

# the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2018

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

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## State of the Union President's Report

I am writing this year's final State of the Union Report in my hotel room in Ottawa, when I have just spent three days immersed in challenging discussions about how faculty associations can more effectively promote equity on our campuses. Despite decades of activism and declared commitments to equity and diversity by our governments and our administrations, our campuses still do not reflect the rich diversity of our populations, and many who have arrived remain excluded and marginalized. The CAUT Equity Conference "Mobilizing Intersections" brought together academics and equity activists to discuss issues including Indigenization, racial justice, data gathering, and self-identification.

On our own campus we are just beginning the work of developing equity policy and practice, and the Faculty Association, through the new Joint Equity Committee, is working with the employer to create an equity strategy. Elsewhere in this issue we report on the activities of that Committee.

In February the Faculty Association submitted a brief to the Provincial Government's review of the Freedom of

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Information and Protection of Privacy (FOIPP) Act. The FA joined the Student Union and CUPE 1870 in calling for the inclusion of the University under the Act. Currently UPEI is the only Canadian university that does not fall under FOIPP legislation, and we argued that Islanders have the same rights to transparency and access to information about our public institutions that other Canadians take for granted. Our brief can be found on the UPEIFA website.



Nola Etkin,  
President, UPEIFA

This year our grievance team, led by Chief Grievance Officer Mike Arfken, has supported Members through a number of situations including issues with tenure and promotion, discipline, and the fair treatment process. We have resolved a number of grievances, and continue to work with the Employer to ensure that the provisions of the Collective Agreement are followed. At the AGM Mike will provide a more detailed update on cases that we have handled this year.

Members serving on our various standing committees and representing us on university committees continue to support the work of the Association. These include members of a new ad hoc Francophone Committee led by Executive Committee Member Carlo Lavoie. Elsewhere in this issue you will find reports from these Committees and representatives. I encourage you to read these and to appreciate the great work being done on our behalf by your colleagues from across campus.

Our Annual General Meeting is on 20 April. Along with the usual reports, updates, and elections of Executive and Committee Members, we will be leading a discussion about the future use of the Faculty Lounge. The Collective Agreement affords the Association and the University shared use and control of the Faculty Lounge. This is a valuable space that we must protect and use wisely. At the AGM we will be seeking your input and ideas on how we can more effectively use the Faculty Lounge as a place to gather and build com-

munity among Members of the Faculty Association. Please mark 20 April on your calendar, and come with your ideas and your support for your Association. And remembering that we require a quorum of 50 Members for a meeting, bring along a colleague or two! Following the AGM, we will retreat to the Faculty Lounge for the final FA Time of the year.

On Wednesday, 9 May, we gather once again at the Fox Meadow Golf and Country Club for the annual Faculty Recognition Night, where we will enjoy great food, music, and company as we celebrate the recipients of the Faculty awards, including the Hessian and UPEIFA Awards for Excellence in Teaching, the Merit Award for Scholarly Achievement, and the UPEIFA Merit Award for Service. We also honour those Members who are retiring. I look forward to celebrating with you all!

In Solidarity,

Nola Etkin,

President, UPEIFA

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## **The 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 those committees as well as reports from our representatives and delegates on various other committees.

So grab a beverage and a bowl of your favourite snack and get ready for some mighty good readin'.

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### **BU1 Joint Committee Report**

by Nola Etkin

The BU1 Joint Committee is established, according to Article A-14, to "review matters of concern from the application of [the collective] Agreement [and] to foster better communication and more effective work between the Parties."

The Association was represented on the BU1 Joint Committee by Sharon Myers and Nola Etkin. The Committee met one time this year to discuss interpretation around timing of the sessional hiring process.

### **BU2 Joint Committee Report**

by Nola Etkin

The Association was represented on the BU2 Joint Committee members by Andrea Bourque and Nola Etkin. The Committee did not meet this year.

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### **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 Cezar Campeanu, Nola Etkin and Catherine Innes-Parker (with one vacancy). The Committee did not meet this year.

