JOINT RECOMMENDATION OF THE NEGOTIATING TEAMS

Representing

THE ASSOCIATION OF ACADEMIC STAFF:
UNIVERSITY OF ALBERTA
(The “AASUA”)

- and -

THE GOVERNORS OF
THE UNIVERSITY OF ALBERTA
(The “Board”)

RE: DETAILED NEGOTIATIONS

WHEREAS the parties have conducted negotiations to conclude a compensation agreement for 2013-2015 for the following academic staff agreements:

- Administrative and Professional Officer (APO)
- Faculty
- Faculty Service Officer (FSO)
- Librarian
- Sessionals and Other Temporary Staff (SOTS)
- Contract Academic Staff: Teaching (CAST)
- Trust/Research Academic Staff (TRAS)

AND WHEREAS the parties have agreed to enter into more detailed negotiations prior to the term of the 2013-15 Compensation Agreement to advance the principles recognized in this document,

AND WHEREAS the Board’s agreement to the Joint Recommendations of the Negotiating Teams on the “2013-2105 Compensation Agreement” is conditional on the commitments contained in this document,

THEREFORE the negotiating teams of the Board and the AASUA agree to refer and recommend the following commitment to the Board and Association for ratification in conjunction with ratification of the 2013-15 Compensation Agreement:

1. The parties shall establish a joint committee, named The Renaissance Committee, similar in structure and operation to the Benefits Review Committee of 2003 (which brought the ABMC into being) and the Mandatory Retirement Task Force of 2006-07.

The Renaissance Committee shall respond to the current underlying academic compensation pressures faced by the University of Alberta. Consistent with this charge and extending from it, The Renaissance Committee shall negotiate terms that include, but are not limited to

- the introduction of a permanent teaching-intensive category of academic staff,
- the enhancement and revision of processes deployed by faculty evaluation committees,
- the redesign and simplification of salary schedules for professors, FSOs, and librarians,
- the negotiation, as discrete items, of merit pay and of adjustments to salary scales,
• the strengthening of the role of the President’s Review Committee with a view to addressing variation across the FECs with respect to the appointment of academic staff, their evaluation, and the granting to them of tenure and promotion.

This joint committee will include representation of the interests of all constituencies that AASUA comprises and will take advice from both the association and the administration.

The report of this committee must be filed with the administration and association no later than 10 January 2014, and, thereafter, follow the normal procedures for ratification.

Signed this 9th day of May, 2012

On behalf of the Governors of the University of Alberta:

On behalf of the Association of the Academic Staff of the University of Alberta:

[Signatures]