

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2011

Vol. 6, No. 3

As the academic year draws to a close ... it's a new issue of the FABric!

*As that pile of marking on your desk gradually dwindles and your thoughts turn to summer things—why the sea is boiling hot, and whether pigs have wings—we at **the FABric** wish you all the best for a joyous summer season of academic enterprise.*

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Got those Markin' Blues? Visit the UPEIFA online

At www.upeifa.org you'll find notices, announcements, updates, events ... and details about contract negotiations as they advance.

State of the Union: The President's Report

*By David Seeler
UPEIFA President*



We are now at the end of another academic year and it has been a busy one. Negotiations of course occupied much of the attention of the Executive, and negotiating team, almost every day over the last year or so. The negotiated settlement for BU #1

has been taken to the Membership and ratified on 13 and 14 April. We await word that it has been ratified by the UPEI Board of Governors. The next Executive will immediately then have to turn its attention to the same task in preparation for the next round of collective bargaining which will commence in a year. Bargaining Unit #2 has already begun its next round of collective bargaining for a collective agreement which will begin 1 May 2010.

In both instances, the Executive is acting on your behalf, and seeking the changes that you, the Membership, wish to see within both Collective Agreements. Without your input and strong support improvements are less likely to occur.

Each year the Association hosts a gala event in recognition of the achievements of our own Members. This year's Faculty Recognition and Awards Celebration will be held on Thursday, 28 April at the Stanhope Beach Resort and Conference Centre. This event is not only one of recognition for our members but a social event at which you have the opportunity to relax and get to know your peers in a more informal setting. If you have not attended in the past, I highly recommend that you think about attending this event. After all, we are celebrating the accomplishments of our peers and those collectively of our Members which make UPEI the place to be as part of A Great, Small Faculty!

The Association's ability to work effectively on your behalf depends entirely upon Members who step forward and agree to serve either on Executive, our various Committees or in a host of other vital capacities. Thus, I was very pleased to see that so many people have put their name forward in response to the call for nominations, for we are only as strong as the support which our Membership provides us—a truism in any professional organizational structure.

The Annual General Meeting will be held on Friday, 29 April at 1:30 pm in Lecture Theatre A in the Faculty of Veterinary Medicine. I encourage you to attend this important meeting. Each of you is an integral part of the organization and your participation will be greatly appreciated by all.

In that capacity, on behalf of the Association, I would like to thank our VP, Betty Jeffery, the other Members of Executive and all others who chose to serve the Association in an array of vital capacities this past year. It is truly appreciated. I also wish to extend my gratitude to Susan Gallant for her help and assistance this past year as well.

Finally, I wish to thank the Membership for your trust in me to act on your behalf as President of the Association. All the best to each of you as you pursue your scholarly endeavours over the next few months.

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

Annual General Meeting

**Friday, 29 April
1.30 pm-3.00 pm
Lecture Theatre "A", AVC**

All Members Welcome!

**It is the membership who make the UPEIFA
what it is: your participation and commitment
make us visible and effective.**

UPEIFA

A GREAT Small Faculty

**Please note: under the Bylaws a quorum of 50
members is required to hold a meeting.**



Antipodean Outrage!

As this spirited UPEIFA Member demonstrated in March 2006, it is being active and visible that makes the Association an effective champion of Member rights.

Thank you—and thank you to all those who have harkened to the FA's call over the years.

Great Moments in University History...

A student writes home

Oxford University (13th century)

"This is to inform you that I am studying at Oxford with great diligence, but the matter of money stands greatly in the way of me obtaining a degree ... The city is expensive and makes many demands; I have to rent lodgings, buy necessities, and provide for many other things which I cannot now specify. Wherefore I respectfully beg your paternity that by the promptings of divine pity you may assist me."

Hessian Merit Award Winners

In October, the Association held its annual Faculty Recognition Evening, during which it presented the Hessian Merit Awards for Excellence in Teaching. The intrepid FABric staff can now bring you this candid shot of two of the 2009/10 winners.



