

# the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2017

[www.upeifa.org](http://www.upeifa.org)

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## State of the Union President's Report

It is hard to believe all that has transpired since I wrote my President's Report before the AGM one year ago. Re-reading that report, I see foreshadowing of the difficult and unusual round of negotiations that had just begun. Yet, I could not have imagined just *how* difficult and unusual a round it would be. Nor could I have imagined the fortitude of our Negotiating Team, the extraordinary level of solidarity displayed not only by our own Membership, but by our CUPE and IBEW colleagues, and—ultimately—the importance of building and maintaining a solid working relationship with the Administration of the University.

On 16 March we celebrated as, alongside our colleagues in CUPE 1870, we signed Collective Agreements for our two Bargaining Units. These Collective Agreements will ensure another four years of labour peace, allowing us to focus our efforts on ensuring an equitable and fair working environment for our Members.

On the Pension front, representatives of the four campus unions continue their work as we transition to the new Jointly Sponsored Pension Plan, ensuring that the final plan documents reflect the intentions of the pension agreement

as outlined in the Memorandum of Agreement signed by the Unions and the Employer in October.

In the past few months, several of our neighbouring Faculty Associations have also ratified new Collective Agreements, in some cases narrowly avoiding job action. These include FAUST (St. Thomas), MAFA (Mount Allison), ABPPUM (Université de Moncton), and CBUFA (Cape Breton)—who had set a strike date after their Board of Governors failed to ratify their negotiated tentative agreement following the dismissal of CBU President David Wheeler.

This year, the role of Chief Grievance Officer was shared by Mike Arfken and myself. In the last issue, I reported that we had resolved the AVC “Equity and Succession Planning Distribution of Effort” grievance, thus avoiding a scheduled arbitration hearing. As I write this column, we have no active grievances; however, our grievance team remains active in defending the Collective Agreement and supporting our members through some challenging situations. At the AGM we will provide a more detailed update on cases that we have handled this year.

As we prepare for the AGM, I have called on a number of our Members to join our Executive and Committees, or to represent the FA on various University committees. As always I am grateful for the overwhelmingly positive response, as our Members step up to serve the Association and our Membership in these important roles. Elsewhere in this issue you will find reports from these Committees and representatives. I encourage you to read these and to appreciate the great work being done on our behalf by your colleagues from across campus.

Finally, I invite you all to two upcoming opportunities to celebrate the end of the academic year, and to recognize the accomplishments of our colleagues. The first is the final FA



Nola Etkin,  
President, UPEIFA

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time of the year, on 21 April following the AGM. Then on 10 May, we will gather at the Fox Meadow Golf and Country Club for the annual Faculty Recognition Night, where we will enjoy great food, music, and company as we honour the Faculty award recipients, as well as those Members who are retiring. I look forward to celebrating with you all!



## **The 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 those committees as well as reports from our representatives and delegates on various other committees.

So grab a beverage and a bowl of your favourite snack and get ready for some mighty good readin'.

### **BU1 Joint Committee Report**

by Nola Etkin

The BU1 Joint Committee is established, according to Article A-14, to "review matters of concern from the application of [the collective] Agreement [and] to foster better communication and more effective work between the Parties."

The Association was represented on the BU1 Joint Committee by Sharon Myers and Nola Etkin. The Committee did not meet this year.

### **BU2 Joint Committee Report**

by Nola Etkin

The Association was represented on the BU2 Joint Committee by Andrea Bourque and Nola Etkin. The Committee did not meet this year.

## **Equity Committee Report**

by Nola Etkin (Co-Chair)

The UPEIFA Equity Committee works to promote and advocate for equity in its broadest sense and to advance equity issues in University and Association policies, practices, and activities.

Following last year's comprehensive review of the Collective Agreement, the Equity Committee provided support to the FA Executive and Negotiating Team in their efforts to bargain for more inclusive and effective equity and non-discrimination language. The Committee was pleased to see much of its proposal adopted, including a broadening of the grounds for non-discrimination, the use of gender-neutral language throughout the Collective Agreement, and the establishment of a Joint Equity Committee.

In the coming year, the FA Equity Committee will work to support our representatives on the Joint Equity Committee in their efforts to develop equity policy and procedures, and to implement equity training for members of selection, tenure/permanency, and promotion committees.

Committee members this year were Enrique Aburto, Ann Braithwaite (Co-Chair), Wendy Duckett, Nola Etkin (Co-Chair), Catherine Innes-Parker, Blake Jolley, and George Jia.

