

the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

October 2015

www.upeifa.org

Vol. 11, No. 1

State of the Union: The President's Report

As I write my first State of the Union report, I reflect on the journey that has led me to the UPEIFA executive, and eventually to the presidency. It all began on an April afternoon in 2008. Back then, nominations for executive positions often came from the floor, and that year we were short one nomination for a member-at-large position. Without allowing myself too much time for thought, I raised my hand, and thus began my time on the executive committee. Three years later, Betty Jeffery came to visit me in my office the day before the nominations deadline. Once I realized I was not in trouble, I was left to consider her request that I run as Vice-President. I took some time to seriously contemplate my academic path, and whether I would continue down the slippery slope of dedicating myself to service. Wayne Peters, when he was FA president, ended all his emails with the tagline "The world is made by the people who turn up." I decided to turn up, and this year I took the next logical step, succeeding Betty as president.

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I am very thankful to the membership for the confidence and trust that you have placed in me. In my first few months in the presidency I have gained a new appreciation for the vitally important role that the FA plays in determining how we are treated in the workplace, and the extent to which we provide advice, support, and advocacy to our members.



Nola Etkin,
President, UPEIFA

One of my first duties as president was to attend CAUT's workshop for new Presidents. One thing that truly resonated with me was the answer to the question: what is most important to Association Members? Not money, not pension, not workload or sabbaticals — but fairness. Our members want to know that they are getting fair treatment, not only from the employer, but from the Association itself. And this, fundamentally, is the reason that I raised my hand seven years ago. Those who know me well know that I am a long-time human rights advocate, and have dedicated much of my time in the community and at UPEI to ensuring that everyone has access to fair and equal treatment. My work with the union has been a natural extension of my passion for equity, and provides an institutional context for me to continue this work.

A second thing that struck me was the magnitude of the challenge of engaging the membership in Association work. Listening to the difficulties faced by many of our colleagues across the country, I was proud to be able to report that over 25% of our membership is directly engaged in Association work, from membership on Executive and other Committees, to acting as

Communication representatives, to representing the Association in a myriad of other roles across the University and at the national level. This level of engagement of our members is our greatest strength, and is what allows us to stand strong against those who might seek to divide us. Fairness and equity are at the forefront of our minds as we prepare for the negotiation of our next Collective Agreement.

Elsewhere in this issue, our Chief Negotiator Sharon Myers provides an update of where we are in the planning process, and what you as members can do to ensure that your priorities are considered in developing our bargaining positions. Like Sharon, I encourage you all to complete the Bargaining Survey when you find it in your mailbox. Sharon and I are planning a series of meetings with groups of members from all constituencies in order to inform our understanding of your priorities. Please take the time to meet with us and share your unique viewpoints. We will be paying special attention to issues of Equity within the Collective Agreement, in particular ensuring fair and equitable treatment for our most vulnerable members—those in precarious positions.

Betty reported earlier this year on several outstanding issues for the FA. Revisions to two important documents, the Fair Treatment Policy and the Discipline Articles of the Collective Agreement, continue to be problematic. In October 2014, after years of working with the employer on revisions to the Fair Treatment Policy, we were provided with a completely rewritten Policy. The employer has not been willing to provide clarification or justification for the changes. We have recently been provided with yet another rewrite, which we will be reviewing carefully. You may recall also that a Memorandum of Understanding was signed following negotiations for the last Collective Agreement which resulted in a joint committee that reviewed the Discipline Articles in Section F-6. The revised language was accepted by the FA in July 2014, but was found to be problematic by the employer. We were recently informed that the employer has refused to accept any of the new language—which had been agreed upon by

representatives of both the FA and the employer--and is insisting on waiting for the next round of negotiations to address these long-standing issues. In May, I joined members of the joint union pension group and of the Board of Governors in an educational session with the Actuary for the pension plan. The session gave us some sense of what the employer's concerns may be, and provided yet another opportunity to reinforce that the unions are willing to enter into joint negotiations concerning the pension plan, as we have since 2007.