Deidre Kessler, winner of the Hessian Merit Award for Excellence in Teaching by a Sessional Instructor, and Greg Doran, winner of the Hessian Merit Award for Excellence in Teaching, pause for a moment to compare plaques on their way to class. A picture of Alfonso Lopez, the other Hessian Merit Award recipient, appeared in the October FABric.

The winners of the Hessian Merit Awards for 2010/11 will be honoured at the Faculty Recognition Night 28 April. For tickets, see the notice on p. 10.



Committee Reports

Under the Association's Bylaws, the Chair or Co-chairs of each of the Association's committees is obliged to report to the Membership on its activities at least once a year. What follows are the reports of BU #1 Joint Committee, BU #2 Negotiating Team, the Communications Committee, the Social Committee and the Nominating Committee. Included here as well are reports from the Association's CAUT and NUCAUT Council delegate, and the CAUT Defense Fund.

BU # 1 Joint Committee

*By David Seeler
UPEIFA President*

The Joint Committee has the mandate to review issues which arise from the day to day application of the Collective Agreement and to enhance the Association's working relationship with the employer. The complete terms of reference for the Committee may be found on page 13 of the Collective Agreement (Article A - 14).

This year the Association's members of the Committee were Jim Sentance (Department of Economics) and David Seeler (Department of Companion Animals). The employer's representatives were Rosemary Herbert, who was later replaced by Jim Randall, and Peggy Leahey. Other than an introductory meeting when VP Jim Randall arrived at UPEI, there was no need for the Committee to meet this past year.

***BU #2 Negotiating Team
Done and Ready to Go Again...***

*By Andrea Bourque
Member, BU#2 Negotiating Team*

Our team, led by David Groman, and University representatives, happily signed off on our second Collective Agreement on 4 March 2011. The negotiations for this agreement began in earnest in February 2007. Although we started like gangbusters, we were forced to suspend talks for several long periods; first because of an inability to proceed until the Mandatory Retirement rulings were made; and subsequently, while the FA and the Employer negotiated pension improvements. When we finally were able to get back to the table, negotiations proceeded quickly and quite amicably as both parties were anxious to put it to bed.

Language changes in several sections were made either to clarify, simplify or correct processes. In summary, the most significant changes included:

- All language regarding Mandatory Retirement has been removed.*
- Our members now are eligible for Parental leave (in addition to Pregnancy leave). In these circumstances, the first 35 weeks of employment insurance benefits are supplemented by the Employer, allowing members to receive their full salaries during this period.*
- Improvements to Professional Development and Travel Reimbursement funds to match the BU #1 agreement—previously we received \$900 a year. This sum was increased gradually from 2007 to 2009 to reach \$1200 a year.*
- Improvements to our Group Benefits and pension plan negotiated by the Association and the Employer were included in this Collective Agreement.*
- Salary improvements were negotiated with competitive COLAs and an*

additional step added to the top end of the salary scale.

As the expiry date for this agreement was set as 30 April 2010, we were not able to bask in this accomplishment for long. The new negotiation team has already had an initial meeting with the Employer to clarify rules of conduct and to start the process of hammering out our third collective agreement. This negotiating team has enjoyed a productive relationship with our Employer counterparts, and we look forward to working on creative solutions to some of the issues we would like to address in this next contract.

Communications Committee

*By Betty Jeffery
Chair, and UPEIFA Vice-President*

Joining me on the Communications Committee this year were Mark Barrett, Janet Bryanton, Sandy McAuley (Website Coordinator), Fiona Papps, Richard Raiswell (the FABric Editor), and Marva Sweeney-Nixon. They have made my role as Chair a pleasure, and I sincerely thank them. In particular, I would like to acknowledge the contribution of Fiona Papps to the work of the Committee over the course of five years, including two as Editor of the FABric. The work of the Communications Committee is augmented by 26 Communication Reps, who play a valuable role in facilitating the two-way flow of information between the Membership and Executive. Communication efforts assume an even greater importance in a negotiating year, and necessitates much work on your behalf—whether that is the production of Negotiations-At-A-Glance Bulletins and Memos, updating of the website, responding to enquiries from the Media, reminding people to provide their alternate contact information, etc. Such efforts involve many people besides the members of the Communications Committee and Communication Reps.

