

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

January 2008

Vol 3. No. 2

Welcome to a New Year...and Another Issue of "the FABric"!

Welcome, all, to the commencement of the new year and the first issue of *the FABric* – the newsletter of the University of Prince Edward Island Faculty Association – for the 2008 calendar year.

In this issue you'll find...

- *Notice of upcoming meetings*
- *Important dates from the Collective Agreement*
- *The State of the Union report from UPEIFA President, Wayne Peters*
- *A report on CAUT approaches to Contract Staff*
- *Thoughts on Labour Relations at UPEI from the UPEIFA President Wayne Peters*
- *A response from the UPEIFA Equity Committee to the University Update Address*
- *A report from the FA Social Committee, including the results of the first Annual FA Scramble*
- *CAUT Hot Spots*

... and much more..!

State of the Union: The President's Report

by Wayne Peters



UPEIFA President,
Wayne Peters.

Greetings to all. I hope everyone is managing to cope with what has been a very snowy winter so far. My kids certainly have been enjoying it, especially with a snow-day or two thrown in for good measure which is exactly how the University greeted the new year. I wish everyone a wonderful semester.

In mid-January, I attended CAUT's annual three-day *Forum for Presidents*, a meeting of the presidents of all academic staff associations from across the country. This *Forum* was a wonderful opportunity for me to connect with my counterparts at other universities to discuss issues common to all of us. Despite the wide range in size of academic staff associations, it is quite apparent that the major issues that exist

are common to us all. Among the issues considered were member/member disputes, local association outreach, salary compensation, the prevalence and impact of teaching-only positions, the development of administrative policies outside the bargaining process, the state of collegial university governance, university commercialization and employment equity on campus.

As always, though, the one issue which clearly presents a significant challenge and concern for all associations, including our own here at UPEI, is that of association renewal. Association renewal, of course, is about individual members coming forward to contribute to the work of the association whether it be as a committee member or as its president. Presently, the UPEIFA requires and benefits from the involvement of approximately 100 members, about one-quarter of the total membership. So it is that the Association's work cannot be done by a few committed individuals alone. The numbers speak for themselves. It is especially important, then, that many individual members be willing to commit some of their time to our union's efforts.

Of course, we have a wonderful pool of individuals from which to draw. The Association currently has about 430 academic staff members including faculty members, librarians, sessional instructors, clinical nursing instructors and clinical veterinary professionals. Members from all of these groups are needed to participate in the Association's activities and governance. The engagement of new members is critical but so is the engagement of our more senior members. The Association needs the contributions and perspectives of all of its members to ensure that the collective is strong and that all of its interests are represented. After all, a union is a collective and can only be as strong as the support of its membership. You are the union. We are the union. That's how it works.

So, I challenge each and every one of you to come forward to contribute to the efforts of your union. There are many ways to do so. Get in touch with

us to find out just how you can help. Of course, with our Annual General Meeting and elections fast approaching, it is especially important for people to think about running for a position on the Executive Committee as an officer or as a member-at-large. Don't be too quick to dismiss this idea. Each of us has a duty to provide service to the governance of our University. Union work is a wonderful way to fulfill this responsibility which provides a direct measurable benefit to you and your colleagues.

Hopefully, as you read through this issue of *the FABric* and you browse through the Association's website (upeiifa.org), you will get a better idea of some of the activities in which the Association is engaged. I know there is something for you. Let us know when you find it. All the best for the semester and enjoy the snowy winter.

Wayne

Did You Know That.....

The 2007 Globe and Mail University Report Card awarded UPEI an A for: Faculty Members' Knowledge of Subjects.

“We Stand Together – Or We Fall Apart”: CAUT Approaches To Contract Academic Staff

by Kay Diviney

Everywhere in Canada, it seems, universities have come to rely increasingly on contract academic staff (CAS) to do the work formerly performed almost exclusively by full-time, tenure-track professors (FTTT). CAS numbers have risen dramatically in recent decades -- in tandem with student enrolments -- while FTTT numbers have stagnated; indeed, fully 40% of academics represented by the Canadian

Association of University Teachers (CAUT) are contract staff. This past summer, speakers at CAUT's biennial conference on contract academic staff ("Career Path or Pit") explored the implications of the crisis in university staffing – and proposed approaches and solutions that might well help us to address the situation at UPEI, where sessional faculty account for a third of Faculty Association membership.

