

# the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

September 2014

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

Vol. 10, No. 1

## **State of the Union: The President's Report**

I'm sure that much has been happening in each of your professional and personal lives in the five months since our Annual General Meeting. I hope that each FA Member had the opportunity to spend at least some time enjoying all that the Island has to offer during the summer. We are now reunited on campus after our differing schedules of vacation, conferences, research trips, breaks in service, etc., and meeting new students and new colleagues. It is an exciting time, but that excitement is tempered by concerns facing us here on campus, and more broadly.

Almost immediately after our AGM, I went off to attend CAUT Council—and after that to the NUCAUT

and Canadian Labour Congress conventions. These three events provided opportunities to learn about some of the threats to post-secondary education and more generally, to the labour movement as a whole. We have invited David Robinson, newly appointed Executive Director of CAUT, to be the Guest Speaker at our Fall General Meeting. He will update us on these particular threats—and about some of the challenges faced by our colleagues at other institutions across the country. I'm sure many of you have been following the troubling events occurring at other Canadian institutions over the past few months: the egregious actions at Windsor where the Administration abandoned collective bargaining and unilaterally imposed terms and conditions of employment; the attempt by the University President at Saskatchewan to undermine the tenure system; and the desperation of academic staff at Mount Allison and the University of New Brunswick, driven to pass votes of non-confidence in their administrations.

We are not without our own issues at UPEI. At the AGM you passed a Motion directing the Executive to write to the President and to all members of the Board of Governors, expressing “the Membership’s extreme displeasure and discontent with the on-going lack of collegial decision-making and the excessive, and pointless, expenditure of University resources on legal fees.”



Betty Jeffery,  
President, UPEIFA

### ***In this issue:***

***President's Report (p. 1)***

***Board Failed to Comply With CA (p. 3)***

***Board Membership (p. 4)***

***Atlantic Queer Caucus (p. 5)***

***New Members (p. 6)***

***Francophone Academic Staff (p. 6)***

***Award Winners (p. 6)***

***In Memoriam: Robin Neill (p.10)***

***Recent Retirees (p. 11)***

***What We Read This Summer (p.11)***

***Know Your Communications Rep. (p. 15)***

The letter is available on our website. We have yet to receive a reply.

This letter was sent immediately after the arbitrator issued his decision in a case in which the Board of Governors intervened to deny a candidate tenure, despite a favourable view of the candidate's file by every other body involved in its review. The arbitrator's decision was unequivocal: "the Board stepped outside the negotiated process ... and failed to comply with the rules of the Collective Agreement." While the Board, as the Employer, has a right of oversight in the tenure review process, "the right ... is limited to ensuring that this process, 'the rules' of the parties' Agreement, are adhered to ..." More information on this ruling can be found on pages 3 - 4. But as every academic unit across the University has had to grapple with severe budget cuts for the past two years, we have to ask: how much money was spent in fighting the collegial decision making process? Is this really the best use of the money the University received from the students and taxpayers of Prince Edward Island? I know that you hope and expect that in addition to ensuring that collective agreements are respected, that fiscal responsibility will be exercised— indeed, ensuring that the University is responsible in its use of money is one of the Board's chief responsibilities.

In recent years, it seems that the Board has become increasingly reluctant to provide the Association with copies of the Minutes of its meetings. We have had to send repeated requests for these to be shared with us. As I reported to you earlier, the Board has now designated a substantial portion of each of its meetings as "closed." After we invoked Article H5.2 of the Bargaining Unit #1 Collective Agreement, we now receive only copies of Motions, and only those Motions passed during the "open" sessions of its meetings, without even any indication of which members of the Board were present at those meetings. We're not told when the Board holds its meetings. We're not told what's on the agenda for its meetings. We're not told who's on the Board—or who's been appointed by which constituency. The develop-

ment of this culture of secrecy is not conducive to the idea of collegial governance at the heart of our Collective Agreements. The names of Board members are listed on the University's website, and a little bit of detective work has determined which constituency each member represents. A list can be found on pages 4 - 5.

On the positive front, we honoured recipients of the Hessian Awards for Excellence in Teaching and the Merit Awards for Scholarly Achievement at the Faculty Recognition and Awards Celebration in May. You can read the citations for the award winners beginning on page 6. And in June we presented the two FA Entrance Scholarships. These went to Emily Gallant of Kensington Intermediate Senior High School and Macayla MacNeil of Morell Regional High School.

I hope you plan on attending our General Meeting on Friday, 3 October, beginning at 2:00 p.m. The 2014/15 Executive and other committees took office on 12 May. Come out and hear details of what we've been doing since then. I extend a special invitation to new UPEIFA Members. I look forward to seeing you there—and don't forget the FA Time afterwards.

## **Notice of Meeting**

FA Fall General Meeting

Friday 3 October

2:00 pm

Room: 243 McDougall Hall

Guest speaker: David Robinson (Executive Director, CAUT) speaking about the challenges confronting Canada's universities.

All Members are encouraged to attend!  
FA Time to follow in Schurman Market Square,  
McDougall Hall

## ***Arbitrator finds that the Board failed to comply with the Collective Agreement***

In early May, an Arbitrator ruled on a member grievance concerning the Board of Governor's decision not to grant tenure to an applicant despite the fact that the applicant's file had been favourably reviewed by her/his department, dean, the URC, and the University President. Shortly after receiving the Arbitrator's ruling, the FA sent out the following statement to all Members. In case you missed this important statement, it is reproduced here.

