

the **FA**bric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

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State of the Union: The President's Report

I concluded my February column by stating that although we may be in the "dead of wintertime" we do have occasions to celebrate with each other. Well, since then, we have experienced an unprecedented number of storm days that, among other consequences, resulted in the cancellation of the two scheduled FA Coffee Times. Fortunately, the weather favoured us on 6 March. At the FA Time that day we had the pleasure of honouring the student recipients of the FA scholarships (Emily Gallant and Macayal MacNeill) and the FA Gold and Silver Medals (Paige Cameron and Ryan Cassidy). We can be proud of our support of such students.

And an opportunity to acknowledge the accomplishments and service of FA Members is coming up on 6 May.

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Plan on joining colleagues at Faculty Recognition Night as we honour the winners of the Hessian Merit Awards for Excellence in Teaching and the Merit Awards for Scholarly Achievement. This year we will also be returning to the practice of recognizing retiring FA Members.



Betty Jeffery,
President, UPEIFA

As you know, the collective agreements for both of our bargaining units expire in 2016. We have asked the Employer to consider one set of negotiations for both units. A Chief Negotiator and a Job Action Committee Chair have been appointed, and I will be announcing their names at the AGM. During the summer, the Executive Committee will be doing the other necessary preparatory work for the commencement of negotiations. This will include holding a collective bargaining workshop. If you might be interested in serving on the negotiating team or getting a greater appreciation for what is involved, please let us know your interest in attending the workshop.

I, along with the leaders of the three other on-campus unions, met with the members of the Board's pension subcommittee on 9 March. This was another opportunity to reinforce the point that we will not accept any attempts by the Employer to make unilateral changes to our pension plan. In May, members of the joint union pension group and the Board's pension subcommittee and University actuary will come together in two educational sessions for the

purposes of bilateral education and understanding of pension issues.

This issue of the FABric contains the Annual Reports from the Chairs of the FA Standing Committees, as well as reports from FA reps on other committees. Please make time to read these to get some idea of the work that is done on behalf of all of us. And at our Annual General Meeting on 23 April, I will be reviewing the FA's work over the past year. At that time you will also hear about grievance activity and our financial situation. Please plan on attending (and, of course, the FA Time immediately following the AGM!)

This is the final "State of the Union" column I will be writing for the FABric. After four years serving as your President I did not re-offer for a further term. Next year, I will be taking a long overdue sabbatical. I will, however, continue to serve on the Executive Committee—this time in the role of Past President. Serving on the Executive Committee for ten of the 15 years since we have been a union has provided me with the wonderful opportunity to experience first-hand the growth and development of the UPEIFA. I am very proud to have played a part in this. The strength of the UPEIFA lies in the work that so many of you devote to it, and in the support of all of you. And UPEI is a respected institution of higher learning today because of the efforts of the Faculty Association and the work of individual Members. Our union has come a long way since certification, but the efforts must continue. Our working conditions and our University depend on those efforts.

In closing, I would like to thank the members of the Executive Committee, the grievance officers, members of standing and ad hoc committees, members of the negotiating teams, and FA representatives on various committees for their efforts and support during my time as President. I have been fortunate to work with, and to get to know, many dedicated individuals. And, of course, thank you to all of you for the trust and confidence you placed in me to serve as your President for the past four years.

Annual General Meeting

Thursday, 23 April 2015, 2:00 – 3:30 p.m., in Kelley 237.

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 2015-2016 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.

How did you cope?

More than 500 centimetres of snow and nearly a dozen instructional days cancelled played havoc with the Winter semester. And so, on one of these snow-bound mornings, the FA Communications Committee tried to find out how Members had been coping. When they finally had time to look up from their course moodle pages, this is what they told us.

Catherine Innes-Parker (English): How am I coping? My first gut reaction is: I'm not. But of course I am. For my students, I'm being very flexible about due dates, and posting revised schedules to moodle as much as possible. For myself, I'm trying to think that if we miss a couple of things in the course, it's not the end of the world. And I'm giving myself permission to read a novel instead of constantly reworking my classes, schedules, etc. I am also very thankful for my son, who shovels my snow and keeps my doorways clear, and my dogs, who take such idiotic pleasure in the snow that I can only laugh!