Other FA events include Fair Employment Week which recognizes the precariousness of contingent academic staff. In recognition of FEW, the FA hosted a special FA Time on 23 October and a series of Forums for Contract Academic Staff. The Fall General Meeting will take place on 20 November. At this meeting our Chief Negotiator will present the bargaining positions that are being developed based on our experience with the current collective agreement as well as direct input from members. It is vitally important that our members participate in the process, and come out to vote on these positions. A strong turnout and expression of support will go a long way towards convincing the employer that the members stand united behind the negotiating team.

I would like to wrap this up by acknowledging and congratulating our award-winning members. At Faculty recognition night in May we recognized this year's winners of the Hessian Awards for Excellence in Teaching and the Merit Awards for Scholarly Achievement, as well as retirees from the past two years. Photos of the award-winners appear elsewhere in this issue. Finally, I would like to thank all those who make the Faculty Association work. We have an outstandingly talented and committed team of executive committee members, grievance officers, and negotiating team members. I am also most grateful to Betty Jeffery for the last four years of friendship and mentorship, without which I would have been woefully unprepared to take on this position, and for her ongoing support and advice.

Annual General Meeting

**Friday, 20 November, 2:00–3:30 p.m.
MacDougall Hall, Room 243**

Please note: the UPEIFA's bargaining positions will be presented to the membership for a vote at this meeting. All Members are strongly encouraged to attend! And the AGM will be followed immediately by FA Time in the Faculty Lounge, SDU Main Building.

Bargaining Update

Just over three years ago, on 21 September 2012, I wrote to the membership of the Faculty Association announcing a tentative agreement had been reached for a new Collective Agreement and that a ratification vote would soon follow. Though it seems like only months ago (to some of us, at least) that we gathered to present and consider the new four-year Agreement, it will expire in just eight months.

With that date in mind, the Executive of the Faculty Association has begun preparations for the next round of negotiations. A CAUT-sponsored negotiating workshop has been held on campus—smack dab in the middle of summer, but with the highest number of colleagues in our history at UPEI attending, a four-person negotiating team has been appointed, and our elected officials of the FA have closely reviewed the current Collective Agreement, paying particular attention to areas that need strengthening, clarifying, or recasting. They are guided in these tasks by comments and questions that have come from us, the FA membership, in the last few years, by grievance investigations and arbitration rulings, and by a collection of actions and inactions by the University's Administration. In essence, they have reviewed the functioning and performance of the Collective Agreement with an

eye to strengthening and improving it. Additionally, the President of the FA, Nola Etkin, members of the FA Executive, and I have begun to meet with various groups within our membership to listen to your concerns and to gather information.

The next step in the process of preparations belongs to all of us as members of the FA. In the next few weeks, you will receive a document called the "Bargaining Survey." Though the title mightn't be entirely inspirational, this is a vitally important document. Were we to give the Survey another title, it might be "This is About a Significant Part of Your Life and Here is a Chance to Shape It"; or "Got an Issue—Here's Your Chance"; or, simply, "What do You Need?" The results from the "Survey" will form the basis of the bargaining positions that the Executive will propose, that the negotiating team will present, and that we as the membership of the FA will, or will not, adopt.

Once the bargaining positions are approved, the Negotiating Team will craft and edit language for the new Collective Agreement, and that package of proposals will be presented at the bargaining table. Our anticipation is that we will notify the Administration of our intent to open negotiations early in the New Year. From then on, you will hear regularly from the Negotiating Team and the Executive concerning our progress at the table. In the meantime, please do respond to the Survey and participate in the meetings that will take place as part of the preparatory process. And, if you have any questions and comments about this process, please be in touch: shmyers@upei.ca

Thank you.

Sharon Myers

In memoriam

A gentle man, and a gentleman:

John Barry Bartmann.

If I have seen further, it is by standing on the shoulders of giants. Barry Bartmann (1941–2015) was my giant.

He entered my life via an invitation, printed on the then yellow livery of the Institute of Island Studies (IIS) at UPEI, to attend an “Island Living” international conference in September 1992. It was the first time I had come across an island studies institute; and one that was then flexing its reach to adopt an international focus. In Dr Bartmann, IIS Director Harry Baglole found the fertile ground to dare to dream, and dream big. The dividends from the Baglole-Bartmann duo and that pioneering 1992 conference continue to be reaped: a North Atlantic Islands Programme, which morphed into a North Atlantic Forum; a Minor in Island Studies; a Master of Arts in Island Studies; a Canada Research Chair in Island Studies. Island studies is now a recognized field of academic inquiry, and at the heart of UPEI’s research cluster constellations, and continues to be acknowledged in UPEI Strategic Research Plan 2008–2018 (UPEI, 2015, p. 13). And more is yet to come.



