

# the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2012

A Great Small Faculty Newsletter

[www.upeifa.org](http://www.upeifa.org)

Vol. 7, No. 3

## **Welcome to the End-of-Winter Edition (We Hope!) of ... the FABric!**

*"When that Aprill with his shoures soote  
The droghte of March hath perced to the roote ...  
Thanne longen folk to goon teach sommer courses,  
And researchers for to seken straunge strondes,  
To ferne archives, kowthe in sondry londes."*

*This early draft of the Prologue to Geoffrey Chaucer's classic Canterbury Tales is evocative of the mood here at the FABric as we switch gears and begin our summer projects—whether they be summer teaching, new research projects, or negotiating a new Collective Agreement for the Members of Bargaining Unit #1. But unlike Chaucer's shiftless pilgrims, you won't find us hanging around the Tabard Inn—or other similar establishments—we're just too darn busy!*

### **Inside ....**

- *As Transparent as Possible, Under the Circumstances*
- *Interview with Fiona Walton, 3M Fellow 2012*
- *Committee Reports Galore!!!*



## **State of the Union: The President's Report**

*by Betty Jeffery  
UPEIFA President*

*Let me begin this column on a positive note by reporting that we have just signed a new Collective Agreement for Bargaining Unit #2. This two-year Agreement expires at the end of this month, so we will be right back into negotiations for that Unit.*

*Of course, negotiations for Bargaining Unit #1 are underway. There has been one further meeting since the publication of the Negotiations-At-A-Glance Bulletin No. 2. At that meeting our Team received a package of proposals from the Employer for those Articles that they had earlier indicated they would be opening. Sadly, this language demonstrates a profound lack of respect for the work and contributions of academic staff. And no, I am not referring to the salary offer – we do not know what that is.*

*Lack of respect by the Employer led to unionization in 2001; lack of respect by the Employer resulted in the Strike of 2006. Evidently, the Employer does not yet realize that our*

*Membership will not tolerate this. It is especially disappointing that agents of the Employer would demonstrate such an attitude at a time when many of us have been engaged in the reflections and future directions visioning exercise (where one of the values was identified as 'respect and collegiality').*

*This lack of respect by agents of the Employer is also being demonstrated in how several of our Members are being treated. We are working on a number of issues right now affecting individual Members.*

*Our Annual General Meeting is approaching – on April 20 – and at that time I will be reporting on the FA Year in Review. That will also be an opportunity for you to hear reports on negotiations and grievances. In this issue of the FABric you can read reports from the Chairs of our Standing Committees, as well as FA Reps on university committees. This will give you some idea of the work being done on your behalf, and indeed on behalf of the University.*

*Thank you to all of you who are engaged in that work. It is only too apparent that it is the Faculty Association and its Membership who are working and advocating to ensure that this University is indeed a destination university for students and academic staff – a university of which we can all be proud.*

*Two upcoming celebratory opportunities for each of us to pat ourselves on the back, and also to tip the hat to our colleagues, are FA Time on April 20, immediately following the Annual General Meeting, and the Faculty Recognition Event on May 7 to honour award winners, retirees, and those Members with 25 years of service. Let's look forward to these events.*

*I would like to close this column by thanking you for the confidence you placed in me to serve as your President this year, as well as for the coming year. It is a privilege to serve the Membership of the Faculty Association and the University in this way.*

## **NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION**

### **Annual General Meeting**

**Friday, 20 April**

**2:00 pm-3:30 pm**

**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 2012-2013 Elections
11. Other Business
12. Bargaining Unit #1 Negotiations Report
13. Adjournment

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

**All Members Encouraged to Attend!**

## ***Interview with Fiona Walton 3M Fellow 2012***

*FABric: Congratulations on your 3M Fellowship. What does this mean for you and for UPEI?*

*Fiona: 3M Fellowships reward exceptional contributions to teaching, learning and educational leadership. They consider teaching excellence as well as scholarship and a commitment to enhancing the educational experience of every learner.*