20 May 2014

In a decision received last week, the Arbitrator found that "the Board stepped outside the negotiated process for a tenure review and a teaching evaluation, and failed to comply with the rules of the Collective Agreement." Further, he found that the Board "conflated what was a disciplinary or personnel process with an academic assessment process for tenure and, in so doing, fashioned a new context for an employment issue, previously addressed and resolved, constituting an unreasonable application of the Collective Agreement and an assessment which was unreliable on the evidence, or arbitrary."

The Arbitrator ruled that the Member "be granted tenure effective July 1, 2013" ... and also direct[ed] that [the Member] "be given credit for any delay as may arise, or has arisen, for all purposes of promotion and sabbatical applications, or for any like matter under the Collective Agreement, so as to ensure [the Member] does not in any way suffer a penalty in salary or other benefits or be 'one year behind' in the pay scale or otherwise."

This was an important decision for the Member involved, but also for all Members applying for tenure or promotion in the future, and potentially for our colleagues at other universities. This arbitration concerned who has the right to decide what goes into a tenure file, and the powers of the Board in relation to consideration of tenure.

As reported to you at FA meetings, the individual in this case received a positive recommendation for tenure from the DRC, the Dean, the URC Subcommittee, the URC, and the President. Further, as disclosed during the arbitration hearings, initially even the Human Resources Committee of the Board of Governors recommended the granting of tenure. A series of events then followed the HR Committee Meeting in late November 2012, leading to the final motion adopted by the Board at its October 2013 meeting to deny the tenure application. The Member was thus notified ten months after notification would normally be expected.

What set in motion that series of events? A chance meeting in an airport between the Chair of the Board's HR Committee and a member of the Senior Administration, during which the latter disclosed information about the Member outside the tenure file.

This led to communications from the Chair of the Board to the Member and to the Dean requesting "additional information"—information beyond the tenure application file.

Further communications followed, including communications of which neither the Member nor the Association were aware until the arbitration hearings. At its May 2013 meeting, the Board then referred the tenure application back to the URC, with a request for the URC to re-evaluate and reconsider the tenure application file, "including all the additional information requested and received from the Dean ... , Interim Vice President Academic, and [the candidate]." The URC correctly "concluded that the process for consideration of files as outlined in the Collective Agreement had been followed and that considering additional information would fall outside the tenure decision-making process mandated by the collective agreement."

The Arbitrator clearly agreed: "[The tenure review process] ... clearly demonstrates that the parties to collective bargaining ... have agreed upon what is not only a system and framework for tenure, but so too the criteria to be applied in determining a grant of tenure, or not, and the material(s) that will be considered, as well as the materials(s) that will not be considered." The Arbitrator ruled that the negotiated collec-



tive agreement does not provide for “specifics obtained by way of a conversation outside of the tenure review process, involving different levels of the administration of the university.” While accepting that the Board, as the Employer, has a right of oversight in the tenure review process, the Arbitrator wrote that “this right, however, is limited to ensuring that this process, ‘the rules’ of the parties’ Agreement, are adhered to ... The University also cannot turn to general ‘Conflict of Interest’ or Purpose’ provisions of the Collective Agreement, as urged upon me by it in argument, to avoid its negotiated obligation to follow the ‘rules’ for a tenure review, just as, I find, it cannot turn to alleged failures of ... a ‘management representative’ to uphold its denial of the tenure application ...”

The Association successfully argued that the Board violated the Member’s rights under Article E2.2, which clearly stipulates the criteria to be used in tenure consideration and the relevant materials to be included in tenure files, and Article E2.6.1, which clearly specifies that it is the Member, not the Board of Governors, that has the right to decide what other pertinent information is included.

The collegial process as outlined in the Collective Agreement has been solidly confirmed.

## ***UPEI Board of Governors, 2014-2015 Membership List***

The structure of the Board of Governors is laid out in the University Act (the office consolidation of the Act can be found at <http://www.gov.pe.ca/law/statutes/pdf/u-04.pdf>). The current members of the governing body are:

### **The Chancellor of the University**

Dr. Don McDougall

### **The President of the University**

Dr. Alaa Abd-El-Aziz

### **The President of Holland College of Applied Arts and Technology**

Dr. Brian R. MacMillan

### **Nine members appointed by the Lieutenant-Governor-In-Council**

Mr. John Buchanan (Retired Social Worker)

Ms. Tracy Cutcliffe (Consultant, Group M5)

Dr. Linnell Edwards (Research Scientist, Agriculture and Agri-Food Canada)

Mr. Scott Harper (Chief Executive Officer, Wind Energy Institute of Canada)

Mrs. Elizabeth Maynard (Relationship Manager, Farm Credit Canada)

Mr. Duncan Shaw (President, Mullache Corporation)

Ms. Shauna Sullivan-Curley (Retired Lawyer)

Mrs. Margo Thompson (Mother and Volunteer)

Mr. Frank Zhou (President, Sunrise Group of Companies)

### **Two members elected by and from the Senate of the University**

Dr. Gary Conboy, Faculty Member

Dr. Marva Sweeney-Nixon, Faculty Member

### **Two members elected by and from all the members of the teaching staff of the University**

Dr. Don Desserud

Dr. James Sentance

### **Two members elected by and from the Alumni Association of the University**

Mr. Andrew Bartlett (Wealth Advisor, Atlantic Investment Management, Scotia/McLeod)

Mr. Ryan Bradley (Investment Officer, Government of P.E.I.)

