

the FAbric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2013

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Welcome to the All-Spring Edition of the FAbric

Yes, it's spring. The time when a young student's fancy lightly turns to thoughts of exams.

But we, at the FAbric, are celebrating—celebrating with all your favourite committee reports. They're all here—the BU#1 Joint committee annual report, and its sequel the BU#2 Joint committee annual report. We have reports from the Equity Committee, and the Social Committee too—and there are more.

And back by popular demand, our new "What are we reading feature." So take a moment from marking, sit back and enjoy the latest FAbric.

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State of the Union: The President's Report

When I wrote this column for the April 2012 issue of the FAbric, we had recently been presented with a package of proposals from the Employer for our Bargaining Unit #1 negotiations—proposals which we felt demonstrated a profound lack of respect for the work and contributions of academic staff. At last year's Annual General Meeting you expressed your "outrage and dismay" at this lack of respect. With your support, we were able to push back against those egregious proposals, and ultimately were able to reach what we felt were fair and reasonable collective agreements for both of our bargaining units. As a result, the mood on campus back in the fall was one of optimism. One Member summed up the feeling this way: "It makes me feel that my contribution is valued" (the FAbric, Feb. 2013, p. 5). Much has happened in the short time since then, and unfortunately, the mood on campus today cannot be said to be the same.



Betty Jeffery,
President, UPEIFA

The University is facing many challenges—financial and otherwise. But let's be clear: it is not FA Members who have caused these challenges, and the recent salary settlements are *not* the cause of the University's financial problems. For any member of the Board or of the Administration to suggest that the University's financial challenges are due to our negotiated settlements would be disingenuous. Not only might it suggest a lack of respect for Faculty Association Members, but it fails

to acknowledge that our settlement was *negotiated* with the Employer, and that the Board ratified the eventual contracts. While we made what could be considered significant non-salary gains in our recent negotiations, our salary increases were certainly not exorbitant. Quoting another Member: “That’s one small step increase for faculty, one giant leap for faculty morale” (the FAbric, Feb. 2013, p. 5). We respected what we heard repeatedly from the Employer’s Team and from the President about the state of University finances, and agreed to modest salary increases, especially in Year 1 when we also accepted a wage freeze (six months for BU #2 Members, four months for the majority of BU #1 Members).

We have also seen a new and very disturbing trend that further underscores a lack of respect towards some of our Members, and for well-established collegial procedures. As you know, those who have applied for sabbatical and for tenure have usually received letters notifying them of the outcome of their application in December. This year these letters were not sent out until late February. Even then, some applicants did not receive the notification letters. Instead, they received letters from the Chair of the Board requiring them to provide further information. These applications for sabbatical had been recommended to the Interim Vice-President Academic by the appropriate Deans. In the case of the tenure candidates, the application process had begun last February when they each had to submit a letter to the Chair indicating their intention to apply for tenure, with the files submitted by 30 April.

The FA wholly supports the rigorous peer-review process we have developed for all applications through negotiations with the Administration for tenure/permanency. Yet, despite this rigorous process, positive recommendations from scholars directly engaged in each candidate’s field, the University Review Committee and the University’s President, the Board had questions for the applicants. Let me quote from a letter received by one Member: “...the Board requires additional information to determine whether or not Dr. [X] meets the Scholarly Endeavours criteria.” Having provided the further information requested by the Board, most of

these Members then received yet a further request. As I write this column, these Members are still awaiting notification letters. On page 3 of this issue you will find a list of the members of the Board of Governors. These are the people who have chosen to ignore well-established collegial processes, and are assessing scholars whose applications have been thoroughly vetted and approved by the President, the Interim VP Academic, appropriate Deans, and colleagues engaged in the candidates’ field of expertise. In adopting this new, “hands-on approach,” we have to ask: is the Board signaling an upcoming cut in the ranks of Administration?

Fred Hyndman, former Chair of the Board of Governors, was interviewed for the January 2009 issue of the FAbric. Speaking about the role of the Board, he stated (p. 15): “So the fundamental role ... is: to understand the goals, to appoint a person or persons to execute upon those goals, and to monitor, evaluate and oversee that things are being done to achieve those goals as effectively as possible. That is the common role of a Board.” Later in the same interview, he continued (p. 20): “It must be understood that the Board does not manage the University. The Board does not run the University. The President and the administrative team runs the University, together with the Senate ... so the expectation should not be that the Board runs the University. It would be very wrong for the Board to run the University. What is important ... is that the Board ... can formulate an opinion about whether the goals and objectives are being met in a reasonable manner.”

When you receive this issue of the FAbric, our Annual General Meeting will be days away. I encourage you to attend this important meeting on 19 April beginning at 2:00 p.m. in 243 McDougall Hall. In this issue of the FAbric you can read reports from the Chairs of our Standing Committees, as well as FA Representatives on University and other committees. At the AGM, I will be reporting on the FA Year in Review, and you will have an opportunity to hear reports on grievances and on the state of the FA finances. And certainly plan on attending FA Time following the AGM. I look forward to seeing you on 19 April, and also on May 6. At that time we will come together at the Faculty Recognition Event to honour award winners, retirees and those Members with 25 years of service to the University.

