

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

September 2007

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Welcome to a New Academic Year...and the Third Volume of

the FABric!

Welcome, all, to the commencement of the new academic year and the third volume of *the FABric*, the newsletter of the University of Prince Edward Island Faculty Association. We at *the FABric* hope that you are beginning your semester in the spirit of the New Year: renewed, invigorated, and ready to embrace challenges with enthusiasm. As always, we look forward to sharing the year with you: its triumphs, challenges, inspiration, and growth.

In this issue you'll find...

- *notice of the upcoming General Membership Meeting*
- *important dates from the Collective Agreement*
- *articles from UPEIFA President, Wayne Peters, on the State of the Union, the State of Office Space & Other Office Conditions for UPEI Sessional Instructors, Negotiating A Better Pension Plan for all UPEI Employees; and the Revised Parking System for Campus*
- *the Social Pages*

... and much more..!

State of the Union: The President's Report

by Wayne Peters



*UPEIFA President,
Wayne Peters*

I wish to extend a warm welcome from the Association to all returning academic staff and a special greeting and welcome to all new academic staff here at UPEI. Best wishes to all for an outstanding academic year ahead. To celebrate the start of a new year, plan to attend our first FA Time scheduled for Friday, September 21, immediately following the Association's General Meeting. And, just so that you don't miss important events like these, purchase one of our new Association calendars, featuring photography submitted by many of our colleagues. Thanks goes to the Social Committee for its efforts in bringing this to us.

As always, the coming year will be busy for the Association as it works to carry out the considerable amount of business and activity that crosses its desk. This year, significant effort will be put towards a full review of our practices and needs regarding the Association's internal

governance, member representation and committee structure with an objective to make recommendations for changes to our Constitution and By-Laws. Two ad hoc committees have been created to contribute to this work (the Constitution and By-Laws Review Committee and the Committee on Sessional Instructor Membership Issues). We are still looking for individuals to complete these committees so that we can start work right away. Thanks to those who have already committed to help.

Another exciting initiative approved by the Executive Committee this summer is the creation of an Equity Committee. This will be brought to the membership for approval at our upcoming General Meeting. This much-needed committee will work to foster a culture of equity on campus and within the Association with an emphasis on creating awareness of and educating about equity issues. The focus will not be on specific identity groups so much as on the University and Association policies and practices that might disproportionately affect those groups. Attention will be on issues specific to academic staff at UPEI. The Committee will advise the Executive Committee on changes to policies and practices to best achieve more equitable outcomes of processes for all academic staff on campus.

The Association's success in completing its objectives is fully dependent on the support and participation of its members. I encourage each of you to come forward to work on one of our various committees or other activities. As always, I suggest that you visit our website frequently for the most up-to-date information regarding all Association events and issues.

Take care and have a great semester. I will see you on campus and at our meeting and FA Time coming up soon.

Wayne

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

General Membership Meeting

Friday, September 21

1.30 pm-3.00 pm

Duffy Amphitheatre

**To be followed by FA Time
Faculty Lounge, Main Building**

All Members Welcome!

**UPEIFA
A GREAT Small Faculty**

**Collective Agreement Dates to
Remember, September 2007 -
February 2008**

In 2006, a new collective agreement was negotiated by the UPEI Board of Governors and the UPEIFA Bargaining Unit 1. The Collective Agreement 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). The 2006-07 Communications Committee summarized dates from the Collective Agreement that are important for FA members to know. Dates important for the time period covered by this edition of the *Fabric* through to the subsequent edition to be published in late January are outlined as follows. A complete list of significant dates from the "Red Book" is also posted on the UPEIFA website.

Prior to October 15

Initial vote [for tenure/permanency] of URC sub-committee (*Article E2.10.5*)

Prior to November 1

Unless a DRC has already been constituted under E2.5.2.4 the Chair assures that a properly constituted DRC is assembled [to consider applications for promotion] (*Article E2.5.3.2*)

On or before November 1

Posting of Sessional Instructor Positions for winter semester (*Article G1.4*)

By November 1

Each academic unit must update its Sessional Instructor Seniority Roster (*Article G1.6.1c*)

By November 1

Faculty Member submits promotion file to Chair (*Article E2.5.3.4*)

Prior to November 10

Final vote [for tenure/permanency] of URC sub-committee (*Article E2.10.7; Article E2.10.10*)

Prior to November 15

Full URC reviews sub-committee decisions [re: tenure/permanency] to ensure consistency (*Article E2.10.9*)

Prior to November 15

URC reports recommendations [re: tenure/permanency] to President (*Article*

E2.10.10)

By December 15

DRC/LRC completes meetings on all promotion applications and recommends to URC (*Article E2.6.2; Article E2.8.1; Article E7.8.9; Article E7.10.1*)

By January 5 of the year of application for tenure

Dean sends letter to each Chair with names of respective Faculty Members eligible for regular consideration of tenure. Chair then seeks confirmation from each Faculty Member that tenure file is being collated (*Article E2.5.2.2; Article E2.5.2.3*)