*For me, the Fellowship is all about our collaborative work in the Faculty of Education to increase access to university education for Aboriginal educators and help Bachelor of Education students to understand how to teach in what can be quite challenging Indigenous contexts in Canada and elsewhere. Basil Favaro and I started the Specialization in Indigenous Education at the BEd level that has grown in strength over the years.*

*UPEI is one of two universities in Canada offering university programs to Inuit educators in Nunavut. The Master of Education (Nunavut) continues to be the only graduate program that is offered in the new Territory. This gives us a special role in the education of Aboriginal people in Canada.*

*We offer the MEd in Nunavut as well as the five-course Certificate in Educational Leadership in Nunavut (CELN). The MEd is offered to Inuit educators who otherwise could not easily access graduate programs in Southern Canada.*

*Our team of instructors in the Nunavut program is dedicated to the learning experience of each and every student in a way that requires us to understand the many challenges they face in their lives at the same time as we support their academic growth at the graduate level. We provide a lot of*

*individual feedback on writing in English because the students are learning in their second language. Some of our MEd Nunavut graduates are now teaching in the program, often in Inuktitut, and they invite Elders to bring deeper Inuit knowledge into the courses. This makes the learning more relevant and meaningful and therefore more engaging and real.*



*Fiona Walton (left) with Danielle Frenette. Danielle is a graduate of the Indigenous Specialization programme, now completing the third year of teaching in Kugluktuk.*

*FABric: What kinds of approaches to teaching do you use to engage your students?*

*Fiona: We plan our courses collaboratively so that we can balance Inuit and mainstream perspectives and content. This also means that instructional ideas are shared and accountability is raised because of team teaching. Our teaching, on-line and in face-to-face contexts, is visible to our*

*teaching partners which means that if you are not totally prepared, it shows. That can be stressful but it also means that we teach what I call our 'best selves', putting our best foot forward. The 70/30 rule applies. Seventy percent of our time is spent preparing and 30% delivering instruction and engaging and supporting the students.*

*Our teaching reflects the values, principles and goals we developed together for the programs, drawing from our own Faculty mission as well as from those established in Nunavut. For example, tunnganarniq is a moral value identified by Inuit Elders as one that guides their society. Tunnganarniq means that Inuit are expected to be welcoming, approachable, hospitable, humble, kind, generous, honest, and respectful. This translates into actual practices that we try to use and model in our teaching. It creates a learner-centred ethos within our courses right from the moment students arrive. At the same time we uphold critical reflection as an unwavering tenet of our graduate programs and it is an element that I focus on rigorously in all my teaching. Bringing together challenge as well as support in teaching is the key to helping each learner to push themselves to a higher level. We provide the scaffolding and encouragement that enables our students to take the next step in learning.*

*FAbrie: Are there specific pedagogies you draw on in this values-based teaching?*

*Fiona: I use a lot of cooperative learning techniques. Students often work in base groups, smaller groups where both individual and group accountability and specific roles are established. All too often, group work ends up being driven by the conscientious, hard workers while a few students may be cruising along. That does not promote learning for everyone in the class. Using cooperative learning means the specific purpose for any group*

*activity needs to be as clear as possible or time is wasted. I try to focus on both the 'what' (content) as well as the 'how' (method) in each and every class I teach.*

*I find it is helpful to really strive to bring theory and practice together, otherwise students seem to get stuck in one or the other as if they are separate when they must inform each other. For example, the scaffolding I referred to in your last question is based on Vygotskian learning theories and is translated into practice every time we provide the supports learners need to really understand the concepts we are teaching. I always say that theories are the most useful things we have in our world, even though students seem to think they are difficult. Teaching is about finding ways to show how theories make so many things function well. Pedagogies translate theoretical knowledge and deepen understanding; for me this often means modelling, demonstrating or showing students a concept while also talking about the metacognitive aspects of what I am doing. I explain the meaning as I teach. Then I ask the students to do the same as they apply theory to practice so it comes alive for them and the meaning is deeper and possibly retained for longer. Sometimes this creates those light bulb moments.*

*Of course, it's pretty important to bring passion and excitement for learning into teaching. Sometimes I feel as if I am 'over the top' or that I get carried away with the moments of teaching, but students seem to respond. I guess it's hard to go to sleep if a teacher is fully awake and moving around the classroom as she teaches?*

