

Quick Facts about Limited Term Appointments at Trent
Prepared for General Membership Meeting
25 May 2016

The information presented below is based upon TUFA's historical records concerning LTA membership between Fall semester 2000 and Winter semester 2016. While every effort has been made to be accurate, some minor errors may remain, but should not affect the overall trends observed below.

The historical LTA complement

355 individuals have held limited term appointments at Trent since 2000/2001. While some individuals have held LTA positions for a considerable length of time, up to 15 years in a few cases, most have been relatively short-term employees. 169 individuals (47.6%) have worked at Trent for only one academic year, or portion thereof. An additional 65 individuals (18.3%) were employed for two years, while 44 individuals (12.4%) served for three years. That means that 278 LTAs, or 78.3% of the total LTA complement since 2000/2001, were employed for three years or less.

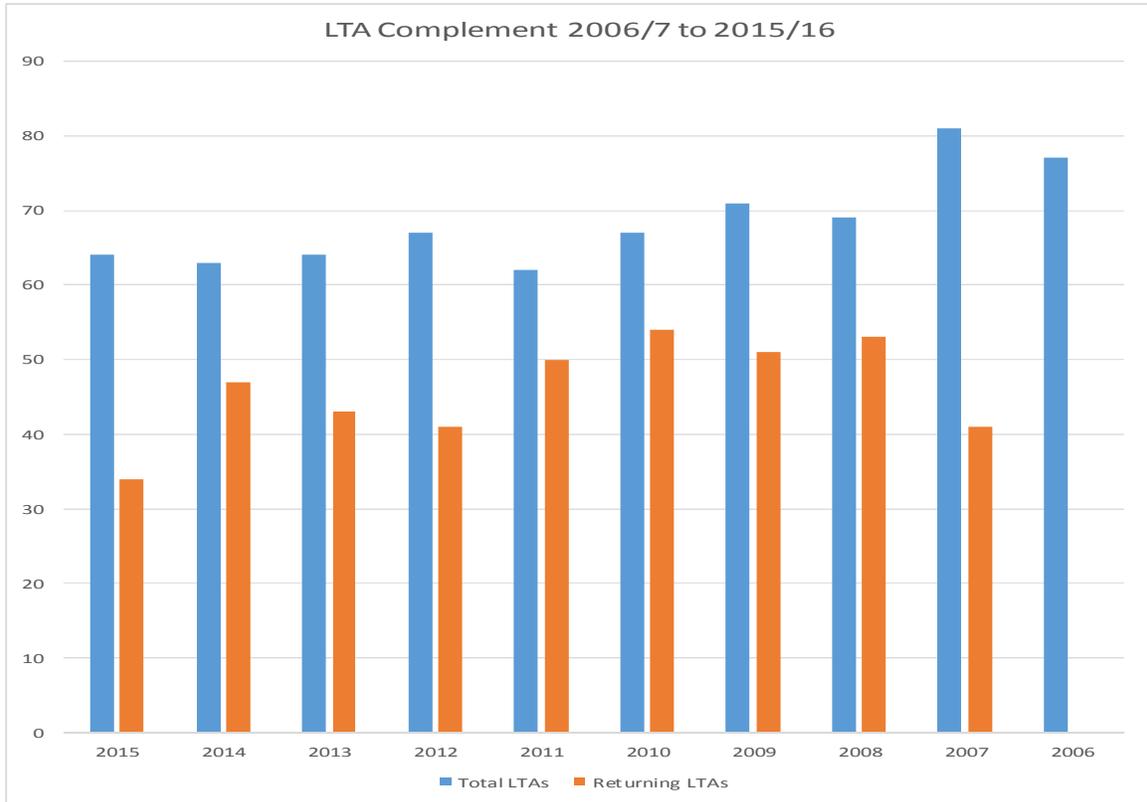
Long-term LTAs

Only a small proportion of the historic population, some 40 individuals (11.3%), have worked at Trent for a period of five years or longer. Of these "long-term LTAs" only a small number, 19 individuals (5.1%), are employed at Trent in 2015/2016. While long-term LTAs form a special class, they have never been the majority of the LTA population. The number of individuals defined here as long-term LTAs has dropped sharply in the last two years (see Table 3, below). Anecdotally, this reflects the departure ("retirement"!) of several long-term employees from the University.