Prior to January 15

Dean/UL includes letter in candidate's file and forwards the complete file to URC Chair (*Article E2.9.4; Article E7.11.4*)

Before January 31

A seniority list of all permanent Clinical Nursing Instructors shall be posted (*Article G2.12 a*)

By February 1 of the academic year prior to the one in which consideration would take place

Faculty Member seeking early consideration [for tenure] as an exceptional case requests in writing to the Dean (*Article E2.4.2.4*)

By February 1 of the academic year prior to consideration

Faculty Member's request, or Dean's recommendation, for deferral of tenure consideration is communicated (*Article E2.4.3.2*)

Prior to February 1

Faculty Member sends a letter to the Chair indicating plans to apply for tenure. Chair then informs Dean that the tenure file is in preparation (*Article E2.5.2.3 a*)

February 1

Subject to exceptional circumstances, if a Faculty Member does not have tenure by February 1 of the fourth year of full-time probationary appointment here, 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 (*Article E2.5.2.3 b*)

On or before February 1

Posting of Sessional Instructor Positions for both summer sessions (*Article G1.4*)

FA Equity Working Group: A Brief Report

by Ann Braithwaite

The notion of equity is central to any Faculty Association as it works towards designing and enabling the best working conditions possible for all of its often diverse Members. Equity for all Members means recognizing the often unseen or unacknowledged ways in which particular practices and policies can inadvertently either exclude some individuals or groups of people, or restrict them from achieving their full potential or full academic freedom in their jobs. Recognizing that such issues probably exist at UPEI, late last semester a group of Members got together to begin some preliminary investigations into how other Faculty Associations in Canada both defined and addressed equity issues on their respective campuses. The working group (Ann Braithwaite, Susan Brown, Nola Etkin, Jane Magrath, Colleen MacQuarrie, Shannon Murray, Sharon Myers, and Fiona Papps) started surveying the websites of Faculty Associations across Canada, and in some cases also contacting relevant people in what appeared to be their equity-related groups for more information. Our information gathering search was very broad in scope: we looked for if and how equity was defined, for what kinds of

equity-related committees existed/how they were governed/what their terms of reference were, and for what kinds of equity policies - if any - had been developed and implemented by the FA. Looking at FA websites often led us to also look at how the broader university community or administration defined equity, as well as at what kinds of equity policies they had implemented.

We discovered that while many Associations had equity committees of some kind, often in conjunction with their University administrations, their foci were often limited to hiring practices, pay equity, and harassment or fair treatment policies. While these are important, we recognized that they are also emphases that affect all employees on campus, and as such, do not identify or address any issues that might pertain solely to academic staff and their working conditions. In a university with as diverse a Membership as we have here (i.e., different faculties with very different demands and operating structures and the inclusion of sessional instructors, CNIs, clinical veterinary professionals, and librarians in the FA, in addition to a number of identity groups), we felt that there might be equity issues which had no venue either to be identified or talked about.

We thus recommended to the FA Executive that it establish an FA Equity Committee, composed of academic staff drawn from across campus, and charged with fostering what we called a culture of equity at UPEI. We saw the focus of this committee as being twofold: i) to make space for the identification of equity issues on campus here, and to raise awareness of what those issues might be and how they affect all of us; and ii) to advise the Executive on possible changes to policies and practices in order to best achieve more equitable outcomes for all academic staff on campus. At its mid-summer meeting, the FA Executive accepted the recommendation to form an ad hoc Equity

Committee and to bring it to the general meeting in September.

A general call for Members interested in serving on such a committee will be disseminated in mid-September. So stay tuned for more information, and think about joining what promises to be an exciting and eye-opening committee!

The State of Office Space and Other Office Conditions for UPEI Sessional Instructors

by Wayne Peters

During negotiations in the spring of 2006, the Association and the University agreed that “the provision of appropriate office space for all Sessional Instructors, on a fair and equitable basis, shall be a high priority for the University.” Additionally, a committee was created to review the current situation and to make recommendations with respect to 1) the amount and type of office space that should be available to Sessional Instructors to enable them to efficiently carry out their responsibilities to the University and 2) the appropriate level of computer, telephone and other equipment that should be provided in these offices. The final Report of this committee was made available to all Association members and can also be found under the Useful Links section of the Association's website.

The Abstract of this Report indicates that *Sessional Instructors report that current office space conditions range from satisfactory to non-existent. In general, those who are assigned to offices find them seriously overcrowded and under-equipped, and many are as concerned by the resulting lack of privacy as they are by the unprofessional impression this creates upon their students. As a result of this work, the Committee recommended that addressing the inadequacy of sessional office*

space must become a priority for the University. It was also recommended that each Sessional Instructor should be provided with both 1) consistent orientation to teaching responsibilities and available campus resources and 2) a minimum standard of work space, equipment and office conditions as defined in the Report's recommendations.