## **Committees Galore!!! Reports, Reports and More Reports**

*Under the Association's Bylaws, the Chair or Co-chairs of each of the Association's committees is obliged to report to the Membership on its activities at least once a year. What follows are the reports of Bargaining Unit #1 Joint Committee, the Communications Committee, the Equity Committee, the Research and Advocacy Committee, the Benefits Advisory Committee, the Joint Benefits Management Committee, the Awards and Scholarships Committee, the Social Committee and the Nominating Committee. Included here as well are reports from the Association's CAUT and NUCAUT Council delegates, and the CAUT Defence Fund.*

### **Bargaining Unit #1 Joint Committee**

*By Betty Jeffery*

*The Joint Committee has the mandate to review issues which arise from the application of the Collective Agreement and to attempt to foster more effective work relationships between the Parties. The complete terms of reference for the Committee may be found in Article A14 of the Collective Agreement. Representing the Association on this Committee are Wayne Cutcliffe and Betty Jeffery; the Employer's representatives are Jim Randall and Peggy Leahey. The Committee did not meet this year, but will need to do so shortly to finalize the Essential Services list which would be in effect in the event of a work interruption, lockout, or strike (see Article H6.4).*

### **Communications Committee**

*By Betty Jeffery, Chair*

*The Committee's major efforts each year can be seen in the production of three issues of the FABric*

*and in the maintenance of the website. This year the Committee decided on a new layout/design for the FABric, and desktop publishing software was purchased. Keep watching the FABric to see the results. Other work this year included the review of documents such as the Policy for Communications with Members and the Guide for New Members. The Committee will be meeting in late April to begin a discussion about a re-design of the website.*

*Joining me on the Communications Committee this year were Mark Barrett, Janet Bryanton, Sandy McAuley (Website Coordinator), Sandra McConkey, Richard Raiswell (the FABric Editor), and Marva Sweeney-Nixon. Janet and Marva will be leaving the Committee, and I sincerely thank them for their service. In addition, twenty-six Communication Reps play a valuable role in facilitating the two-way flow of information between the Membership and Executive.*

### **Equity Committee Report**

*By Nola Etkin, Chair*

*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. Our main activities this year were associated with Fair Employment Week, which recognizes and celebrates the contributions of contract academic staff. Our first issue of "Spotlight on Sessionals" highlights the outstanding contribution of our sessional instructors to teaching, research, and service. The Chair of the Equity Committee has also been involved in Equity work on a national scale through CAUT's Equity Working Groups. In the coming year we look forward to continuing to advocate for all of our members and to contribute to the inclusion of equity issues in UPEI policy and*

procedures.

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

### **Research and Advocacy Committee Report**

By Laurie McDuffee

The UPEIFA Research and Advocacy Committee was formed for the first time this year. Members of the committee worked with our lead negotiator, Sharon Myers. On request by Sharon, the committee researched background information on several key topics relevant to negotiations. This information has proven to be a valuable asset to the negotiating team while preparing for negotiations and should also be a major benefit during negotiations. The committee is expected to continue to work with Sharon and the negotiating team by continuing research into various negotiating issues when required in support of negotiations. Members include: Laurie McDuffee (Chair), Jim Sentance, Henrik Stryhn, Donald Moses, Shannon Fitzpatrick, Sami Khadiri, Linyuan Guo.

### **Report of the Benefits Advisory Committee**

By David Seeler and Laurie McDuffee

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 a 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 better protection.

Laurie McDuffee (Health Management) and David Seeler (Companion Animals) represent the Association on this Committee.

### **Report of the Joint Benefits Management Committee**

By David Seeler and Laurie McDuffee

The Joint Benefits Management Committee was formed as a direct result of negotiations and implementation of the Collective Agreement (Article D 5.3, Page 54). 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 in respect to changes to the plans or premiums associated with the plans. 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 (Page 54) of the Collective Agreement.

Laurie McDuffee (Health Management) and David Seeler (Companion Animals) represent the Association on this Committee.