The creation of academic positions that involve only teaching and exclude research or academic service in effect "unbundles" the components of academic work in a process analogous to the "deskilling" of workers during and after the Industrial Revolution. As CAUT President Greg Allain pointed out, the nationwide movement of jobs from resource to service sectors, along with the chronic underfunding of higher education, has contributed to the increasing casualization of the academic work force. Those caught in the trap of contract academic work often can never escape: hired as teaching drones and generally ineligible for research funding and other professional activity, they can acquire qualifications for a tenured position only by subsidizing the university with their own unpaid research and service. Further, they are *hidden* academics: their absence from university governance makes them invisible. Nowhere in the country, says Jim Turk, CAUT's executive director, are they treated fairly.

Universities' exploitation of contingent academic labour creates real hardship for these academics, but it also weakens the academy as a whole, dramatically reducing the proportion of faculty actively engaged in research even as we hear the call to integrate research and teaching more effectively. Thus, while CAUT has actively assisted contract staff in their efforts to improve pay, job security, and working conditions, it has adopted a "pro rata model" of academic work, whereby all academic positions are constructed as proportions of full-time, tenure-track work. By definition, pro-rata appointments – even if part-time – could not be teaching-only positions. Further, they would undermine the financial incentive to avoid full-

time, continuing appointments.

Related to pro-rata is the idea of "regularization." At Thompson Rivers University, for instance, contract staff with appropriate qualifications have been able to move from pro-rata sessional positions to "limited term contracts" and eventually to tenure-track contracts. In the face of administration calls for greater flexibility (the new f-word, according to TRUFA president Tom Friedman), the FTTT faculty complement at TRU has grown to 70%.

"We stand together," said Jim Turk. Perhaps pro-rata or regularization can help us here, at UPEI, to stay on our feet.

Accolades

Congratulations to FA President, Wayne Peters, on being selected to participate in the 2008 Governor General's Canadian Leadership Conference. This Conference, held every four years since 1983, "brings together Canada's future leaders from business, labour, government, NGOs, education and the cultural sector for a unique two-week experience aimed at broadening their perspectives on work, leadership, their communities, and their country. "All those selected to participate are "high potential individuals expected to achieve senior leadership positions in their organizations and communities."

The Faculty Association Scholarship Fund: Help Still Needed!

*Submitted by John Burka and Kay Diviney on
behalf of the FA Awards and Scholarships
Committee*

For many years, the Faculty Association has

supported two promising PEI students with full-tuition UPEI entrance scholarships. The scholarships have been funded by interest on the Faculty Association's Scholarship Fund. However, the interest the Fund earns has in recent years fallen well short of the cost of the scholarships. That's why in December of 2006 the Faculty Association initiated the Scholarship Fund Campaign, inviting FA members to help refresh the fund by means of small but regular payroll deductions.

How are we doing so far? Over the last year, 26 FA members have pledged almost \$10,000 to the Scholarship Fund. At this rate, in ten years' time the Scholarship Fund will be fully able to underwrite our scholarships – at current interest rates and tuition amounts. But this year we still have a significant shortfall, and we will still have to supplement the interest on the Scholarship Fund with \$4000 - \$5000 from the Faculty Association operating budget to provide our scholarships.

Can you help to raise the participation rate among FA members from 8% to 100%? For \$10 per pay – or less than many of us spend on coffee each week – you can add \$260 to the fund each year; if 99 colleagues join you, you would together raise \$26,000! That would go a long way to furthering this important part of our commitment to students at UPEI. Please consider a \$2, \$5, or \$10-per-pay *tax deductible* contribution to our Faculty Association's support of students. Payroll deduction forms are available through the FA Website. You can also donate on-line at <https://secure.upei.ca/legacy/> (specify "UPEI Faculty Association Scholarships"). Or contact the Faculty Association Office for further information.

Did You Know That....

The 2007 Globe and Mail University Report Card awarded UPEI an A for: Availability of Faculty to Students Outside of Class Hours.