As required by the Agreement, the Association and the University met in May 2007 to discuss the Report's recommendations. At that time, the University's commitment to the issue was 1) to incorporate the sessional office space issue into the overall campus space assessment and planning exercise that is currently underway, 2) on a faculty by faculty basis, to assign responsibility to each Dean to develop specific strategies to address the issues outlined in the Report and 3) through Human Resources and the Office of the VP Academic Development, to develop a formal orientation document and program for use by all departments for their sessional instructors.

Recognizing that strategy development by the Deans should feed into the overall campus space exercise, it was agreed that Deans would be expected to complete their strategy development by December 2007. In this way, sessional office space issues could be ensured proper consideration in the overall exercise while it is being carried out. It is expected that any implementation of any recommendations would not take place until September 2008.

The Association stressed the importance of addressing the issues raised in the Report and cited both privacy and health and safety concerns as areas which demand the highest priority in planning. It was agreed that the Parties would meet again mid-fall 2007 to assess the status of the process.

All Sessional Instructors are encouraged to inform your Chair and/or Dean should you be

concerned that the privacy or health and safety of yourself or your students is being compromised as a result of your current office space conditions.

The Association wishes to thank Sessional Instructors, Julie Dennison (English) and Mike Cassidy (Education) for their hard work as the Association's representatives on this committee. Also, many thanks to all those Sessional Instructors who took the time to respond to the survey.

the UPEIFA Community: Your Impressions

Last year we began a feature in *the FABric* of posing a question to the FA Membership and including some of the responses in the subsequent issue. Our issue in September 2006 included brief narratives from FA members who were from a country or province other than PEI about their experiences of migrating to PEI and their impressions of UPEI. This year, we invited the FA membership to respond to the following questions concerning the FA community at UPEI:

a) *In three words, how would you describe the FA community at UPEI?*

b) *What activities could be used to continue to build the FA community at UPEI?*

You'll find responses to this question interspersed throughout this edition of *the FABric*. Thank you to all who contributed!

A Day in the Life of..... A Librarian!

(Author's name withheld at author's request)

In the April issue of *the FABric* we included articles on Clinical Nursing Instructors and

Bargaining Unit #2 Members. In this issue, we present an article on another group of Faculty Association Members, i.e., Librarians. Librarians are included in the UPEIFA Bargaining Unit #1, and their duties and responsibilities include "professional practice in the service of the University; scholarly and/or professional development activity; and University, professional, and community service." Read on to gain a better idea of what these seven FA Members do.

7:45 a. m. Arrive on campus (yes, there's a parking spot!)

8:30-10:00 a.m. Teach English 101 class. This will be the first of two times I meet with this Section.

10:00-10:30 a.m. Student from that class has some questions about finding information for a project due next week.

10:30-11:30 a.m. Check email and voicemail (the first of many times throughout the day) – five legitimate emails waiting (plus additional ones from listservs). One is from a 4th year student wanting to make an appointment for help with research for a paper; another is from the Chair of a regional professional committee on which I serve, seeking input; one is from Professor "X" requesting an evaluation of whether we have the resources to support a new program being considered; another is from the organizer of a conference asking me to consider speaking at an upcoming conference; the last one is from a publisher's rep. I reply to the student (the others will have to wait until later in the day) and then turn to three voicemails requiring replies as soon as possible.

11:30 a.m.-1:00 p.m. Do a shift at the Reference Desk. No one brings me lunch (but then, no food is allowed in the Library). [*Too mean!...Ed*]

1:00-2:30 p.m. Staff Virtual Reference from my office. During this time, a student drops by, a professor returns a call to discuss what we might do to lessen frustrations experienced by some students in trying to do their course assignment using library resources, and I do some collections development work.

2:30-4:30 p.m. Attend a committee meeting on campus. Will need to do some follow-up work as a result of that meeting within the next couple of days.

5:30 p.m. Leave campus (taking some professional reading home, in the hopes that I may be able to get caught up on that)

8:00 p.m. + Register for conference, making sure to take advantage of early registration fees (want to maximize my limited PDTR funds). Continue preparation for a Research Methods class tomorrow afternoon. Finish marking assignments to hand back to those students.

What activities could be used to continue to build the FA community at UPEI?

I'd like to foster a culture of scholarship through the FA. Let's have more multi-disciplinary on-campus colloquia and let's combine it with socializing. Colloquia with food 'n' spirits to build spirit... now that's an idea I can get into! It would be fabulous to have more opportunities to host speakers from other Universities too. I'd like to see the FA host a couple of noteworthy scholars each semester.

Colleen MacQuarrie, Psychology

A New Parking System for the UPEI Campus

by Wayne Peters

One outcome of our negotiations in the spring of

2006 was an agreement to create a committee consisting of representatives from the various university employee groups to review the parking permit system used on campus. The Committee's objectives were 1) to develop a permit system that establishes designated parking areas for faculty and staff, 2) to define an allocation process that incorporates proximity to work areas, and 3) to recommend a fee structure that is fair to all users with appropriate consideration for the current fees. This committee completed its work in May 2007 with changes now in effect for September 2007. Information can be found on the University's website at www.upei.ca/park.

