

LMC meeting notes

February 3, 2009, 9:30-11:00 AM

Present: Neil Besner, David Burley, Kristine Hansen, Lisa McGifford, Laurel Repski (chair), Laura Sokal

Regrets:

Research MOU

- The document sent out by the Research Office is a summary of applicable existing policies.
- The purpose of the document is to remind Members of their responsibilities around use of research funds and says that overspent funds will be recovered.
- Instead of having a document that Members must sign, it may be sufficient instead to direct them toward relevant policies or hand them a policy summary with references to existing policies noted.
- Suggestions were offered to strengthen clarity in the policy summary document. UWFA would like to see the final document before it is disseminated.
 - **ACTION: Neil will take the suggestions above to Sandra Kirby, AVP Research and Graduate Studies, and report back to the LMC.**

Conversion of Sessionals

- Clauses 23.22 (5) and (6), and 23.25 speak to the conversion of sessional positions.
- Neil brought word from the Deans that there have been 2 recommendations from the Faculty of Science for conversion, 0 from Education, 0 from the Faculty of Business and Economics, and several from Arts.
 - **ACTION: Neil will send this information to Kristine in writing.**
- It is not clear that DPCs understand that their task is to determine if the position should remain, and not the person holding the position. An explanatory paragraph for the Clause may be helpful.
- Departmental needs and competing priorities may mean that, even if the position is needed, the department might prefer to recommend in favour of a different position.
- Members with sessional appointments should be evaluated using the same procedure as is used for those with tenure or tenure-track appointments.
- There is a difference in timelines related to Clause 23.25 between instructors, librarians, and those with tenure-track appointments.
- The Clause is intended to address situations of on-going need, and to set a level playing field. It does not mean that conversions are automatic after 3 years.
- The Clause hopes to see situations for those in sessional positions examined in the second year (different year for other categories).
- The Employer has a managerial right to approve positions based on the budget.
- It may be useful to gather Deans and Chairs to discuss clauses around which there is a lack of clarity.

Meetings with the VP Academic

- How the meetings with the VP Academic and the meetings of the LMC relate may be unclear.
- The LMC is better informed about the contract, so it may be best for matters related to the contract to come to this group first.

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Membership list

- A workload issue in Human Resources has prevented staff from generating the list of UWFA members (Contract, Main, Collegiate).
 - **ACTION: Laurel will determine a timeline to deliver the list to UWFA.**

Respectful Workplace Policy

- Laurel's intention in distributing the Policy draft was that it be disseminated narrowly as a discussion document about which serious problems could be addressed prior to distribution as a draft to UWFA.
- Neil will chair an Academic Consultation Committee to discuss the policy. The group of 5 to 6 people will have representation from UWFA and HR, and will include a Dean and a Chair.
 - **ACTION: Neil will constitute the above group, meet with them, and bring input on the Policy back to the LMC.**

Member to Member disputes

- Laurel is awaiting from Lisa the name of an expert in the field.
- Kristine has drafted a draft proposal to deal with disputes; the document will be copied and forwarded to the members of the LMC.

Next Meeting

- It is useful to have bi-weekly meetings of 1.5 hours each. Tuesday mornings seem a good option starting at 9:30 AM.
- The LMC should meet next week, then every second week following.