Pamela Courtenay-Hall (Philosophy): I had the brilliant idea to go ahead with in-class tests scheduled for the first round of snow cancellation days—so as not to leave the students all studied-up with nowhere to go. No problem, I thought—even though these tests were intended to be closed-book tests, to provide evaluation both with regard to analytic ability, comprehension of ideas AND coverage of course readings. I would just revise the tests and send them off via moodle. But it was not so easy! It took HOURS to convert each test into open-book take-home questions that could accomplish all three objectives without being onerous on student time.

It took even MORE hours than in-class tests would have taken to grade them—and then I had to email each one back to the students. Grading assignments on moodle had seemed too cumbersome. Direct email was worse.

As for missed lectures and class discussions, with a small Tuesday night class where two-thirds of our classes were cancelled by snow, I used moodle discussion forums and thought of the course as in part, a distance ed. course, with lots of moodle postings and reading guide questions to help introduce readings, and lots of individual email feedback. The students in this class are very responsible and talented students, so it is working well. Their on-line discussions have been impressive.

But with larger first- and second-year courses, I am revising the course schedule on an almost weekly basis, and posting revisions and introductions to readings and summary notes on moodle on a regular basis. It would be great to be able to do a lecture and post it on moodle for snow-cancelled classes ... that's what I'll aim for next winter. I wonder how many instructors are doing this now?

The bright side is ... snow shovelling is such wonderful exercise to punctuate grading papers at home in a blizzard. It has turned academic work into a fitness extravaganza!

Faculty Recognition Night

**Culinary Institute of Canada
4 Sydney Street, Charlottetown
Wednesday 6 May, 7:00 p.m.**

Reception, with live music, 6:30 p.m.

Plan to come out to celebrate scholarly and teaching accomplishments of our Members and to honour our retirees.

Tickets are \$25 each for FA members and their guests; all others \$50 each. Pre-order your tickets at the Faculty Association Office, 315 SDU Main, or by contacting Susan Gallant sgallant@upeifa.org, 902-566-0438.

Jamie Burr (Applied Human Sciences): Exercise. Nothing clears the mind and calms the nerves like getting outside and sweating for a bit. That and relying on technology to fill the gaps in face-to-face lecture time.

Shannon Murray (English): I can't push material back any further, so I've taken to narrating slide shows for my missing classes and putting them on Moodle, along with a discussion forum with some questions to start discussion. It's not the same, but it's better than nothing. (I hate the way I sound on those recordings!) I've also abandoned all due dates and late penalties, so as long as stuff gets to me before the marks deadline, I'll take it. I worry that so many deadlines have been getting pushed back that students will end up with everything due at the same time. Students in one class were to give short presentations on their papers, but now we don't have time for all the presentations, so they're just writing the papers. It's all very messy, but we can hope the students will be patient with us, and we can try to be patient with them. Here's to an easy winter next year!

Sandy McAuley (Faculty of Education): Until the last few days I thought I was coping pretty well with the storm days. The new Faculty of Education 1-year BEd program means that we deliver some of our courses in 10 three-hour sessions over five weeks. I lost three classes, i.e. 30% of one course, but in consultation with the students was able to deal with this by putting a number of interactive sessions up on Moodle. Somewhat ironically, the combination of Moodle and Blackboard Collaborate also worked reasonably well to replace the face-to-face portion of the Ed 692 Teaching in Higher Education class on online teaching and learning: the medium was definitely the message! Things start to get a bit more problematic, however, when prolonged UPEI closures mean that the administrative work necessary for our new research project can't be completed. I'm biting my fingernails now wondering if we'll be able to get some time-sensitive data collection done. The seconds are ticking by, the wind is howling outside my window, our driveway is impassible, and the RCMP are telling people to stay off the roads. Sounds like a good premise for the next Stephen King novel...working title, The Snowing, perhaps?

Richard Lemm (English): School-wise, I have been holding (by popular demand) additional classes for my creative writing master class. On the home front, I have been designing and building in my garage a nano-technology machine which will beam the snow up to gigantic inter-stellar cargo ships (which I have summoned by cloud-dew computing), and transport it to mountain slopes and reservoirs in California. The IPO will turn investors into instant billionaires, and profits will satisfy UPEI's budget needs ad infinitum. In the meantime, a small research grant would be helpful, especially for the cases of Bailey's Irish Cream, the essential fuel source.