In the past, the parking system on campus used two types of permits: reserved parking permits for specific areas, typically for department chairs, deans and other senior administrators, and general parking permits for all other faculty, staff and students. This general parking permit did not guarantee anyone a space but entitled the holder to park in any of the various general parking lots should a space be available.

The new parking system now has three different types of permits with the creation of designated parking in a portion of Lot B and in Lot C. Those with general permits are not permitted to park in these designated lots. The designated permit again does not guarantee you a space, only a right to access a space in one of these lots should one be available. If you have a designated permit and are unable to find a space in the designated lot, you are permitted to park in the general parking lots.

Only a certain number of these designated parking permits are being sold for each lot based on a ratio of 1.4 permits per available space. In simpler terms, these lots are being 40% oversold assuming that not everyone is on campus at the same time. The designated permits are available on a first come first serve basis to only faculty and staff until October 1, 2007. After that, any

unsold designated parking permits will be made available to students. Designated parking permits are specific to the lot for which they are issued.

General parking permits continue to be available to all faculty, staff and students for Lots A, D, E and a portion of Lot B. Reserved parking permits are also available as before. You should notice that the designated and general parking permits are a different shape and colour. Also, the designated permits for Lots B and C are a different colour.

We should soon see new signage which will indicate "Designated Lot B (or C)" and which will illustrate the appropriate permit needed to park in the lot. While the Committee recommended that barriers and gates be installed to restrict access to the designated lots, this will not be done at this time. Campus security will be policing these lots.

Many thanks to Association members, Wayne Cutcliffe (Computer Science and Information Technology) and Ed MacDonald (History), for so effectively representing the Association on this committee.

Report from the BU #1 Joint Committee

by David Seeler

The Sessional Roster and Seniority List continued to be the main focus of the Joint Committee's efforts since the last update. At this time, the historical information on each list is considered to be an accurate reflection of past work effort performed by members. It is imperative for those on the two lists to check their accuracy shortly after each update which occurs on the 1st of March, August, and November of each year. Errors should be brought to the attention of the Departmental Chair or the Dean where there is no Chair as soon as they are identified. If the situation is not corrected to your satisfaction then

you should contact the Association's Chief Grievance Officer, Bob O'Rourke at extension 0441.

Your members on the Joint Committee are John McIntyre (Department of English) and David Seeler (Department of Companion Animals).

Have You Seen Our New FA Calendar?

by Colleen MacQuarrie

I love it. It's full of interesting pictures taken by us, the UPEI academic staff, of our pets, hobbies, and favourite strike scenes! OK, so this is an unabashed promotion of our calendar and I won't hide that fact. What I really like about it is the inclusion of important dates, deadlines, and most importantly, FA events and parties. So check it out and pick one up from Susan in the Faculty Association Office. Calendars are on sale for \$15.00 which helps us to recover our printing costs. And one more thing, if there is an important date that you would like to see included in the next calendar, let me know (cmacquarrie@upei.ca) and I'll make sure it gets into next year's calendar.

Negotiating a Better Pension Plan for all UPEI Employees

by Wayne Peters

The University's pension plan has been in existence since 1967 for all of its eligible employees. The Plan is a "defined benefit" type where each retiree is paid a retirement benefit

based on a formula which takes into account their best earnings levels and the length of their participation in the Plan. In this way, the value of the retirement benefit to each employee is essentially known. Contributions to the Plan are made by both the employee and the University. Each employee's contribution to the Plan is currently about 4.5% of earnings. However, the University must contribute to the Plan the balance required to ensure that its obligation to ongoing payable benefits according to the formula is able to be met.

The Collective Agreements for both UPEIFA Bargaining Unit # 1 and # 2 contain language that simply requires the University to provide a pension plan without detailing what this plan entails. Given that the Human Resources website states that the University "reserves the right to amend or terminate the Plan, either in whole or in part, if conditions warrant", the language is clearly not sufficient.

Presently, the collective agreements for four of the five bargaining units on campus have been expired since May 1, 2007. This includes those for the UPEIFA Bargaining Unit #2, CUPE 1870, CUPE 501 and IBEW 1432. The UPEIFA Bargaining Unit # 1 collective agreement remains in effect until 2010. Each union is now at the negotiating table with the Employer working towards a new contract. On the issue of pension, all unions are collaborating to negotiate improvements to the Plan. To this end, the unions have agreed on a common set of improvements to be negotiated and have agreed to negotiate with the Employer as a single voice at one table. The following summarizes the improvements that have been proposed by the unions.

Improvement # 1.

An improvement to the pension benefits formula to eliminate, on a go-forward basis, the post-1990 adjustment factor, and to retroactively compensate for reduced pension benefits due to this adjustment factor back to January 1, 1990.