UPEI Board of Governors Membership List – 2013

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

The Chancellor of the University

Mr. William Andrew (Vice-Chairman: Penn West Exploration; Executive Chairman: Guide Exploration)

The President of the University

Dr. Alaa Abd-El-Aziz

The President of Holland College of Applied Arts and Technology

Dr. Brian R. MacMillan

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

Mr. John Buchanan (Retired Social Worker)

Ms. Tracy Cutcliffe (Consultant, Group M5)

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

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

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

Ms. Lynn Murray (Partner, Matheson and Murray Barristers & Solicitors)

Mr. Duncan Shaw (President, Mullache Corporation)

Ms. Margo Thompson (Mother and Volunteer)

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

Two members elected by and from the Senate of the University

Dr. Barbara Campbell, Faculty Member

Dr. Nebojsa Kujundzic, Faculty Member

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

Dr. David Buck, Faculty Member

Vacant

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

Ms. Alicia Bremner (Consultant, Cogsdale)

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

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

Ms. Nicole Lane

Ms. Kate VanGerven

Six members elected by the Board

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

Dr. David McKenna (Optometrist, Family Vision Centre)

Mr. Shawn Murphy (Retired MP)

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

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

Dr. Lowell Sweet (Retired Faculty)

* to be replaced by Dana Kenny and Anastasia Smallwood, May 2013

What Are We Reading?

Between writing lectures, grading, researching, preparing conference papers, writing articles, peer-reviewing grant applications and serving on committees, a few FA members still find time to curl up with a good book. This is a sample of what people are reading this month.

Malcolm Murray (Philosophy): [I'm reading] Gil Adamson's *The Outlander*. Widowed by her own hand, the protagonist is on the run through a 1903 Rockies' landscape, around the time of the infamous Frank slide (which plays a cameo). Poetic and brimming with interesting characters, including her relentless pursuers—the taciturn twin brothers of the murdered husband.

Sarah Glassford (History): On Shannon Murray's recommendation, I just read a 1923 Polish children's novel by Janusz Korczak, *King Matt the First*. It's a lively fairy tale of a boy king who turns his kingdom on its head with reforms addressing children's needs and desires. He learns tough lessons about governance and human nature in the process, making it a fun but thought-provoking read.

Charlene VanLeeuwen (Applied Human Sciences): This is actually a book I am not reading, but I am looking forward to getting back to it when the end of semester rush has subsided. I am part way through *Interventions, A Life in War and Peace* by Kofi Annan. I have been intrigued by his role with the UN since reading Romeo Dallaire's memoir of the Rwandan genocide. Memoirs are not my usual choice for recreational reading—I tend to read mysteries.

Eva Kovacic (Modern Languages): I am reading *Saved in Hope* by the former pope Benedict XVI (2008, Ignatius Press, San Francisco). A small work of the most inspiring, sane, clear, intellectually and soul fully satisfying exploration of the big questions. I had the book for years but didn't touch it, expecting dogmatic or pious tra-la-la. Surprise of surprises! In this essay Benedict draws on the Speech Act Theory, Marx, the French and Russian Revolutions, Kant, Modernity and Post, Adorno and Horkheimer of the Frankfurt School, theism and atheism, etc... In a lucid, intelligent and respectful manner, he shows us how good theology engages all disciplines in a meaningful dialogue.

Michael Cassidy (Education): *The Pesthouse* by Jim Crace, a Booker-nominated British novelist. The story is set in a post-apocalyptic America, 200 years from now, and is reminiscent of Cormac McCarthy's *The Road*, with better character development, a more reflective narrative voice and no guns. You'll take it with you during your bathroom breaks!

Satadal Dasgupta (Sociology and Anthropology): My current reading is alternating between two books: Margaret Atwood's *Bluebeard's Egg* and Vivek Bald's *Bengali Harlem*. I am actually re-reading Atwood's book of (not so) "short" stories almost two and a half decades after I read it first. Enjoying as much as I did then. Bald's *Bengali Harlem* is a fascinating story of Bengali Muslim immigrants from West Bengal, India, to the United States in the late 1800s, never told before. They came in two waves, two decades apart. In the first wave came the "chikandars," peddlers of "chikan" silks beautifully embroidered by their wives back in villages a few miles north of Calcutta. They were joined two decades later by another wave of Bengali Muslims, "laskars" or seamen who jumped the British owned ships in New York and Baltimore to work in the steel and automobile factories. Ducking the anti Asian immigration laws these chikandars and laskars built clandestine networks which stretched from the northeast to the midwest and some of them settled permanently in "America's most iconic neighbourhoods of colour": Treme of New Orleans, Black Bottom of Detroit and Harlem of New York.

Henry Srebrnik (Political Science): I've just finished reading the late Tony Judt's book of essays, *Reappraisals: Reflections on the Forgotten Twentieth Century*, and I'm reminded again what a graceful writer and insightful intellectual he was. His articles on Arthur Koestler, Primo Levi, and Leszek Kolakowski, whom he admires, stand in contrast to his critiques of obfuscators like Louis Althusser (a devastating portrait). He finds Eric Hobsbawm charming yet, in the end, unable to come to terms with the depredations of Communism. There are also excellent essays on the fall of France in 1940, Tony Blair's Britain, and the awful Nixon-Kissinger years in America.

