ON THE PICKET LINES

REALITY CHECK
ACADEMIC EXCELLENCE

2017 CONVERSION POOL
Members Years of Service

<table>
<thead>
<tr>
<th>Service</th>
<th>Members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>40 yrs+</td>
<td>5</td>
<td>2.2%</td>
</tr>
<tr>
<td>30-39</td>
<td>25</td>
<td>11.4%</td>
</tr>
<tr>
<td>20-29</td>
<td>49</td>
<td>22.3%</td>
</tr>
<tr>
<td>10-19</td>
<td>132</td>
<td>60.0%</td>
</tr>
<tr>
<td>5-10</td>
<td>9</td>
<td>4.1%</td>
</tr>
<tr>
<td>Total</td>
<td>220</td>
<td>100%</td>
</tr>
</tbody>
</table>

UNSPIN THE ADMIN
Straightening out the spin from York U admin

YUFA is concerned: “YUFA expresses deep concern regarding the approach of senior administration and the Board of Governance to university governance matters in the context of the current labour dispute.” Passed on Tuesday, April 17, 2018, YUFA AGM.

3903 Members Should Not Submit Grades: While students are entitled to receive “assessed grades,” they are not entitled to receive them immediately. CUPE 3903 members are under no obligation to assign any grades during the strike.

INDUSTRIAL INQUIRY REPORT
YORKU IS STALLING MEDIATION

The CUPE 3903 bargaining team met twice with the Commissioner appointed by the Ministry of Labour, Bill Kaplan: Sunday April 15 and Tuesday April 17.

At this point in the process, the Commissioner is trying to mediate between the parties. While he has been able to help us get lactation accommodations and a very modest increase ($25.00 per course) to the Professional Expense Reimbursement (PER), York continues to refuse to talk about job security for contract faculty, funding for teaching assistants, or graduate assistant jobs.

While on Sunday, the CUPE 3903 bargaining team made significant efforts to move on the Unit 2 job security proposals (see table), York’s reaction has been to reject these outright. They have also indicated that they refuse to discuss any other issues while these remain on the table.

It is not time for despair! We are meeting with the Commissioner again on Friday April 20 to continue attempting mediation. The CUPE bargaining team has demonstrated flexibility and willingness to bargain.

Should mediation fail during the first week, the Commissioner will meet with the parties again to take submissions during the second week of the industrial inquiry. The Commissioner would then prepare his report during the third week, to be submitted to the Ministry of Labour.

Detailed report Day 2: https://tinyurl.com/IndustrialInquiry2
For the latest news: https://3903.cupe.ca/news/

OPEN SEARCHES
THE TREE THAT HIDES THE FOREST?

York U President Rhonda Lenton is repeating like a broken record that open searches of tenure-streamed faculty will ensure academic excellence. Except that a 2018 report simply recommends the total opposite.

Indeed, the Ontario Confederation of University Faculty Associations (OCUFA) urges the creation of “pathways” to full-time secure positions for contract faculty at Ontario universities,

30 YEARS OF CONVERSIONS
2018 marks the 30th anniversary of Unit 2’s Affirmative Action Program, commonly known as Conversion Program.

Negotiated in 1987 and inaugurated on July 1st 1988, this program was established in response to demands for greater job security raised by contract faculty and graduate students in two major strikes at York, in 1981 and 1984.

Rigorous Process. York contract faculty who are converted to either a Professorial or an Alternate Stream position must meet the bar for...
INQUIRY from Pg.1

UNIT 2 REDUCED PROPOSALS
Tabled on Sunday, April 15, 2018

- 10 conversions (down from 15) or 10% of new tenure-track hires, whichever is greater.
- 10% of Contractually Limited Appointments (CLAs) reserved for Unit 2 members
- Withdrawal of incumbency proposal
- 7 Long Service Teaching Appointments (LSTAs) per year for a (renewable) 5 year period
- 10 Special Renewable Contracts (SRCs) per year on the old model (as previously existed and is still outlined in the YUFA collective agreement)

Detailed report: https://tinyurl.com/IndustrialEnquiry1

OPEN SEARCHES from Pg.1


The breaking news is: York University already has these pathways, Mrs. York U President: the CUPE Conversion Program and the SRC Program (Special Renewable Contracts).

Tenured-track attrition. The employer’s attempt to simply gut the current conversion program could actually be the tree that hides the forest: ultimately reducing the number of tenured-track faculty.

York’s utterly inflexible position on conversions is probably more about the erosion of tenure through a simultaneous process: tenured-track attrition – precisely in a period where both student enrollments and tenure-track faculty departures linked to retirements are expected to grow; and inhibiting mechanisms to shift contractualized faculty into tenure-track positions.

Open searches flaws. In addition, open-searches have been proven to be fundamentally flawed to address equity issues.

Data repeatedly demonstrates that despite decades of equity initiatives, academic “open” searches regularly re/produce structural inequalities linked to gender, race, class, sexual identity and disability.

This is clearly evidenced by the number showing that these groups remain under-represented among tenured faculty. When appointed to tenure-track positions, they also tend to be disproportionately concentrated in lower ranks of the profession, are often paid less than their peers, and are only marginally included in programs such as Canada Research Chairs.

Hiding behind academic excellence? What this suggests is that academic appointment processes are not, in all instances, as impartial, objective, or unbiased as the term “open” suggests. Instead, all too frequently hiring practices replicate particular forms of power and privilege, with attendant knowledge production and pedagogic practices, styling this as a demonstration of academic “excellence.”

Full discussion paper available on YorkU Talk at: https://tinyurl.com/YUTOOpenSearches

30 YEARS from Pg.1

Tenure and Promotion (as set out by Senate, Hiring Unit, and YUFA documents) like all other regular hires.

Conversion candidates are required to assemble an application file that is reviewed and ranked by the relevant hiring units and Faculty Deans, and then submitted to the Vice-President Academic and Provost for appraisal and selection.

As York’s administration considers conversions to be “strategic” appointments, the university’s hiring priorities, the quality of the candidate, and the “fit between the two” are supposed to guide the VP Academic’s decision-making in selecting who should be converted.

Framed as shifting “part-time” faculty into “full-time” status, the reality back in 1987 (as it is now) was that much of the work in Unit 2 was neither part-time nor temporary.

Many contract faculty had taught for decades at a level minimally equivalent to (but more often significantly higher than) the teaching workloads of “full-time” tenured faculty. They also did so over 12 months of the year through back-to-back four- and eight-month contracts.

Affirmative Action Program. According to the preamble to Article 23: “In recognition of the substantial contribution to the University community made by long-term employees, and of the obstacles that have faced these employees in their attempts to find academic employment, the parties have agreed to establish an Affirmative Action Program... The parties agree that this Program is an ongoing commitment.”

Based on discussion paper available at: https://yutalk.org/tag/conversions/