John Barry Bartmann

Dr Barry Bartmann proved to be the key member of the scholarly community at UPEI that ran with the “island studies” idea and helped it grow in so many ways. He was enthralled by the “gift of jurisdiction”—a concept now championed by PEI Premier MacLauchlan—and how this is played out amongst the world’s smallest states, territories and provinces—including PEI. So the transition to things insular was a natural one: many small jurisdictions are islands anyway. And how adept he proved to be in this field, going on to advise island governments and policy-makers in places like Iceland (population: 300,000), Faroes (45,000), and Åland (27,000) on constitutional reform. On one occasion, he spent three

dark winter months alone in the Faroese capital of Torshavn, providing advice.

Yet, Dr Bartmann was no standoffish celebrity. His soft-spoken nature was a window to a big and generous heart. He spoiled his Airedale terrier, Rufus, whom he loved to bits. But to get the fullest sense of his goodness and eclecticism, ask his students. He wowed them with his detailed knowledge of so many aspects of politics; inspired them to get excited about their assignments; mentored and guided them, patiently, when they needed that helping hand—including personal tuition and advice from his own home. Students could just not get enough of him: some would take all his courses, irrespective of what they were about. Former student Ryan O’Connor reminisced how Dr Bartmann’s face lit up when the UPEI political studies society designed a T-shirt featuring an image of his (now-departed) beloved dog, Finnegan (Stewart, 2015).

He could just not keep away from his beloved classroom and students. He would typically take a course overload. He continued to teach as a sessional even while he was mandatorily retired from UPEI (CBC News, 2011). He was about to embark on his first-ever sabbatical year, with a research project dealing with the paradiplo-macy of European microstates, when he died suddenly, at his home, on August 21.

Dr Bartmann enjoyed life to the full. He was an accomplished chef (how he loved his steak); he thrilled in classical music (Prokofiev was a clear favourite); he enjoyed fine clothing (sporting suit and tie for most occasions); and he so enjoyed travelling (with New York a clear favourite destination, and regular trips to New England in summer). He reveled in interior decoration, his house the target of successive embellishment projects.

What moment should I highlight to capture Dr Bartmann and all his passion and goodness? What powerful image to linger in our minds and hearts, now that we will not see him again on the 5th floor of SDU Main Building? In May 2001, he had organized an international conference on the theme “Small Island States in a Changing

World: Constraints and Opportunities,” held at the Eastern Mediterranean University, Gazimagusa

(Famagusta) in the Turkish Republic of Northern Cyprus (TRNC). (UPEI political studies professors David Milne and Henry Srebrnik also attended that

conference.) Then, as now, the TRNC was a de facto



Barry Bartmann and Godfrey Baldacchino

state, a “country” unrecognized as such (except by Turkey) but bearing all the paraphernalia of sovereignty. These were abundantly clear, as they are wont to be, at the arrivals lounge of the “international airport” in Ercan (2015): flags, security guards, passport control ... we had just landed there on a flight from Istanbul. Barry was walking alongside me when he suddenly stopped, rested his hand luggage down on the ground, opened his arms wide, and, with that huge grin of his, looked at me, smiled, and proclaimed emphatically: “Godfrey, do you realize that we are now in a de facto state?”

Godfrey Baldacchino

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Grievance Handling Workshop

On 26 and 27 August, the FA hosted a Grievance Handling Workshop. Paul Jones conducted the workshop. Paul is a Professional Officer with the Canadian Association of University Teachers (CAUT). Before joining CAUT, he practiced law at an Ottawa union side labour law firm. At CAUT the focus of his work is public policy matters, with particular emphasis on research ethics, scholarly communication, equity, and intellectual property issues. These workshops help distinguish the difference between complaints and grievances, elucidate how important the grievance process is in protecting the Collective Agreement, and explicate the steps our grievance officers undertake for the collective. This year’s workshop also introduced to us the notion of hidden inequities. Our attendees were Mike Arfken, Doug Dahn, Nola Etkin, Anne Furlong, Betty Jeffery, Peter Koritansky, Mary McNiven, Malcolm Murray, Liz Spangler, and Sean Wiebe. Thanks to all for participating. Malcolm Murray, Chief Grievance Officer



L-R: Mike Arfken, Nola Etkin, Paul Jones, Anne Furlong (hidden), Liz Spangler.