Shannon Murray (English): I'm reading Meg Wolitzer's *The Uncoupling*, a novel about what happens when a small town high school hires a new

drama teacher who suggests a production of *Lysistrata* (the Greek play in which women boycott sex until their mates end a war). First the student actors and then the whole town find themselves strangely (even magically?) affected by the play. It was suggested for my book club, and it plays neatly with sexual politics and the connections between art and life.

Liz Spangler (Department of Health Management): Right now, I am reading *The High Road* by Terry Fallis, a sequel to *The Best Laid Plans*, winner of a Stephen Leacock Medal a few years ago. *High Road* is laugh-out-loud funny, and every bit as good as the first novel, also about Canadian federal politics. I am an eclectic reader, and skip around from genre to genre. I have just finished a historical novel, *Caleb's Crossing*, by Geraldine Brooks. A good book is my relaxation at the end of the day.

Callum Beck (Religious Studies and University 100): Though I know one should not admit this in an academic forum, I got hooked on *The Hunger Games* during a recent bout with the flu. Great literature it is not, not a quotable line in the whole series, but a whopping good story. Also U2 By U2.

Richard Lemm (English): If you're looking for a superb love story set in wartime, order Scottish writer Andrew Grieg's novel *That Summer*. Set in England, the skies overhead, and the Scottish Highlands during WW II, its main characters and lovers are Len, an RAF fighter pilot, and Evelyn, a member of the Women's Auxiliary Air Force operating radar. Grieg is one of Scotland's finest poets as well as fiction writers, and a splendid non-fiction writer on his past-times of mountain climbing, golf, and fishing. His writing is exquisite. And the narrative is beautifully, unobtrusively, suffused with his research into the air war, ground support, and off-duty lives of his characters.

I also highly recommend Alexander MacLeod's first book, a short story collection called *Light Lifting*. Alex is Alistair MacLeod's son, and teaches at St. Mary's. But these are urban stories, set in Detroit and in Windsor, where his father taught for decades. And if you haven't read *House of Bears*, a novel by AVC scientist Orysia Dawydiak, do so! It features several generations of a family from Ukraine, and takes readers to Ukraine in the 1930s, to Germany, Italy, and England during WW II, and to Toronto and northern Ontario in the post-war decades.

Brenton Dickieson (Religious Studies): I'm mostly reading papers! [But] after Shannon Murray presented Bunyan's *Pilgrim's Progress* as an historical "nursery book," I decided to see if I was yet old enough for it. So many times I, like Pliable, was overcome by the Slough of Despond. But I persevered, and now I've been drawn fully into its strange rhythm.

Richard Raiswell (History): For me, end of term requires a proper page-turner. So I'm reading *The Case of the Missing Servant* by Tarquin Hall. This is the first in his "Vish Puri, Most Private Investigator" series. It's a great romp through north-eastern India, held together by a good yarn about corruption, double-dealing and murder. Makes me wax fondly for the chaos that is Delhi's Connaught Place.

Ed MacDonald (History): It seems that I have to read in order to breathe, and reading for pleasure fills in the nooks and crannies of my days. There are certain genres that seem to attract me, and I have a sort of inner compass that steers me towards what appeals at a given moment. Being wedded to the notion that history only matters if people read it, I like to read popular history. At the moment, I'm wading through David J. Eicher's *The Longest Night: A Military History of the Civil War*. But fiction also appeals. I just finished Guy Vanderhaeghe's *A Good Man*, having enjoyed the other two books in his Western trilogy. There is a very "masculine" tone to his books, and he likes a ripping yarn, but there are complexities that appeal as well. Before that it was Kostya Kennedy's *56: Joe DiMaggio and the Last Magic Number*—I'm hopelessly addicted to books about the history of baseball. But I also love good children's literature, and my favourite book of the past year was Markus Zusak's *The Book Thief*, which gathers emotional power as it goes along. But then, over Christmas, I also re-read Rosemary Sutcliff's classic *The Lantern Bearers*. Well, if I could write a book like that, I would die happy.

David Sims (Biomedical Science): In the whodunit category, I am currently reading the Detective Commissaire Adamsberg series by Fred Vargas. Situated in Paris, about Parisian police, with French quirks thrown in, the books were written in French and have been translated into English in a style that is distinctly British. The juxtaposition of British style with French

setting is enough to arouse interest before opening the first page. Combine the flaws, doubts, fears, uncertainties and skills of the lead characters with complicated plots and highly motivated bad guys and you are transported to a plausible Paris where each police district (arrondissement) has its own personality and spin on reality. A great escape.

Jim Sentance (Economics): Just finished reading *Double Entry: How the Merchants of Venice Created Modern Finance*, by Jane Gleeson-White. Some interesting background on the evolution of financial structures over the past 500 years, including a bit of a rant at the end about modern finance and the inadequacies of national income accounting. I'm sure Shannon Murray would have eventually gotten around to recommending it to me, but I think I came across it myself online somewhere. I'm now reading *The Cost Disease* by William Baumol. This revisits an idea he helped develop some time back—that it is not only logical but perhaps even sustainable for public services like healthcare to rise in cost and share of spending over time. And, of course, I'm also reading the *Budget*, the Provincial Auditor's report and the *Public Finances*.