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### **Social Committee Report**

by Susan Brown and Debra Good (Co-Chairs)

The UPEIFA Social Committee is responsible for organizing regular social events where members may meet one another in a relaxed, convivial environment. This provides an opportunity for members to meet others outside of their discipline as well as welcome new members to UPEI. The committee met in September of 2017 to plan events for the forthcoming academic year. Six afternoon "FA Times" were planned, as well as four FA Coffee Times (scheduled so as to alternate between Wednesday and Thursday mornings with one also scheduled on a Friday morning this year). One of the Coffee Time events was cancelled due to weather. The Committee wishes to thank Heather Penny for her invaluable assistance in the organization of these events. A successful off-campus holiday social was held at The Culinary Institute in December and our sincere thanks to Jim Sentance and Remi Morin Chasse for organizing this well-attended event. These events were advertised in *The FABric* and through membership emails. Winners of the FA gold, silver, bronze, master's, and doctoral medals, as well as recipients of the FA Entrance Scholarships, were honoured at a special FA Time in February. Committee members this year were Debra Good and Susan Brown (Co-chairs), Pamela Bastante, Laurie Brinklow, Remi Morin Chasse, Jim Sentance, and Richard Wills.

## **Awards and Scholarships Committee Report**

by Karem J. Simon (Chair)

The Awards and Scholarships Committee is responsible for overseeing a variety of FA member and UPEI student awards, in addition to organizing our annual FA Recognition night, which celebrates FA award recipients and retirees. Committee members this year included Lisa Chilton, Collins Kamunde, Nassar Saad, Jean Mitchell, Barry Linkletter, Cora Gilroy, and Nola Etkin (ex officio).

As part of our 9 February 2018, Faculty Time in the SDU Main Building Faculty Lounge, we recognized and celebrated all those UPEI students who were recipients of FA awards. Our Association has a long history of being proactive in providing opportunities for financial support to deserving students. Each year, funding from the Faculty Association in addition to individual member donations provide for seven student awards. We were delighted that all award recipients were able to attend this year's ceremony.

The two full-tuition entrance scholarships that cover the first year of study were presented to Bluefield Graduate Grant Wolters and Montague Graduate Logan O'Neill. We provide three medals for those students with the highest academic standing in third year. The UPEI Faculty Association Bronze Medal includes a \$300 scholarship, and is awarded to the student with the third highest average in third year. This year, due to a tie, there were two recipients: Alex Dunne and Andrew Chapman. The UPEI Faculty Association Silver Medal and a \$400 Scholarship, for the student with the second-highest standing in third year, was awarded to Emily Norton. The UPEI Faculty Association Gold Medal and a \$500 Scholarship, for the student with the highest standing in third year, was awarded to Marie Charles.

In concert with the growing graduate student population at UPEI, we have the first recipients of our new Master's and Doctoral Medals, which recognize academic excellence and scholarly promise. Students apply for these awards by October 1 and the submissions are adjudicated by our Scholarly Achievement Subcommittee. This subcommittee is chaired by John VanLeeuwen and includes Sanda Badescu, Tim Goddard, James Polson, and Esther Wohlgemut. Additional service was provided by Jean Mitchell and Barry Linkletter. The UPEI

Faculty Association Master's Medal, which includes a \$500 Scholarship, was awarded to Anne Shileche. The UPEI Faculty Association Doctoral Medal, which includes a \$500 Scholarship, was awarded to Jordan Poley.

Faculty members are eligible to be nominated in three distinct award categories which recognize excellence in teaching (co-sponsored by the Hessian family), scholarship, and service. At the time of this writing multiple FA members were nominated in all categories. Recipients of these awards will be disclosed at the FA Recognition Night on May 9, 2018.

We are grateful to the three subcommittees that oversee the important work of adjudicating these awards.

The merit Award for Scholarly Achievement Subcommittee was chaired by John Vanleeuwen, with Sanda Badescu, James Polson, Esther Wohlgemut, and Edward Chung.

Peter Foley chaired the Hessian Merit Award for Excellence Subcommittee, and was joined by Janet Bryanton, Richard Covey, Justin Gulati, Amy MacFarlane, and Rebecca Reed-Jones.