### **Two members elected by and from the student body of the University**

Mr. Lucas MacArthur, Student Union President

Vacant

### **Six members elected by the Board**

Mr. Tom Cullen, Chair (Owner & Manager, Purity Dairy Ltd.)

Mr. Ed Lawlor (Retired Businessman)

Mr. Shawn Murphy (Retired MP)

Mr. Pat Sinnott (Executive VP, Supply Chain & Technology, Canadian Tire)

Mr. Ron Keefe (Chief Executive Officer, BioVectra Inc.)

## ***Atlantic Queer Caucus***

**By Nola Etkin**

On 15 and 16 August, I was one of two UPEIFA members to attend the second meeting of the Atlantic Queer Caucus (AQC) in Fredericton, NB. Twelve faculty members from six of our regional universities spent the two days discussing equity and queer issues on our campuses, and shared strategies for working with our colleagues and our Associations to transform campus culture. We spent some time discussing the need for regional organizing, and defining what the AQC actually is. We shared individual experiences of aggression—in our classrooms, in our departments and faculties and the at-times more subtle, but no less damaging, exclusions that we encounter. The especially precarious situation of queer contract academic staff was highlighted by a number of members.

Much of our time was spent focussed on ensuring tangible outcomes and a better sense of purpose for the group. By the end of the meeting we had developed a set of traditions and procedures for meetings, including the advance selection of future meeting locations, meeting processes, and a mechanism for reporting to our Associations and to CAUT. We committed to sharing resources and strategies for creating inclusive campuses. For example, I will be sharing our experience at UPEI in working with administration to establish all-gender washrooms, and our upcoming work towards developing policy on gender identity. We developed concrete strategies to use the AQC listserv more effectively to

communicate, share resources, organize and coordinate events such as speaker tours, and to develop a website for the group. For those interested in joining the listserv, a renewed invitation will be forthcoming.

And finally, we developed a mandate for the AQC. In its current draft form, this reads: The Atlantic Queer Caucus is a collective of part-time and full-time GLBTQQIAA2S\* academics from various disciplines in Atlantic Canada working to build a supportive and transformative academic community.

We come together to combat isolation, share information and model good/best practices. We endeavour to educate and lobby our employers and unions (locally and regionally) and to encourage our colleagues to use their academic power for equity and the advancement of anti-oppressive theory and praxis in order to facilitate cultural change.

The Atlantic Queer Caucus exists with the support of CAUT and our local unions, but outside of formal union structures. \*In case you are wondering about this particular incarnation of the queer “alphabet soup”... it may stand for Gay, Lesbian, Bisexual, Trans (in its various forms), Queer, Questioning, Intersex, Asexual, Ally, and 2-Spirited. Some might note that this list could include all of us in one way or more.

I end with a question or two for my UPEI colleagues: what can we at UPEI do to help fulfill this mandate? And who among you would be interested in attending a social event for GLBTQQIAA2S Academic Staff? Email me at [netkin@upei.ca](mailto:netkin@upei.ca).

### ***Save the date ...***

FA Coffee Times, Faculty Lounge:

SDU Main Building, 9:30 - 11:30 a.m.

16 October, 19 November

FA Time, Schurman Market Square, McDougall Hall

3:30 - 5:30 p.m. 3 October

FA Time, Downtown Location TBA November 28

## ***Welcome to new members***

Hossein Ahari (Engineering)  
Josee Alain (Education)  
Jennifer Burns (Health Management)  
Andrew Carrothers (Business)  
Lorna Champion (Education)  
Robert Dennis (Religious Studies)  
Adam Fenech (Business)  
Timothy Goddard (Education)  
Nicole Haire (Education)  
Rosemary Le Faive (Robertson Library)  
Janis MacLellan-Peters (Nursing)  
Gregor McEwan (Computer Sci/Information Tech.)  
Megan Mullally (Applied Human Sciences)  
Catherine Radtke (Health Management)  
Sarah Reddington (Education)  
Misty Rossiter (Applied Human Sciences)  
Tina Saksida (Business)  
Travis Saunders (Applied Human Sciences)  
Gailene Ann Tobin (Biology)  
Kathy Walsh (Nursing)  
Karen Wight (Business)  
Perry Williams (Music)

## ***CAUT Conference on the challenges faced by the Francophone academic staff***

by **Carlo Lavoie**

From 6 to 8 June, I attended a CAUT conference to examine issues faced by the Francophone members. The conference, entitled *Améliorer les conditions de travail du personnel académique francophone: Solutions innovatrices*, brought together in Ottawa leaders from the Francophone academic community to share experiences, identify primary common issues, and to develop strategies. The conference focused on a series of obstacles impeding the work of Francophone academic staff

working outside Quebec, and provided a forum for the examination and discussion of union solutions for these obstacles. In addition to plenary sessions, participants had an opportunity to break into smaller groups to discuss the existing solutions contained in collective agreements, and to suggest other avenues that might be explored in the short and medium term.