Stacey MacKinnon (Psychology): I'm staying up to date on marking, adding voice over to PowerPoint to replace lectures, moodle discussion groups, and planning contingencies for next January semester...oh and eating too many storm chips!

Greg Doran (English): I am coping by staying in touch with the students by email, alerting them to the increasingly fictional course outline. I am coping by shoveling and getting outside periodically. I am coping by petting my cats, to lower my blood pressure. I am coping by laughing about it, often. I am coping by realizing that there are bigger problems in the world than if my students study 8 plays instead of the planned 9. They are still learning and developing their critical skills. Perspective is everything.

Lawrence LeClair (Sociology and Anthropology): Well..having missed 5 of my once a week evening classes this semester...I am finding it a bit pinched to get the material covered and the students tested on the content. I have been teaching here since 1987 and we have never had a semester with this amount of snow. In years past UPEI would never close its' doors during a snowstorm. It was unheard of. So as far as I can see the new policy of cancellations due to inclement weather should be reviewed...administration should determine the number of students that reside within walking distance from campus...and professors as well...and leave it up to the professors to cancel a class when they cannot make it in to the campus. In at least 3 of the 5 cancellations of

my class, I could easily have made it to the campus and I live 20 minutes away. But maybe we are all too soft nowadays for that sort of thing!

Melissa Belvadi (Robertson Library): We librarians have our own equivalent of the Faculty's ability to continue to help their students using Moodle—we have an online "virtual reference" service. Throughout many of the hours of many of the closure days, the librarians have provided this service from their homes for students. Because so many of our research resources are online, librarians don't need to be physically in the library to answer most questions and help students keep working during the closures. Our FA President, Betty Jeffery, is also the coordinator of our virtual reference staffing and has led this effort.

Committee Reports

With spring just around the corner, we, at the FAbric, are celebrating—celebrating in the best way we know how. With Committee Reports! Yes, they're all here. We have reports from Bargaining Unit #1, the Health and Safety Steering Committee, the Joint Benefits Management Committee, and the Questions Committee—and lots, lots more, all officiously arranged alphabetically. Take some time to read how the FA has been working for you this year.

Awards and Scholarships Committee Report By Philip Smith

Some of the most exciting and inspiring opportunities in the Faculty Association connect with recognizing exceptional scholarly and teaching achievements of our colleagues, and celebrating some of the outstanding students with whom we work. The Awards and Scholarships Committee oversees Faculty and student awards sponsored and co-sponsored by the Faculty Association, as well as the events celebrating those award recipients. Committee members this year were Spencer Greenwood, Collins Kamunde, Barry Linkletter, Amy MacFarlane, Nassar Sadd, Qiang Ye, and Betty Jeffery (ex officio).

The Faculty Association annually sponsors or co-sponsors, for students:

- two full-tuition entrance scholarships awarded to Island high school students;
- Gold and Silver Medals awarded, respectively, to the students with the highest standing in third year, and the student with the highest standing in third year in a Faculty other than that of the Gold Medal recipient;
- the Convocation awards luncheon;
- the gift of a book in honour of the graduating class that is placed in Robertson Library.

This year we continued the practice, started in 2014, of recognizing student entrance scholarship recipients and Medalists at a winter FA Time event. It was a pleasure to interact with these articulate and vibrant members of our University community. Perhaps all Faculty Association members are aware that the entrance scholarships are fully funded through individual contributions by members, normally through payroll deduction. Payroll deduction forms are available through Susan Gallant in the FA office: sgallant@upeifa.org.

In recognition of faculty, we annually sponsor or co-sponsor:

- the Hessian Merit Award for Excellence in Teaching, awarded to up to three full-time Faculty members and one sessional instructor;
- the Merit Award for Scholarly Achievement, awarded to up to three full-time Faculty members;
- the Faculty Recognition celebration, recognizing recipients of the Merit Award for Scholarly Achievement and the Hessian Merit Award for Excellence in Teaching.

We appreciate the conscientious work of the two subcommittees that call for and adjudicate nominations for our faculty awards.