At UPEI, the retirement pension benefit is calculated according to the following formula:

**2% x (Best Three-Year Salary Average) x
(Years of Pre-1990 Service)**

for pensionable service prior to January 1, 1990

PLUS

**2% x (Best Three-Year Salary Average) x
(Years of Post-1989 Service)
x (Adjustment Factor)**

for pensionable service after December 31,
1989.

The "Adjustment Factor" for post-1989 pensionable service reflects the integration of CPP benefits with the UPEI Pension Plan benefits (integrated formula). Effectively, this means that an individual's UPEI Pension Plan benefit is reduced by a calculated amount so that when the individual's CPP benefit is included the total benefit to the individual from the two sources is 2% of salary per year of service. For service prior to 1990, the formula considers that CPP benefits are paid in addition to the UPEI Pension Plan benefits (stacked formula) so that the CPP benefit is over and above the 2% of salary per year of service paid by the UPEI Pension Plan.

Since more and more employee service is post-1989, the "Adjustment Factor" has a significant impact on an individual's future pension benefit. The value of this factor is difficult to quantify since it depends on an individual's own contributions made and personal years of service. However, two examples are provided in the Pension Plan Summary found on the Human Resources website where the "Factor" is found to be approximately 74% in one case and 78% in another. In these cases, therefore, the total UPEI Pension Plan benefit for post-1989 service would effectively be approximately 1.5% of salary per year of service.

Improvement # 2.

An improvement to the pension indexing formula to ensure that the benefits are

increased by 2.0% annually for service after January 1, 2000.

Presently, retirement benefits are only protected from future inflation through indexing under certain circumstances. The level of indexing, and indeed if it is applied at all, depends upon the investment earnings on a portion of the pension fund. If a running average of these earnings over the last four years exceeds a certain basic rate of return, the excess is used to provide indexing.

Improvement # 3.

An improvement to “partner benefits” such that any plan member with a partner receives full (100%) pension benefits for life, and her/his partner would receive a pension benefit of 2/3 of the full pension benefit for the life of the partner should the plan member predecease the partner. Presently, should a retiree desire to have a pension benefit continue to a surviving partner in the event that the retiree predeceases the partner, the retiree must agree to a reduced pension benefit depending on the level of benefit that is desired to continue to the surviving partner.

Improvement # 4.

An improvement to provide any employee who is eligible for participation in the pension plan with the option of buying back years of service in the UPEI pension plan.

Improvement # 5.

An improvement to manage how any plan surplus can be used which would allow for a maximum of 2% reserve above liability with the remainder of any surplus used according to the following:

- *Surplus funds shall not be withdrawn by the Employer under any circumstances nor shall they be used by the Employer to lower its contributions to the plan.*
- *Surplus funds shall be held in reserve and set aside for separate accounting.*
- *Surplus funds shall be used only to improve plan benefits.*

- *The first priority on using surplus funds will be to improve the pension benefits formula for service after January 1, 1990.*
- *The second priority on using surplus funds will be to provide indexing of pension benefits.*

Pedagogical Advances: Eliminating the Three-Hole Punch

by Henry Srebrnik

For as long as I can remember, academics preparing class notes to place in binders have been prisoners of the three-hole punch.

These contraptions rarely can punch holes through more than 10 pages or so at a time, and so we often have to use them five or six times per course – something that often results in mismatched holes when we put the pages into our binders.

As well, the punches themselves become full of those irritating little round pieces of paper that have been punched out; these sometimes clog the machine or fall onto the floor, creating a mess.

There's even the risk of injury: using three-hole punches for lengthy periods of time can result in a sprained wrist. And sometimes you may drop one and break a toe – they are heavy!

Now, however there is a time-saving solution that guarantees that the holes in the paper will all line up perfectly, and one that eliminates those irritating “donut hole” pieces of paper altogether.

You can now get “pre-punched” paper with the three holes already all neatly in place, available at the UPEI bookstore or in Central Printing. It's amazing how much work this saves – time that can be better spent writing scholarly articles and books, or preparing for class.

Henry Srebrnik is available for presentations on the use of the new “holes-in-place” paper.

What activities could be used to continue to build the FA community at UPEI?

Have an orientation session to review the contract (along with challenges, strengths and potential pitfalls associated with it to date) with new faculty on staff once or twice a year. It would be an opportunity for new faculty to become more interested and involved in the University Community and get to know the FA representatives on campus.

Melanie Thomson, Nursing

The Social Pages

the *Fabric's* report on all social activities in which the UPEIFA has been involved.

This Year with the UPEIFA Social Committee

by Ann Braithwaite

The Social Committee is up and running again this year, and has a wonderful assortment of events planned for the FA Membership for the year. From coffee hours to happy hours, FA Times to a holiday party, we've got something for everyone. And we've produced a lovely new wall calendar with all the important dates on it, to help you keep track of all of these events. As with last year, the members of this year's Social Committee (Ann Braithwaite, Jason Doiron, Richard Lemm, Colleen MacQuarrie, Shannon Murray, Marina Silva, Andy Trivett, and Jennifer Taylor) think of our purpose as being both to build and maintain community spirit among the FA Membership and to provide ample and different kinds of opportunities to do so. We're aiming to do a lot more this year than last, but given the success of last year's events, we're confident that increasing the number and the assortment of events will continue to attract Members and also increase the variety of our

Membership at each event.