The Merit Award for Outstanding Service Subcommittee was chaired by Simon Lloyd, and included Carolyn Peach-Brown, J McClure, Colleen MacQuarrie, and Gloria McInnis-Perry.

We will gather for Faculty Recognition Night on Wednesday 9 May at the Fox Meadow Golf and Country Club in Stratford. Here we will honour award recipients and retirees, and have the opportunity to connect with one another. A reception will occur at 6:30 p.m. and is followed by dinner at 7:00 p.m.

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## **Communications Committee Report**

by Richard Raiswell (Co-Chair)

The Communications Committee is responsible for the Association's website and producing three issues of *the FAbric*, our official newsletter.

This year, though, after much discussion within the Committee and with the broader Membership we developed a draft policy to govern the regular use of the Association's Facebook, Instagram and Twitter accounts. It was the consensus of the Committee and the Membership who provided comment that these new media should be limited to providing Members with Association news only. While

some Associations across the country re-post political content and messages from advocacy groups, Committee felt that the Members interested in such content likely already receive it through other groups to which they subscribe. The policy has recently been approved by Executive and will be available on the Association's website.

Members also provided input on the Association's new logo and branding.

Elected members of the 2017/18 Communications Committee were Sharon Myers (co-chair), Richard Lemm, Laurie Brinklow, Sandy McAuley (Website Coordinator), Jason Pearson, and Ariana Patey. I sincerely thank the members of this year's Committee for their work and good cheer.

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### ***Equity Committee Report***

by Nola Etkin (Co-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.

In October the Committee organized a social media and poster campaign on the theme of "Make It Fair" for Fair Employment Week, which brings attention to the increasing number of Faculty who are in precarious contract and part-time positions.

Committee members this year were Ali Ahmadi, Ann Braithwaite (Co-Chair), Nola Etkin (Co-Chair), Gary Evans, Catherine Innes-Parker, George Jia, and Bonnie Stewart.

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### ***Joint Equity Committee Report***

by Nola Etkin

In the last round of negotiations, the FA was successful in securing a Joint Equity Committee with the Employer, tasked with considering and recommending equity-related policies and procedures, and ensuring training on these policies and procedures for Members on selection and renewal, tenure/permanency, and promotion committees.

The Committee has met several times and has identified several first priorities, including the development of a university equity policy, policy and procedures for equity in hiring, and looking at models for an equity office.



The Association's representatives on the Joint Equity Committee are Ann Braithwaite, Nola Etkin, and Blake Jelley (co-chair).

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## **Research and Advocacy Committee Report**

by Rebecca Reed-Jones and Brian Wagner (Co-Chairs)

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 supported the Faculty Association by gathering information on Freedom of Information and Privacy Protection (FOIPP) at UPEI, the PEI Provincial Act, and FOIPP policies across Canada. The committee also provided information supporting issues around Student Opinions of Teaching for the Enhanced Teaching and Learning Committee, as well as a number of other key issues that the FA executive has been examining. Committee members for 2017-2018 were James Polson, Amy Macfarlane, Tina Saksida, Jonathan Spears, Jason Stevens, Brian Wagner (co-chair), and Rebecca Reed-Jones (co-chair).

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## **Francophone Working Group Report**

By Carlo Lavoie (Chair)

The UPEIFA Francophone Working Group has been formed to report and to make recommendations to the UPEIFA Executive Committee on initiatives that could be taken to advance the diverse professional interests of French-speaking academic staff on campus.

During the past year, consultations were made among the UPEIFA members to form a Francophone Working Group and 5% of the BU#1 FA members answered the call. After a first meeting, we formed an ad-hoc Francophone Committee to make recommendations on the Working Group Terms of Reference and to start planning activities for next year. Committee members for 2017-2018 were Sami Khedhiri, Christian Lacroix, Mary MacPhee, and Carlo Lavoie (Chair). For more information on the Francophone Working Group, please read my report on the CAUT Francophones Conference.