## ***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, Barry Linkletter, Thomy Nilsson, and Nassar Saad.*

*This year, our committee developed the first terms of reference for the Awards and Scholarships Committee. We reviewed the list of current student and faculty awards and events sponsored by the Faculty Association and made recommendations for some changes.*

*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.*

*We look forward to working with the University Administration in subsequent years to develop policies and procedures for the new Presidential Awards of Merit for faculty.*

*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 others members were Nassar Saad, Palanisamy Nagarajan and Richard Raiswell. Janet Bryanton Chaired the Hessian Merit Award for Excellence in Teaching Subcommittee and the other members were Rabin Bissessur, Cynthia MacDonald, Richard Lemm, Brent MacLaine, Jonathan Spears and Maureen Wichtel. 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 7.*

## ***Social Committee Report***

*By David Groman, Co-Chair*

*The UPEIFA Social Committee continued this past year to provide opportunities for Association Members to meet and interact socially, with the usual series of Coffee Times and FA Times. The Annual Christmas Reception was held at The Pilot House downtown. Our last FA Time for this academic year will occur following the AGM on Fri. Apr. 20 (3:30-5:30) in the Faculty Lounge, Main Building. For the coming year, the Committee has proposed that a social events survey be designed*

to gather input from all UPEIFA members.

Committee members this year were David Groman and Michael Arfken (co-Chairs), Jim Sentance, Melissa Belvadi, Carmencita Yason, Amy MacFarlane and Colleen MacQuarrie.

### **Nominating Committee Report**

*By David Seeler, Chair*

The responsibility of the Nominating Committee is described in detail within the Bylaws [Article 12.8] and two of its members are elected from the Membership at the Annual General Meeting after all other Committee elections are completed. The Chair of the Nominating Committee is the Past President of the Association.

This year the Committee members included David Seeler, Committee Chair (Companion Animals); Pedro Quijon (Biology), and James Moran (History). Midway through the year, James Moran moved into another position which excluded him from Association business and Karem Simon (Music) replaced James on the Committee.

The Committee met once to discuss and prepare for the upcoming elections process. The Committee also discussed the issue of asking candidates to provide a "bio" along with their application during election processes in the future. The Committee identified numerous issues around that request and discussion between the Chair and others in the Membership demonstrated a wide variety of opinions on the subject. The Chair submitted a verbal report to Executive on the issue in the Winter Semester and a decision was made to allow nominees to provide a "Candidate's Statement" on a voluntary basis in the upcoming election process for 2012 - 2013.

The elections process went very smoothly this year

and Karem Simon will be presenting the results at the Annual General Meeting on 20 April.

### **CAUT Council Delegate Report**

*By Betty Jeffery*

As a member of the Canadian Association of University Teachers (CAUT), the UPEIFA sends a delegate to the semi-annual meetings of CAUT Council—one held in the Spring and one in the Fall. Of special interest from the Spring 2011 Council meeting was the election of Wayne Peters as the President of CAUT—a proud moment for the UPEIFA Membership. At the same Council meeting, Vic Catano of Saint Mary's University was recognized for his 30+ years of service to CAUT, most recently as the Chair of the Academic Freedom and Tenure Committee. Vic serves the UPEIFA as our nominee to arbitration boards.

It was at that Council Meeting that delegates also approved a restructured organizational model creating an Equity and Diversity Council, four equity working groups, and two Members-at-Large—one for Aboriginal academic staff and one for Francophone academic staff.

One of the highlights (or lowlights) of each Council is the report from the Executive Director when he brings to our attention academic freedom cases currently being investigated. The principal threats seem to be in the areas of casualization, corporatization, contracting out of academic work, loss of custody and control of records, and respectful workplace policies. We are not immune to these threats here, and must be ever-vigilant in the fight to defend academic freedom.

The challenges facing post-secondary education at this time are great. We can be thankful for the leadership role which CAUT plays.

The UPEIFA benefits directly from many of the services provided by CAUT. This year, for



example, workshops were held here on collective bargaining and grievance handling. The UPEIFA also took advantage of workshops held in Ottawa—I attended the Workshop for New Presidents as well as the Forum for Presidents, and delegates attended the Workshop for Senior Grievance Officers, the Forum for Chief Negotiators, and the Librarians Conference. Some of our Members also took advantage of the webinar series which CAUT introduced on issues surrounding bargaining, intellectual property, and health and safety.

