in BC over 50% of teaching is done by non-regular faculty.
5. Annual income varies, with only 25% of BC non-regulars making more than \$50,000/year.
6. 85% are between ages 30 and 60 (in their prime earning years). Thus, there is a negative impact on pensionable service.
7. 89% are concerned about the precarious nature of their work.

At VIU, non-regular faculty are paid \$6323.08 per course. The employer uses the VIUFA contract to limit the number of courses offered to avoid regularization. Thus, there is an erosion in number of permanent, full-time post-secondary jobs, which has an impact on all faculty.

FPSE continues to support the cause of non-regular faculty by:

1. Lobbying government at all levels
2. Publicity campaigns: Precarious Professors
3. Coordination of bargaining
4. Supporting locals.

Respectfully submitted,

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