Although the issues on the discussion roster were clearly of vital importance to our Francophone and bilingual university associations, they are also pertinent to Francophone academic staff working in what are frequently considered Anglophone universities, such as UPEI. Francophone academics work everywhere in Canada and often feel isolated because of the nature of their respective universities; they often teach, do their research in French and have a key role to play in the local Francophone community but constantly have to translate all their results into English to submit internal research or teaching reports.

Evaluations of tenure and promotion files rarely take into account the time taken for such translations. Our suggestion is that we form a French-support committee of the UPEIFA at UPEI, so that we do not feel so isolated; this could also help us find ways to improve our productivity and improve pride in the French language on campus.

UPEIFA members who would like to know more about the CAUT Francophones' committee can go to <http://www.caut.ca/fr/au-sujet/comites-et-groupes-de-travail/francophones-committee> or email me at [clavoie@upei.ca](mailto:clavoie@upei.ca) for more information.

## ***2014 UPEI Scholarly Achievement Merit Award Winner***

The Merit Awards for Scholarly Achievement are given annually to recognize outstanding achievements of researchers. These awards are intended to honour faculty members who have achieved significant and continuing

productivity in scholarly research and/or artistic creation, and in so doing, inspire others to aspire to such achievement. One award is given to a researcher in the Faculty of Arts, Business or Education; one in the Faculty of Science; and one in the Atlantic Veterinary College (AVC) or Faculty of Nursing. This year there was only one nomination: Dr. Spencer Greenwood in the AVC and Nursing category. No nominations were received for the Arts, Business, and Education category, or for the Science category.

**Dr. Spencer Greenwood** received his Masters degree in Zoology from the University of Guelph in 1990 and PhD in Biochemistry and Molecular Biology from Dalhousie University in 1994. He then obtained a DVM from the Ontario Veterinary College (OVC), University of Guelph, in 1999, and after a short stint in veterinary practice, returned to OVC for 3 years as a Post-Doctoral Fellow.

In 2002 he joined the AVC as a Research Scientist in the AVC Lobster Science Centre, Department of Pathology and Microbiology. From 2004 to 2010, he held a term appointment as Assistant Professor in the Department of Pathology and Microbiology. In 2010, Dr. Greenwood was appointed Assistant Professor in the Department of Biomedical Sciences. He became Director of the AVC Lobster Science Centre, and was promoted to Associate Professor and tenured in 2012. Spencer was recently recommended for promotion to Full Professor in 2014. Since 2005, he has taught veterinary parasitology to DVM students and graduate students at AVC. Dr. Greenwood has an outstanding record of research productivity. His research area is lobster health and genomics, with research interests in cryptosporidiosis, giardiasis, and trichomoniasis. In the last four years he has 26 peer-reviewed publications, seven invited presentations and 50 research abstracts, ten research grants and/or contracts totaling \$650,000; since 2003, his research grants and /or contracts total \$4,038,233. He is a valued collaborator nationally and internationally, collaborating with 48 colleagues in the last 5 years. He

is currently supervising or co-supervising 1 PhD graduate student and 1 Post-doc. In the last three years he has supervised or co-supervised 2 PhD, 5 MSc, 1 Post-doc, and 2 undergraduate honours students, and serves on 16 graduate student supervisory committees. Dr. Greenwood is also this year's recipient of both the Zoetis Award for Research Excellence, AVC, and the Zoetis Carl J. Norden Distinguished Teaching Award, AVC. Congratulations Dr. Greenwood.

## ***The Hessian Awards for Excellence in Teaching 2014***

### **Gordon MacDonald, Department of Mathematics and Statistics**

I am sure it would surprise none of my former teachers to admit that I was not a very good math student. However, after reviewing Dr. Gordon MacDonald's dossier, I have come to two conclusions: I wish I had taken a math class from him, and Gordon is very deserving of The Hessian Award for Excellence in Teaching.

To try to acknowledge all of Gordon's accomplishments during my time would do them a disservice. Therefore, I will touch on the highlights. In terms of curriculum development, Gordon developed, and implemented, the Assessment Test for Math 151, as well as developed the Math001 Pre-calculus course. He was also at the front of the initiative to create the Math Help Centre. All of these examples speak to Gordon's focus on helping students directly. He has also helped students prepare for various Math competitions and exams, such as the Canadian Mathematical Olympiad and the Putnam Exam. Gordon has endowed two prizes for math students. In addition to endowing them, he built the trophy for one of them. Looking over his accomplishments, it quickly becomes clear that much of Gordon's on-campus energies are directed at helping students: the hallmark of an excellent teacher.

A quick survey of his course evaluations shows that Gordon's efforts are not lost on the students.

Here, I want to quote from a letter of support for Gordon, provided by Dr. Shannon Fitzpatrick, the Chair of his Department: "Gordon has definitely made a strong impression on his students, and I think it is worth noting that this has been done without compromising the quality of courses. They are just as challenging as ever." Dr. Fitzpatrick's comments are echoed by those of his students. One wrote: "Gordon really knows his stuff and makes every effort possible to emphasize the importance and significance of mathematics using real-world examples. It is my belief that this is what he is supposed to do, and he does it well." Another commented on one of the innovations that Gordon brings to the class room: "Aside from just teaching the basic curriculum, he also taught 'math fax,' which were interesting facts/ applications of different types of math. It made the class much more enjoyable." The sentiments in these two examples are echoed throughout his evaluations. I want to leave you with one final student comment that stood out to me: "One amazing thing is that he always has a smiling face, which is rare when compared to [other] math teachers."

