

Contract Academic Hiring FAQ June 2010

1. Do Contract Academics have a collective agreement?

Yes, but it is not complete. The administration and AUNBT have agreed to implement the agreement except for those issues that were referred to binding arbitration.

2. When does it come into effect?

The partial agreement is in effect now, and the arbitral award will be applied as of May 1, 2010, though we won't know what it is until the board has concluded. Note, however, that the agreement's hiring provisions ARE in effect already.

3. When and where can I find out about teaching opportunities?

All courses for the fall and winter terms will be posted by June 15 on the HR website: <http://www.unb.ca/hr/career/jobs.php>

4. I have been told already that I would be teaching a course in the next year. Is that going to change?

Yes. The collective agreement now regulates the hiring process to make sure that qualifications, expertise, teaching competence and experience are being respected. For this reason, all contract academic positions for the fall and winter terms will be posted by June 15. Some postings are already up on the HR website (see link above).

5. If I have been promised a course, do I still have to apply?

Yes. You have five days to apply after the posting. If you have been teaching the course for a while, you might want to ask your chair (or your dean, if your unit is a non-departmentalized faculty) whether s/he is going to grant you an interim "right of first refusal" (a sort of seniority) or whether you are eligible for assessment in the fall. However, even if you have a right of first refusal, you still have to apply, but unless there is more than one person with a right of first refusal for the course, you will be assigned to teach the course.

6. I have been teaching more than 6 courses per year or more than 4 courses per fall and winter terms for the past few years. Now I am being told that I won't be able to do that. Is that true?

Yes. The collective agreement for contract academics is limited to two courses per term and six courses in the academic year. Greater teaching loads are beyond the workload that can be allocated under the contract academic agreement. If this affects you, we would like to hear from you.

7. Where can I get more information if I have further questions?

We are aware that there are some implementation issues to be sorted out and we are meeting with the administration early next week to work through those. You will receive updates once we have more information.

For any questions, please email the AUNBT at aunbt@unb.ca