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

Annual General Meeting

Thursday, April 3

3.30pm-5.00pm

AVC Lecture Theatre "A"

followed by

FA Time

5.00pm-7.00pm

Faculty Lounge, Main

UPEIFA

A GREAT Small Faculty

Re-evaluating Research Expectations At UPEI: A Response To The "University Update Address"

*by Jane Magrath and Ann Braithwaite,
Co-chairs, UPEIFA Equity Committee*

In his recent "State of the University" address in November 2007, the President of UPEI, Wade MacLauchlan, set out a list of "targets and priorities" for the University community, and especially for its academic staff. While these targets also involved goals around sustainable enrolments, student success, and donor support for the future, they also highlighted several key priorities having to do with academic research

and teaching: “recruit and retain leading faculty committed to teaching and research excellence; win five regional or national teaching awards; triple external research funding from \$13.2 to \$40 million; each UPEI faculty member to be externally funded by third year of appointment; be known for at least six major regional/national collaborative initiatives; establish and sustain at least five national/international summer institutes; within each five year period, each faculty member secures new research funding.” [1]

While perhaps laudable in their intent (and understandable in the larger context of pressures universities face), these targets are also highly contentious and need a strong response because of their potential impact on FA members. Although not policy (yet), and certainly not part of the current Collective Agreement, they nonetheless lay out a series of what we take to be administrative expectations, which, if repeated often enough, and remain uncontested, run the risk of becoming ‘the way things are.’

Our particular concerns, and the ones we address here, have to do with the research funding targets – targets that reflect a very one-dimensional and limited view of what constitutes scholarly activity and the production of knowledge in academia. One of our primary concerns is that the push for increased external funding evident in the above points perpetuates the idea that the only “measure of scholarly success” is dollars. To state this as a priority is problematic in a number of ways.

First, external funding should never be a substitute for strong and consistent internal funding. Many universities with strong records of external funding have equally strong internal funding programs and supports – for example, substantial start up funding, guaranteed conference travel, numerous widely-available smaller grants, and 2/2 or less as a teaching load.

Second, external funding is not possible for all disciplines all the time. The pots of external monies available are obviously quite different for

different kinds of research activities, disciplines, and faculties, and the privileging of the “dollars in” approach will invariably perpetuate the idea that certain kinds of scholarly activities count more than others.

Third, external funding is not necessarily desirable for all kinds of scholarship. External funding can come with its own restrictions, and shape or determine the direction of one’s research – and some research, even that which could garner external monies, could suffer from their receipt. Remember the Nancy Oliveri case [2]. The connections between external funding and academic freedom are not always as untroubled as one would imagine.

Fourth and finally, the emphasis on external funding as always necessary and good fails to recognize that much fine, fine scholarship is produced either with minimal funding or without any funding at all [3]. Rather than large amounts of money, some scholarly projects need small amounts of money – and some simply need time. Our standards for “excellence” and our “measures of success” must both reflect and acknowledge the wide variety in all of our colleagues’ scholarly endeavours.

The “University Update Address” suggests that the goal of the university (like that of any corporation), is about producing money rather than producing knowledge, and proposes a blanket plan to achieve this goal. And blanket plans, by failing to recognize the very differences that are essential to a vibrant university, are rarely compatible with equity, with diversity, with true scholarship. This list of targets and priorities, if allowed to stand unchallenged, has the potential to impact and alter our working conditions, our tenure and promotion criteria and decisions, our hiring strategies and abilities, our capacity to attract and retain the best academic colleagues – in addition to undermining the sense of and respect for our professional identities. Ultimately, then, we must all be concerned with what this kind of emphasis says

about the meaning and purpose of the university. The focus on terms such as “research” rather than “scholarly activity,” the emphasis on “funding” as the only route to “knowledge,” and the highlighting of “product” rather than “process” all characterize the university increasingly as a place where academic freedom and “knowledge for its own sake” are threatened as fundamental to the ideals of academe. Is this the university we want?

Footnotes:

[1] University Update Address. Fall 2007 brochure. <http://www.upei.ca/president/update07/priorities>.

[2] For some further reflection on this, see the 2005 response by Bill Brody, president of Johns Hopkins University, at http://www.hopkinsmedicine.org/about/Crossroads/1_11_05.html

[3]http://www.cautbulletin.ca/en_article.asp?id=364§ion=196

Collective Agreement Dates to Remember, January 2008 - April 2008

The collective agreement for Bargaining Unit #1 is outlined in what has become known as the “Red Book” (a copy of the Collective Agreement is also available on-line from the UPEIFA website, www.upeifa.org.) Dates important for the time period covered by this edition of the *FABric* through to the subsequent edition to be published in April are outlined as follows. Important dates from the “Red Book” related to tenure/permanency and promotion are posted on the UPEIFA website.