Beyond our campus, Gordon is also very involved in improving the instruction of mathematics. He has served on the Education Committee of the Canadian Mathematical Society, and he has organized and chaired panels at the Science Atlantic Math, Stats, and CS conference: Teaching Calculus and Are our students ready for Calculus.

As I hope my brief comments show, Dr. MacDonald displays all of the qualities of an excellent teacher. Therefore, please join me in congratulating an outstanding role model on our campus and an exceptional teacher from the Department of Mathematics and Statistics: Dr. Gordon MacDonald.

### **Amy MacFarlane, School of Business**

Amy's excellence in teaching has been demonstrated in many ways. Three of the most noteworthy are:

1. Her approach and preparation to teaching
2. Accomplishments of accounting students at Business

### 3. Student feedback on her teaching

#### **Her approach and preparation to teaching:**

Amy sees her interactions with students as opportunities to inspire—and to help them improve their futures. Amy recognizes that these opportunities will be most valuable if she invests in experimenting with new teaching ideas, and in striving to be a caring, passionate, yet demanding teacher. Towards improving her teaching and identifying new teaching ideas, Amy (in addition to teaching full time and having a young family) completed the M.Ed. degree here at UPEI. As a result, Amy re-envisioned some of the accounting courses that she was teaching to be more interactive and writing-intensive compared to the prior slide-based lecture format.

Amy is also helping students in their education outside of the traditional classroom. She currently does this in two ways: she serves as the Academic Director of the Business Cooperative Education program and she serves as a coach for our case competition teams.

#### **Accomplishments of accounting students at the School of Business**

In collaboration with her accounting colleagues, Amy has enabled student performance in national competitions at an unprecedented level for UPEI. For example, UPEI accounting students taking the National Uniform CA Exam (towards obtaining a chartered accountant designation) passed with rates of 100% and 96.3% in the two most recent years. This is likely the highest set of rates in the country and compares very favorably to national averages of approximately 75%.

Additionally, in Amy's Accounting Theory course, top student essays are encouraged to compete in the Estey Undergraduate Essay Competition organized by the Centre for Accounting Ethics at the University of Waterloo. From 2010 to 2012, her students have three second prize and one first prize awards in that nationwide competition.

#### **Student feedback on her teaching**

As mentioned previously, Amy strives to be a caring, passionate, yet demanding teacher.



Hessian winners and Scholarly Achievement winner:  
L-R: Amy MacFarlane, Louise Hessian, Rick Schneider,  
Gordon MacDonald, Spencer Greenwood

In anonymous feedback, her students state that they find her to be that way. Some representative comments include: “Very good, cares about the students. Also great at teaching.” “Amy is an excellent instructor and is outstanding in all categories above. There should be an option for superb.” “Amy has really helped me get through accounting. Math has never been a strong area for me but Amy has helped me big time by always making herself available for extra help. I also love her enthusiasm and passion with regards to teaching accounting.”

“Amy MacFarlane is the hardest working professor I have ever had. She is a work horse and demands the same from us. Amy is Wonder-Woman and never has a bad day. Her brain is massive and I enjoy having access to it.”

Please join us in congratulating Amy MacFarlane on receiving a Hessian Award for Excellence in Teaching.

## ***Hessian Award for Excellence in Teaching by a Sessional Instructor 2014***

Rick Schneider, Environmental Studies Program

If “repeat business” was the sole criteria for The Hessian Award, Mr. Rick Schneider is an obvious candidate. All of his nomination letters contained the same sentiment, as expressed here by Mike Ogden: “After taking my first course with Rick Schneider, I immediately signed up for another one of his courses as I was completely floored

Being a sessional instructor can often be treated as a part-time job, but it is clear that Rick does not see it as one. What is clear is that he is committed both to his students as well as to The Environmental Studies Program. Since starting at UPEI, Rick has designed two courses in the Program: Natural Hazards, and Earth’s Physical Environment. Since their introduction, both have become popular, which is a testament not only to the quality of their design but also to the quality of Rick’s teaching. In addition to these courses, he has also collaborated with Dr. Carolyn Peach-Brown to adapt and teach the Introduction to Environment Studies course in Summerside.

Through his curriculum development, it is clear that he is passionate about the programme, and he clearly goes beyond what is normally expected of a sessional instructor.

While Rick works hard for the programme, it is not at the expense of his students. When reading the comments, several terms recur: passionate, effective, and approachable. In addition to his passion for the subject, Rick also has high expectations for his students. As one student noted, “He has extremely high expectations and pushes his students to do the best they can. He is enthusiastic and presents everything in a clear way with relevant examples and lots of repetition so we understand.” Other students go on to describe the atmosphere in the classroom. “He is exceptionally knowledgeable and enthusiastic. I love how he can draw up diagrams on the spot that are very helpful in understanding topics. His energy levels are great.” Finally, I want to end with a comment from a student that sums up why Rick is deserving of this award. “[He] [u]ses many different learning styles—diagrams, videos, lectures, [and] notes on [the] board.”

