UNIVERSITY OF WINDSOR
ONTARIO ♦ CANADA

Faculty Association - WUFA
Windsor University Faculty Association

Policy Grievance
SUPERCEDES

Grievor's Name:
Windsor University Faculty Association
Ext: 3365

File #: GR 0864

Address:
366 Sunset Ave.,
Windsor, Ontario

Date Grievance is first known
March 12, 2011

Type of Grievance
Policy

1. Nature of Dispute

Improper application of 'Qualifications and Appointments Criteria' for sessional appointments made in I/S 2011 in the Odette School of Business

2. Section (s) of Agreement Violated

Article 54, Article 54:06, and any other articles that may apply.

3. Facts of the Case

The Odette School of Business evaluated Sessional Instructor applicants for I/S 2011 in a method that is not in compliance with Art. 54:06(a) (see **Attachment A,** notably page 2, and **Attachment B**, an example of how the criteria was applied to the detriment of a longstanding sessional member versus a new sessional applicant at the University).

The application of Article 54:06 (a) by Odette is unfair to applicants for the following reasons:

(i) Teaching Competence
Odette joins the four categories of teaching competence into three different groupings. Their instructions for evaluating candidates' teaching competence make it possible for a candidate with a long history of teaching evaluated as "good" according to the SET system to be evaluated as "poor" and assigned minus points with the result that he or she is scored below a candidate with no teaching experience.

(ii) Academic Qualifications
Odette employs a yes/no categorization for three of the four categories of academic qualifications and omits entirely the category "related professional experience or applied research."

4. Remedy Sought

A declaration that the collective agreement has been violated.

Odette is immediately notified that they are using an incorrect application of Article 54:06(a) and told to use a correct application henceforth.

An EE/PA is assigned to assist the Odette School Sessional Appointments Committees for one full academic year of appointments and advised of the erroneous past practices.

The candidates for I/S 2011 be evaluated independently, and with an EE/PA present, using approved criteria. If unsuccessful applicants who were not hired, should have been hired, they are awarded one seniority credit and one sessional stipend for each course they would have been assigned to teach if the correct application of Article 54:06 (a) had occurred.

Progress

Step 1 n/a
Step 2 n/a
Step 3 Delivered/Mailed to: Associate VP Academic Affairs on:

Alan G Phipps

January-9-12

Signature of VP Grievance

Date

c.c. Faculty Association