The largest concentration of long-term LTAs appears to be associated with the Durham campus. Six of the 18 currently employed long-term LTAs are affiliated with that campus, despite its comparatively small size. This fact highlights the administration's misuse of contingent labour on that campus and may represent an opportunity for action by TUFA to ameliorate the working conditions of a number of association members.

The current complement

In the 2015/2016 academic year, Trent is employing 64 LTAs. 34 of these individuals were also employed in 2014/2015 and 19 of those 34 are long-term LTAs with 5 or more years of employment. The total number of LTAs in 2015/2016 is consistent with totals from the last 10 years, but shows a slight overall decline in absolute numbers over that period.



The perception that the administration is using LTAs to reduce budgets at the expense of tenured faculty appears to be erroneous. In the period between 2007/2008 and 2015/2016, the total number of LTAs at Trent declined, as did their overall role as a percentage of the total full-time teaching faculty. Given the attrition (ca. 10%) in tenure-track/tenured faculty complement during the period, it seems likely that CUPE stipends were used to cover the difference in teaching load.

Table 1: LTAs as a Percentage of Total Full-Time Faculty in 2007 and 2015

	2015/2016	2007/2008
Total Permanent Faculty, including BoG reps, academic administrators, and sabbaticants	207	255
Total LTAs	64	81
Total Faculty Complement	271	336
LTAs as a Percentage of Total Complement	23.6%	24.1%

* Note that 2007 was the high-water mark for the number of LTAs at Trent in the last 10 years.

LTA turnover

Over the last 10 years, an average of 68.5% of LTA employees have returned for a second consecutive year of employment. However, a substantial proportion of these returning employees are long-term

LTA's with five or more years of employment. It appears that this small number of individuals has skewed the turnover rate and made the LTA population appear much more stable than it really is.

The three-year employment cap

A total of 36 months of accumulated employment was established as a cap in the last Collective Agreement. 67 LTAs were grandfathered because of their employment status on the relevant date. Only 24 of those grandfathered individuals are currently employed at Trent, and 2 of them have moved to the tenure-track. Another 19 are long-term LTAs with five or more years of service.

Three current employees, who are not grandfathered, will exceed the 36-month cap in 2016/2017. Five more employees will be excluded in 2017/2018. Ironically, those who have received more equitable twelve-month appointments from the University will be the first to go.

While it is too early to assess all of the effects of removing the three-year cap, there was an evident decline in the number of returning LTAs in 2015/2016 when compared to the previous 10 years. This may reflect a desire to seek more stable employment elsewhere. There has, as yet, been no impact on the overall number of LTAs working at Trent (an almost flat line for the last 8 years).

Length of annual employment contract

The length of individual employment contracts vary according to the resources available to the unit and other factors, but the results are not equitable. Some long-term LTAs are employed on 9-month contracts while others receive 12-month contracts. Some programs, such as Nursing, offer exclusively 12-month contracts. This means that LTA compensation and job security vary greatly across the university, although many are expected to produce research and prepare courses during the summer. This constitutes unpaid work. During TUFA's LTA Caucus on January 28th, 2016, some members from Durham reported on proposals by the administration to cut all LTA positions at that campus from 12-month to 9-month contracts.