Awards and Scholarships Committee

By Lori Weeks (Chair)

The purpose of the Awards and Scholarships Committee is to oversee all of the student and faculty awards and scholarships sponsored or co-sponsored by the Faculty Association and any associated events. Committee members this year were Spencer Greenwood, Rob Hurta, Collins Kamunde, Barry Linkletter, Nassar Saad, and John VanLeeuwen.

The annual student awards and scholarships and events we currently sponsor or co-sponsor are:

- Gold and Silver Medals awarded to the students

with the highest and second highest standing in third year.

- Two full tuition renewable scholarships awarded to Island high school students.
- A gift of a book to the graduating class that is placed in the Robertson Library.
- Co-sponsoring the convocation awards ceremony.

The faculty awards and events we currently sponsor or co-sponsor are:

- Merit Award for Scholarly Achievement awarded to three-full-time faculty annually
- Hessian Merit Award for Excellence in Teaching awarded to 3 full-time faculty and 1 sessional instructor annually
- Organizing and co-sponsoring an annual event to recognize faculty recipients of the Hessian Merit Award for Excellence in Teaching, the Merit Award for Scholarly Achievement, members who have completed 25 years of service to UPEI, and retirees.

There are two subcommittees of the Awards and Scholarships Committee that adjudicate the nominations for the faculty awards. This year, Fred Kibenge Chaired the Merit Award for Scholarly Achievement subcommittee and the other members were Sandra Badescu, Palanisamy Nagarajan, John VanLeeuwen, and Donna Murnaghan. Wendy Carroll Chaired the Hessian Merit Award for Excellence in Teaching Subcommittee and the other members were LeeAnn Pack, Peter Foley, Greg Doran, Fiona Walton, Jonathan Spears, and Inge Dorsey.

Thank you for your many hours of service devoted to selecting UPEI's best teachers and scholars! Please make plans to attend the Faculty Recognition Event at 7 pm at the Wanda Wyatt Dining Hall on May 6.

Benefits Advisory Committee and the Joint Benefits Management Committee

By Laurie McDuffee and Gordon MacDonald

Laurie McDuffee (Health Management) and Gordon MacDonald (Mathematics and Statistics) represent the Association and its membership on these two Committees. After many years of service on this committee, David Seeler stepped down in November 2012. Thank you to David for all his effort and time.

The Benefits Advisory Committee is an Employer's Committee which acts in an advisory role on issues in respect to Group Life Insurance, the Accidental Death and Dismemberment Plan and the EFAP which affect all employees on Campus. This Committee meets 2 or 3 times a year to review Actuarial Reports and make recommendations to the Employer. This group is also charged with looking into an equivalent Group Life Policy for those who are over 65. At this time the Employer is still gathering information in respect to this item. Ultimately, all groups on campus will have to agree to this improvement if our Members who continue to work past 65 are to enjoy protection on par with other Members.

The Joint Benefits Management Committee was formed as a direct result of negotiations and implementation of the Collective Agreement (Article D 5.3, p. 63). The Committee has management jurisdiction over Supplementary Health Care Insurance and Long Term Disability Insurance. The Committee consists of 2 members from the Faculty Association and 2 members of Administration. The Committee generally meets yearly to review reports from Medavie and the Actuary Morneau Shepell as to how the two benefit plans are doing and then makes recommendations to their respective superiors with respect to changes to the plans or associated premiums. In the instance of the Association, the Executive formally approves (or not) the proposed changes.

Further details of the Committee and the Benefits you enjoy may be found in Article D 5 (Pages 62-64) of the Collective Agreement.

Bargaining Unit #1 Joint Committee

By Betty Jeffery

The Joint Committee is mandated by Article A14 of the Collective Agreement to "review matters of concern from the application of this Agreement [and] ... shall attempt to foster better communication and more effective work relationships between the Parties and shall attempt to maintain a spirit of cooperation and respect between the Parties."

The Committee met once this year to agree on the Essential Services list which would be in effect in the event of a work interruption, lockout, or strike (see Article H6.4). Representing the Association on this Committee were Betty Jeffery and Wayne Cutcliffe (who was replaced by Nola Etkin following the signing of the new Collective Agreement); the Employer is represented by the Vice-President Academic and the Director of Human Resources.

Bargaining Unit #2 Joint committee

By Andrea Bourque

The only issue brought to the BU#2 Joint Committee was a change to the Memorandum of Agreement regarding the maintenance of essential services at AVC should there be a work interruption, lockout or legal strike.

This change reflects the current staffing complement in the veterinary teaching hospital and consisted of replacing the ambulatory equine veterinarian with a radiologist.

CAUT Council

Delegate Report

By Betty Jeffery

Since its founding in 1951, CAUT (the Canadian Association of University Teachers) has been recognized as the national voice for academic staff in Canada. At present it represents over 68,000 academic staff members at 124 universities and colleges. Each member association, including the UPEIFA, sends a delegate to the semi-annual Council meetings in Ottawa (usually in late November and late April). Of course, for the past two years, Members of the UPEIFA have been proud to have one of our Members (and a Past UPEIFA President) serve in the role of President of CAUT, i.e., Wayne Peters.