### **NUCAUT Delegate Report**

By Betty Jeffery

NUCAUT (National Union of the Canadian Association of University Teachers) represents 25 unionized academic staff associations, with about 19,000 individual members. We have been members of NUCAUT since the fall of 2006. A convention is held triennially; in 2011 it was held in Vancouver. While I did not attend, delegates from member associations have the opportunity to meet semi-annually the morning prior to the start of CAUT Council. At that time in addition to hearing reports from representatives on various Canadian Labour Congress committees, delegates share in a round-table format what is happening at their institutions. Whether the information shared is about negotiations, attacks on collective bargaining rights, or threats to academic freedom, the time proves to be well-spent.

### **CAUT Defence Fund**

By Larry Hale

Since the economic downturn in the fall of 2008, the academic labour scene had been fairly quiet. Academic staff unions were very cautious in bargaining, and this resulted in relatively few

situations where strike action was a serious possibility. That couldn't last forever. Indeed, two strikes by academic staff unions took place this past fall. Librarians were out for two weeks at Western University in London, Ontario, where the key issues were job security and salary for that particular group; this was the first strike in Canada by academic librarians acting alone. Then, the full academic staff complement at Brandon University were out for seven weeks, with pensions being a key issue. I was honoured to represent UPEIFA on both picket lines as part of the flying picket effort of the CAUT Defence Fund.

Since the fall, there have been a couple of close calls (Dalhousie and Wilfrid Laurier), with strikes averted at late stages in both cases. Again, pension plans were a critical factor in those negotiations.

A number of smaller universities in the Maritimes (Mount St. Vincent, St. Mary's, St. FX, ourselves) are negotiating new contracts this summer. Doubtless, negotiations will be tough in all cases. However, all union bargaining teams take the "chip" of the support of the CAUT Defence Fund to the table. If job action is needed to get a fair contract, then union members can take that step if they so choose, knowing that the Defence Fund has their back financially.

### **Got those Markin' Blues?**

Visit the UPEIFA online

At [www.upeifa.org](http://www.upeifa.org) you won't find too many hot toons to download, nor any of those crazy video game things the young folks play. But you will find notices, announcements, updates, events ... and details about contract negotiations as they advance. Good wholesome fun and solidarity!

## **FACULTY RECOGNITION NIGHT**

**Wanda Wyatt Dining Hall, UPEI**

**Monday, 7 May**

Reception: 6 p.m.

Dinner: 7 p.m.

*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 by contacting Susan Gallant: [sgallant@upe.ca](mailto:sgallant@upe.ca) or 566-0438*

**UPEIFA: A GREAT Small Faculty**

### **As Transparent as Possible, Under the Circumstances**

*By Geoffrey Lindsay, Member of the UPEIFA  
Negotiating Team*

*When I was asked to write an article for The FAbric on the challenges of communicating with the Faculty Association membership during our current round of collective bargaining, I joked that it would consist of one sentence: "We can't tell you much, but trust us." Although I had followed the last two rounds of negotiations, as most of us did, by reading the Negotiations-at-a-Glance Bulletins and*

*by attending FA meetings, I had assumed that there was much that the Chief Negotiator and Faculty Association President couldn't tell us by virtue of the fact that the bargaining committee was still "in negotiations."*

*Before I continue, I'll just note that the FA has a policy on decision-making and communication with the membership during collective bargaining that can be found on the UPEIFA website (see the URL in the box below). In part, the policy states that the FA Executive Committee appoints the negotiating team and is responsible for instructing and coordinating the work of that team. More importantly for the purposes of this article, the FA President (or his/her designate) is the individual responsible for communicating with the membership about collective bargaining and is the sole spokesperson for the Association to the media.*