Table 2: Total Number of LTA Contracts by Gender and Length of Term

	2015/2016	2014/2015	2013/2014	2012/2013	2011/2012
Number of LTA Contracts	64	63	64	67	62
12-Month Male	5	5	7	2	2
12-Month Female	7	7	6	6	1
9-Month Male	31	29	29	26	23
9-Month Female	15	16	17	27	25
Other Male	5	3	2	2	2
Other Female	1	1	3	5	9

There appears to have been a rise in the number of 12-month contracts over the last five years – perhaps reflecting an attempt to reward individual LTAs or recognize their permanency.

Table 3: Long-Term LTAs by Gender and Length of Contract

	2015/2016	2014/2015	2013/2014	2012/2013	2011/2012
Number of Long-Term LTAs	19	24	28	25	32
12 Month Male	5	6	6	2	1
12 Month Female	2	3	3	2	0
9 Month Male	7	10	13	15	15
9 Month Female	5	5	6	6	11
Other Male	0	0	0	0	0
Other Female	0	0	0	0	5 (mostly 11 month)

Long-term LTAs, defined arbitrarily as those with 5 or more years of employment at any moment, represent a large proportion of 12-month contracts in 2015/2016, perhaps as a recognition of their commitment and service contributions.

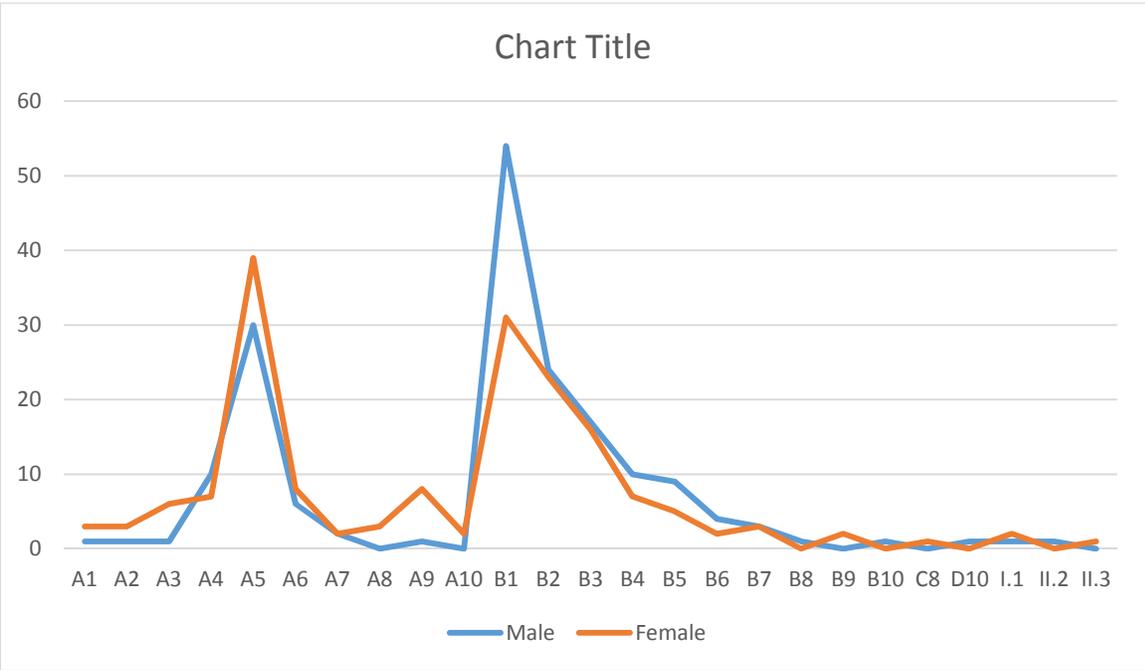
Initial Salary Scale Placement

The following table correlates gender with starting placement on the salary scale since 2000/2001 for all hires at both Durham and Symons campuses. The only obvious result visible in the data is that more males than females begin in the B-scale, while more females than males begin in the A-scale. It is important to note that this is a compilation of 15 years of employment data and may obscure historical trends in hiring practices. It is also worth noting the disproportionate number of females in certain departments (NURS, EDUC).