There are, however, some changes that we've implemented this year. You'll notice (from the calendar dates) that we're moving the coffee events to alternating Wednesday and Thursday mornings to try to respond more to people's different teaching schedules. We're introducing FA happy hours; different than FA Times, these are relaxed informal get togethers on Friday afternoons in the Faculty Lounge, with beer and wine available for purchase and a nice alternative to going to the Wave. We're still holding a couple of FA Times immediately following the general Membership meetings in September and April in the usual format, with lots of food and live music. And finally, we're also planning a holiday party in early December at the Benevolent Irish Society on North River Road, with a band, a DJ, drink, food, and of course, dancing, plus a few other surprise activities. So stay tuned for more information about these activities as they get nearer and hope to see you all there!

"C-E-L-E-B-R-A-T-E Good Times, Come on!"

And celebrate we did, in the Faculty Lounge this past Spring at a reception jointly sponsored by the Faculty Association and the Office of the President. We celebrated the illustrious careers and contributions of our colleagues who retired at the end of the last school year: and we celebrated those wonderful colleagues who were awarded Hessian Awards for Excellence in Teaching and Merit Awards for Scholarly Achievement.

Barry Bartmann retired from the Department of Political Studies after giving more than 20 years of his life to this university and to the wider PEI community. He was instrumental in the founding of both the Political Studies department here and the internationally-

recognized Institute of Island Studies. A scholar with an international reputation, Barry is also a beloved teacher and mentor who has inspired countless students in his time here.

Harry Hariharan retired from AVC's Department of Pathology and Microbiology after almost two decades of researching and teaching at UPEI. He was particularly interested in antimicrobial drug resistance, and helped to develop a graduate course in bacteriology. Harry taught second-year students, participated in fourth-year clinical rotations, and mentored a number of graduate students. He was well-respected by students and colleagues alike.

Don MacCormac retired from the School of Business where he has taught since 1972 – the past 15 years full-time. Don was a prime mover in the development of the Public Administration programme, the Human Resources programme, and the Co-operative Education programme. He has also been consistently involved in the larger Island community, and he received the Lieutenant Governor's Award for Excellence in Public Administration in 2006. He was an energetic and inventive instructor, described by one student as "always open and helpful – we just love him"; and by a colleague as "a tremendous asset."

Dr. Rabin Bissessur is a Hessian winner who has distinguished himself as a dynamic teacher, known to many of his students as a "chemistry maniac." Students remark that they really look forward to Rabin's classes where they especially appreciate his use of humour and the jovial atmosphere he creates. An inspiring teacher IN class, Rabin is also constantly available outside of class, and students frequently seek him out for help with a course-related problem or for some practical advice. The generosity with which he gives of himself contributes directly to his students' success. As one student remarked, "I have seen him spend upwards of four hours helping in a tutorial, not leaving if students still have questions." Dr. Bissessur is also a much

sought-after research supervisor, and the fact that many of his students appear regularly as co-authors of scholarly papers is a testament to his mentoring abilities.



Winners of the 2006-2007 Hessian Merit Award for Excellence in Teaching, left to right: Mrs. Louise Hessian (who presented the Award), Dr. Rabin Bissessur (Chemistry), Dr. Nola Etkin (Chemistry), and Dr. Leigh Lamont (AVC).

Dr. Nola Etkin, also a Hessian winner, reaches and inspires students with her down-to-earth personality, and her expert handling of pedagogical strategies and tools that emphasize the process of learning itself, not simply the content. She involves students in active learning with activities and experiences that help to connect the lesson with the students' lived realities. Nola has also been active in the scholarship of teaching and has given many presentations on teaching chemistry at national symposia. She has developed teaching initiatives, including new lab experiments designed to increase student understanding of concepts and procedures while also presenting a problem that is highly relevant to the students' lived experience. For example, in one lab, students ferment sugar to produce ethanol and then purify it, learning in the process the production methods used by industry to prepare alcohol. Students appreciate the fact that Dr. Etkin makes them her priority. She inspires them

to want to know more, to achieve more, and to view their discipline as connected with their culture.