## **CAUT Francophones Conference Report**

Ottawa, 23-24 February 2018

by Carlo Lavoie

I had the opportunity, on February 23 and 24, 2018, to represent the UPEIFA at the third CAUT Francophone Conference (Conférence des francophones de l'ACPPU). Almost 50 Francophone and Francophile colleagues working in French-language, bilingual, or English-language colleges and universities from Newfoundland and Labrador to British Columbia attended this conference entitled "Francophones in colleges and universities facing austerity measures." Colleges and universities, faculty and students have all met with several challenges because administrators and governments openly have promoted austerity measures. The first objective of this two-day conference was to demystify the austerity measures which targeted and pushed postsecondary teaching and public research institutions to "cut the fat." The second objective was to determine how French-speaking faculty members, students, and programs of French and in French were particularly affected.

The first morning of the conference focussed on the austerity measures, the myth of austerity and the demystification of university budgets. With guest speakers Maxime Ouellet (UQÀM) and Jean-Charles Cachon (Laurentian University), we discussed the fact that a budget is, first and foremost, a political document. The budgets of postsecondary institutions reflect different policy choices, and austerity is sometimes used to justify them. In this sense, it is important to know how to read and interpret the financial statements. In fact, in the context of austerity, budgetary decisions have an impact on French-speaking academic staff in minority settings. For example, the Université de Moncton has tried to cut different programs in the Faculty of Arts in the recent past years due to what administrators called a lack of enrollment. After an extensive review, those programs were saved.

In the afternoon, a panel discussed the impact (on French-speaking faculty members) of the fact that universities and colleges boards of governors are more and more managed by representatives of the private sector. As a result of this, the core mission of postsecondary institutions is drifting away from liberal education programs and toward professional programs. The success of an institution is now being measured by the number of its graduate students who enter the job market within a specific timeframe. In

the last panel, we saw that this new form of governance in postsecondary institutions, drawn from and for austerity, has profoundly modified academic libraries' French-language acquisitions. The budget cuts have transformed the library from a place dedicated to research, teaching, and working into a social place. Less money is invested to buy books and journals so these are less on display; more money is invested for acquisition of e-books, e-journals, online databases, and other online resources. The space which the books used to occupy is now reserved for computers and social meetings.

On the second day, we broke out into small groups to discuss the effects of austerity measures: first, in teaching and, second, in research. As the note-taker and rapporteur for my group for these both of these sessions, I soon realized how austerity measures affected teaching, whether you are in a French or English-language university in Québec (such as Université Laval, Université du Québec à Montréal (UQAM), or Concordia), or in a French-language minority setting like the Université de Moncton, in a bilingual university such as U of Ottawa or Laurentian, or in an English-language university such as UBC, York, or UPEI. Not only are we all affected by the ranking of the programs in our institutions, by new technologies and online courses, but we all have seen financial resources reallocated to more profitable academic units. For universities in Québec such as Laval, UQAM, and Concordia, the floor of employment, which establishes the minimum number of faculty members in each program, has become the ceiling of employment. This could be explained by the changing nature of the composition of the academic senates with more and more administrators as members. Although the faculty associations are strong in these institutions, faculty members on the senate represent their academic unit and don't talk with one voice. For French-language universities in a minority setting, at stake is the ability to offer a broader range of courses in humanities. These universities being smaller in numbers of students (the Université de Moncton being the larger one), it becomes more and more difficult to respect the mission of a liberal arts institution. Small programs, such as, for example, Philosophy, are constantly in danger due to their low numbers of enrollment. Nevertheless, we are aware that smaller universities are not less important. They need a broader offer of programs so French-speaking students don't have to leave their province to study or to study in English, risking the lasting effects of assimilation.

For the bilingual universities (Ottawa and Laurentian), the austerity cuts have made it difficult to offer a balance of courses in both official languages. In English-language universities (UBC, York, and UPEI), French, which is

an academic program like all the others, is now often jeopardized because of recent decisions by different academic programs to cancel the language requirements without consulting the department offering French. Despite the fact that bilingualism is a cornerstone of the Canadian identity and is an asset on the Canadian job market, almost no professional programs, and very few programs in humanities, want to include French as a graduating requisite. The conclusion of the session was that it appears that the funding for small universities, small programs, and French programs in English-language universities should be revisited to allow every institution to respect its mission and to meet the expectations of students who don't necessarily want to go into a professional program. This idea, of course, is going against the precepts of the austerity measures.