The challenges facing post-secondary education, and the labour movement, at this time are great. We can be thankful for the leadership role which CAUT plays. I would encourage all Members to regularly read the CAUT Bulletin and also to check the CAUT website to keep up to date on CAUT's work on our behalf. A useful brochure on the website is "What CAUT Does For You" at https://www.caut.ca/uploads/CAUTProfile_11_2012.pdf

This year CAUT has been engaged in a "Visioning Our Future" exercise in preparation for a search for a new Executive Director. As part of the process, CAUT delegates have participated in small group discussions, and there have been consultations with member associations. The UPEIFA benefits directly from many of the services provided by CAUT. This year, for example, we were able to call upon the advice of CAUT staff during our collective bargaining process. The UPEIFA also took advantage of CAUT workshops/conferences held in Ottawa -- the Forum for Presidents, Workshop for Senior Grievance Officers, the Forum for Chief Negotiators, and the Librarians' Conference. We also joined New Brunswick colleagues at a CAUT Communications & Media Training Workshop held in Sackville.

CAUT Defence

Fund Report

By Larry Hale (UPEIFA Trustee to the CAUT Defence Fund)

Again, another comparatively quiet year in the Canadian academic labour scene. A number of academic staff unions (including our own) negotiated new deals without the need for job action. The only exception was the St. Francis Xavier Association of University Teachers (StFXAUT), which went on strike for three weeks in February. This was their first job action in eight years of being unionized. I was pleased to represent UPEIFA in a Day of Solidarity in Antigonish on 8 February. Many of their members have connections to PEI and UPEI, and it was an honour to bring messages of support from "the Island".

The CAUT Defence Fund is still financially strong, with over \$20 million in the bank to assist any member academic staff union maintain a strong position in bargaining, and cash-in-hand should a strike/lock-out occur. Membership in the Defence Fund continues to grow, with many of the smaller, newly-unionized associations coming on board; this year we welcomed unions at the University of King's College (Halifax), Concordia University College (Edmonton), and St. Michael's College (part of the University of Toronto).

If any UPEIFA member is interested in an occasional, very short-notice, all-expenses-paid trip to walk a picket line on a Friday in solidarity with a group of Canadian academics who find themselves on strike, gimme a shout.

Did you know ...

At UPEI, expenditures on "Professional Fees" were \$3,575,696 in 2011/12 — a 261% increase since 1999/2000! (Source: Audited Financial Statements).

Great Moments in University History

A medieval aphorism

"Scientia donum dei est, unde vendi non potest."
[Knowledge is a gift of God, so that it cannot be sold]

From John Durie, Reformed Librarie-Keeper (1650)

"If Librarie-keepers did understand themselvs, as they ought to bee, useful in their places in a public waie; they ought to becom Agents for the advancement of universal Learning: and to this effect I could wish that their places might not bee made as everie where they are, Mercenarie, but rather Honorarie; and that with the competent allowance of two hundred pounds a year."

What Activities Could be Used to Continue to Build the FA community?

We'd like to know what you think. Drop a line to the Newsletter Editor, Richard Raiswell, at rraiswell@upei.ca with your ideas and suggestions.

Feedback, comments, articles, letters, images, etc. for future issues of the FAbric are also always welcome! Contact Richard Raiswell if you are interested in contributing a piece to the FAbric.

Did you know ...

At UPEI, travel expenditures increased 19.3% between 2010/11 and 2011/12 (Source: Audited Financial Statements 2011/12).

Communications Committee

By Betty Jeffery, Chair

The Committee met five times this year to plan content for the FAbric and to discuss a redesign of the website. Highlights of issues of the FAbric this year included the roundtable discussions on overworking and work/life balance, a summary of Group Benefits, an interview with Vice-President Research Gilmour, and Members' responses to the "What are We Reading" question. Discussions continue on the redesign of our website, and we hope to have a new website to unveil by September.

Three members of the Committee attended a Communications & Media Training Workshop in Sackville, NB in December, facilitated by David Robinson of CAUT.

In this negotiating year, in addition to the general Membership meetings, Members were kept informed by Negotiations-At-A-Glance Bulletins, emails, the website, coffee breaks hosted in various locations (and arranged with the assistance of some of the Communication Reps), and post-signing information sessions to review the BU #1 Collective Agreement changes, as well as targeted emails outlining some of the key gains for various segments of the Membership.

Elected members of the Committee this year were Mark Barrett (Layout Editor of the FAbric), Joanne Currie, Richard Lemm (who served as Interim Editor of the FAbric for the September issue), Sandy McAuley (Website Coordinator), Sandra McConkey, and Richard Raiswell (the FAbric Editor). Each department has a Communication Rep, responsible for facilitating the two-way flow of information between the Membership and the Executive. During a negotiating year, many people augment the communication efforts, and I thank all those who assisted in communication efforts this year.

Dear FAbby:

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

Q: Concerned Reader: My last Sabbatical was 1 July 2007 to 30 June 2008. When am I eligible for another full year one?

A: You need to complete six full years of full-time service after your previous Sabbatical before having another one, so your next one would be July 1, 2014-June 30, 2015. Make sure you apply by Sept. 15, 2013 (i.e., the year prior to the contract year for which the leave is planned (see Article C2.13).