This year, Greg Doran chaired the Hessian Merit Award for Excellence in Teaching Subcommittee,

and was joined by Janet Bryanton, Reuben Domike, Inge Dorsey, Peter Foley, and Karen Samis. The Merit Award for Scholarly Achievement Subcommittee was chaired by John Vanleeuwen, joined by Sanda Badescu, Rabin Bissessur, Reuben Domike, and Kate Tilleczek.

Please be sure to join us for Faculty Recognition night on Wednesday 6 May at the Culinary Institute of Canada as we honour these award recipients. We also are pleased this year to re-establish an earlier practice of recognizing retirees at our Faculty Association dinner.

Looking ahead, we have approval in principle, with planning underway for implementation this coming year, for two new initiatives: First, a third student Medal (with a bit more cash attached to all three medals), and second, a Faculty Association member Service Award, to recognize exceptional contributions in this crucial component of academic life.



Philip Smith, Chair of the FA's Awards & Scholarships Committee, presents the Gold Medal and Prize to Paige Cameron and the Silver Medal and Prize to Ryan Cassidy.

Bargaining Unit #1 Joint Committee Report By Betty Jeffery

The Association was represented on the Bargaining Unit #1 Joint Committee by Nola Etkin and Betty Jeffery. The Committee did not meet this year.

Bargaining Unit #2 Joint Committee Report By Nola Etkin

The Association was represented on the Bargaining Unit #1 Joint Committee by Andrea Bourque and Nola Etkin. The Committee did not meet this year.

CAUT Council Delegate Report By Betty Jeffery

Since my last report in the FABric CAUT Council has met twice—in May and November, 2014. Attending Council always proves to be an interesting and worthwhile experience. The May Council was the last one for Executive Director Jim Turk, who retired June 30, after 16 years in the role. David Robinson was appointed at that Council meeting to be the new Executive Director. We were pleased to welcome David as our guest speaker at the UPEIFA general meeting in October. The May 2014 Council was also the last one at which UPEIFA Member (and former UPEIFA President) Wayne Peters presided as President of CAUT. Although Wayne finished his third one-year term as President, he continues to serve on the CAUT Executive as Past-President. He has been succeeded as President by Robin Vose of St. Thomas University.

And at the end of March 2015 Neil Tudiver retired from his position as CAUT's Assistant Executive Director. Neil has provided the UPEIFA with assistance during each of our four rounds of negotiations, and has facilitated bargaining workshops for us, as well as a post-bargaining retreat.

The UPEIFA benefits directly each year by services provided by CAUT personnel such as Neil. Of course, the establishment of the CAUT Ad Hoc Investigatory Committee to examine the situation at the Atlantic Veterinary College was a concrete example of the assistance that CAUT can provide to its member associations. This year the UPEIFA also took advantage of CAUT conferences

held in Ottawa—the Francophones’ Conference, the Librarians’ & Archivists’ Conference, the Workshop for Senior Grievance Officers, the Forum for Presidents, and the Forum for Chief Negotiators. I would encourage all Members to regularly read the CAUT Bulletin and to also check the CAUT website (www.caut.ca) to keep up-to-date on CAUT’s work on behalf of academic staff and its efforts to improve the quality of post-secondary education in Canada.



29 March 2006, Neil Tudiver at the Belvedere Ave. picket location and at the “secret downtown location.”

CAUT Defence Fund Report By Larry Hale

The 2014-15 academic year has been an interesting one for the CAUT Defence Fund. One bit of good news was the decision by the University of Saskatchewan Faculty Association to join the DF. It was the largest unionized faculty association outside of Quebec not to be a member of the DF, and their participation makes the DF stronger.

This was also the first year the DF operated under the new, incredibly legalistic by-law required by the Harper government’s Not-for-profit Corporations Act. We managed, but it certainly has been a needless pain-in-the-you-know-what. I am pleased to report, however, that I was elected as the Chair of the DF’s Policy and Planning committee, which is the de-facto executive of the corporation.

There was the usual assortment of near-strikes by DF member unions over the year (Acadia comes immediately to mind).

One worth mentioning was at the University of Windsor. The faculty union called for job action at the start of the academic year in September, but first engaged in a series of one-day strikes to force the administration into action. Eventually, a full strike was called, and I flew to Windsor to represent UPEIFA at a flying picket event on the first day. As it turned out, a tentative agreement was reached in the wee hours of the morning before the strike was to begin, and so I flew back to PEI just hours after I had arrived. Thank heavens I am able to get work done on planes!

