

CFBSD Conference – May 26, 2015

**DEALING EFFECTIVELY
WITH FACULTY**
**Unionized vs. non unionized
environnement**
Managing expectations



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VOTRE LIEN AVEC CE QUI COMPTE — CONNECTS YOU TO WHAT MATTERS

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Unionized vs. non unionized environment



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Impact of collective agreement on faculty management

- Confusion
 - Vague wording: satisfactory, regular engagement, good, deemed to meet expectation
- Constraint
 - No objective measures of scholarly activity
 - No publication reward
 - Salary caps
- Entitlement
 - Automatic increase in salary
 - No obligation to submit an annual report

- **Strategies**
 - Research environment
 - MSc and PhD
 - Research Office
 - Internal funds
 - Monetary incentives
 - Endowed positions
 - Equity
 - Annual report
 - Peer pressure

- What are the criteria to assign workload?
- What are the criteria to go from one rank to the other? Are external evaluation mandatory?
- What is the merit to use a merit system? What are the drawbacks? Who makes the decisions?
- What is the use of salary caps?

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Rank	Expectations	Support
Assistant	Publish Teach Ligh service	VD Career Development Mentoring Seed funding Time Workshops
Associate	Research collaboration Pedagogical development Greater service involvement	VD Career Development Time Learning by doing Workshops
Full	Research development Pedagogical leadership Service leadership	
Emeritus	Retired, 10 year after Full	

- What type of support should be provided at each stage of a faculty career?
- How to deal with « prima done »?
- What are the criteria to become Emeritus?

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JOURNAL LISTS

A journal list?

Which list(s)?

Why?



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- **Why use a journal list?**
- **Issues with journal lists**
- **« Objectivity » of the rankings?**
- **Factors to choose journal lists**
 - Strategy
 - Research culture
 - Research environment
 - External pressures

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Factors	Criteria
Strategy	Supporting our SAEs
Research environment	Bilingualism
Research culture	Well rounded faculty members Freedom to engage in exploration
Pressures	« Research intensive university » Triple accreditation

The Telfer Algorithm

4 lists + impact factors (IF)

A	ISI Impact Factor ranking $\geq 1,75$ Best of CNRS/FNEGE rankings of '1*' or '1' ESSEC ranking of '0+' or '0' ABS ranking of '4' Journal appears on the Financial Times Top 45 list
B	$0,75 \leq$ ISI Impact Factor ranking $< 1,75$ Best of CNRS/FNEGE rankings of 2 ESSEC ranking of '1' ABS ranking of '3'
C	Others double-blind refereed journals
D	Professional journals
E	Editorials