## **Questions Committee Report**

by Nola Etkin

The Questions Committee is constituted as needed (according to Article E1.3.2 of the Collective Agreement) to consider (among other things) revisions to the Student Opinion of Teaching Survey (SOTS), alternate forms of evaluation, and modifications to the procedures in Article E1.3.1 for electronic surveys.

The Association was represented on the Questions Committee by Cezar Campeanu, Nola Etkin, Catherine Innes-Parker, and Lyndsay Moffatt. The Committee met one time this year to review and approve department-specific questions on the SOTS.

## **Awards and Scholarships Committee Report**

by Philip Smith (Chair)

The Awards and Scholarships Committee oversees FA Member and student awards sponsored and co-sponsored by the Faculty Association, as well as the events celebrating FA award recipients. Committee members this year were Lisa Chilton, Shafiqul Islam, Collins Kamunde, Barry Linkletter, Jean Mitchell, Nasser Saad, and Nola Etkin (ex-officio).

This year the Committee recommended to the FA Executive, and the Executive endorsed, establishment of the first FA Medals for graduate students: one FA Master's Medal (with \$500 award) and one FA Doctoral Medal (with \$500 award). The awards celebrate academic excellence and scholarly promise of students in progress (typically immediately after one year of Master's study and immediately after two years of doctoral study). Students will apply for the awards and we will need Faculty support in drawing the application process to the attention of exceptional students. Applications for the 2017 awards will be due about 30 September. The addition of the graduate awards to the existing undergraduate awards acknowledges the growing graduate student presence on campus; it also means that there are now students from every Faculty or School eligible for FA recognition.

The Faculty Association annually sponsors or co-sponsors, for students:

- two full-tuition entrance scholarships awarded to Island high school students;
- Gold, Silver, and Bronze Medals awarded to the students with the three highest standings in third year;
- Master's and Doctoral Medals (starting in 2017);
- the Convocation Awards luncheon;
- the gift of a book, in honour of the graduating class, that is placed in Robertson Library.

2016 entrance scholarship recipients and Medalists were recognized at an FA Time event on 20 January 2017. Several of the recipients were present and spoke to the group, expressing in a touching and articulate manner

their appreciation for the support and recognition provided through the FA.

The entrance scholarships are funded entirely by the FA, including through individual contributions by members (and normally through payroll deduction). Payroll deduction forms are available through Heather Penny in the FA office: [hjpenny@upe.ca](mailto:hjpenny@upe.ca)

In recognition of FA members, we annually sponsor or co-sponsor:

- the FA Merit Award for Scholarly Achievement, awarded to up to three full-time Faculty members;
- three FA Hessian Merit Awards for Excellence in Teaching plus one FA Merit Award for Excellence in Teaching, with two awards allocated to up to two-full-time faculty, one allocated to up to one sessional faculty member, and one award available for full-time or sessional faculty;
- the FA Merit Award for Outstanding Service, awarded to up to one FA member;
- the Faculty Recognition celebration, recognizing recipients of the Merit awards for scholarly achievement, excellence in teaching, and outstanding service, and retirees.

In 2017, in response to this Committee's recommendation, the FA Executive is increasing from \$500 to \$750 the monetary value of the FA Member awards (including topping-up of the Hessian Awards).

The three subcommittees that call for and adjudicate nominations for our FA awards do careful and important work on our behalf. We appreciate their contributions.

This year, the Merit Award for Scholarly Achievement Subcommittee was chaired by John Vanleeuwen, joined by Sanda Badescu, Tim Goddard, James Polson, and Esther Wohlgemut.

Inge Dorsey chaired the Hessian Merit Award for Excellence in Teaching Subcommittee, and was joined by Susan Brown, Janet Bryanton, Peter Foley, Amy MacFarlane, and Rebecca Reed-Jones.

The Merit Award for Outstanding Service Subcommittee was chaired by Karem Simon, joined by Carolyn Peach Brown, Simon Lloyd, J McClure, and Gloria McInnis-Perry.

Here's where we need help from FA members: Please take a moment, right now, to identify colleagues you think would be deserving of special recognition for excellence in teaching, scholarship, or service. Then, please go ahead in your 2018 calendar to, say, February 14 or thereabouts, and set aside a couple of hours where you will craft a letter in support of one of those colleague's nomination. (Nominations for sessional teaching awards—which always include student nominators—can be made in either the fall or winter semesters.) Keep in mind that the Merit Award for Outstanding Service recognizes service in all areas of university life, not only and not necessarily even including the FA; the official wording is “service refers principally to contributions to the University’s governance and functioning at the level of the Department, School, Faculty, University, or Faculty Association, and also includes outreach beyond the university; service does not refer to professional service contributions which are part of regular duties.” This award was inaugurated with an exceptional recipient in 2016, but we are still getting used to the service award, and did not receive nominations in 2017. Next year will be different!