During our second discussion, we talked about access to research grants, quantification of performance and faculty review for Francophone researchers. Of course, doing research in French at English-language universities is not a barrier to one's career, but it involves more work and more effort, which is not recognized. Even if the research is conducted in French, it is necessary to translate it to maintain a teaching and research file, to apply for internal grants or boards of ethics approvals, for year-end reports, and for tenure and promotion applications. It is also difficult to create French-language research groups on campus while academic talks made to colleagues must be done in English. All this translation work involved in the day-to-day professional life of a Francophone and Francophile faculty member is not recognized at the institutional level and often robs her or him of valuable time which could be used towards research and/or university service and/or family. Furthermore, recruitment of French-speaking students for assistantships is often impossible where there are no graduate programs in French, and undergraduate students who have a good command of French rarely have adequate training to carry out the work

Furthermore, depending on the area of research, we noted that some colleagues, but also more and more graduate students in French-language institutions, tend to publish mainly in English to improve their impact factor and thus be in a better position for grant applications. Some publish only in English to make sure they are understood. Every faculty member wants to be promoted to the next level, so, in time, research in French tends to dwindle because of the burden of translation.

In a plenary session at the end of the Conference, we realized that CAUT could help Francophone and Francophile faculty members by ensuring an increased presence of French in its activities and forums by introducing simultaneous interpretation. This would help break the stereotype that when a French-speaking person speaks French, she or he speaks only to Francophones. We also explored the idea of promoting the establishment of Francophone committees attached to local faculty associations (especially in English-language universities) in order to break the loneliness that has developed. This would encourage meetings of French-speaking colleagues and sharing of their resources as well as a common reflection on the place of French on their campus and in their career. To this particular end, I think that the UPEIFA is a leader by being the first faculty association in Canada to create a French-speaking Working Group. The purpose of this Group is to report and to make recommendations to the UPEIFA Executive Committee on initiatives that could be taken to advance the diverse professional interests of French-speaking academic staff on campus (if you speak French and you have not been contacted for our first meeting, please email me at [clavoie@upei.ca](mailto:clavoie@upei.ca)).

I think that whatever language we speak as faculty members, we should be aware of the effects of the austerity measures on each one of us and to react against it in solidarity. Let me finish with one quote that I will keep in mind for as long as I am a faculty member and even for a long time after I retire: “Budgets of postsecondary institutions reflect different political choices, and austerity justifies those choices.”

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### *In memoriam*

#### *When we rise from the sea*

#### *A tribute to John Smith, Professor Emeritus*

By Richard Lemm

A week after John Smith died, Steve McOrmond, a former student and poet, wrote to me, “I’m struggling to get used to a world without John Smith ... though his spirit lives on.” John’s English Department colleague, Wendy Shilton, wrote, “My most recent encounters with John were on a bench on the Beach Grove trail, overlooking the harbour. He could gaze at a tree longer and see more in its bark than anyone else I’ve known.”

John’s vision extended from the brush strokes of Earth’s evolutionary profusion, to the kinetic architecture of the cosmos he studied and reflected poetically upon throughout his life after his B.A. in Physics and Math at the University of Toronto. As he wrote in his poem “I Just Am,” “Jellyfish are galaxies, / and I, one of a trillion trillion quartz grains.” “I am,” he wrote, “no one in particular.”

But he *was* someone, humbly, sublimely. The son of English working-class immigrants – a shipbuilder from Newcastle and a housemaid “in service” to a wealthy family, who met in Toronto after the war – he honoured his parents’ heritage and skilled labour. This was a heritage that no doubt underlay his great ability to connect with all UPEI students, even when, as one student said, “his intellect soared far above most of us.” Even then, as another student said, “We took his courses to hear his magnificent voice.”