January 31:

G2.12 a) A seniority list of all permanent Clinical Nursing Instructors...shall be posted by the Employer before **January 31**.

February 1:

E2.4.2.4 A Faculty Member who seeks early consideration [for tenure] as an exceptional case shall so request in writing to the Dean of the

Faculty or School by **February 1** of the academic year prior to the one in which consideration would take place.

E2.4.3.2 The date by which the Faculty Member’s request, or the Dean’s recommendation [for deferral of tenure consideration], must be communicated is **February 1** of the academic year prior to consideration.

E2.5.2.3 a) Prior to **February 1**, each Faculty Member shall send a letter to the Chair indicating that he or she plans to apply for tenure.

E2.5.2.3 b) Subject to exceptional circumstances set out in this Agreement, if a Faculty Member does not have tenure by **February 1** of the fourth (4th) year of full-time probationary appointment at this University, and if the Faculty Member has not initiated procedures for consideration of tenure, the Department Chair will direct the Faculty Member to submit his or her file for tenure consideration.

G1.4 Posting of Sessional Instructor Positions: b) Notices for both summer sessions shall be posted on or before **February 1**.

March 1:

E2.4.2.4 The Dean, in consultation with the Chair, shall decide whether the Faculty Member should be considered as an exceptional case [for early consideration of tenure] by **March 1**.

E2.10.5 The URC sub-committee shall decide whether or not a Faculty Member or Librarian is to be recommended for tenure, permanency or promotion. For promotion, the initial vote shall normally take place prior to **March 1**.

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

March 15:

E2.5.2.4 The Department Chair shall assure that a properly constituted Departmental Review Committee will be assembled prior to **March 15**.

E2.5.2.5 The candidate shall submit a tenure file containing the required elements as specified in Articles E2.6.1 a)-d) to the Department Chair by **March 15**.

March 31:

E2.10.1 f) iii) elections to the URC shall be completed by **March 31** in any given year or as soon thereafter as practicable...

E2.10.7 For promotion, the final vote of the URC sub-committee shall take place prior to **March 31**.

April 1:

G1.4 Posting of Sessional Instructor Positions: b) Notices for fall semester and winter semester courses and two-semester courses shall be posted on or before **April 1**.

G2.10 d) Clinical Nursing Instructors who want to work in excess of their contracted hours shall notify the Dean in writing prior to **April 1**.

Can't We Just Get Along? Some Thoughts on Labour Relations at UPEI

by Wayne Peters

The simple answer to this question is: *of course we can*. However, the issue is much more complicated than this simple answer might suggest. By definition, any matter of *relations* is an essential consequence of a *partnership*. For us, it is between the University Board of Governors, our employer which is represented by the University's administration, and the UPEI Faculty Association, your union. To draw from a previous article I have written for *the FABric* (*Defending our rights and our collective agreements - Do we have a choice?*

the Fabric, v2, n3, 2007, 8-10), *getting along* requires a "tradition of respect, trust, communication and collegial discussion between the parties". This is certainly a desirable relationship but often a much more difficult one to achieve in practice.

While the union and the employer are equal partners in negotiating a collective agreement, this relationship changes significantly when it comes to the agreement's application. Without question, the employer alone drives the context of this partnership since it is the employer who administers and manages the working relationship and, thus, the processes covered by our collective agreements. The employer alone is in the position to ensure that the provisions of the collective agreements are being followed. The employer alone is in the position to engage the Association in collegial discussions whenever actions it would like to take might have implications for our collective agreements. In fact, I would suggest that the employer has both a legal and moral obligation to do so. The union, on the other hand, necessarily becomes a *watchdog*, responding whenever information suggests that our employer might not be fulfilling its collective agreement obligations.

Unfortunately, far too often, the UPEIFA finds itself in a position of having to defend its rights and the collective rights of its membership by filing grievances. As I mentioned in my *State of the Union* report, the CAUT *Forum for Presidents* demonstrated that academic staff associations across the country are facing many challenges, some of which represent direct attacks on the rights held by unions and their memberships and which seek to undermine the role of the union itself. In my opinion, our situation at UPEI bears this out and I am struck by the number and scope of the issues which have arisen and which have led to grievances.