In March, the faculty association at the University of Northern British Columbia went on strike in support of negotiations toward a first collective agreement. The association achieved union status less than a year ago, and immediately joined the DF; I somehow suspect they knew the process wasn’t going to be smooth. Among the key issues facing the union is the administration’s insistence that the faculty salary scale move to a largely merit-based one, something strongly opposed by the union membership. At the end of the second week of the strike, I flew to Prince George to represent UPEIFA at the flying picket event. It was a sort of homecoming for me, as I did my first sabbatical at UNBC in the mid-90’s, just a few years after it opened. Many of the people I got to know at UNBC were still there, and they told me they strongly supported the strike as they felt that the university they feel they built (these folks were at UNBC from the very beginning) was being effectively dismantled.

Something that was quite unexpected was that all the CUPE (Local 3799) support staff were honouring the picket line. This is something that is allowed under BC labour law, unlike many places in Canada such as PEI. This was a major show of solidarity by the CUPE members, as their strike pay is fairly minimal in the early days of a job action.

I also learned that the chief negotiator for the UNBC administration is Dan Ryan, who was a faculty member at UPEI and Chair of the Math/Stats department here for a number of years. I was able to regale the UNBC faculty with tales of how Dan walked the UPEIFA picket line back in 2006. Oh, the irony. I heard many jokes about UNBC and UPEI trading Jim Randall for Dan Ryan, and how we go the better of the deal!

At the end of the second week of the strike, it ended, but not for the reason it should have. The UNBC administration made application to the BC Labour Relations Board under a section of the Labour Act concerning first contract negotiations, in which either party may apply for the appointment of a mediator/arbitrator. When application is made, strike activity must cease. To put it mildly, members of the UNBCFA were livid. This will not make academic labour relations, and collegiality between faculty and administration, particularly easy for some time to come. One positive note is that UNBCFA members got to know each other very well, much as we did at UPEI in 2006. This stronger union culture will certainly serve them well, particularly if the special mediation fails, and the strike resumes. So keep our UNBC colleagues in your thoughts.



UPEI's Larry Hale walks the line with UNBC FA Member Hugues Massicotte.

Communications Committee Report By Betty Jeffery

Among other roles, the Communications Committee is responsible for the Association's website and newsletter (the FABric). This year, the number of paper copies of the FABric was reduced, with many now receiving it only in electronic format.

The Committee also reviewed the Guide for New Members, the letter to welcome new Members, and the Standard Information Package. As you know, a standard information package prepared by the Faculty Association is to be provided to short-listed candidates for Faculty and Librarian positions (see Articles B2.4 i and B5.10 f). However, this has not routinely taken place. Deans will now be responsible for providing these to the candidates when they meet with them.

Elected members of the 2014/15 Communications Committee were Mark Barrett (Layout Editor of the FABric), Joanne Currie, Richard Lemm, Sandy McAuley (Website Coordinator), Sandra McConkey, and Richard Raiswell (Editor of the FABric). We also have twenty-six Communication Reps to assist in the two-way flow of communications between the Membership and the Executive. As we head into a negotiations year, their role will assume greater importance.

On our website you can find FA newsletters going back to November 2002. A Communications Committee has existed since 2004/05. I was a member of that first committee, and have served as Chair since the following year. I have been fortunate over these 11 years to have worked with some great folks, and I sincerely thank the members of this year's Committee and previous ones for their work and good cheer.

Equity Committee Report By Nola Etkin

The UPEIFA 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.

In October, the Committee organized a poster campaign recognizing Fair Employment Week, which brings attention to the precarious situation of Contract Academic Staff who labour without job security, benefits, and fair compensation. The current work of the committee includes the review of UPEIFA policies and procedures through an equity lens, which will include a comprehensive review of the collective agreements.

The Chair of the Committee, Nola Etkin, was elected to CAUT's new Equity Committee, which is working to advance equity issues at the National level, and to provide local Associations with resources to support their own equity work. Committee members this year were Nola Etkin (Chair), Enrique Aburto, Ann Braithwaite, Wendy Duckett, Catherine Innes-Parker, Blake Jelley, and George Jia.