The major efforts of the Committee each year can be seen in the production of three issues of the FABric and in the maintenance of the website. Issues outside our control rendered the website inoperable on two occasions this year

(which did at least result in us discovering how much the Employer relies on our site for information!). The Committee began looking at a new layout/design for the FAbric, and is considering a move to other website software. Other work included the revision of the Committee Terms of Reference and the review of documents such as the Guide for New Members.

Social Committee Report

*By Jim Sentance,
Chair, and UPEIFA Member-at-Large*

The UPEIFA Social Committee continued this past year to provide opportunities for Association Members to meet and interact socially, with the usual series of Coffee Times and FA Times. Although we were not quite as active as in previous years for a number of reasons, we did try a few new things, such as moving an FA time out of the confines of the Lounge, and this year the Social Committee has joined forces with the Awards Committee to plan the FA Recognition Night. Next year we are looking to mix things up a bit more, again taking FA Time on occasion to the rest of campus, and doing a few more special events—perhaps something in the summer, and another family-oriented event for the winter.

Committee members this year were Jim Sentance (Chair), Michael Arfken, Melissa Belvadi, Melanie Buote, Jason Doiron, John McIntyre and Richard Lemm.

Nominating Committee Report

*By Wayne Peters
Chair, and UPEIFA Past-President*

I am very pleased to report that there has been a great response to the calls for nominations for the Association's elected positions on the Executive Committee and on its various standing committees for the 2011-2012 year. Elections will take place at the Association's Annual General Meeting on Friday, 29 April. This election marks the first time that the Association's new nomination and election procedures contained in the new Bylaws are being used.

As you may already appreciate, these procedures represent a significant departure from the Association's past-practice for electing its officers and filling its committees. The various stages of the nomination process followed a schedule established by the Bylaws. The Nominating Committee began the process with an initial call for nominations issued six weeks prior to the AGM. Following the close of this initial call, a second call was issued for only those positions which still did not receive as many nominations as there are vacancies to be filled. All nominations received at the close of the second call form the final slate of nominees which must be presented to the membership at least one week prior to the AGM. Once the final slate is announced, no further nominations can be received. Throughout the nomination process, the current list of nominees was made available for viewing on the Association's website as they were received.

It is my belief that the transparent and scheduled nature of this new process and the knowledge of just who was running for what position contributed to the healthy response which was received, especially for the Member-at-Large positions.

I would like to thank my Committee colleagues, Derek Lawther and James Moran, for their contributions towards a successful first implementation of this process. With the exception of the Chair of the Nominating Committee, its members are elected at the Annual General Meeting following all other elections and following a call for nominations from the floor.

With the close of nominations, the following is the final slate of nominees to be presented at the Annual General Meeting. Some brief additional information for each can be found on the Association's website. An election will be held where there are more nominees than the number of vacancies to be filled for a position. Otherwise, the presented nominee(s) will be declared elected by acclamation. Any vacancies that still remain for the Standing Committees will be filled by the Executive Committee in accordance with the Bylaws.

Final slate of nominees for the 2011-2012 Association elections.