Some of the grievance issues which we are currently addressing, or which have been addressed, include issues arising from: intellectual property ownership and the involvement of third-party funders; interference

with the union's role as the sole and exclusive bargaining agent and its ability to represent its members (which has also led to an *unfair labour practice* complaint to the PEI Labour Relations Board); hiring individuals to do bargaining unit work in contradiction to the union's certification order; sessional instructor hiring; the Chairs' authority to determine the courses to be offered; the teaching evaluation process; and tenure, promotion and the role of the URC.

These represent significant challenges to the union's rights and those of its membership and appear, in some cases, to be an attempt to undermine the union's role and its certification order. In some cases, second and third grievances are being filed for the same violation of the collective agreement. The Association has had to file these subsequent grievances despite earlier grievance rulings which: 1) indicated that the employer had not followed the agreement and 2) ordered the employer to comply with the relevant provisions of the agreement.

So, unfortunately, I think it is fair to say that, in our case, this "tradition of respect, trust, communication and collegial discussion between the parties" is far from a reality. Consequently, the union is forced to react to the Employer's actions and decisions in a manner to defend our collective agreements. I can assure you that the union is doing its best to get along under extremely challenging circumstances but, again, it is the employer who is in the position to establish the context of our working partnership.

Did You Know That....

Grievances must be filed within 20 working days of the date of the events giving rise to the grievance, or within 20 working days of the date when the events giving rise to the grievance ought reasonably to have been known, whichever is later (Article F-2).

Pedagogical Advances: Double-Sided Scotch Tape

by Henry Srebrnik

Until this past summer, I had never heard of double-sided Scotch tape. It's made by the 3M Company, well-known to us for its sponsorship and support of excellence in teaching, with its prestigious 3M awards.

Double-sided tape is sticky on both sides, unlike ordinary Scotch tape. Think of what this means if you're trying to put together, say, a handout that consists of columns from a newspaper that you have cut out with scissors and rearranged in straight lines of equal length, to fit properly on an 8 ½" by 11" sheet, for photocopying.

With one-sided tape, you've got to tape the columns of paper on to the blank sheet, from the top – and this often shows up when the final product is copied. If you make the entire page lighter on the photocopier, in order for the tape not to show, this may result in the text itself being too light to read. The old solution, for me, was to use liquid paper to cover over the tape lines, copy the page again, and use the new master copy to Xerox the class handout. Quite a bit of extra work.

With two-sided tape, though, you simply place the tape around the edges on the back of the work you want to copy, then place these pieces firmly onto the blank sheet. The blank bottom sheet and the columns of print now are taped to each other. Using double-sided tape eliminates the unsightly presence of tape on your handout – and you're ready to copy. For best results, use 3M 110 – it's a light duty tape with excellent adhesion on smooth surfaces and so is great for applications such as paper attaching. I've already ordered more of it for myself. You'll be amazed how much time this saves over the years! Time better spent preparing, researching and writing!

*Henry Srebrnik often puts together handouts
using Scotch tape.*

[Ed: Perhaps someone can send me some tape to keep my sanity together!]

The Social Pages

As in previous years, the tireless individuals on the Faculty Association Social Committee have put together some highly successful social events in Fall semester, 2007 (most noticeably the Show Your Mug Days and the Halloween and Holiday parties). These events aim to maintain a strong sense of community and camaraderie among Faculty Association members. We devote this segment of *the FABric* to the Social Committee and to reports of various FA social functions that have occurred in the months between issues of *the FABric*.

News from the Social Committee

by Ann Braithwaite

The FA Social Committee is once again back at it and hard at work creating events to help build community and FA solidarity across campus. We've once again started up regular "Show Your Mug" coffee hours, and have extended the hours for this semester so that more people can drop by and aren't as pressed for time around their teaching schedules. Last semester's coffee hours were a huge success, and we're really pleased to continue them this semester. We'd love to see this become a regular event that extends over the years – one that continues to give us all a chance to see each other and grab a few (however brief sometimes) minutes of conversation with people from across campus we don't get to see all that much. So far there's been a really good mix of people coming to SYMD, and each time new and different people have shown up – so if you haven't checked it out yet, do so soon!