*As I prepared to write and went back over the Negotiations-at-a-Glance Bulletins from the last round it came as a surprise that there was much more detail in those than I had anticipated or remembered. There, in broad strokes, was the Faculty Association's position on a host of issues, issues that had been defined by the membership; there, also in broad strokes, was the Administration's. Certainly the specific language wasn't set down—that was indeed still being negotiated. But, having attended more than twenty meetings since September as part of the current team working on positions for this round, and having been present at two table meetings between the two teams, I was able to read the Bulletins with a more informed eye than before. And I gained a greater appreciation of the delicate balance the FA team has to maintain in communicating with the membership.*

*The bargaining team and FA Executive have obligations to the membership and to the*

*bargaining process. We need to keep members informed about positions we have taken with their guidance and on their behalf, and we need to let them know about the Administration's positions. We also need to inform members about how negotiations are proceeding. Are they going well? Are we encountering unreasonable demands? Is the other side delaying or are they rushing to finish? Through the Bulletins and through Faculty Association meetings, the FA President and Chief Negotiator will try to ensure that you follow us, almost every step of the way.*

*I say "almost" because the second obligation is to the bargaining process. It's not quite "what happens in Vegas stays in Vegas," but positions advanced at the table are just that, positions, until some agreement has been made or the items removed. When I looked back over the last round's Bulletins, I was reminded of Administration positions—some quite contentious—that were successfully negotiated off the table by our side. And I became aware of positions that we had advocated that were unsuccessful. I doubt very much that the negotiating process would have been improved by the publishing of specific language for the items that were ultimately jettisoned. It likely would have served only to irritate and upset members in the case of Administration proposals, while raising hopes that would be dashed when FA proposals were withdrawn. I believe the same applies to language that ultimately does make its way into the agreement. Until the final package is agreed to by both sides, nothing is final. But we will certainly be reporting regularly on the progress made and looking for feedback from the membership. Since some of the negotiations will take place over the summer, keeping in touch with the membership and getting feedback will be an additional challenge, no doubt, but one we will endeavour to meet.*

*My advice to members who want information about the negotiations is to pay close attention to the Bulletins as they arrive in your email inbox and to attend the Faculty Association meetings called for negotiation updates. The information is all there—in general terms, certainly, but there is enough for a careful reader to understand the issues and what's at stake. We're not hiding anything, holding back, or being deliberately obscure. We're trying to find the right balance between our two obligations. We hope you will understand that and support our Chief Negotiator and Faculty Association President when they ask for support, even if they can't provide the exact language that they find objectionable or the language they ask you to endorse with your votes. What the negotiating team and FA President do intend, however, is to do as much as we can to keep you informed: to be, in other words, as transparent as possible, under the circumstances.*

### **Need to Know More?**

*There are many ways to find out about contract negotiations as they progress through the summer.*

- \* Emailed copies of Negotiations-at-a-Glance Bulletins—sent to your UPEI email address.*
- \* Paper copies of Negotiations-at-a-Glance Bulletins—placed in your UPEI mailbox.*
- \* UPEIFA web page (UPEIFA.org)—accessible any time and contains information of interest to the membership.*
- \* [upeifa.org/UPEIFAPolicy\\_Decision\\_Making\\_during\\_Collective\\_Bargaining\\_1\\_.prd](http://upeifa.org/UPEIFAPolicy_Decision_Making_during_Collective_Bargaining_1_.prd)*
- \* Faculty Association Meetings*

## **Why We Became Academics**

*By Henry Srebrnik*

*I was recently reading two journal articles, published in Holy Land Studies and the Journal of Palestine Studies in 2006 and 2007 respectively, dealing with the Communist Party of Great Britain, the (pre-1948) Palestine Communist Party, and their positions on the political future of the British Palestine Mandate prior to the creation of Israel.*

*Both articles—no surprise to me, of course—quoted material from my 1995 book London Jews and British Communism, 1935-1945 and from other articles I've published about the British CP and the Anglo-Jewish community. But both of the articles in these two journals also described Lazar Zaidman's role in these events, and quoted him directly, both from my published work but also from documents in the Zaidman Papers.*