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

Equity Committee

By Nola Etkin (Chair)

The UPEI Equity Committee works to promote and advocate for equity in its broadest sense and to advance equity issues in University and Association policies, practices and activities. The Committee once again organized events commemorating Fair Employment Week, which recognizes and celebrates the contributions of contract academic staff, which included a second edition of “Spotlight on Sessionals” highlighting the outstanding contribution of our sessional instructors to teaching, research, and service. The Chair of the Equity Committee continues to be involved in Equity work on a national scale through participation in CAUT’s GLBTQ2S Equity Working Group, and is involved in organizing CAUT’s National Equity & Diversity Forum, which takes place in Toronto 7 to 9 February 2014.

Committee members this year were Nola Etkin (Chair), Charles Adeyanju, Ann Braithwaite, Brenton Dickieson, George Jia, Charlene VanLeeuwen, and Fiona Walton.

FA Social Committee

By Colleen MacQuarrie and Debra Good (Co-chairs)

We held a monthly coffee time on alternating Wednesday or Thursday mornings from 9:30 to 11:30 with sweets and coffee free to FA Members. We held regular socials from 4:00 to 6:00 at the beginning, middle, and close of each semester.

This year we were at the WAVE for the welcome social and the closing socials and at Daniel J Brennans pub downtown for the December social. All other socials were held in the FA Lounge with specialty nibbles prepared by S&P catering from Charlottetown and beverage by the campus provider as Chartwells has exclusive rights to serve alcohol in our lounge. UPEI music students provided accompaniment to the festivities of the October event.

Plans are to continue to work with the WAVE and local providers of catering to create variety in the fare of our on campus events.

FACULTY RECOGNITION NIGHT

Wanda Wyatt Dining Hall, UPEI

Monday, 6 May, 7:00 pm

Plan to come out to celebrate scholarly and teaching accomplishment, and to honour those who have contributed so much to our university: our Members who provided 25 years of service to UPEI and our retirees.

Tickets are \$25 each for FA members and their guests; all others are \$50 each.

Pre-order your tickets at the Faculty Association Office, 315 Main, or contacting Susan Gallant sgallant@upeifa.org 566-0438.

departments to resolve complaints relating to the health and safety of members of the university community. They also receive and monitor all health and safety inspection summaries conducted on campus; receive and review summaries of incidents which occur on campus and where possible recommend actions to prevent reoccurrence. In carrying out their duties they cooperate with officers of the Occupational Health and Safety Division, consult experts in certain areas of interest; receive and review minutes and reports of the local health and safety committees and initiate any corrective actions; and review the Annual UPEI Health and Safety Report.

Since 1 June, the Faculty Association representatives on the committee are Carolyn Peach Brown (Environmental Studies) and Wendy Duckett (AVC). Thank you to Nola Etkin who represented the FA on the committee for many years. The committee typically meets on a monthly basis except during the summer months, although some meetings were missed in Fall 2012. Over the past few months some key items that the committee has focused on are a review of the storm closure process, on-campus 911 process, and procedures for improvement of response time when an ambulance is required to respond to an incident on campus. More information about the committee can be found at <https://cab.upei.ca/health-and-safety-steering-committee>.

UPEI Health and Safety Steering Committee Report

By Carolyn Peach Brown

The UPEI Health and Safety Steering Committee oversees the development and review of the UPEI Health and Safety Management System. The committee makes recommendations of policy and general procedures, with respect to health and safety, to the President through the Vice-President Finance and Facilities in accordance with the PEI Occupational Health and Safety Act. According to the Terms of Reference, the purpose of the committee is to make recommendations to the employer and the workers for the improvement of the occupational health and safety of the workplace. The committee recommends the establishment and enforcement of general health and safety policies; identifies health and safety hazards on campus and makes recommendations to correct them; implements and maintains a health and safety programme for the education and information of members of the university community, and seeks to cooperate with

NUCAUT Delegate Report

By Betty Jeffery

The National Union of the Canadian Association of University Teachers' (NUCAUT) objectives are "to promote within the Canadian Labour Congress: the interests of academic staff; to seek to improve the quality and accessibility of post-secondary education in Canada; to oppose harassment and discrimination of any sort and on any basis, and to strive for equality of treatment; and to build and unify the labour movement by working with labour councils, provincial federations and other national unions as an affiliate of the Canadian Labour Congress." Delegates from the 25 unionized academic

staff associations which are members of NUCAUT have the opportunity to meet semi-annually the morning prior to the start of CAUT Council. While brief reports are provided by representatives on various Canadian Labour Congress committees, the majority of the time is devoted to delegates sharing in a round-table format what is happening at their institutions. This proves to be very interesting and valuable.

NOTICE OF A GENERAL MEETING

The Annual General Meeting of the UPEI Faculty Association will be held on **Friday, April 19** from **2:00 – 3:30 p.m.** in **McDougall Hall 243**.

Proposed Agenda:

1. Approval of Agenda
2. President's Report
3. Grievance Report
4. Treasurer's Report
5. Awards & Scholarships Committee Report
6. Communications Committee Report
7. Equity Committee Report
8. Research & Advocacy Committee Report
9. Social Committee Report
10. Nominating Committee Report and 2013-2014 Elections
11. Other Business
12. Adjournment

Please note that under the Bylaws a quorum of 50 Members is required to hold a meeting.

The AGM will be followed by FA Time in the Faculty Lounge, Main Building.