All of the comments attest to the fact that Rick employs a variety of approaches to ensure that his students not only enjoy the class but also learn the material. Therefore, please join me in congratulating an outstanding role model on our campus and an exceptional teacher from the Environmental Studies Program: Mr. Rick Schneider.



## ***Robin F. Neill In Memoriam***

By Jim Sentance

Robin passed away early this summer, bringing to an end a scholarly career that extended well over fifty years. I use the word “scholarly” advisedly, as Robin was very much the complete scholar, never just a teacher or instructor, though for the past eighteen years his contractual role here was largely limited to that. Indeed, as he wound up his teaching career this spring due to failing health, he was nonetheless anticipating the publication of yet another article this fall, and had just received a request to do a book review.

Robin was a product of the University of Toronto and Duke University, with an academic career that saw him move from his start as a professor in Saskatchewan to UPEI for a few years after its creation, to Carleton University and then back here to the Island. He was primarily a scholar of Canadian economic thought and Canadian economic history, in which areas he made significant contributions, most notably with his three books, *A New Theory of Value: The Canadian Economics of H.A. Innis*, *A History of Economic Thought in Canada*, and *As the Twig is Bent: Globalization & Continentalization, Canadian Economic Development: 1600-2000* the latter published just this past year. Although his focus was often on the past, Robin was certainly not stuck in the past. From his teaching to his research, Robin was continually evolving, trying new approaches, and addressing fresh issues and material.

As his former departmental chair, I can attest that Robin never stopped innovating with respect to teaching methods, and never stopped developing new ideas and new approaches to his teaching. Going back to his days at Carleton, Robin was an early innovator in modular teaching (before the internet) and then in online course delivery.

His course on Canadian Economic Problems I know from discussions we had was constantly under review, most recently being revised to relate more to the experience of the Chinese students who had become his major demographic. And of course his Canadian Economic History course was always evolving as his focus and his ideas on that changed over the years.

His more scholarly endeavours and his thinking about economics was also always in flux, as he addressed emerging issues and concerns with an enthusiasm I hope I can still muster a few decades from now. I can't count the number of times we stood in the hallway or in each other's doorways thinking out loud about the latest event or the latest twist on interpreting things someone had published. He continued to write and publish, of course, long after any contractual obligations had ended. He was more than competitive in that regard with the rest of the department, and certainly an inspiration to us.

Robin was a challenge as an economist, not always content with the mainstream, what some would refer to as heterodox in his thinking. But while he had his views, Robin was always ready to listen to others and always respectful of other ways of looking at things. What Robin never was was boring, or pedestrian, or old and tired.

I can also attest to the very committed and involved role Robin played, both formally and informally, in our department and the wider University community over the past years. From acting as a departmental sessional representative, to making coffee, to participating keenly in hiring processes and simple departmental conversations, Robin never stopped being a member of the department in the fullest sense of the word. And he didn't stop at the end of our departmental corridor—Robin was fully engaged in the University at large, from being an active member of the UPEIFA to (with his wife Sharon) being one of the most consistent boosters of the Panthers hockey team I know. He also moved on a broader stage regionally, continuing

to participate in the conferences of the Atlantic Canada Economics Association, which he had helped to found in the early 70s and which deservedly awarded him a life membership a few years back. He was also involved with the Atlantic Institute for Market Studies and the Atlantic Provinces Economic Council, the boards of both of which he served on.

The life of a scholar is a challenging but rewarding one. I'm sure that Robin appreciated the fact that he was able to live it as fully as he did for as long as he did. Myself, I feel somewhat lucky to have simply been able to share some of it with him, from our early interaction in my undergraduate days as his student, to the recent past with roles reversed as his chair. I owe much of my own interests as a scholar to his early influence, and much of my continued interest in being a scholar to his later example and friendship. I for one will miss him, but I'm sure I'm not alone in that.

## ***Retirees***

Best wishes to the following Members who have retired:

Cathy Callaghan, Robertson Library

Basil Favaro, Education

Frances Gray, Music

Sean Hennessey, Business

Sherri Ihle, Companion Animals

Robert Lofstedt, Health Management

Roberta MacDonald, Business

Lisa Miller, Pathology/Microbiology

Donna Murnaghan, Nursing

Tim Ogilvie, Health Management

## ***What we read this summer***

Aside from Graeme Simsion's *The Rosie Project*—which seems popular amongst our scientists—we're a diverse bunch with eclectic tastes in literature.

### **Sandra McConkey (Biomedical Sciences)**

I finally discovered the Armand Gamache mysteries by Louise Penny this summer and am now addicted.

### **Thomy Nilsson (Psychology)**

My favorite reads this summer were two humorous books by Terry Fallis: *The Best Plans* and its sequel *The High Road* about federal politics in Canada with some spoof at academia as well. Given the endorsements, his caricature of party politics seems all too consistent with what I garner from the news and a little involvement. Has anyone come across some genuine science fiction lately that is not space cowboys or tainted with fantasy?