President (one vacancy to be filled)

Betty Jeffery, Robertson Library

Vice-President (one vacancy to be filled)

Nola Etkin, Chemistry

Treasurer (one vacancy to be filled)

Debbie Good, Business

Member-at-Large (four vacancies to be filled)

Bruce Craig, History

Brenton Dickieson, Religious Studies

David Groman, Pathology and Microbiology

Gerry Mahar, Business

Laurie McDuffee, Health Management

Janice McKendrick, Global Issues and Integrated Studies

Thomy Nilsson, Psychology

Lori Weeks, Family and Nutritional Sciences

Awards and Scholarships Committee (six vacancies to be filled)

Melissa Belvadi, Robertson Library

Spencer Greenwood, Biomedical Sciences

Robert Hurta, Biology

Barry Linkletter, Chemistry

Richard Raiswell, History

Nasser Saad, Mathematics and Statistics

Communications Committee (six vacancies to be filled)

Mark Barrett, University 100

Janet Bryanton, Nursing

Sandy McAuley, Education

Sandra McConkey, Biomedical Sciences

Richard Raiswell, History

Marva Sweeney-Nixon, Biology

Equity Committee (six vacancies to be filled)

Charles Adeyanju, Sociology and Anthropology

Ann Braithwaite, Women's Studies

Wendy Carroll, Business

Brenton Dickieson, Religious Studies

Brian Murray, Computer Science and Information Technology

Charlene VanLeeuwen, Family and Nutritional Sciences

Fiona Walton, Education

Social Committee (six vacancies to be filled)

Michael Arfken, Psychology

Melissa Belvadi, Robertson Library

Amy MacFarlane, Business

Colleen MacQuarrie, Psychology

Jim Sentance, Economics

Carmencita Yason, Pathology and Microbiology

Research and Advocacy Committee (six vacancies to be filled)

Shannon Fitzpatrick, Math and Statistics,

Linyuan Guo, Education

Sami Khedhiri Math and Statistics

Janice McKendrick, Global Issues and Integrated Studies

Donald Moses, Robertson Library

Jim Sentance, Economics

Henrik Stryhn, Health Management

CAUT Council Delegate Report

*By Betty Jeffery
UPEIFA, Vice-President*

CAUT Council meets twice a year in Ottawa. Serving as the UPEIFA delegate has been a wonderful opportunity to learn about issues affecting academic staff at other institutions and to share the issues facing us here.

The focus at last April's Council Meeting was on equity and diversity. One of the major items on the Agenda was the modification of the structure of the CAUT Executive and Committees to reflect the diversity within the organization better and to facilitate CAUT's work on behalf of Members. It was this Council which also established the CAUT Equity Award.

Among the functions of CAUT Council is the approval of official Policy Statements and Model Clauses, the latter being of particular assistance to local associations when drafting collective agreement language. Policy Statements considered this year included ones on Criteria and Procedures in Renewal, Tenure and Promotion Decisions; Research Misconduct; Conflict of Interest--Governing Boards; Evaluation of Research, Scholarship and Creative Activities; and Academic Freedom for Academic Administrators. All Policy Statements are available on the CAUT website.

In 2011 CAUT celebrates 60 years of work on behalf of academic staff throughout our country, and efforts to improve the quality of post-secondary education in Canada. It should be noted that the UPEIFA has directly benefitted this year from some of the services provided by CAUT, such as a workshop offered here last summer on Grievance Handling, as well as the provision of collective bargaining assistance from CAUT staff during our negotiations.

CAUT Defense Fund Report

*By Larry Hale
CAUT Defense Fund Trustee*

The CAUT Defence Fund had a comparatively quiet year in 2010-2011. There was only one strike by a member academic staff union. The academic support staff bargaining unit of the Faculty Association at the Northern Ontario School of Medicine (NOSMFA) was on strike for nearly two months in support of their demand for a fair first collective agreement. The Defence Fund, in keeping with its mission, provided plentiful financial support to the Members of the Union, which contributed to their resolve to see the fight through to a good conclusion. I attended two of their picket line events, one in Thunder Bay and one in Sudbury, on behalf of the UPEIFA, at which time I presented their local president with a cheque from our Association in support of their efforts.

There were two "close calls" in the month of March, one at the University of Winnipeg, with the other at the Atlantic School of Theology. In both cases, a tentative deal was reached just hours from the strike deadlines. The spectre of consistent support from the Defence Fund to these Unions was a significant factor in getting a deal from their respective Employers.

