

FACNC STEWARD BULLETIN

JANUARY 30, 2020



FACULTY COORDINATORS

To All Faculty,

I have been receiving complaints from a number of members about faculty coordinator positions and I believe this provides an opportunity for all faculty to review the contractual provisions which govern these bargaining unit roles. I want to outline some key provisions, below, and also ask you to review the contract language at Article 5.6 of the local collective agreement for any further clarification.

1. Each year Coordinators are chosen by the faculty in the department, groups of departments, or program area according to the designated coordinator positions determined by management. The decision-making process does not include a manager but involves only the faculty in the designated area. Once the group determines who the Coordinator will be the name is then submitted to the relevant supervisor.
2. Faculty choose their Coordinator each year by May 31. There has been no request from the employer asking the union to consider waiving this date and it remains the date by which you need to choose your coordinator.
3. Only regular and regular part-time faculty can be chosen for a Coordinator position since non-regular faculty have no assured work beyond their current contract.

4. The Coordinators have no supervisory role but instead act as a liaison/conduit for taking forward the recommendations from the faculty in their areas to the relevant supervisor (dean, associate dean, director, etc.). The Coordinators also inform the faculty in their area about any relevant management initiatives and seek feedback from the faculty. A key duty shared by the Coordinators is to consult with the faculty in drafting workloads for the next year and submitting those drafts to the appropriate supervisor. However, the right to assign work is exclusively that of management. Coordinators advocate for the needs and decisions of the faculty in their area.
5. Coordinators chair department/program area faculty meetings and there should be no management representative at a faculty meeting. Coordinators take back the recommendations made by the faculty to the relevant supervisor. Administrative meetings whether with faculty departments or for divisions [schools] are those called by a manager and attendance constitutes a "non-teaching function" for faculty pursuant to Article 10.11 of the local collective agreement.

Finally, I believe faculty should also consider two related and important principles when choosing your Coordinator. The first is collegial governance, which is a right unique to unions in the post-secondary sector. Faculty coordination is one form of collegial governance within the institution. Some other examples include: faculty selection committees for full time appointments, faculty association representatives to management selection committees, and the college and institutes legislation that designates 50% of the seats on Education Councils are for faculty representatives. The second principle is fair and equitable faculty workload distribution. This too is cited in our agreement at Article 10.19, "workload assignment", which states..."Workload assignments shall be made in consultation with the regular and probationary faculty of a department, and shall be made in a fair and equitable manner".

In solidarity,

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