Please be sure to join us for Faculty Recognition night on Wednesday, May 10, at the Fox Meadow Golf Course in Stratford as we honour award recipients and retirees, and

celebrate this transition time in the academic year. You do not need to be especially connected to any of those being honoured to attend; this is a time for celebration by and for our entire FA community. A reception at 6:30 p.m. is followed by dinner at 7:00 p.m.

## **Communications Committee Report**

by Richard Raiswell (Co-Chair)

This was a peculiar year for the Communications Committee. As contract negotiations bogged down in the late spring and early summer, the team worked frantically to develop a communications strategy, coordinating with other FA Committees, the Executive and CAUT in the event of job action by the Employer. I am especially grateful to everyone who helped during that difficult period, particularly to Lisa Chilton, Betty Jeffery, Jonathan Spears and Colleen MacQuarrie who assisted the Committee in crucial ways during that especially fraught 8-week period. But when it became clear that the Employer was not going to undertake job action, the work of the Committee slowed to a more moderate pace.

**UPEIFA**

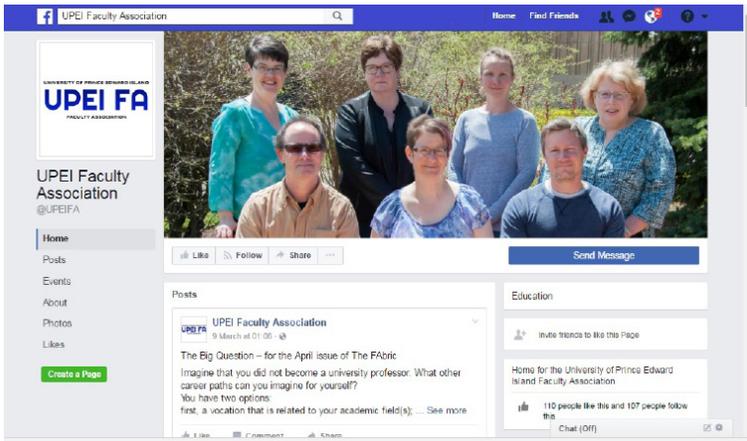
*Faculty Recognition  
Night*

**Date:** Wednesday May 10<sup>th</sup>, 2017  
**Time:** Reception at 6:30pm, Dinner at 7:00pm  
**Location:** Fox Meadow Golf Club  
(167 Kinlock Road, Stratford, PEI)

*Further details to come!*

In response to this artificial pressure, the Committee launched both a Facebook page (<https://www.facebook.com/UPEIFA>) and a Twitter account (<https://twitter.com/UPEIFA>). If you have not yet subscribed to at least one of these, please consider doing so. They are a great way to get breaking FA news and information out quickly.

To celebrate the launch of these two new platforms, the Committee launched several campaigns. First, we kicked off with a selfie campaign. We all tend to operate in silos, coming together across disciplines and faculties only for meetings or committee work. So this campaign was intended as a light-hearted way for Members to introduce themselves to each other. We invited Members simply to take a selfie while holding up a sign indicating how long they'd been at the University and then we posted it to the FA Facebook page and Twitter feed. This was a great success, and the Committee would like to thank everyone who took a minute to get involved. The pictures are still available on the Facebook if you'd like to check them out.



Second, we launched an alumni outreach campaign. We've all made a real difference in the lives of our students so we wanted to celebrate some of this work by inviting former students to speak about their experiences for themselves. We had Members contact alumni asking them to supply us with a photograph and a short sentence encapsulating their experience with UPEI academic staff, and then turned these into InstaQuotes which we disseminated through social media. Again, we had great success with this campaign, with alumni stepping forwards to provide us with short testimonials highlighting all sorts of ways we've made a difference in their lives.

Third, we hired a local film maker to shoot and edit around 20 short videos profiling various Members from across the University, highlighting the work they do in the classroom, in their research and in the wider community for social media. These too were posted on our social media channels.

This fall, the Executive will be consulting with the Communications Committee to develop a comprehensive social media policy.