At the annual meeting in October, I completed my four-year stint as President of the Fund, and passed the torch to Fine Arts professor Brian Brown from the University of Windsor. I am very honoured to have served in this role, and to continue to represent the UPEIFA on the Board of Trustees.

NUCAUT Delegate Report

By Betty Jeffery
UPEIFA, Vice-President

We have been members of NUCAUT since the fall of 2006. NUCAUT (National Union of the Canadian Association of University Teachers) represents 25 unionized academic staff associations, with about 19,000 individual members. As members of NUCAUT we are also members of the Canadian Labour Congress. Delegates from member associations have the opportunity to meet in person semi-annually the morning prior to the start of CAUT Council. This past November was my first time attending NUCAUT deliberations. The most useful and interesting part of this meeting was hearing reports from the other NUCAUT locals and in turn sharing what was happening here. This was especially useful in a year when many associations were in the midst of collective bargaining.

Great Moments in University History...

A father writes to his son

Oxford University (14th century)

"I have recently discovered that you live dissolutely and slothfully, preferring license to restraint and play to work and strumming a guitar while others are at their studies ... Wherefore I have decided to exhort you herewith to repent utterly of your dissolute and careless ways, that you may no longer be called a waster."



Speaker's Corner #001 Why Robert's Rules?

By Chris Vessey
Speaker

You have obviously noticed that the Faculty Association has switched to using Robert's Rules of Order (Newly Revised) as the new basis for running meetings, and has appointed a Speaker--me. While the role probably seems officious to many, it is nevertheless a progressive step for us. Here's why:

1. The President is no longer the Chair of meetings; this enables the President to speak freely, and to vote, without any perception of bias. The Speaker (even though the name suggests otherwise) never speaks to any motion (that is, offers no commentary on the substance of a motion) and votes only when their vote would change the outcome of the result.

2. Robert's Rules support parliamentary procedure. According to their website, <http://www.robertsrules.org>, parliamentary procedure is defined as "a set of rules for conduct at meetings, that allows everyone to be heard and to make decisions without confusion." The aim of the Association is to enhance our effectiveness at meetings, allowing us to achieve more in terms of outcome.

3. Parliamentary procedure is "a time tested method of conducting business at meetings and public gatherings . . . [it is] the basic handbook of operation for most clubs, organizations and other groups." Robert's Rules are a recognized standard for parliamentary procedure-- they're not the only set of rules out there, but they are the most popular in the application we're interested in. In contrast, Canadian Parliament uses Bourinot's Rules of Order.

These three things are designed to enhance the ability of the Faculty Association--your Association--to allow you, the Member, to be heard and to participate in the decision making process.

Rule Factoid: Obtaining the Floor

Those wishing to speak should wait until the current speaker has finished speaking, then rise and address the Chair of the meeting (usually with “Mr. Speaker” or “Mr. Chairman”). When the Speaker recognizes you (usually by gesture and saying “You have the floor”) then you may speak to the motion, propose a motion, or whatever else is in order . . . we’ll talk about the concept of in order later!

This deals with those who would simply overtalk all others wishing to speak in order to gain the floor, and keeps debate civil and ordered. The Speaker has the responsibility to ensure that those who have not yet “had the floor” are not overshadowed by others repeatedly and forcibly “taking the floor” and commandeering the discussion. It’s important that everyone have their fair opportunity to speak.

Keep reading The FABric--future Speaker’s Corners will feature one or two useful rules that will help you in participating in meetings effectively!

Great Moments in University History...

An early statement of teaching philosophy

Faculty of Law, University of Bologna 1255

It is my purpose to teach you faithfully and in a kindly manner ... First, I shall give you the summaries of each book before I come to the text. Second, I shall put forth well and distinctly and in the best terms I can the purpose of each law. Third, I shall read the text in order to correct it. Fourth, I shall briefly restate the meaning. Fifth, I shall solve conflicts, adding ... useful distinctions and questions with the solutions ... I shall reserve an afternoon for review.