UPEIFA Nominating Committee Report

By Wayne Peters, Chair

The role and responsibilities of the Nominating Committee are described in Article 12.8 of the Association's Bylaws. The elections procedures are described in Article 13. The Bylaws stipulate that the Association's Past-President is the chair of the Nominating Committee and that two additional members are elected to the Committee at the Association's Annual General Meeting following all other elections and following a call for nominations from the floor.

This past year, however, it has been my pleasure to serve as Chair of the Committee, having been appointed by the Executive Committee to fill the vacancy created as a result of the resignation of the Past-President. The other Committee members are Karem Simon (Music) and Simon Lloyd (Robertson Library). I would like to thank both Karem and Simon for their contributions toward a successful implementation of this process.

As per the Bylaws, an initial call for nominations was issued to the membership at least six weeks prior to the Annual General Meeting for positions on the Executive Committee and the five Standing Committees. I am pleased to report that as a result of this initial call, and a subsequent second call, a full slate of nominees for 2013-2014 will be presented to the Association's AGM on Friday, April 19 for the membership's consideration.

Additionally, a separate call for nominations was issued for a by-election to fill the Past-President vacancy for the 2013-2014 year. According to the Bylaws, this vacancy must be filled with an additional member-at-large position on the Executive Committee by an individual who has previously served on the Executive Committee for at least one year. I am pleased to report that one such nomination was received for this position. A complete summary of all nominations received and of all continuing terms on the Executive Committee can be found on the Association's website.

Research and Advocacy Committee

By Laurie McDuffee (Chair)

The UPEIFA Research and Advocacy Committee mandate is to collect and maintain a database of information relevant to issues of interest to the Association; prepare commentary on such issues for the information of Association Members or for advocacy efforts undertaken by the Association; and provide background information on issues as required from time to time by the Executive Committee or other Association committees.

During the past year, Members of the committee continued to research background information on key topics relevant to negotiations until negotiations were complete. The work done by the committee proved to be a valuable asset to the negotiating team. Now that negotiations are behind us for a while, the committee Members will have time to focus on other areas of the committee's mandate. For example, Jim Sentance and Sean Wiebe worked diligently with Betty Jeffery formulating a response on an important issue: the Maritime Provinces Higher Education Commission discussion paper, "Students at the Heart." Members include: Laurie McDuffee (Chair), Jim Sentance, Donald Moses, Shannon Fitzpatrick, Sami Khedhiri, Sean Wiebe, Carlo Lavoie. The term has ended for Jim Sentance, Sami Khedhiri, and Donald Moses. Donald Moses has agreed to be nominated for another term. Thank you to Jim and Sami for all your time and effort.

Experiential Learning

**By Paula MacKay
University 100,
Community Service Learning Facilitator**

The Canadian Council on Learning produced a report that noted that many post-secondary students turn to

programs that include experiential learning components. Some of these include co-operative internships, service learning or other forms of community placement that help students develop a broad range of occupational skills. The students had indicated that they had acquired specific content area knowledge and also soft skills such as organizational, leadership, writing and computer skills.

This is also true of many UPEI students. Our students view real world experiences as providing valuable skill development and insight into a career pathway. The 'soft skills' they develop are valued by employers, which in turn is seen as a significant benefit by our students. According to a recent survey of British Columbia employers, the top five skills employers look for in new employees are all soft skills. They are: interpersonal, teamwork, problem solving, communication, and leadership.

Moreover, students also realize that learning is more engaging if you are able to participate in an experience and then reflect on the learning that occurred. "Experiential learning is a process of constructing knowledge that involves a creative tension among the four learning modes. This process is portrayed as a learning cycle where the learner "touches all the bases"—experiencing, reflecting, thinking, and acting." (Kolb, 2005) The learner is interacting and is an active participant in the learning. In an experiential learning environment the learner is constructing knowledge. This method of learning is appealing to students and can be applied to just about every type of learning environment. University 100 promotes active learning strategies both in the classroom and outside the classroom.

Students see experiential education as a positive and valuable experience. Employers see it as valuable, which translates into benefits for those students who complete this type of learning. These are some of the key reasons why the demand for experiential learning continues to grow.

A recognition of those who have served UPEI for 25 years ...

Leonard Cusack, History

Jeffery Davidson, Health Management

Janos Fedak, Fine Arts

Paul Hanna, Pathology/Microbiology

Barbara Horney, Pathology/Microbiology

Stephen Howard, Computer Sci/Information Tech.

Vickie Johnston, Psychology and University 100

Alfonso Lopez, Pathology/Microbiology

Philip Smith, Psychology

Annie Spears, Economics

Gordon Wood, Computer Sci/Information Tech.

UPEI Faculty Association

25-Year Anniversary

2013

First it was the Scientists, now it's the Librarians

From the CAUT NewsWire, edited by the FAbriC

Critics say a new code of conduct for employees of Library & Archives Canada is designed to muzzle federal librarians and archivists.

Effective January 2013, the new Federal “Code of Conduct: Values and Ethics” places restrictions on staff behaviour both in their professional and personal lives. The code warns employees that attending conferences, speaking to the public, teaching and publishing are “high risk” activities that require prior approval. The personal activities of employees—including their use of social media—are also flagged, and employees are required to report any violations by co-workers.