FA Social Events Fall Semester 2015

FA Times

20 Nov (Fri): 3:30–6:00 p.m. (Main Building Faculty Lounge: after the Fall General Meeting)

4 Dec (Fri): Tentative date for off-campus end-of-term/holiday social evening

Coffee Times (Main Building Faculty Lounge)
5 Nov (Thurs): 9:30–11:30 am

New FA Members—Fall 2015

Bishnu Acharya, Engineering
Shiori Arai, Companion Animals
Katie Beck, Applied Human Sciences
Mariana Diel de Amorim, Health Management
Angele Desroches, Psychology
Aitazaz Farooque, Engineering
Jane Gichuru, Education
Therese Harper, Applied Human Sciences
David Hickey, English
Amy Hsiao, Engineering
Amanda Hudson, Psychology
Colleen Hughes, Biomedical Sciences
Marieke Hutchinson, Chemistry
Craig Knickle, Biology
Sean Landsman, Biology
Judy Lee, Asian Studies
Linda MacIsaac-Gallant, Music
Tarek Mady, Business
Catherine McAleer, Education
Suzie Muckpah, Education
June Shanahan, Nursing
Nicole Strum, Music
Craig Thompson, Business
Patricia Uptegrove, Business

The FA Rep Hunt Who is your FA Rep?

If you can correctly identify your FA rep, you may win a prize. Here's how to play. Find your FA Rep among the following persons. Approach your rep and discuss what you would like to see, or not to see, in the next Collective Agreement.

Hint: We have an FA rep for each department, program, and school.

Charles Adeyanju
Ann Braithwaite
Joanne Currie
Jason Doiron
Debbie Good
David Groman
Larry Hale (sabbatical)
Barbara Horney
Betty Jeffery (sabbatical)
Vickie Johnston
Derek Lawther
Barry Linkletter
Jo-Ann MacDonald
Sandy McAuley
Sandra McConkey
Wayne Peters
Richard Raiswell
David Seeler
Karem Simon
Elizabeth Spangler
Jason Stevens
Ken Sulston
Charlene VanLeeuwen
Yingwie Wang

Dear FAbby

From time to time an anonymous Master of the Red Book delves into the FA mailbag in search of a topical question posed by a loyal *Fabric* reader. No one knows the identity of this benevolent crusader—*Fabric* staff know her/him only by the nom de plume: FAbby.

Q: Interested Sessional: I would like to continue my research work and attend a conference to present my findings. Is there any support for me as a sessional instructor?

A: Yes there is. There are two sources of funds available under the Collective agreement. One is specifically for Sessionals at step 2 or 3 to support scholarly activity. The other is open to all sessionals to support professional development and travel (see Article G1.1 ii and iii).

If you have a question for the Red-Book caped crusader, drop us a line at rraiswell@upei.ca



UPEIFA Past President, Betty Jeffery at Faculty Recognition Night

Faculty Recognition Night

Culinary Institute of Canada
4 Sydney Street, Charlottetown
Wednesday 6 May, 7:00 p.m.



Hessian Merit Awards Winners for Excellence in Teaching, Back: Danny MacDonald, Rick Covey; Front: Marina Silva-Opps. Carolyn Peach Brown.



Winners of the Awards for Scholarly Achievement, James Polson and J Trenton McClure.



At Faculty Recognition Night, May 2015.

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@upef.ca, 566-0504. The Newsletter Editor would like to thank all those who contributed to this edition of the FABric.

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.*

The UPEI Faculty Association

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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.

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Betty Jeffery (Robertson Library)

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Assistant Editor: Laurie Brinklow;
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*the FABric
October 2015
Vol.11 No.1
Published three times a year
ISSN 1718-3022*