FABric Readers Write ...

In the last two editions of the FABric, discussion concerned whether to ban technological devices in our classrooms. When award winning teachers speak about what they do in their classrooms, I should listen. Alas, I’m far more lenient. If my lecture isn’t engaging enough for students to pay attention on their own, removing technological distractors is not going to help.

But what about the distraction to others? Shannon Murray reports a student saying, “I get really distracted by someone tweeting moronic drivel beside me.” If we allow A’s being bothered by B’s activity a sufficient reason to stymie B’s activity, we’d be banning a lot more stuff than technology use. Some students may be bothered by her neighbour’s doodling, or his tattoos, or her weird hair, or his being gay. If A is easily distracted by B’s being distracted, that is a trait A should lose. If we teach students to concentrate only in quiet settings, we aren’t preparing them well for the real world of constant babble. Coddling A by placing restrictions on B will not heighten A’s ability to concentrate.

Of course, there’s a limit. I’m speaking of cases where B is minding her own business (texting, browsing, posting-- however moronic), not loudly playing a movie, or banging drums. Such limitations apply to disruptions in general, however, like yelling in class, and thereby are not specific to the topic of students using technology in the classroom. Finding the balance between not interfering with others and tolerating others’ interference is part of the general milieu of mutual respect.

Sincerely,

Malcolm Murray

Philosophy

FACULTY RECOGNITION NIGHT

**Stanhope Beach Resort & Conference
Centre**

Thursday 28 April, 7:00 pm

Reception, 6:30 pm

**Plan to come out to celebrate a banner year of
scholarly and teaching accomplishment, and to
honour those who have contributed so much to
our university.**

**Tickets are \$25 each for FA members and their
guests; all others are \$50 each.**

**Pre-order your tickets at the Faculty Association
Office, 315 Main.**

UPEIFA

A GREAT Small Faculty



Collective Agreement Dates to Remember, April, 2011 - September, 2011

The collective agreement for Bargaining Unit #1 is outlined in what has become known as the "Red Book" (a copy of the collective agreement is also available on-line from the UPEIFA website, www.upeifa.org.) Dates important for the time period covered by this edition of the FABric through to the subsequent edition to be published in September are outlined as follows. Important dates from the "Red Book" are listed in chronological order on the UPEIFA website. You

will also find there lists of dates related specifically to tenure/permanency and promotion.

April 15:

E2.10.9 Full URC reviews sub-committee decisions [re: promotion] to ensure consistency prior to **April 15**.

E2.10.10 URC reports recommendations [on promotion] to President prior to **April 15**.

May 1:

E2.10.1 f) iii) Newly elected members of the URC begin their terms on **May 1**.

H3.7 Members engaged in external employment shall, by **May 1** each year, inform their Department Chair and Dean, or University Librarian, as appropriate, of the nature and time devoted to these activities conducted in the previous calendar year.

Prior to May Board meeting:

E2.11.1 The President makes recommendation [on promotion] to Board **prior to the May meeting of the Board**.

Following May Board meeting:

E2.11.1 **Following the May meeting of the Board** the President will notify the candidate [for promotion] in writing, of the Board's decision.

May 30:

E2.6.2/E2.8.1 The DRC must complete its meetings on all tenure applications and combined tenure/promotion applications and make recommendations to the URC by **May 30**.

E7.8.9/E7.10.1 The Librarian Review Committee must complete its meetings on all permanency applications and make recommendations to the URC by **May 30**.

May 31:

E1.4.3/E6.1 By **May 31** each year, non-tenured Faculty Members and term and probationary Librarians shall provide to their Chair or Dean or University Librarian, as appropriate: a current curriculum vitae and a concise, written report of their activities for the past year.