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 Faculty Association representatives on the committee are Carolyn Peach Brown (Environmental Studies) and Wendy Duckett (AVC), alternate. The committee typically meets on the third Wednesday of the month although several meetings were missed this Winter due to snow days. Over the past year some items that the committee has focused on are a review of the storm closure policy, ensuring that Frosh week activities are safe, and a review of the Violence Prevention and Response policy.

In the Campus Connector, dated 22 January, there was a note indicating that UPEI's Biosafety Officer

and UPEI's Health and Safety Advisor had been moved from the office of Human Resources to Research Services. Some members of the Faculty Association expressed concern to President Betty Jeffery about this change. In response to these concerns, information about the location of these types of positions in the university administration at other Canadian universities was sought through CAUT's National Occupational Health and Safety Officer. The response indicated that typically these types of positions are located in Human Resources. The concern of the FA with these changes was added to the agenda for a meeting of the Health and Safety Committee. Unfortunately both the February and March Health and Safety Steering Committee meetings were cancelled due to snow storms. It will be on the agenda for the April meeting.

Details about the Committee: 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 program for the education and information of members of the university community, and seeks to cooperate with 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. More information about the committee can be found at <http://projects.upei.ca/hassc/>.

Healthy Campus Committee Annual Report

By Jo-Ann MacDonald

The Healthy Campus Committee (HCC) met on a quarterly basis over the past year. The committee held a planning session facilitated by Marie Burge on Wednesday 25 March 2015 to explore ideas for new wellness initiatives. The HCC is closely connected to many initiatives on campus such as the Healthy Activity Challenge and Mental Health Awareness week. On a go-forward basis, the membership remains committed to our purpose: building capacity within UPEI to apply an integrated, comprehensive and employee-centred workplace health model that highlights leadership engagement, a supportive workplace culture, the enhancement of employee well-being and the prevention of chronic disease and mental illness. As the FA member on the Committee, I represent the interests of the Executive Committee, the Association and its Membership in all Committee activities. As always, I am more than willing to bring forward issues from our Membership that fall within the HCC's mandate.

Joint Benefits Management Committee and Joint Benefits Advisory Committee Reports

By Gordon MacDonald

The Joint Benefits Management Committee (JMBC) and Joint Benefits Advisory Committee (JBAC) are joint committees with UPEIFA and Employer

representatives. The FA reps are Gordon MacDonald and Henrik Styrrn. Through the JBMC, the UPEIFA jointly manages, with the Employer, the Supplementary Health Care Insurance Plan and the Long Term Disability Insurance Plan. The Employer representatives on the JBMC are Virginia Wickstrom and Jackie Podger. Through the JBAC, the UPEIFA (along with representatives of other Campus groups) advises the Employer on other Group Benefits, but we have no joint management of these other benefits.

The usual work of the JBMC consists of receiving biannual reports from Medavie Blue Cross and Morneau-Shepell, and based on these reports consider premium rates to keep the plans fiscally healthy. When internal pressures or external factors necessitate, issues of plan design are also considered. This past year, a big external factor has necessitated major discussions regarding plan design.

On 1 July 2014, the PEI government's Bill 13, "The Drug Cost Assistance Act," came into force. This Act made a number of changes in how health benefits are managed on PEI. The most significant of these is that benefits from private health plans (like ours) can no longer stack with benefits from the Provincial Plan. This will necessitate a number of minor changes to our health plan, and drastic changes in two areas: high cost drugs and seniors' drugs.

With the PEI High Cost Drug Program, there is a deductible based on household income for any high-cost drug. For example, for a household with an income of \$100,000, the deductible is \$1,684. Prior to 1 July 2014 our health plan would pay the deductible and the provincial High Cost Drug Plan would pay the remainder. With the introduction of the Act, (with the exception of people currently in the High Cost Drug Plan, who have been grandfathered for a year) this is no longer allowed. Private plans can no longer pay the deductible

if they want their members to be able to access the High Cost Drug Plan. The Trust (the health plan for all non-Faculty at UPEI) is no longer paying the deductible for its members.

We are now trying to negotiate changes to our plan design to keep high-cost drugs covered, especially since many of our members cannot access the provincial plan because their household income exceeds the maximum threshold. To keep high-cost drugs covered, and to keep premium increases manageable, we are looking at changes in two areas: (1) to increase the basic co-pay on all drugs, and (2) where seniors get comparable coverage from the PEI Seniors Drug Plan, remove the coverage of seniors from our Plan.