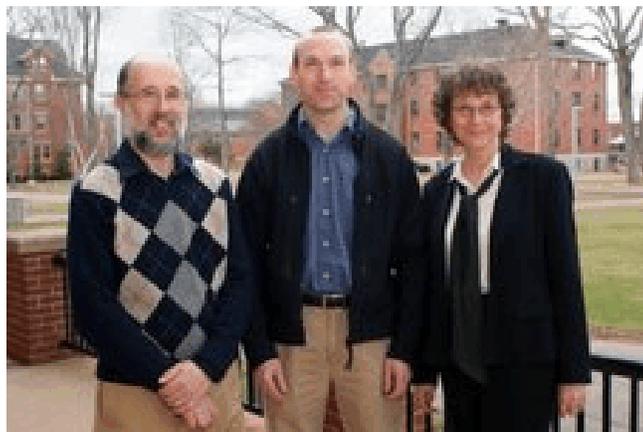
Dr. Leigh Lamont is a Hessian winner who specializes in teaching anesthesiology to DVM students. With her patient and professional demeanor, she assuages the anxieties of students who are learning in the presence of animals in pain. She supports and encourages her students to hone their problem-solving skills while challenging them to achieve high standards. She encourages them to try new procedures and to respond creatively to unusual situations, while ensuring that they develop informed opinion based on clear scientific evidence. In the process, she helps her students to make the crucial transition from classroom learners to clinical practitioners. Leigh has been responsible for a number of pedagogical innovations, including the creation of short, narrated video demonstrations of fundamental procedures in clinical anesthesia with canine patients. Students can access these on DVD and online, allowing them to become thoroughly familiar with the details of a particular procedure before experiencing it with a live patient. Leigh's students particularly note her contagious enthusiasm for her subject.

Dr. John Burka won a Merit Award for Scholarly Achievement for his research at AVC in the area of aquatic pharmacology; in recent years he has been studying the development of resistance by sea lice to antiparasitic drugs. In the last 10 years, he has received research grants in excess of \$800,000 and is a co-investigator on a recent Canada Foundation for Innovation (CFI) grant for \$2.3 million. He received the AVC Pfizer Award for Research Excellence in 2001, currently serves on the Editorial Board of *Journal of Veterinary Pharmacology and Therapeutics*, and has been recognized for "fostering the awareness of science in Canada." John has been very active in promoting science and technology awareness, having served as Chair of the PEI Science Fair Organizing Committee, coordinator of PEI Science

and Technology Awareness programs, Chair of Atlantic Provinces Council on the Sciences (APICS) committees, and a member of the Sanofi-Aventis Biotech Challenge Committee.

Dr. Annabel Cohen's Merit Award for Scholarly Achievement acknowledges her internationally recognized research program in music psychology. Since 1996 she has obtained research grants in excess of \$3.25 million. She has also led large multi-disciplinary, multi-institutional research projects investigating how multimedia can best enhance learning in a variety of cultural contexts. Annabel is currently completing a book, *Foundations of Music Cognition*, to be published by Cambridge University Press; she has been invited to be the next editor of the *Journal of Psychomusicology*; and is currently serving on five other scholarly editorial boards. Since 2004, she has been a reviewer for the Canada Research Chairs program. While achieving a national and international reputation, Annabel has at the same time incorporated numerous UPEI undergraduates into her research program, many of whom have gone on to graduate studies or related employment.

Dr. Ian Dohoo won a Merit Award for Scholarly Achievement as an internationally recognized veterinary epidemiologist. He has co-authored a textbook on veterinary epidemiology that is widely used around the world for graduate training programs (a second edition is expected in 2008). In 2005 he became one of only four veterinarians elected as a Fellow of the Canadian Academy of Health Sciences in the inaugural year. In the last 18 months he played a key role in the development of two major research programs, the Canadian Bovine Mastitis Research Network and the Maritime Quality Milk Project. Ian also recently led the creation of a new Centre for Veterinary Epidemiologic Research at UPEI which will house the new Canada Research Chair in Population Health.



Winners of the 2006-2007 Merit Award for Scholarly Achievement, left to right: Dr. John Burka (AVC), Dr. Sheldon Opps (Physics), and Dr. Annabel Cohen (Psychology). Missing from the photograph are Dr. Ian Dohoo (AVC) and Dr. Kathy Gottschall-Pass (Family & Nutritional Sciences).

Dr. Kathy Gottschall-Pass' Merit Award for Scholarly Achievement recognizes her research on bioactive compounds in wild blueberries. In the past few years, she has garnered numerous prestigious research grants. Kathy led the research initiative in the Department of Family and Nutritional Sciences, and her hard work to establish the graduate program in the Faculty of Science has been instrumental in UPEI's current success in the area of bioactives. She has also made a tremendous contribution to service within the University, most notably as Chair of the Animal Care Committee.

As a theoretical physicist, Dr. Sheldon Opps won a Merit Award for Scholarly Achievement for his research programme involving the use of various computer simulation methods to study the physical properties of soft condensed matter or complex fluids, with particular relevance to biological systems. He has received over \$160,000 in research grants from several sources, and he was part of the Atlantic Computational Excellence Network (ACEnet) which has received \$29.8 million in funding. Sheldon currently serves as

Director of the Physics Co-op program which he initiated in the Department of Physics. He was also instrumental in the development and refinement of the Faculty of Science graduate program and served as a member of the Graduate Studies Committee from 2001 to 2005.

As always, the Hessian awards and the Merit Awards for Scholarly Achievement provided an occasion for us to recognize and to showcase the skills and talents of our colleagues at UPEI. If you missed the official celebration in May, do take a few minutes to pass on your congratulations and to do your own little celebratory dance in recognition of how fortunate we are to have such inspired and inspiring colleagues.