E1.4.3/E6.2: By **May 31** every third (3rd) year, tenured Faculty Members and permanent Librarians shall provide to their Chair or Dean or

University Librarian, as appropriate: a current curriculum vitae and a concise written report of their activities for the past three (3) years.

June 1:

B3.1 b) ...Department Chair to assume duties on **June 1.**

June 15:

E2.5.3.1 Applications for promotion shall be made in a letter to the Department Chair no later than **June 15** of the year in which consideration is initiated.

June 30:

E1.4.4/E6.5 By **June 30** of the year in which the report [of activities] is received, the Chair or University Librarian, as appropriate, shall meet individually with the Member to discuss the report and directions that might be taken by the Member and the Department/Library for continued professional development.

July 1:

E2.5.3.1 The Chair shall advise the Department, the Dean and the Vice-President, Academic Development of any application for promotion or accelerated promotion by **July 1.**

August 1:

E2.4.3.3/E7.8.12.3 The decisions regarding deferral [of tenure/permanency] must be made prior to **August 1** in the year in which the candidate's consideration is to come before the URC.

G1.6.1 c) By...**August 1**...of each year, the Chair, or the Dean, in the case where there is no Chair, of each academic unit shall update the seniority of each member of the Sessional Roster of that academic unit.

September 1:

E2.9.4/E7.11.4 The Dean/University Librarian includes letter in candidate's [tenure/permanency] file and forwards the complete file to the Chair of the URC before **September 1.**

September 15:

C2.14 Applications for sabbatical leave shall be sent to the Dean or to the University Librarian

with a copy to the Department Chair, as appropriate, by **September 15** of the year prior to the contract leave for which the leave is planned.

Recognising Outstanding Service

The following Members have served the University for 25 years:

Luis Bate, Biomedical Sciences
Gerry Johnston, Pathology and Microbiology
Fred Markham, Pathology and Microbiology
Mary McNiven, Health Management
Caroline Runyon, Companion Animals
David Sims, Biomedical Sciences
Carmencita Yason, Pathology and Microbiology

The following Member has served the University for 28 years:

Thomy Nilsson, Psychology

The following Members will be retiring this year:

Joe Kopachevsky, Sociology and Anthropology
James Miller, Companion Animals
Lowell Sweet, Mathematics and Statistics

And Finally ...

David Seeler will be stepping down as UPEIFA President in May. Dave has served as President for the last three years and as Vice-President for eight years before that. In those capacities, he has helped steer the FA through some challenging times. Because of his commitment and dedication to the cause, the FA is stronger than ever, and Members' rights are better protected.

Thank you Dave—and we look forward to working with you in your new FA role as Past-President.

the FABric Editorial Policy

The FABric is the newsletter of the University of Prince Edward Island Faculty Association. The primary intent of the FABric is to keep all members of the UPEI Faculty Association up-to-date and informed. It is also the intent of the FABric to communicate UPEI Faculty Association activities and perspectives on issues to a wider community. The FABric is published three times per year: September, January, and April, and serves the following purposes:

to provide a means for the exchange of ideas, views, and issues relevant to the Association and its members;

and to provide the Association's membership with information relevant to the operations of the Association;

and to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.

Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. Under special circumstances, however, the FABric may agree to withhold the author's name. The UPEI Faculty Association Executive retains the right to accept, edit, and/or reject contributed material. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the UPEI Faculty Association.

We Want Your Input!

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Richard Raiswell, if you are interested in contributing a piece to the FABric, rraiswell@upei.ca, 566-0504. The Newsletter Editor would like to thank all those who contributed to this edition of the FABric.

The UPEIFA Executive

President:

David Seeler, Companion Animals

Vice-President:

Betty Jeffery, Robertson Library

Past-President:

Wayne Peters, Engineering

Secretary/Treasurer:

Debra Good, Business

Members-at-Large:

Nola Etkin, Chemistry

David Groman, Diagnostic Services

Gerry Mahar, Business

Jim Sentance, Economics

UPEIFA Office Manager:

Susan Gallant

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