

## **UCC Report – AGM 2016 OPSEU Local 653**

The Union College Committee (UCC) is a sort of “catch-all” committee that deals with various issues that do not fit under the more specific guidelines of committees such as WMG or CESC.

It has been my observations in the past two years that management has been increasingly resistant to making a sincere effort at resolving issues at this committee. We are seeing a higher number of grievances being filed, and that is a direct result of issues not being resolved at UCC.

Here are some of the main issues that were discussed this year at the UCC meetings during the 2015-2016 academic year:

### **Faculty-Student-Manager relations**

After discussing this issue at UCC during the previous year, management recommended early this year that there was no need for a specific policy and that complaints could be addressed under the Respectful Workplace policy. Not satisfied with that, we continued to push the issue, and eventually a committee was formed with representation from Faculty, Management and Student Council. The result was that the process will still mostly fall under the Respectful Workplace policy, but there is also additional documentation to clarify the process for complaints and resolution. We will continue to monitor the application of this policy in the resolution of student complaints.

### **Student Accommodation and Campus Accessibility Centers**

Questions were raised about the consistency of testing accommodations for students at the different campuses. In some cases there seemed to be expectation from the Accessibility Centres that faculty remain on campus or otherwise accessible to the students writing a test regardless of how much time that student was taking to complete the test. We also asked about the limits placed on accommodations for student (i.e. maximum time for tests etc...). At last report a committee was being formed to investigate the issues and produce a set of recommendations.

### **Agreement with Pures College**

The college entered into an agreement with a private college in the Spring/Summer of 2015. Pures College in Toronto is offering several Northern College programs, complete with graduating students receiving a Northern College diploma, without any of these students attending a single class at any of our campuses. This agreement was entered into with little to no consultation with the faculty in those programs. The union expressed many concerns with this arrangement, including quality assurances and questions about the qualifications of faculty in programs requiring special certifications. The college has not been very forthcoming with information, and we followed with a Freedom of Information request to see the details of the contract. This item is still ongoing.

### **Massage Therapy Program in Kirkland Lake**

The union asked what was being done to ensure the success of this program after a failed start last year. We made several recommendations for marketing and staffing, and offered to discuss strategies at CESC. Management offered their usual “Management noted the concerns” feedback.

## **Marketing and Employment Stability**

The union pointed out instances where we felt marketing and promotion of the college was lacking as well as some lack of consistency in policies around the suspension of programs. We recommended that doing research in this area and planning for growth and employment stability would fall under the purview of CESC and recommended a meeting to discuss these issues. Management declined. We have followed up with a request for regular CESC meetings.

## **Northern Colleges Collaborative Program (NCCP)**

Management outlined the NCCP model whereby programs are being shared across multiple northern colleges. This program is already in place for the business program with plans to expand it in the future. We expressed numerous concerns with this model, including potential difficulties with admin support, student complaint resolution, loss of autonomy in course development and delivery and involvement of Advisory Committees. We will continue to monitor this program and consult with the faculty affected by it.

## **Faculty performance evaluations**

The new process for faculty performance appraisals is in place, and we expressed for the record our disagreement with the overall process.