In three words, how would you describe the FA community at UPEI?

Supportive, Enthusiastic, Dedicated

Colleen MacQuarrie, Psychology

Generous (I'm thinking especially of our generosity toward our students); Talented; Good-natured (again, I'm impressed with the level and extent of decency, warmth, and kindness here, which was especially evident during the Strike.)

Richard Lemm, English

Welcome to New FA Members, Fall 2007...

Sam Arsenault, Engineering
 Karen Biggar, Nursing
 Jim Bilenduke, Diagnostic Services
 Carlo Calderon, Spanish
 Michael Cockram, Health Management
 Bruce Craig, History
 Neil Cruickshank, Political Studies
 Giulia De Gasperi, Modern Languages
 Inge Dorsey, University 103
 Greg Ellard, Nursing

Lisa Garland-Baird, Nursing
 Kent Hudson, Business
 Nicole Hyndman, Education
 Blake Jelley, Business
 Sami Khedhiri, Math/Statistics
 Michelle Knights, Family & Nutritional Sciences
 Matilda Longaphee, Modern Languages
 Rob MacDonald, Gaelic
 Gloria McInnis-Perry, Nursing
 Margaret Mizzi, Island Studies
 Aboubakar Mounchili, Health Management
 Ali Muhammad, Sociology/Anthropology
 Shirlene O'Brien-Bower, English
 Cheryl Pierre, Nursing
 Kristen Reyher, Health Management
 Michael Shaver, Chemistry
 Aasha Sinha, Health Management
 Mark Temelini, Classics
 Melanie Thomson, Nursing
 Dorothée Tricoche, Modern Languages
 Sean Yeomans, Computer Science/IT

member at the UPEI School of Nursing and a doctoral candidate at McGill University, had a diverse and accomplished nursing career. She demonstrated excellence in nursing education, research, administration, and practice. Professor Gallant played an instrumental role in establishing the nursing skills lab; promoted a standard of excellence in nursing; and conducted quality research, including a national study investigating the costs and outcomes of nurses' turnover. She received the Exceptional Service Award from the provincial Heart & Stroke Foundation and served on the Canadian Nursing Advisory Committee on the Quality of Nurses' Worklife. Professor Gallant has been recognized both provincially and nationally for her significant contributions to the nursing community. She was posthumously awarded the Outstanding Achievement Award from the Association of Registered Nurses of Prince Edward Island and was also recognized by the Canadian Nurses Association. Mae will be fondly remembered and dearly missed by students and colleagues.

Important Notice for All New FA Members

All new Faculty Association members are asked to contact the Association office as soon as you are hired to ensure that the Association has your correct contact information. Also, make sure you check the UPEIFA site for the *Guide for New FA Members*, recently compiled by Marva Sweeney-Nixon, and other members of the FA Communications Committee.

Mae Gallant

by Mary Jean McCarthy

Staff, faculty, and students at the School of Nursing and campus wide were shocked and saddened at the sudden and untimely death of Mae Gallant in December, 2006. Mae, a faculty

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;
- ▶ 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.

What activities could be used to continue to build the FA community at UPEI?

Above all, an agreeable place to hang out, among ourselves, and with invited students and other guests/visitors. A genuine faculty lounge or club. Or some kind of space where we can gather, chat, read, have something to eat and drink. So many colleagues have said this, over and over, ad-nauseum. It is so vital for faculty morale, moreover, for the intellectual life of this university. If it's a place we can hang out with invited students, that would do so much to enhance the attraction of UPEI (recruitment and retention) and graduates' evaluation. We need something central, or in the main quad. The current administration is clearly indifferent to this, perhaps out of stubborn, complacent defense of the dismally inadequate, people-hostile space in the Student Union Building (variously dubbed an airplane hanger, a FedEx warehouse, or a Toronto subway foyer). There are two ideas here, obviously: a genuine faculty lounge/club, and another place where faculty and students can gather. Having both is preferable. Failing that, either a faculty lounge/club, or another quality cafeteria, or a combination of the two.

Richard Lemm, English

The UPEIFA Executive

President:

Wayne Peters, Engineering

Vice-President:

David Seeler, Companion Animals

Past-President:

Currently vacant. An additional Member-at-Large has been added as per the Constitution/By-laws.

Secretary/Treasurer:

Debra Good, Business

Members-at-Large:

Ann Braithwaite, Women's Studies
 Kay Diviney, English/Music
 David Groman, Diagnostic Services
 Betty Jeffery, Robertson Library
 Laurie McDuffee, Health Management

UPEIFA Office Manager:

Susan Gallant

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www.upeifa.org

We Want Your Input!

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Fiona Papps, if you are interested in contributing a piece to *the FAbrik*, fpapps@upei.ca, 566-0966. The Newsletter Editor would like to thank all those who contributed to this Edition of *the Fabric*.

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