



University of Prince  
Edward Island Faculty  
Association

check out [www.upeifa.org](http://www.upeifa.org) for all your regular updates....

## NEWSLETTER #2

January 2003

### ***UPEIFA General Meeting***

***Friday, January 31, 2003  
2:30pm - Kelly 237***

**AGENDA:**

- 1) AUTHORIZATION TO CONSTITUTE STANDING COMMITTEE**
- 2) REPORT ON NEGOTIATIONS**
- 3) OTHER BUSINESS AS MAY ARISE**

Hi everyone, and welcome to another edition of the UPEI-FA Newsletter! We've been really busy lately, and you'll find lots of news about all of our activities in the next few pages, including a letter from the President, Larry Hale, updating us all on the status of our current negotiations (another negotiations bulletin is also coming soon...), a report about a really full meeting of the CAUT Council, information on the various Faculty Association activities, prizes, and parties... Don't forget, contact us with your ideas or letters about what to include in the Newsletter. And as usual, the UPEI-FA is always eager to have more volunteers; contact Larry Hale ([lhale@upeii.ca](mailto:lhale@upeii.ca)) if you want to get involved in any way! [Ann Braithwaite - Editor]

\*\*\*\*\*

### **1. Letter from the President**

To the membership,

Recently, the Faculty Association negotiating team resumed face-to-face talks with the UPEI administration toward a first collective agreement for all Members, who include faculty, librarians, clinical instructors and sessional instructors. We are still at a relatively early stage of the process; the two sides are examining each other's opening proposals, and assuring that there aren't any misunderstandings before serious negotiations begin in earnest.

The purpose of this letter is to explain what stage we are at, and what lies ahead.

Negotiations toward a first collective agreement under certification commenced in October of 2001 under the leadership of then-President and Chief Negotiating Officer, Dr. Richard Kurial. When Dr. Kurial applied for a deanship in early 2002, negotiations were put on hold, at which time the FA undertook a re-examination of both the progress of negotiations to that point and the FA bargaining strategy. With the assistance and advice of our national organization, the Canadian Association of

University Teachers (CAUT), it was concluded that both needed considerable revisiting.

The Faculty Association is no longer looking to simply codify the current faculty handbook, but rather to put in place a series of procedures, rules, and structures that more accurately reflect the realities of a modern, small university. Our proposals were arrived at after numerous meetings of the negotiating caucus over this period, and with regular consultation with Members of the association, CAUT, and the faculty associations of sister institutions in the Atlantic region.

These proposals address far more than salary and benefits. They encompass such fundamental matters as tenure, promotion, academic freedom, Member rights, proper procedures on academic discipline, grievance and arbitration mechanisms, and standards on working conditions and workload, among other issues. It is the position of the Faculty Association that all Members should, in all of these areas, enjoy a situation that is at least as good as that found at any university in the region.

The current round of negotiations deals with the non-economic items listed above. Once an agreement has been reached on these, negotiations will switch to salary, benefits, and workload. On those items, it is anticipated that the administration will see the wisdom of offering a remuneration package that will make UPEI competitive with other institutions, and keep it an attractive place to work.

These negotiations represent a turning point for this university. While much has been made (and properly so) of the need to make the university "student centred," it is equally important that the institution be faculty friendly. It is the Members of the association that carry out the principle missions of the university, that is, to teach students and to conduct research. In order to have a corps of academic staff that is loyal, vigorous and productive, there must be assurances that the working conditions (financial and otherwise) are, and shall remain, conducive to the development of that ideal. That is what these first contract negotiations are all about—to establish a legally-binding framework that will allow Members (and thus the university) to thrive both in the days ahead and far into the future.

It is a large task, but also a vitally important one. Your Faculty Association executive, negotiating caucus, and negotiating team have worked long hours to ensure that the negotiating package put forward, and the contract that we hope will result, will be one that fully meets the needs and expectations of the membership.

It is a task that cannot be rushed. It will take time for the negotiating team to present our positions and negotiate contract language which will be of benefit to the membership. We appreciate the patience of the membership to date, and ask for your continued patience and support. The benefits of a carefully negotiated contract will be felt for many years to come. It will be worth the wait.

In the meantime, your FA executive will continue to communicate with you on a regular basis on the progress of negotiations. We recently commenced publishing a regular "Negotiations Bulletin," which includes a progress report from the Chief Negotiator, an explanation of one of the negotiating items, and news from other universities in Canada on their contract negotiations. Negotiations updates will also be put on the Faculty Association web-site ([www.upeifa.org](http://www.upeifa.org)). In addition, there will be a general meeting of the association on Friday, January 31 at 2:30 in Kelley 237, at which time the Chief Negotiator will explain what has gone on up to now, and will answer your questions.

We also ask for your active participation. There are a number of small, and not-quite-so-small, tasks that need to be done in the regular business of the association. The more of these that are done by individual Members, the more time your executive can focus on the important task of negotiating a first contract. Please contact me at 566-0551 (or [lhale@upe.ca](mailto:lhale@upe.ca)) to express your interest in assisting with your association.

With warmest regards,

Larry Hale  
President, University of Prince Edward Island Faculty Association

\*\*\*\*\*

## 2. Delegate Report from CAUT Council - Larry Hale

From November 20 to November 24, I attended the semi-annual council meeting of the Canadian Association of University Teachers (CAUT) in Ottawa, as the sole delegate from UPEI. Although I have attended many scholarly meetings, this was my first one directly dedicated to the well-being of post-secondary education across Canada, and the role of faculty in that system. In that respect alone, it was an inspiring event.