After teaching high school for several years in Gravenhurst, Ontario, he returned to the University of Toronto for his M.A. in English, then found his intellectual home at UPEI, his personal home on Fitzroy Street in Old Charlottetown, and his contemplative home on the trails and beaches of Prince Edward Island. He was UPEI’s first Dean of Arts and a co-founder of the PEI Council of the Arts and PEI Writers’ Guild. He was also known to dance, according to his close friend, English colleague, and author Deirdre Kessler, euphorically to Bach.

For twenty-five years at UPEI, and after his retirement in the early 1990s, that glorious voice brought Shakespeare to life – Hamlet and Cordelia and Prospero, and “Let me not to the marriage of true minds / Admit impediments.” John’s voice, intellect, spirit, and heart – and his ever-radiant face, his unceasing kindness and warmth – enthralled his students, colleagues, and other Islanders with poems of the Romantic era and the twentieth century, and with the cultural and intellectual soils from which those poems sprouted and bloomed. And he listened to us, with uncommon care, discernment, and appreciation.

His rigorous and awe-inspiring intellect, his dazzlingly expansive spirit, with astonishing precision and delightful wit drew upon a seemingly boundless knowledge and reverential curiosity. His lectures, poems, and conversation wove “strands the length of the wind” from astronomy and geology, biology and chemistry, archaeology and history,

music and the visual arts, philosophy and religion, even from baseball and Sumo wrestling. As he wrote in “The World: Further Hypotheses,” “The world is a hat. You put it on when you rise from the sea.” He was always rising from the sea. His hat was voluminous. He bestowed that hat, with consummate grace and humility, on the heads of countless students and colleagues, devoted friends, and fellow authors.

When the PEI Legislature established the position of Poet Laureate, John Smith was the inevitable first choice. For two years he illuminated and moved audiences with readings and lectures on English poetry, from its Anglo-Saxon origins to the poets of Prince Edward Island.

When Dr. Don McKay – the Canadian poet laureate of ecological philosophy – was invited to deliver this year’s UPEI Arts and Science Lecture, he was asked whom he would like to see during his short visit. He named two people: poet and professor emeritus Brent MacLaine, and a teacher Brent studied with as a UPEI undergraduate and looks upon as “not just a colleague and wonderful friend and mentor, but a second father.” John Smith.

The last time I saw John, I was blessed to sit with Don McKay in John’s room, in what I envision as a triangular constellation, my star dimly visible in the literary and scholarly firmament, their stars pulsating brilliantly. Don leaned forward toward John during our time together – a venerable icon of Canadian letters, but for that hour a pilgrim paying homage to one of the most elegant minds and souls to have walked this Island and Earth in our time.

John’s spirit lives on. Perhaps sojourning among those potentially infinite universes which his poetry evoked, in a co-mingling of physics and Buddhism.

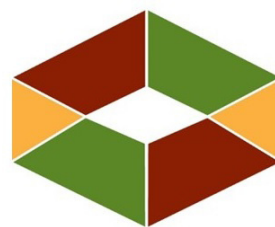
“We meet again by the ancient stream,” he wrote, “we too who are so much running water.”

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If you’d like just to receive the electronic version of the *Fabric*, drop Heather a line in the FA Office at [hjpenny@upe.ca](mailto:hjpenny@upe.ca) and rest easy!



**UPEIFA**  
UNIVERSITY OF PRINCE EDWARD ISLAND  
FACULTY ASSOCIATION

## **Annual General Meeting** **Friday April 20<sup>th</sup>, 2018** **1:30 pm – 3:30 pm**

**FA Time to follow in the Faculty Lounge**  
**from 4:00 pm to 6:00 pm**

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### ***UPEIFA Executive***

**President:**

Nola Etkin (Chemistry)

**Vice-President:**

Sharon Myers (History)

**Treasurer:**

Debra Good (School of Business)

**Members-at-Large:**

Mike Arfken (Psychology)

Carlo Lavoie (Modern Languages)

Rebecca Reed-Jones (Applied Human Sciences)

Karem Simon (Music)

Charlene VanLeeuwen (Applied Human Sciences)

**UPEIFA Office Manager/Professional Officer:**

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Richard Raiswell

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