



University of Prince Edward Island FACULTY ASSOCIATION

2013-2014 Officers & Staff

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October 1, 2013

Dr. Alaa Abd-El-Aziz
Chair, Search Committee for Vice-President Academic

Dear President Abd-El-Aziz:

Thank you for the invitation to provide input on the expectations for the Vice-President Academic. As the sole and exclusive bargaining agent for approximately 400 academic staff members, the Faculty Association has a keen interest in the selection of the VPA. This position is the University administrator named throughout the Bargaining Unit #1 Collective Agreement, and is involved in decisions and actions directly affecting the working lives of our Members.

The Vice-President Academic must:

- Possess a deep understanding of the various disciplines, and the uniqueness of the scholarly and teaching process in those disciplines
- Possess excellent communication and interpersonal skills
- Possess good judgment
- Have a proven record of academic accomplishments
- Be able to present evidence of innovation in teaching and academic programme development
- Have demonstrated leadership in the university environment
- Be a person who values the three pillars of academic responsibilities of faculty and librarians
- Be someone who will be an advocate for academic staff, and will work collaboratively with the Faculty Association
- Have demonstrated ability to identify, resolve, and consult on a wide range of administrative and personnel issues

- Have a proven record of successful labour relations in an unionized environment (a record which could be substantiated by the local faculty association)
- Be someone who respects the role of the Faculty Association, and is willing to work with the FA to resolve issues without grievances having to be filed
- Be someone who understands and appreciates the benefits of adopting a collaborative approach and who does not view academic staff merely as employees
- Be someone who understands that the membership of the Faculty Association includes more than tenured and tenure-track faculty
- Be someone who can build bridges between academic staff and administration and will foster a climate of mutual respect and trust

Our Members expect the search process to be an open one -- with the short-listed candidates announced to the University community, the CV of each short-listed candidate available for reading by members of the University community, and each short-listed candidate to deliver a public presentation, with the opportunity for attendees to ask questions and to provide feedback on the candidacy. We hope and expect that the Search Committee will give serious consideration to all feedback received.

We would also ask that equity in all its forms, including recognized equity groups and academic disciplines, be considered in the selection process.

In addition, the search process should include a meeting with representatives of the Faculty Association Executive (as happened the previous time there was a search for the Vice-President Academic.) While there are two faculty members on the Search Committee they are not there as representatives of the Faculty Association.

We look forward to further participation in the selection process for this important position.

Yours sincerely,

Betty Jeffery
UPEIFA President

cc: N. Etkin, UPEIFA Vice-President