*The Zaidman Papers, now housed at the University of Sheffield, didn't "exist" until I discovered them in the basement of the home of his widow Ray, in east London, back in 1978, and used them when writing my PhD thesis. Zaidman, a Jewish Communist, had saved a very large number of manuscripts, pamphlets, publications, reports, and other materials. Many items were internal Communist documents and party minutes, and they were truly a treasure trove. (Back then, the CPGB's own archives in London were closed to non-Communist researchers.) Until then, Zaidman himself was an unknown figure, even to historians of British Communism—I found no mention of him in any academic works published before the 1980s. The Zaidman collection was bought by the University of Sheffield and properly catalogued after I completed my PhD in 1983—my external examiner, Colin Holmes, who taught at Sheffield, arranged for their purchase.*

*It's always exciting to find new material in archives, even about famous people like, say, Churchill or Napoleon. But we already know an enormous amount about them and their role in history. So I must say that I find it immensely gratifying to have, so to speak, brought a previously almost unknown person (to the world outside the CPGB), who was in his own way quite an important figure, "into" history.*

*We should probably do more to bring stories such as this one to the attention of our students. They are among the reasons that so many of us became academics.*

*A very brief description of the Zaidman collection can be found at:*

*<http://www.shef.ac.uk/library/special/zaidpage>*

### ***Life in the Trenches: The Life and Times of a FA Member on the Healthy Campus Committee***

*By Jo-Ann MacDonald*

*FABric: Why is the FA represented on the Healthy Campus Committee?*

*The Healthy Campus Committee is an example of a Joint Employer/Union Committee that requires Union representation. As a representative appointed by the Executive Committee of the Faculty Association, the FA member represents the interests of the Executive Committee, the Association and its Membership in all Committee activities.*

*FABric: How did you become a FA representative member of the Healthy Campus Committee?*

*Where does the time go? It's almost two years since I recognized the number from the Engineering Department. I already know what my response will be when I answer the phone. YES Wayne, I can do that. Within a couple of days I was off to the Healthy Campus Committee Workshop, "Building Commitment for Moving Forward" at Stanhope Beach Resort.*

*FABric: What is the Healthy Campus Committee and who are its members?*

*The purpose of the Healthy Campus Committee (HCC) is to build capacity within UPEI to apply an integrated, comprehensive and employee-centered workplace health model that highlights leadership engagement and a supportive workplace culture, the enhancement of employee well-being and the prevention of chronic disease and mental illness. In addition the role of the HCC is to:*

- 1) Identify healthy workplace issues that are important to university employees;*
- 2) Monitor the University's healthy workplace programs and resources;*
- 3) Communicate and share feedback with the campus community through, although not limited to, an annual report of progress towards goals;*
- 4) Determine and/or recommend relevant healthy workplace initiatives and programs (both internal and external);*
- 5) Determine relevant strategies based upon goals, objectives, priorities and best practice; and*
- 6) Encourage employee participation in the Healthy Campus Initiative activities.*

*The Committee Co-Chairs are Rosemary Herbert and Leo Cheverie (CUPE 1870). In addition to myself, Committee Members include Joan Masterson (AVC), Charles Adeyanju (Arts), Edward Gamble (Business), Pamela Kennedy (Education), Jennifer Taylor (Sciences), Gloria McInnis-Perry (Nursing), Neil MacLean (IBEW 1432), James Stavert (CUPE 501), Phil Hooper (Senior Management), Ernie Doiron (Contract Employees), Wendy Carroll, Peggy Leahey, Denise Bustard, Janice Link and Angela Marchbank.*

*FABric: What were the highlights of your term on the Healthy Campus Committee (HCC)?*

*First it's been a FABulous experience working shoulder to shoulder with a great group of people who are genuinely interested in the healthiest possible workplace environment. The time we invested upfront to develop our vision, mission, and core values was helpful in guiding the committee's work generally and specifically as we faced the task of multiple revisions to the survey of UPEI's workplace culture and supportive environment. The HCC developed a partnership with Saint Mary's University (SMU) CN Centre for Occupational Health and Safety to conduct the survey. This survey was administered under the direction of Dr. Wendy Carroll, Associate Professor, UPEI School of Business and Dr. Kevin Kelloway, Canada Research Chair, CN Centre for Occupational Health and safety, SMU, in January, 2012. All HCC members encouraged a high level of participation in the survey as we envisioned the possibilities of the results to help inform and assist us in our work in creating a healthy and safe workplace.*