### **Richard Lemm (English)**

I was grateful for the time I spent with the final book by historian Tony Judt, *Thinking the Twentieth Century*. It's an extended conversation with fellow historian Timothy Snyder (*Bloodlands*), while Judt was succumbing to ALS. Judt braids together his intellectual history with assessments of salient twentieth century intellectuals. Deeply engaged as an intellectual with political and economic movements, he examines, for instance, Zionist, Marxist, Fascist, East European liberal, and American "moralist" thinkers within the contexts of historical events. It's a profoundly personal book, too—a candid assessment of his commitments and transformations as he lived and worked in England, France, and America, and visited Eastern Europe. The range, suppleness, and incisiveness of his thinking is astonishing given that he was speaking to Snyder, no longer able to write, and with considerable difficulty.

I was also engrossed by *The People's Platform: Taking Back Power* and *Culture in the Digital Age*, by Astra Taylor.

She's a young documentary film-maker and writer. She believes in the wondrous possibilities of the internet, but argues that it has been hijacked by the new billionaire masters of the universe. Their anarchist, libertarian, or liberal—and invariably “techno-utopian” —rhetoric cloaks the increasingly enormous power they wield — corporatist, anti-democratic, oligarchical. While intellectuals and artists can post and access virtually anything—and, hence, we feel “free” and blessed —our activities are small, largely marginalized endeavours within a digital universe dominated by a tiny elite and an agenda that subverts intellectual freedom and artistic creativity. Her focus is on political and economic power. She's packed her treatise with a lot of fascinating research, and with perspectives from techno-utopians, disillusioned idealists, and critical pragmatists such as herself.

### **Blake Jelley (Business)**

My summer reading included, *The No Asshole Rule: Building a Civilized Workplace and Surviving One That Isn't*. The author, Dr. Bob Sutton, is a Professor of Management Science and Engineering at Stanford University. This best-selling business book, and its title, actually germinated from a faculty search process at Stanford when a discussion about whether or not to hire a renowned researcher led to a collective clarification about the group's desire to reject those who are arrogant and demeaning. Sutton skillfully combines anecdotes from various countries and industries with descriptions of academic research in related areas—learning more about “knowledge translation” was one of my reasons for choosing this book. Also, the anecdotes, especially the positive ones, are useful for my teaching. (Okay, it was work-related reading, but it was still fun.)

I still find it hard to believe that an academic would allow his (or her) book to be described as “the definitive guide...” (to anything) on the back cover. Nevertheless, this lighter fare reading makes accessible the high costs to victims, bystanders, organisational performance, and, yes, even to the culprits who demonstrate a persistent pattern of making less powerful people feel oppressed and belittled. Sutton includes anecdotes about his own

misbehaviour to help readers recognise our own potential for being temporary jerks or certified assholes. He makes the case for and suggests ways to implement the no-asshole rule in organisations, as well as providing some survival tips for those working in pro-asshole environments. The book emphasises a fundamental lesson: “*The difference between how a person treats the powerless versus the powerful is as good a measure of human character as I know*” (Sutton, 2007, p. 25, italics in original).

### **Stacey L. MacKinnon (Psychology)**

*A More Beautiful Question* by Warren Berger

*Curious?* by Todd Kashden

*The Rosie Project* by Graeme Simsion

*The Gifts of Imperfection* by Brené Brown

The entire Tudor series by Philippa Gregory

*In Praise of Slow* by Carl Honore

*Overwhelmed: Work, Love and Play when No One Has the Time* by Brigid Schulte

### **Marva Sweeney-Nixon (Biology)**

*The Rosie Project* by Graeme Simsion—funny, perfect for summer. Completely coincidentally, it is about a professor navigating through his love life (work-life balance).

### **Carolyn Peach Brown (Environmental Studies)**

For fun this summer I read *The Little Old Lady Who Broke All the Rules* by Catharina Ingelman-Sundberg. To quote one reviewer “a good-natured humorous crime caper.”

### **Katherine Gottschall-Pass (Applied Human Sciences)**

This summer I read *The Rosie Project* by Graeme Simsion. I was the one on the beach laughing out loud! Hilarious!

### **Benet Davetian (Sociology)**

In preparation for the novel I am beginning, I read the entire *Remembrance of Things Past* by Marcel Proust.

### **Malcolm Murray (Philosophy)**

David Malouf, *Remembering Babylon*—Nice.

Vladimir Nabokov, *Ada*—Terrible.

Shelia Heti, *How Should a Person Be?*—Quirky.

J. M. Coetzee, *Disgrace*—I've become a fan.

J. M. Coetzee, *Waiting for the Barbarians*—Wonderful.

Lydia Davis, *The Collected Stories of Lydia Davis*—  
Some are gems.

Raymond Carver, *What We Talk About When We Talk  
About Love*—*The Collected Works* work better for me.

Lisa Moore, *The Selected Short Fiction of Lisa Moore*—I  
love her unfinished sentences.

Harold Pinter, *The Homecoming*—Crazy good; typical  
non-ending.

Harold Pinter, *The Birthday Party*—A reread, even more  
enjoyable.

Daniel Maclvor, *Arigato, Tokyo*—A preparation for Victo-  
ria Playhouse's "The Best Brothers." If it's still on, go and  
see it!

Robert Coover, *Whatever Happened to Gloomy Gus  
of the Chicago Bears?*—I preferred his *The Universal  
Baseball Association*, J. Henry Waugh, Prop.

Julian Barnes, *A Sense of an Ending*—Loved it.

#### **Karen Samis (Biology)**

My love of short stories has been revived. I read two col-  
lections: *Hellgoing* by Lynn Coady, and *Dear Life* by Alice  
Munro. Wonderful.