The faculty associations/unions of virtually every university in Canada (the only notable exception being francophone universities in Quebec, who are members of a parallel organization) are affiliated with CAUT, and almost all of them sent delegates to council. Let there be no doubt; as affiliates of CAUT, we are in very good company.

Prior to the meeting, I participated in "CAUT Lobby Day" on Parliament Hill, in which delegates from each university visited Members of Parliament from their respective provinces to remind them of the importance of core funding for universities, and the need for the federal government to play a more substantive role in providing those funds. I met with both Shawn Murphy, M.P. for Hillsborough (whose assistant is none other than our own Cynthia Dennis, former president of the UPEI Student Union), who graciously spent more than the scheduled amount of time with me, and with the staff of Wayne Easter, M.P. for Malpeque and the Solicitor-General of Canada.

At the council meeting itself, a number of new policies were adopted, with others revised to bring them up to date with current realities. Council ratified a reciprocal membership arrangement with the American Association of University Professors (AAUP) to provide member services to CAUT members (like us) working temporarily in the United States, and to members of the AAUP working temporarily in Canada. These services could be very valuable to those spending time (i.e. sabbaticals) in the United States at campuses where there is an active AAUP chapter. [It should be noted that there have been several reports of difficulties experienced by academic staff travelling to/from or even through the United States at the hands of the INS. The assistance of AAUP may be particularly valuable in such cases]

There was also a remarkable time of "celebration" with Dr. Nancy Olivieri, of the Hospital for Sick Children and the University of Toronto. As has been widely reported, Dr. Olivieri won a battle with the pharmaceutical industry and the U of T over her right and responsibility to publish research results that she felt were in the public interest to know. What is important to note here is the high extent to which she gave credit to the U of T Faculty Association, CAUT, and the Executive Director of CAUT, Mr. Jim Turk, in winning this important defence of academic freedom. Her victory underscores the importance of a strong local and national faculty union in assuring that the fundamental precepts of academic freedom are upheld.

I would also like to recognize the comradeship of Professor Roger Black, a UPEI-retiree and past-President of the UPEI-FA, during the council meeting. Prof. Black regularly attends CAUT-council meetings out of sheer interest. He was a wonderful resource to me in my initiation to CAUT-council, and partnered with me to make a team during our Lobby Day visits. Thank you, Roger. More information on the recent council meeting can be seen in the January issue of the CAUT Bulletin, which was delivered to you recently.

\*\*\*\*\*

## 3. Faculty Awards

Nominations are now open for the two major awards to faculty, presented annually at the Faculty Recognition banquet in the spring (see below for more on this event).

### 1) Hessian Award for Excellence in Teaching

The awards for Teaching Excellence are endowed by the Quinn family in honour both of Evelyn (Hessian) Quinn, the first female valedictorian at St. Dunstan's University in 1949, and her siblings Louise, Phyllis and Fred. The Hessian family greatly valued higher education, and we are honoured to have our teaching awards bear their name.

Awards are given for full-time faculty and for sessional instructors. Nomination forms can be obtained from the Faculty Association office, or through the Chair of the selection committee, Dr. Kathy Gotschall-Pass, at 566-0492 ([kgottschall@upei.ca](mailto:kgottschall@upei.ca)), and will be distributed across campus shortly. Deadline for nominations is February 13, 2003.

## 2) Scholarly achievement awards

The Scholarly Achievement Awards are presented to those faculty members who have made steady and noteworthy contributions to their academic discipline. There are three awards: one for Arts, Business Administration or Education; one for Science or Nursing; and one for Veterinary Medicine.

All faculty members, including chairs and deans are strongly encouraged to consider making a nomination, so that UPEI's outstanding scholars will receive the recognition they deserve.

The Chair of the selection committee is Dr. Robert Haines. Rob can be reached at 566-0698 ([rhaines@upei.ca](mailto:rhaines@upei.ca)). The deadline for receipt of complete file is Monday, March 3rd, 2003.

\*\*\*\*\*

## **4. Faculty Awards Banquet**

The annual faculty awards banquet is already in the planning stages! Stay tuned for more info on this rejuvenated event that will re-establish the faculty awards night as a prime occasion on the UPEI social calendar! Or contact Dr. Shannon Murray at 566-0404 ([smurray@upei.ca](mailto:smurray@upei.ca)) to contribute your ideas and help to this event!

\*\*\*\*\*

## **5. UPEIFA and UPEI acquire a new painting**

On December 2, 2002 at a "Faculty Time" gathering, President Larry Hale and UPEI President Wade MacLaughlan had the distinct pleasure of unveiling a print by island artist Hilda Woolnough. The print is part of her "Hummingbird" series, and is hanging in a place of prominence in the Faculty Lounge in Main Building.

If you have not yet viewed this print, make it a point to get to the Faculty Lounge to see it soon. And do take the opportunity to enjoy the relaxing surroundings of the Lounge if you are not a regular to that room. Remember, we are also always looking for ideas to make it a more inviting facility for faculty; contact us with your ideas...

\*\*\*\*\*

### To contact the UPEI-FA

President:	Dr. Larry Hale - Biology Department, 566-0551, <a href="mailto:lhale@upei.ca">lhale@upei.ca</a>
Office Secretary:	Ms. Susan Gallant - Main 214, 566-0384, <a href="mailto:facultyassociation@upei.ca">facultyassociation@upei.ca</a>
Chief Negotiator:	Dr. Jim Sentance - Economics Department, 566-0498, <a href="mailto:sentance@upei.ca">sentance@upei.ca</a>
Newsletter editor:	Dr. Ann Braithwaite - Women's Studies, 628-4312, <a href="mailto:abraithwaite@upei.ca">abraithwaite@upei.ca</a>
Website:	<a href="http://www.upeifa.org">www.upeifa.org</a>