It also became clear during these difficult months that our system of using departmental Communications Reps to communicate with the Membership was becoming something of an anachronism. In practice, when Members have questions that touch upon the purview of the Association, they tend to contact the Executive (or the relevant Committee) directly. And during negotiations or other fraught times, Members prefer to attend meetings with the representatives from the Executive rather than to hear news through intermediaries. Thus, the Executive has determined to end the practice of having communication reps, except on an *ad hoc* basis where an extra layer of communications may be required. I'd like to take this opportunity, then, to thank everyone who has taken on this role over the years, along with our current 22 departmental Communications Reps as they conclude their service: Ann Braithwaite, Barbara Horney, Barry Linkletter, Charlene VanLeeuwen, Charles Adeyanju, David Groman, Debbie Good, Derek Lawther, Elizabeth Spangler, Janet Bryanton, Jason Doiron, Jason Stevens, Joanne Currie, John McIntyre, Karem Simon, Richard Raiswell, Sandra McConkey, Sandy McAuley, Simon Lloyd, Vickie Johnston, Wayne Peters, and Yingwei Wang. They have all served a vital role in facilitating the flow of information between the Membership and the Executive.

The Committee met weekly in May and June and then three times during the term. Richard Raiswell and Sharon Myers served as co-chairs. Three issues of *The FAbri*c were produced and 4 issues of *Negotiations-at-a-Glance*.

Elected members of the 2016/17 Committee were Sharon Myers (Committee Co-Chair) Sandy McAuley (Website Coordinator), Laurie Brinklow (*FAbri*c Editor), Richard Lemm, Jason Pearson and Nia Phillips and Richard Raiswell (Committee Co-Chair & *FAbri*c Layout Editor). I thank them sincerely for all of their work.

## **Social Committee Report**

by Susan Brown and Debra Good (Co-Chairs)

The UPEIFA Social Committee is responsible for organizing regular social events where Members may meet one another in a relaxed, convivial environment. This provides an opportunity for Members to meet others outside of their discipline as well as welcome new Members to UPEI. The Committee met in September of 2016 to plan events for the forthcoming academic year. Six afternoon “FA Times” were planned, as well as six FA Coffee Times (scheduled so as to alternate between Wednesday and Thursday mornings with one also scheduled on a Friday morning this year). One of the Coffee Time events was cancelled due to weather. The committee wishes to thank Susan Gallant and Heather Penny for their invaluable assistance in the organization of these events. A successful off-campus holiday social was held at Mavor’s Restaurant in December. These events were advertised in *The EAbriC* and through membership emails. Winners of the FA Gold, Silver, and Bronze Medals, as well as recipients of the FA Entrance Scholarships, were honoured at a special FA Time in January. Committee members this year were Debra Good and Susan Brown (Co-Chairs), Pamela Bastante, Laurie Brinklow, Remi Morin Chasse, Jason Doiron, and Richard Wills.

## **Research and Advocacy Committee Report**

by Rebecca Reed-Jones and Brian Wagner (Co-Chairs)

The UPEIFA Research and Advocacy Committee is tasked by the Executive with completing research and making recommendations on issues being discussed by the Executive. In addition, the Committee serves an advocacy function to external groups and organizations, and to governments.

During the past year, the Committee supported the Negotiating Team by gathering information and clarifications on matters encompassed in UPEI’s internal documents and from the collective agreements of our comparator universities. Committee members for 2016-2017 were James Polson, Amy Macfarlane, Tina Saksida, Jonathan Spears, Jason Stevens, Brian Wagner (Co-Chair), and Rebecca Reed-Jones (Co-Chair).

## **CAUT Council and NUCAUT Delegate report**

By Nola Etkin

In November I attended CAUT council, and participated for the first time in CAUT’s Parliament Hill Day, where I had the opportunity to meet with MP Sean Casey to discuss issues of importance to Faculty Associations, including government support for education and research, equity (including gender equity in the Canada Research Chairs program) and transparency. We had a cordial conversation, and Mr. Casey was particularly interested in our concerns around the exclusion of higher education institutions in PEI from FOIPP legislation.

The CAUT meeting of Provincial Associations highlighted common concerns including the increased use of performance metrics, and the eroding influence of Faculty in governance. Council included a very informative presentation on Research Confidentiality, where we learned that researcher-participant privilege is determined on a case-by-case basis according to the “Wigmore test” which lays out criteria by which the need for confidentiality is weighed against the public interest. These issues came to the forefront in a recent case in which police seized the research records of University of Ottawa researchers who had interviewed a subject who later became the subject of a highly public criminal investigation. The take-home message... if you ever think the police are going to seize any research materials, get it to a lawyer’s office!

**Are you looking to minimise your carbon footprint?**

**Are you interested in saving the entire rainforest?\***

Why not consider subscribing just to the electronic (dare we say electric?) version of the *EAbriC*? It has all the news and features you have grown to love over the years but without that yeuchy papery after taste!