The main difference right now between the PEI Seniors Drug Plan and our Plan is that the PEI Plan has a higher co-pay. But if we redesign our plan to keep high-cost drugs covered, this difference will be minimal.

Right now, we are waiting for some Actuarial Reports to get estimates on the costs of some possible changes. Once we have a firm grasp on the numbers, the Membership will be consulted and have final say on any proposed changes to our Health Plan. Stay tuned.

Online Learning Committee Report By Larry Hale

I was appointed to the UPEI Online Learning committee as the representative of the UPEIFA this past autumn. There since have been two meetings of the committee, one in November, and one in January.

This ad-hoc committee has been around in some form or another for many years. The current manifestation is overseen by the Vice-President Academic.

Perhaps the key part of its mandate is to “develop a vision for Online Learning at UPEI - (what is it, why are we doing it, how do we define success).” Included in that

is the development of an online learning policy for the University. The policy is still in draft stage, and the UPEIFA executive has been pro-active in identifying some potential collective agreement issues in the current wording.

The most recent meeting in January was largely taken up with a discussion of possible initiatives to support the on-going development of online learning at UPEI. This centred on important first year courses, principally in the Faculty of Arts. It is hoped that the added flexibility afforded by online offerings would make UPEI a more attractive choice for students. Marketability outside UPEI’s normal target audience was also identified as an important goal. The committee will, in part, be exploring ways to encourage and support Faculty in building new online courses.

Nominating Committee Report By Wayne Peters

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 once again serve as Chair of the Committee, having been appointed by the Executive Committee to fill the vacancy created as a result of the vacancy in the Past-President position. 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 a full slate of nominees for the 2015-2016 Executive and Standing Committees was received as a result of this initial call. Consequently, a second call for nominations was not required. This slate will be presented to the Association's AGM on Thursday 23 April for the Membership's consideration.

Additionally, a separate call for nominations was issued for a by-election to fill a vacancy in a Member-at-Large position. It became clear that a vacancy would exist once nominations closed and the incumbent was the sole nominee for the position of Vice-President.

A complete summary of all nominations received and of all continuing terms on the Executive Committee can be found on the Association's website.

NUCAUT Delegate Report

By Betty Jeffery

The UPEIFA has been a member of National Union of the Canadian Association of University Teachers (NUCAUT) since the fall of 2006. By virtue of this, UPEIFA Members are also members of the Canadian Labour Congress (CLC).

A NUCAUT Convention is held every three years, leading up to the Canadian Labour Congress Convention. In May 2014, these two conventions immediately followed CAUT Council (Council finished about 12:30 pm on Sunday in Ottawa, and then I was aboard a train to Montreal for the NUCAUT Convention that evening, and the start of the CLC Convention on Monday morning). It was quite an experience attending the CLC convention. This was the 27th convention, and the largest ever held—with over 4,800 registered delegates. (The CLC represents 3.3 million Canadian workers). Elections for the top positions were hotly

contested, and Ken Georgetti, who had served as CLC President for 15 years, ultimately lost by 40 votes to Hassan Yussuf who is the new President.

In November, delegates from NUCAUT member associations met the morning prior to the beginning of CAUT Council. Reports from representatives on various CLC committees included the continued attacks on labour, campaigns such as "Together Fairness Works," and Election 2015 preparation activities. Attendees also reported on events at our respective institutions. I was able to share our wonderful tenure arbitration decision that declared that while the Board of Governors has a right of oversight in the tenure review process, "this right ... is limited to ensuring that this process, 'the rules' of the parties' Agreement are adhered to ...". Attendees recognized the potential importance of this decision for members at their own institutions.

Questions Committee Report

By Nola Etkin

The Questions Committee is constituted as needed (according to Article E1.3.2 of the collective agreement) to consider (among other things) revisions to the Student Opinion of Teaching Survey (SOTS), alternate forms of evaluation, and modifications to the procedures in Article E1.3.1 for electronic surveys.

The Association was represented on the Questions Committee by Sue Dawson, Nola Etkin, Catherine Innes-Parker and Lyndsay Moffat.

The Committee met once to consider issues around the electronic delivery of SOTS. These discussions are ongoing.

