

NEWS YOU CAN USE

November 2021

President's Note

Hopefully, study week provided what you needed either in terms of enjoying a less busy week or catching up. The term has gone by quickly and all of us are beginning to turn our attention to the winter term. We will be seeking clarity on extension of the various protocols in place for the new year. Alongside that, the DFA is engaged in negotiating an updated COVID-19 Letter of Understanding and we will be in touch with details as soon as it is finalized.



Student Learning Experience Questionnaire

The Senate has recently passed a [new Student Learning Experience Questionnaire \(SLEQ\)](#) (replacing the SRI). DFA has provided feedback on the new tool and, as always, we continue to voice concerns regarding the ineffectiveness of - and bias inherent in - student reviews as an instrument for teaching evaluation. **If you are up for tenure and promotion this year, and would like to discuss the SLEQ and its impact on your application, please email dfa@dal.ca.**

As you will see in the SLEQ link above: *“In response to recent feedback from various quarters expressing concern regarding the addition of the SRCC to the SLEQs, a request has been made to Senate that the SRCC questions be suspended for the 2021-22 academic year. The rationale for this is to recognize that, given the disruption caused by the COVID-19 pandemic, faculty have not really had time to adjust, or seek guidance, advice, and support for these changes. Senate will be voting on this motion at its meeting on November 22.”*

We will update our membership on this issue as appropriate.

Tenure and Review Process

We are mindful of the extra strain that our pre-tenure colleagues are experiencing due to myriad ways in which our work was disrupted during the pandemic. Since the onset of the pandemic in 2020, the Administration has circulated messages acknowledging that caregivers and women were most impacted by the pandemic, especially when public schools were closed. We were also told that reduced productivity among caregivers and women who were up for Tenure and Promotion (T&P) would be expected and taken into consideration. We have learned that this isn't the case in some Faculties and will be following up with the Administration this week to push for appropriate instructions to T&P committees.

In the meantime, do not forget that the DFA successfully negotiated a Letter of Understanding during the last round of bargaining that pertains to T&P:

“Upon request to the Dean, Members have a right to defer applying for reappointment, tenure, continuing appointment, or appointment without term for up to two (2) years. This request must stem from COVID-19 work disruption and current appointments will be extended accordingly.”

Please contact dfa@dal.ca for a consultation if you are:

- up for T&P and your productivity has been impacted due to increased family needs during the pandemic, please contact the DFA to discuss your concerns; or
- on a T&P Committee and are reviewing an applicant who may find themselves in this situation.

DFA Bargaining Update

Preparations are underway for negotiating the next Collective Agreement between DFA and Dalhousie Board of Governors. The current Collective Agreement is in effect until June 30, 2020 and notice to bargain can be served as early as April 1, 2022. DFA is confirming its bargaining team members and chief negotiator. Once the team is selected, we make an announcement and subsequently begin to discuss consultation with our Membership.

DFA Website Update

In late November, DFA will be launching our revised web presence. We will have two websites:

- The current domain, **dfa.ns.ca**, will be intended for our members, and have the same information that is there now, just reorganized and streamlined (based on traffic stats and member feedback). The Members Only section will be de-activated, and sensitive information such as Executive Committee meeting minutes and general meeting information will be housed on password protected pages. The password will be provided to any DFA Member on request. Collective bargaining updates will be sent to our Members at their non-Dalhousie emails (if your non-Dal email has changed in the past year, please notify Catherine.Wall@dal.ca so we can update our files).
- We will also introduce a small website tailored to the public. **WeAreDal.ca** will highlight DFA Members and their research, news/events of public interest, and media releases.

Watch for an email once these sites are live and ready for visitors!

Return to Campus update

We have received updated ventilation reports for classrooms and can confirm that all classrooms being used have been remediated so that they supply an adequate level of ventilation. We are now pushing for details for the winter term that we can share with our members as soon as possible. Importantly, flexibility in mode of course delivery next term will be discussed at a meeting this week and we hope to update Members very soon.

DFA Contributes \$1000 to UMFA Strike Fund

DFA Executive approved a contribution of \$1000 to the strike fund of the University of Manitoba Faculty Association (UMFA). UMFA's 1200 members went on strike November 2, 2021 after mediation with the university Administration failed to produce an agreement regarding faculty recruitment and retention. Visit [UMFA's website](#) for updates on their situation.

Biweekly Pay

Dalhousie Administration is considering moving all employees to a bi-weekly pay schedule. The DFA Executive discussed this issue at our November 15 meeting. Before we provide feedback to the Administration we will consult with our Members to get your perspective. Stay tuned.

Sincerely,

Dr. Tara Perrot
DFA President 2021-2022

For comments and feedback, please contact Catherine.Wall@dal.ca

Find us on Twitter, Facebook and Instagram @dalfacultyassoc