

FACULTY PROPOSALS – Outside Work

The following initial proposals were presented to the CEC negotiations team on August 5, 2021. Below you will find our overview of the proposals, as well as the language itself. In the margins, you will find brief notes explaining the intent of the change. Directly below, you will find the outside demands passed at our final demand-setting meeting in April that these proposals were written to address following our consultation processes with faculty across the province.

Demands:

- Ensure all faculty have the freedom to take employment, consulting, or teaching activities outside the College in cases that do not cause any conflict of interest, without the approval of a direct manager
- Strengthen language to prevent bullying/harassment/racism and to provide oversight and accountability

Overview:

As outlined in management's stated goals and values for this round of bargaining, we can find common ground related to the importance of the Colleges' ability to deliver quality programming and a commitment to ensure the success of our diverse students. One way to achieve these values is to ensure faculty continue to bring creative and innovative skills and best practices from their fields of expertise to our students. Faculty should no longer ask permission but instead, be encouraged to stay connected to their professional practices through employment outside their teaching role.

Our members are sought after because they are leaders in education, our communities, and their industries. Naturally, one of the best ways to stay current in any profession is through ongoing participation, collaboration, and engagement. Ontario's colleges claim to be "at the forefront of technology, innovation and workforce development, preparing students for success in the cutting-edge careers of tomorrow" (Ontariocollege.ca). In the 21st century, career skillsets and professional standards change rapidly. Faculty should be encouraged to stay current both theoretically and practically. Many fields are ripe for disruptive innovation, including education. Innovation occurs through new social connections, challenges and environments that encourage people to think, take risks, try new things, collaborate, and learn. It is remarkably beneficial to our student's success and the college system that faculty members not only have the right but are encouraged to drive innovation both internally and externally in their communities and fields of practice.

Our members recognize their commitment to continual professional learning is fundamental to student learning and success. Our professional practice and self-directed learning as both professors and industry experts are informed by experience, research, collaboration, and knowledge. The language we are proposing will remove the opportunity for unconscious bias, systemic discrimination and favouritism which inhibits faculty members from fully engaging in professional activities and connections that enrich their work at the college and benefit student success.

<p>Article 11.06</p> <p>Amend to:</p> <p>11.06 A <u>Faculty members shall have the right to engage in outside employment provided that such employment does not directly conflict with the performance of their workload. For the purposes of this Article, "outside employment" includes but is not limited to:</u></p> <ul style="list-style-type: none"> <u>(i) employment in any capacity by another employer</u> <u>(ii) consulting</u> <u>(iii) personal services contracts</u> <u>(iv) private practice of the member's profession</u> <u>(v) self-employment</u> <p>11.06 B <u>Faculty members shall have the right to state the nature and place of their employment, rank and title(s) in connection with outside employment so long as they do not purport to represent the employer or to speak on the employer's behalf unless specifically authorized to do so.</u></p>	<p><i>Supports faculty autonomy and clarifies the right to engage in outside employment and professional practice opportunities.</i></p> <p><i>Clarifies parameters regarding outside employment.</i></p> <p><i>Ensures the outside employment process is transparent, equitable and democratic.</i></p>
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