Research and Advocacy Committee Report

By Bill Whelan

The UPEIFA Research and Advocacy Committee is tasked by the Executive with completing research and making recommendations on issues being discussed by the Executive. In addition, the Committee serves an advocacy function to external groups and organizations, and to governments. During the past year, the Committee focused on freedom of information and privacy issues. This research involved understanding the implications on faculty workload of bringing UPEI under provincial Freedom of Information and Protection of Privacy (FOIPP) legislation.

The Committee gathered information on FOIPP from other universities/jurisdictions and met with Mark Leggett, UPEI's Privacy Officer, who provided an overview of how UPEI handles freedom of information requests as well as other related issues. The Committee also reviewed UPEI's draft Personal Information and Protection of Privacy Policy and made recommendations to the Executive on needed revisions and clarifications. The Committee also consulted with CAUT on this matter. The Committee plans to make a recommendation to the Executive by 15 May on the issue of bringing UPEI under provincial FOIPP legislation. Committee members this year were Tess Miller, Donald Moses, Udo Krautwurst, Rebecca Reed-Jones, Tina Saksida, Jonathan Spears and Bill Whelan (Chair).

Social Committee Report

By Colleen MacQuarrie

Our seven-member Committee was responsible for the work of social organizing and implementation. We met in person on Wednesday 27 August. The remainder of our planning work was carried out via email conversations. We planned to hold monthly

coffee times with hot beverage and treats on alternating Wednesday and Thursdays from 9:30 to 11:30 in both semesters. Due to weather, some of these events were cancelled. We planned to hold late-day social hours, FA Times, twice per semester. This year we decided to add music to the FA time in November at an accessible downtown venue.



Entrance Scholarship recipients Emily Gallant and Macayal MacNeill.

The Case for Cultural Space

By Greg Doran

I have worked and studied at many universities across Canada, and UPEI holds a singular distinction: it's the only Canadian university to offer Theatre Studies without a Theatre space. However, the lack of a Theatre space is not really the only issue.

There is no cultural space on campus at all. Where's the art gallery? UPEI has considerable art holdings, yet many of them never see the light of day. The Future Directions document states that UPEI is serious about providing "the benefits of . . . cultural experiences [that]

add further value to the education of our students.” How are we providing these benefits? However, if the administration defines culture the way that Prime Minister Harper does (watching hockey and drinking Tim Horton’s), then we are doing a bang-up job. If we want to define it the way the rest of the world does, we’re falling far short of our own stated goal.

There is no space for Faculty. UPEI does a great job of providing space for students. You only need to visit the many student lounges or the fish bowl outside of the Faculty Lounge to see that students enjoy the use of many spaces on campus. The same cannot be said for the Faculty. Most universities have a faculty club, or some space designated for Faculty. The Faculty Lounge does not qualify. It belongs to the Faculty in name alone; it serves many other masters. Moreover, if it is a symbol of the administration’s view of the Faculty, then its condition speaks volumes.

I know what you are saying: nice rant, but I’m not hearing a solution. Well, I have one. Specifically, I have 618 University Avenue. You have all driven by it. It is the large vacant building on University Avenue with the hopeful “For Lease” sign in front. UPEI owns that building; it was a gift from the Province. My solution is a simple one. Renovate the space to house an 80-seat black box theatre, a small art gallery, and a Faculty Club. It is more than big enough to accommodate all of those needs. It is a ten minute walk from Main Building, so it is easily accessible. The black box theatre, due to its flexible nature, would not only be the home for Theatre Studies but also a space for readings, Brown Bag Lunch talks, and FA gatherings. Imagine attending the AGM and having FA time in the same space immediately after. Well, the answer is 618.

If you are still not convinced, I have one last arrow in my quiver. Renovating the space for the use that I’ve just

described could be the first project for our new Design Engineering Program, its Faculty, and its students. There is nothing quite like putting our money where our mouth is when it comes to experiential learning. Let’s use it to improve the campus.

Collective Agreement Dates to Remember

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. The Collective Agreement itself should be checked for the exact wording.

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.

E1.4.3/E6.2 **By May 31** every third year, tenured Faculty Members and permanent Librarians shall provide a current curriculum vitae and a concise written report of their activities for the past three 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 supervision credits 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 supervision credits 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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