

focus on Contract Faculty

TO INFORM & BE INFORMED

Did you know that you automatically become a member of the Bargaining Unit when employed by Laurier? In short, this means that the [Wilfrid Laurier Faculty Association \(WLUFU\)](#) bargains for fair contracts on your behalf. However, if you would like to access all the rights and privileges associated with being a Member of the Association you need to complete the '[Application for Membership](#)'. Membership in the Association entitles you to full participation in WLUFU and the benefits of membership in the [Ontario Confederation of University Faculty Associations \(OCUFA\)](#).

Welcome to a new term!

We were elected by you to be your voice on the WLUFU Executive. To be effective we need to listen to you, keep you informed about what others are thinking and experiencing, update you on what Laurier's administration is doing, and share with you the Union's work.

Every month an edition of 'focus on Contract Faculty' will appear in your inbox. Please take a moment to read it, and send us your comments and suggestions.

The best way to build an open and strong Contract Faculty team is to actually meet one another. To begin this process, we will be holding monthly coffee chats on Waterloo, Kitchener and Brantford campuses. If you can't make one of those but you see us on campus know that we welcome impromptu introductions and conversations.

As an Executive we meet every two weeks. If you have a concern or experience that needs to be brought forward, please contact one of us and we'll raise it on your behalf. Contact us in person, through email or on the phone ... your concerns are important!

It is easy to feel alone or isolated but our hope is that we can help guide you through what sometimes feels like incomprehensible systems and institutional practices. Here is what we offer you: monthly 'focus on Contract Faculty'; coffee houses; impromptu conversations; and email/phone contact. Other suggestions welcomed.

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Waterloo
Sept 17 @ 12-1:30pm
Veritas

Kitchener
Sept 24 @ 1-2:30pm
Matter of Taste

Brantford
Sept 15 @ 2-4pm
Coffee Cultures

Adjuncts suffer from anxiety, depression due to working conditions

Research published in *Frontiers of Psychology* suggests that adjunct professors are at high risk for stress, depression, and anxiety brought about because of working conditions. The authors write, "[non-tenure-track] faculty perceive stressors at work that are related to their contingent positions". They propose a number of interventions that universities could implement to help mitigate the impact of these stressors. Further, they argue that institutions should explore the possibility that the increase in non-tenure-track positions may not be economically necessary. [Inside Higher Ed](#) | [Full Study](#)



Initial pay for the Fall 2014 term will be deposited in your bank account on September 18th.



Professional Expense Reimbursement (PER)

Did you know that Laurier makes available up to \$125 per academic term for Contract Faculty's teaching related expenses and up to \$500 annually for Contract Librarians employment related expenses? Eligible expenses include, but are not limited to, the purchase of books, subscriptions, memberships in academic and professional associations related to one's employment at Laurier, equipment and supplies, and travel expenses related to academic and professional development.

For further information see Section 28.7 of the [CAS Collective Agreement](#) and relevant Department/Dean for PER forms.