

**REALITY CHECK  
 ACADEMIC EXCELLENCE**

**2017 CONVERSION POOL**  
 Members Years of Service

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

**30 YEARS OF CONVERSIONS AT YORK**

1988	1989	1990	1991	1992
<b>8</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>1</b>
1993	1994	1995	1996	1997
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>2</b>
1998	1999	2000	2001	2002
<b>1</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>5</b>
2003	2004	2005	2006	2007
<b>6</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>6</b>
2008	2009	2010	2011	2012
<b>6</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>
2013	2014	2015	2016	2017
<b>3</b>	<b>2</b>	<b>8</b>	<b>8</b>	<b>8</b>

**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.

**3903 Social Media**

Website: <http://3903.cupe.ca>  
 Twitter: <http://twitter.com/cupe3903comms>  
 Facebook: <http://www.facebook.com/CUPE3903>  
 Instagram: [cupe3903](https://www.instagram.com/cupe3903)  
 YouTube: <http://tinyurl.com/3903YouTube>  
 Blog: <http://tinyurl.com/3903OnlineHQ>  
 StrikeInfo: <http://tinyurl.com/York>

**Twitter Hashtags**

#CUPE3903 #3903bargaining  
 #StrikeToWin #YorkStrike  
 #YorkUStrike #YorkUStrike2018  
 #CanLab #ReclaimYorkU

**3903 Contact Info**

Strike Hotline: 416-466-8421  
 –see *cupe website* for hotline hours  
 Media Hotline: 437-288-6165  
 Bulletin:  
[cupe3903comms@gmail.com](mailto:cupe3903comms@gmail.com)

**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/>

> cont’ on Pg.2

**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,

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**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

> cont’ on Pg.3

**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

in its January 2018 report: *Time for Renewal*: Investing in the future of Ontario's Universities.

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/YUTOpenSearches>

## 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."

To be in the AA pool, a Unit 2 member has to have taught at least 5 years within the bargaining unit, have at least one course directorship in each of the preceding four years prior to their entry into the pool, and have had a total of 12 course directorships (or equivalencies) over those four years – essentially an average corresponding to a teaching workload of 3.0 courses per year.

In the mid-2000s, a requirement was added that one of the recommendations for a conversion appointment also had to be from one or more of the designated employment equity groups (aboriginal peoples, persons with disabilities, visible minorities, women; LGBTQ was also added following the 2015 strike.) During the 2015 bargaining, the number of employment equity appointments was negotiated up to six.

Over the thirty years that the conversion program has operated at York, a total of 124 CUPE 3903 Unit 2 members have been converted to probationary tenure stream positions, 98 to the professorial stream, and 10 to the pre-2012 and 16 to the post-2012 Alternate Stream. This translates into an average of 4.1 conversions per year. Of these conversions, 55% were women and 45% men.

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