*FABric: What can we expect from the Healthy Campus Committee (HCC) in the future?*

*It appears that the HCC is still on track to receive an update from Researcher, Dr. Kevin Kelloway later in April, 2012. It is anticipated that the HCC will communicate the results to the campus community in May/June 2012.*

### **Great Moments in UPEI History...**

*The UPEIFA would like to commend the following people for their 25 years of dedicated service to the University.*

*David Buck, Classics  
Pierre Yves Daoust, Pathology/Microbiology  
Lawrence LeClair, Sociology/Anthropology  
Jeanne Lofstedt, Health Management  
Robert Lofstedt, Health Management  
Arthur Ortenburger, Health Management  
Andrew Tasker, Biomedical Sciences  
David Seeler, Companion Animals*

### **Speaker's Corner: Maintaining Order and Fair Access**

*By Chris Vessey*

*There are a number of reasons why a group might employ a Speaker, and indeed, a system of order such as Robert's Rules. Using a Speaker allows the Executive to have a full say—the chair of a meeting normally does not address motions directly, and normally votes only when their vote would change the final outcome of a motion under question. The rule set which is chosen, and enforced by the Speaker, serves to regulate debate and ensure that everyone gets a fair chance to speak.*

*Specifically, the Speaker has the obligation to*

*moderate that debate, and has the privilege of granting the floor—that is, recognizing someone who wishes to speak and giving them the privilege of doing so, uninhibited and unimpeded (with the notable exceptions of things like Points of Order, or Points of Personal Privilege).*

*In performing this moderation, the Speaker keeps a tally of who has spoken—either formally, on paper, or informally (in her or his own skull!) The Speaker should give priority to new requests to speak over those who have already spoken. This is why the Speaker will identify (often by pointing) the person who next shall have the floor.*

*It is also the duty of the Speaker to limit those who might monopolize the floor. An example:*

*Person X: "Mr. Speaker, I would like to ask Person Y if they can explain, then, why this expenditure was made?"*

*Person Y: "Of course—it was because ... (insert reason here). Does that answer your question?"*

*Person X: "Yes, but I'd also like to ask . . ."*

*As you can see, Person X is attempting to "tag on" a second question when, in fact, their first question was completely answered. Often, someone will claim their question was unanswered, but then proceed to ask a second unrelated question—a tactic which attempts to confuse the issue and permit repeat questioning.*

*It is the duty of the Speaker to interrupt the attempt, and to indicate that Person X no longer has the floor, their question having been answered, and to grant the floor to someone else. This keeps the debate as a flow between all interested members, and not a public conversation between two individuals.*

## **Collective Agreement Dates to Remember, May 2012 - September 2012**

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](http://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/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, appropriate) or University Librarian, as appropriate, 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 The DRC must complete its meetings on all tenure/promotion 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**.

### **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**.

### **August 1:**

E2.4.3.3/E7.8.12.3 The decisions regarding deferral

## The UPEIFA Executive

[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:

C2.14 Applications for sabbatical leave shall be sent to the Dean/University Librarian with a copy to the Department Chair, as appropriate, **by September 15** of the year prior to the contract year for which the leave is planned.

### Great Moments in University

#### History...

Morosophus's Declamation against Knowledge in  
Bentivolio and Urania (1664)

Learning is the vain Jingle of Curiosity; Academies  
the foolish effects of mistaken Zeal; Scholars a lazy  
sort of unuseful people; and the Schools the  
Nursuries of their Idleness, whether the spawn of  
cunning Knavery is brought to maturity ... O thou  
most hateful Learning!

### President:

Betty Jeffery, Robertson Library

### Vice-President:

Nola Etkin, Chemistry

### Past-President:

David Seeler, Companion Animals

### Secretary/Treasurer:

Debra Good, Business

### Members-at-Large:

David Groman, Diagnostic Services

Susan Brown, History

Laurie McDuffee, Health Management

Lori Weeks, Applied Human Sciences

### UPEIFA Office Manager:

Susan Gallant

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the FAbriC

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