“From a snitch line to restricting staff from engaging in social media or their local genealogist chapter, this code is preposterous,” said James L. Turk, executive director of the Canadian Association of University Teachers. Once news of the new code broke in the media, a flurry of chatter swelled over social media and in the blogosphere. The issue was raised in the House of Commons, and several organizations, including the Writers Union of Canada, publicly denounced the code as overly restrictive.

“First it was the scientists who were muzzled, and now the librarians and archivists,” said Turk. “This government is headed down a very dangerous path in blocking the public from access to knowledge.” For more information about the Save Library and Archives Canada campaign visit the website at www.savelac.ca. Join the conversation on social media by visiting the campaign’s Facebook page and using the hashtags #savelac and #canadaspastmatters on Twitter.

Collective Agreement Dates to Remember, May 2013 - September 2013

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). For your convenience, dates important for the coming months are outlined here.

May 1: E2.10.1 f) iii) Newly elected members of the URC begin their terms on **May 1**.

H3.7 Members engaged in external employment shall, by **May 1** each year, inform their Department Chair and Dean, or University Librarian, as appropriate, of the nature and time devoted to these activities conducted in the previous calendar year.

Prior to May Board meeting:

E2.11.1 President makes recommendation [on promotion] to Board **prior to the May meeting** of the Board.

Following May Board meeting:

E2.11.2 The President will notify the candidate [for promotion] in writing, of the Board's decision.

By May 31: E1.4.3/E6.1 **By May 31** each year, non-tenured Faculty Members and term and probationary Librarians shall provide a current curriculum vitae and a concise, written report of their activities for the past year.

E1.4.3 **By May 31** in their second year of appointment, non-tenured Faculty Members in departmentalized faculties shall provide to their Dean a current curriculum vitae and a concise written report of their activities for the past two years.

June 1: B3.1 b) ... Department Chair to assume duties on **June 1**.

June 15: E2.5.3.1 Applications for promotion shall be made in a letter to the Department Chair no later than **June 15** of the year in which consideration is initiated.

June 30: E1.4.4/E6.5 **By June 30** of the year in which the report [of activities] is received, the Chair or Dean/University Librarian who has received the report shall meet with

the Member to discuss the report and directions that might be taken by the Member and the Department/Library for continued professional development.

E2.6.2/E2.8.1/E7.8.9/E7.10.1 The DRC/LRC must complete its meetings on all tenure/permanency applications and combined tenure/promotion applications and make recommendations to the URC by **June 30**.

E7.10.1 The Librarian Review Committee must complete its meetings on all permanency applications and make recommendations to the URC by **June 30**.

H1.4.2 d) v) Chairs shall report accumulated credits [for thesis-based graduate supervision] and requests to redeem credits yearly (**by June 30**) to the appropriate Dean.

July 1: E2.5.3.1 The Chair shall advise the Department, Dean, and the VP Academic of any application for promotion or accelerated promotion by **July 1**.

G1.5 b) At the expiration of a three-year recurring contract and in the presence of demonstrated, continuing instructional need, the Member shall be eligible for another three-year contract to be issued on or before **July 1**.

August 1: E2.4.3.3/E7.8.12.3 The decisions regarding deferral [of tenure/permanency] must be made prior to **August 1** in the year in which the candidate's consideration is to come before the URC.

Article G1.7.1 c) By ...**August 1**... of each year, the Chair/Coordinator/Director (or Dean, in cases where there is no Chair), of each academic unit shall update the seniority of each member of the Sessional Roster of that academic unit.

August 15: E2.9.4/E7.11.4 Dean/University Librarian shall include letter in candidate's [tenure/permanency] file and shall forward the complete file to the Chair of the URC before **August 15**.

September 1: E1.4.6 Prior to September 1 of each year, the Chair shall meet with the Dean and provide an overview of the faculty reviews completed within the Department.

September 15: C2.13 Applications for sabbatical leave shall be sent to the Dean/University Librarian with a copy to the Department Chair and Coordinators of Interdisciplinary Programs, as appropriate, by **September 15** of the year prior to the contract year for which the leave is planned.

September 30: H1.4.2 d) v) Requests to redeem credits [for thesis-based graduate supervision] must be made to the Chair in writing by **September 30** of the year prior to the requested course release.

We want your input

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Richard Raiswell, if you are interested in contributing a piece to the FAbric, rraiswell@upei.ca, 566-0504. The Newsletter Editor would like to thank all those who contributed to this edition of the FAbric.

the FAbric Editorial Policy

The FAbric is the newsletter of the University of Prince Edward Island Faculty Association. The primary intent of the FAbric is to keep all members of the UPEI Faculty Association up-to-date and informed. It is also the intent of the FAbric to communicate UPEI Faculty Association activities and perspectives on issues to a wider community. The FAbric is published three times per year: September, January, and April, and serves the following purposes:

- *to provide a means for the exchange of ideas, views, and issues relevant to the Association and its members;*
- *and to provide the Association's membership with information relevant to the operations of the Association;*
- *and to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.*

The UPEI Faculty Association

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Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. However, under special circumstances, the FAbric may agree to withhold the author's name. The UPEI Faculty Association Executive retains the right to accept, edit, and/or reject contributed material. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the UPEI Faculty Association.

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Nola Etkin, Chemistry

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Susan Gallant

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

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