Faculty Association Supports Student Achievements

Each year the Faculty Association supports students through two awards presented at the Deans' Academic Honours and Awards Ceremony. The winner of the UPEIFA Gold Medal for the

student with the highest standing in third year was Thor Christensen of the Biology Department. The Silver Medal for the student with the highest standing in third year in a Faculty other than that of the gold medal winner, went to Marla Thompson of the Psychology Department. FA President Wayne Peters and Executive Member-At-Large Ann Braithwaite presented the awards.



Left to Right: Dr. Wayne Peters (Engineering; UPEIFA President) and Thor Christensen of the Department of Biology.



Left to Right: Marla Thompson of the Department of Psychology and Dr. Ann Braithwaite (Women's Studies, Executive Member-At-Large.)

The Annual FA Scramble

by Malcolm Murray

The first annual FA scramble at Avondale, Oct. 13, 2007, was a great success. Everyone enjoyed themselves and the weather cooperated, if not the golf ball. Following are the top three teams.

3rd place team, score of even par 72: Jason Doiron, Richard Lemm, and Jo-Ann MacDonald.

2nd place team, score of -1, 71: Neil Cruickshank, Scott Lee, Brent MacLaine, and Malcolm Murray.

Winning team: score of -1, 71*: Wayne Cutcliffe, Stephen Howard, and Don MacEwen.

* (Winning team decided in a playoff of excuses and misdirections in the 19th hole.)

Congratulations to all. Next year's event is planned for the Summer months.

CAUT Hot Spots

Recently added to the CAUT website (<http://caut.ca/>):

- Almanac of Post-Secondary Education 2007
- CAUT's Submission to the Review of the Canada Student Loan Program (Sept/07)
- The Slow Recovery: University Finances, 2005-2006 (Oct/07)
- Distribution of Allocated Canada Research Chairs by Tier and Gender (Nov/07)
- Occupational Stress a Major Problem for Canadian Academic Staff (Nov. 12/07)
- Public Opinion of Post-Secondary Education Issues (Nov. 22/07)

Welcome to new FA members, Winter 2008...

Sherry Arsenault, Nursing

Betty Auld, Family & Nutritional Sciences

David Bourque, Music

Katherine Clough, Environmental Studies

Mary Coady, Family & Nutritional Sciences

Bronwyn Crane, Health Management

Matthew Davies, Education

Bart Gragtmans, Biomedical Sciences

Francis Hennessey, Education

David Hyndman, Business

Jordan McIntyre, History

Heather MacLeod, Engineering

Michael Oulton, Education

Louise Robichaud-Pereira, Modern Languages

Francois Saulnier-Troff, Companion Animals

Elizabeth Tumblin, Education

Phillip Watts, Business

Nellie Wysote, Modern Languages

All new Faculty Association members are asked to contact the Association office as soon as they are hired to ensure the Association has your correct department and contact information.

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 threetimes 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;
- ▶ to provide the Association's membership with information relevant to the operations of the Association;
- ▶ to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.

Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. Under special circumstances, however, *the FABric* may agree to withhold the author's name.

The UPEI Faculty Association Executive retains the right to accept, edit, and/or reject contributed material. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the UPEI Faculty Association.

Attention Sessional Instructors

We want to be sure that you are receiving FA communications. All Sessional Instructors are asked to contact the Association office as soon as they are hired to ensure the Association has your correct department and contact information. The FA email distribution list is set up to send messages to your upei.ca address. If you do not use that account, or check it only irregularly, please either "autoforward" your messages to the email account you use, or contact the FA Office (ph. 566-0438; email. facultyassociation@upei.ca) to arrange for email communications to go to your non-UPEI account. Also, remember to check the FA website on a regular basis.

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Faculty Recognition Night: Save this Date!

by Kay Diviney

The 2007 – 2008 Faculty Recognition Night now has a date, a place, and a format. Please plan to join colleagues, award winners, retirees, and guests at the Culinary Institute on **April 5** for Faculty Dinner – an important event in the life of our academic community. Further details will be forthcoming soon.



Last Words from the Newsletter Editor

Thank you to the following individuals for their contributions to this issue of *the FABric*: Ann Braithwaite, John Burka, Kay Diviney, Shelley Ebbett, Susan Gallant, Wendy Henderson, Betty Jeffery, Jane Magrath, Malcolm Murray, Henry Srebrnik, Wayne Peters. If you have ideas for future contributions, please contact me.

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