#### **Larry Hale (Biology)**

During my amazing camping trip this summer, I finally  
read Margaret Atwood's *MaddAddam*. This may sound  
like heresy, but I actually wasn't all that enamoured with  
the first two books in the trilogy. But I found this one re-  
ally gripping. Easily the best of the three IMHO.

#### **Shannon Murray (English)**

Of my reading this summer, I'd most recommend the  
Young Adult fantasy *Wildwood*, by Colin Meloy (lead  
singer for the Decemberists); two challenging detective  
novels by Kate Atkinson, *Case Histories* and *One Good  
Turn*; *Saturday* by Ian MacEwan; and *Tambora*, a fas-  
cinating account of how one volcanic eruption affected  
the history, politics, geography, climate, and even the  
painting and literature (including *Frankenstein* and *Mont  
Blanc*) of the early 1800s.

#### **Richard Raiswell (History)**

There has been a spate of new books published to  
coincide with the 2014 anniversary. I was only able to  
read a few this summer. Probably the best was Geoffrey  
Wawro's *A Mad Catastrophe* which looks at the first six  
months of the war from the Austro-Hungarian perspec-  
tive—they make Russia's efforts on the eastern front look  
positively competent and effective! The book's title is  
no exaggeration. On a lighter note, I finished Lawrence  
Buck's *The Roman Monster* just in time for term to begin.  
This is a microhistorical study of a strange creature—part  
woman, ass, raptor, elephant, and serpent (apparently)—  
reportedly found dead in the Tiber in 1496 which came to  
be something of staple in Reformation polemics through  
the sixteenth century.

### **New to the FA Website at [www.upeifa.org](http://www.upeifa.org)**

**\*Collective Agreement Dates to  
Remember: Tenure/Permanency**

**\*Collective Agreement Dates to  
Remember: Promotion**

**\*Collective Agreement Dates to  
Remember: Other**

**\*Scholarly Achievement Award  
Winners 1982/83-Present**

**\*Teaching Award Winners  
1986/87-Present**

**\*FA Presidents 1969-Present  
(under Resources)**

## **Worried about your Environmental Footprint?**

Want to cut down on the amount of paper in your office?

Well, now you can choose to receive your copy of the FABric though e-mail!

With just one short e-mail to [upeifa@upeifa.org](mailto:upeifa@upeifa.org) you too can join the growing number of FA Members who receive their copy of the FABric through the miracle of modern electronic communications technology.

The electronic FABric has the same great taste as the classic version you have grown to love over the years but without that papery aftertaste.

## **Do You Know Who Your FA Communication Rep is?**

Communication Reps are a vital link between the FA Membership and the FA Executive, facilitating the two-way flow of communications.

Applied Human Sciences: Charlene Vanleeuwen  
Biology: Larry Hale  
Biomedical Sciences: Sandra McConkey  
Business: Debbie Good  
Canadian Studies: Jason Stevens (Economics)  
Chemistry: Barry Linkletter  
Classics: Vickie Johnston (University 100)  
Companion Animals: David Seeler  
Computer Science & Information Technology: Yingwei Wang  
Diversity and Social Justice Studies: Ann Braithwaite  
Economics: Jason Stevens  
Education: Sandy McAuley  
Engineering: Wayne Peters  
English: John McIntyre  
Environmental Studies: Larry Hale (Biology)  
Fine Arts: Vickie Johnston (University 100)  
Health Management: Elizabeth Spangler  
History: Sharon Myers  
Island Studies: Charles Adeyanju (Sociology & Anthropology)  
Mathematics & Statistics: Ken Sulston  
Modern Languages: Sharon Myers (History)  
Music: Karem Simon  
Nursing: Jo-Ann MacDonald  
Clinical Nursing Instructors: Joanne Currie  
Pathology & Microbiology: Barbara Horney  
Philosophy: Ann Braithwaite (Diversity & Social Justice Studies)  
Physics: Derek Lawther  
Political Studies: Ann Braithwaite (Diversity & Social Justice Studies)  
Psychology: Jason Doiron  
Religious Studies: Vickie Johnston (University 100)  
Robertson Library: Betty Jeffery  
Sociology & Anthropology: Charles Adeyanju  
University 100: Vickie Johnston  
Professional Veterinary Service Providers (BU #2): David Groman

## ***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@upeif.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**

Room 315, SDU Main Building, University of Prince Edward Island  
550 University Ave. Charlottetown, PE C1A 4P3  
Tel: 1-902-566-0438; Fax: 1-902-566-6043  
Email: upeifa@upeifa.org  
UPEIFA Website: www.upeifa.org

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:**

Betty Jeffery, Robertson Library

### **Vice-President:**

Nola Etkin, Chemistry

### **Treasurer:**

Debra Good, Business

### **Members-at-Large:**

Cezar Campeanu, Computer Sci. / Info. Tech.

Malcolm Murray, Philosophy

Philip Smith, Psychology

Charlene Vanleeuwen, Applied Human Sciences

Bill Whelan, Physics

### **UPEIFA Office Manager:**

Susan Gallant

***FABric editor Richard Raiswell;  
Layout editor Mark Barrett.***

*the FABric  
September 2014  
Vol. 10 No. 1  
Published three times a year  
ISSN 1718-3022*