If you’d like just to receive the electronic version of the *EAbriC*, drop Heather a line in the FA Office at [hjpenny@upei.ca](mailto:hjpenny@upei.ca) and rest easy!

*\* Results may vary. No terms or conditions apply.*

## UPEI FA

### Annual General Meeting

**Date:** Friday April 21<sup>st</sup>, 2017

**Time:** 1:30 p.m. – 3:30 p.m.

**Location:** Don & Marion McDougall Hall,  
Room 242

**FA Time to follow**

**Time:** 4:00 p.m. – 6:00 p.m.

**Location:** SDU Main Building, Faculty Lounge

## NOTICE OF ANNUAL GENERAL MEETING OF THE UPEI FACULTY ASSOCIATION

The Annual General Meeting of the UPEI Faculty Association will be held on the following date & time:

**Date:** Friday, April 21, 2017

**Time:** 1:30 pm – 3:30 pm

**Location:** McDougall Hall, Room 242.

FA Time will be held following the meeting in SDU Main Building, Faculty Lounge.

### Proposed Agenda

1. Approval of Agenda
2. President's Report
3. Grievance Report
4. Treasurer's Report
5. Awards & Scholarships Committee Report
6. Communications Committee Report
7. Equity Committee Report
8. Research & Advocacy Committee Report
9. Social Committee Report
10. Nominating Committee Report and 2017-2018 Elections
11. Other Business
12. Adjournment

**Please note the date and time, and plan to attend this important meeting.**

The Bylaws stipulate that a quorum of 50 members is required to hold a meeting.

## *In memoriam*

### **Harry Love (1937-2017)**

By Gordon MacDonald,  
(School of Mathematical and  
Computational Sciences)



When Harry Love passed away on January 28, UPEI lost a founder and a true friend of the University.

Harry was a native Islander and graduated from Prince of Wales College (PWC). Harry spent most of his life on PEI, but made sojourns off-island for his Master's degree and later his PhD. Harry taught Mathematics and Statistics at PWC and then at UPEI (until his retirement in 1997).

I joined UPEI in 1993, so Harry and I were colleagues in the Department of Mathematics and Computer Science for four years. My recollection of Harry from those years was of a colleague who was kind-hearted, but also had this proper, gentleman's reserve. Harry would call his students "the lads" and he was the only professor in our Department who always came to the University wearing a suit and tie.

I had a chance recently to reminisce about Harry with some of our senior and retired faculty. While it was universally agreed that Harry was kind, conscientious, and a great colleague, there weren't many pithy/whimsical stories to share. Harry tended to quietly and competently go about his business, which made for a great colleague and professor, but maybe not great stories. I did hear one story from a former student of Harry's. Harry believed in doing things the right way, and the right way to write a Mathematics or Statistics test is to read all questions before starting. Harry stressed this in his classes, and on one midterm test wrote in large letters on the front page: "Read all questions before writing any answers." Apparently, the last page of the test read: "If you have not yet written anything on your test, please look busy for 10 minutes, and then hand in your test with just your name written on it to receive full credit."

I'll always be grateful to Harry for helping me out when I was Chair of the Department of Mathematics and Computer Science in the early 2000s. Our lone Statistics professor went out on extended sick leave and we needed someone to teach two Statistics courses. I approached Harry, who was at this point comfortably retired. For the good of

UPEI and the students, he agreed to help us out. He was back for a term ... still showing up wearing suit and tie.

Even in retirement, Harry remained a great friend to UPEI. He and his wife Anne were recognized as founders of UPEI and they founded a scholarship for Statistics students. He also taught at Seniors College, was active in the Retirees Association, and contributed in so many ways to the enrichment of UPEI. He was also involved with the Science Fair and very active in Trinity United Church.

Harry has left a strong legacy of service to UPEI, and will be remembered as someone who helped lay the foundation for what has developed into the School of Mathematical and Computational Sciences.



### **Welcome New Members**

Eric Staples, School of Nursing  
Sahar Bassaly, School of Nursing

### **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. However, under special circumstances, *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.

### **UPEIFA Executive**

**President:**

Nola Etkin (Chemistry)

**Vice-President:**

Malcolm Murray (Philosophy)

**Treasurer:**

Debra Good (School of Business)

**Members-at-Large:**

Mike Arfken (Psychology)

Sharon Myers (History)

Rebecca Reed-Jones (Applied Human Sciences)

Philip Smith (Psychology)

Charlene VanLeeuwen (Applied Human Sciences)

**UPEIFA Office Manager/Professional Officer:**

Heather Penny

**FABric editor:** Laurie Brinklow

**Layout:** Richard Raiswell

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