Table 4: Initial Placement on the Salary Scale by Assigned Gender

	Male	Female
A1	1	3
A2	1	3
A3	1	6
A4	10	7
A5	30	39
A6	6	8
A7	2	2
A8	0	3
A9	1	8
A10	0	2

B1	54	31
B2	24	23
B3	17	16
B4	10	7
B5	9	5
B6	4	2
B7	3	3
B8	1	0
B9	0	2
B10	1	0
C8	0	1
D10	1	0
I.1	1	2
II.2	1	0
II.3	0	1



Gender and equity

The data do not present sufficient detail to reach elaborate conclusions about equity issues in general. Of the total 355 individuals who have served as LTA is since 2000/2001, 176 (49.57 %) were female.

Of the 2015/2016 complement of 64 LTAs only 24 (37.5%) are female and there appears to be a decline in the proportion of female LTAs over the last 5 years (Table 5). Of the 19 long-term LTAs with five or more years of employment and who are currently employed at Trent, seven are female.

Table 5: Female LTAs as a Percentage of All LTAs (5 year trend)

Year	Total LTAs	Female LTAs	Percentage
2015/2016	64	24	37.5
2014/2015	63	23	36.5
2013/2014	64	27	42.2
2012/2013	67	37	55.2
2011/2012	62	35	56.5

Conversion to tenure-track

Of the 355 individuals who have been employed as LTAs since 2000/2001, 34 (9.58%) have converted to tenure-track positions. 18 were female and 16 were male. 26 of those who went tenure-track did so within their first three years at Trent.

It is not possible to determine how many long-term LTAs have applied for tenure-track appointments and been passed-over. It is also not possible to determine whether tenure-track appointments were made strategically in new areas of teaching and/or research because of the ongoing availability of cost-effective contingent labour to cover existing areas of expertise.

Distribution of LTAs

As noted above, LTAs represent a larger percentage of the complement at Durham campus than they do at Symons campus. Durham is also a nexus for long-term LTAs, with at least 6 out of 19. Some LTAs have taught at both campuses.

Certain departments also exhibit elevated numbers of Limited Term Appointments. Modern Languages, for example, has had 29 different LTAs since 2000/2001 despite the department's small size. Nursing has had 23 LTAs and Education has had 24 since 2000/2001. In terms of LTA employment in 2015/2016, the 64 appointments are distributed across a number of departments:

AHCL 2, including 1 long-term LTA
 ADMN 4, including 1 long-term LTA
 ANTH 1, including 1 long-term LTA
 BAS 1
 BIOL 4, including 1 long-term LTA
 CAST 3
 CHEM 2
 COIS 2
 CUST 4
 ECON 1, including 1 long-term LTA
 EDUC 2, including 2 long-term LTAs
 ENGL 2, including 1 long-term LTA
 ERST 1, including 1 long-term LTA
 FRSC 2, including 1 long-term LTA
 GEOG 1, including 1 long-term LTA
 IDST 1, including 1 long-term LTA

INDG 2, including 1 long-term LTA
LIBR 2
MATH 3
MLL 2
MODL 2, including 1 long-term LTA
NURS 4
PHIL 4, including 1 long-term LTA
PHYS 1
POST 2
PSYC 5, including 3 long-term LTAs
SOCL 2, including 1 long-term LTA
WMST 2

Reappointment of LTAs

While the data do not provide insights into the precise reappointment procedures for each candidate, it is possible to suggest the scale of institutional resources expended on reappointment. While everyone has to go through some kind of reappointment process when they are first hired, the resources expended upon reappointing contingent labor are astounding.

Even after excluding those individuals employed for only one year and after omitting the first year of the other 186 discrete individuals who have been employed as LTAs for two or more years, a staggering amount of effort has been invested in the annual reappointment process with those 186 individuals being reappointed an additional 398 times.