

Faculty Union News

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Briefing on Rationalization

For those who missed the briefing by the President, Ken Ozmon, the Vice-President - Academic & Research, Colin Dodds, and the Vice-President - Administration, Guy Noel earlier this week, here is a brief summary of what they said.

There is, as yet, no information from the federal government on the overall size of the cutback to Established Program Funding for Nova Scotia and no indication of how much of the cutback the province might choose to flow through to post-secondary education, or how that flow through might be allocated between Metro and non-Metro universities or among Metro universities. This makes planning to respond to cut backs difficult.

A draft business plan was developed in July by the Presidents of Metro universities (the Group of Seven) whose aim was to keep the provincial government from imposing its own solution while they worked on a partnership that would keep all seven universities autonomous and provide a useful academic role for each of them. Following acceptance of the July business plan by the government, the Group of Seven hired Coopers & Lybrand to help prepare a more detailed plan for so-called non-academic areas (including libraries !!!) and Bob Geraghty to coordinate development of an academic plan. None of the planning work, academic or non-academic, involved those most affected by it -- the faculty and staff of the seven universities. It was a top-down exercise all the way.

Coopers & Lybrand have now reported to the Group of Seven on non-academic matters. The report presents three scenarios. The first was developed by

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teams of managers from non-academic areas at the seven universities (e.g. seven student services directors met to discuss student services). It indicates that upwards of \$3 million can be saved by spending just over \$4 million upfront to eliminate 76 non-academic jobs in Metro and make other changes. The second scenario was put together by Coopers & Lybrand (apparently by extending the assumptions made by the teams rather than by actually studying any non-academic areas). It visualizes cutting 173 jobs to save just over \$6 million per year. The capital cost (upfront) would be about \$9 million. Included in the capital cost here is running a steam line from Dal to Saint Mary's which is estimated at \$2 million, an amount thought by many to be very low given the terrain between the two campuses. The final scenario, also called the all-in model, projects saving of \$8 million, capital costs of \$10 million, and 207 job cuts. This is the model associated with amalgamation of the seven universities. For all three scenarios, the major targets for savings are libraries and computers.

It is clear that many (but not all) members of the Group of Seven have concerns over the Coopers & Lybrand report. The all-in model would remove from each partner effective control over most of their operating budgets. For both the Coopers & Lybrand scenario (173 jobs / \$6 million in savings / \$9 million in capital costs) and the all-in model, it is felt that savings have been over-estimated and costs under-estimated. Apparently each of the partners has been holding meetings on their respective campuses, and the Group itself was scheduled to meet earlier this week to consider what response would be most appropriate. Ken Ozmon went on record as being unwilling to recommend acceptance of the all-in model to the Saint Mary's Board of Governors.

During questioning from the faculty, it became clear that little thought was given by Coopers & Lybrand to precisely how the "savings" they project for the partnership would be reflected in budgeting or spending by the individual institutions. Nor is it clear how capital costs would be financed or staff cuts "shared".

On the academic side, the business plan from July asserted that about \$7 million could be saved in Metro through retirements and early retirements of faculty. Deans in Metro have been meeting and have now identified academic areas that would have to replace faculty who leave in order to remain viable. They have also noted that the two academic areas for which the provincial government will expect specific Group of Seven recommendations are computer science and commerce. Engineering also seems to be a question mark with one of the partnership institutions arguing that the current five year program should be cut back to four years (with the feeder institutions like Saint Mary's dropping from two years to one). The feeling of feeder institutions is likely to be that a cut to four years is acceptable, but the configuration should be 2+2, not 1+3.

The government appears to want an individual and collective agreement with the Metro universities that they will commit to doing specific things according to a specific time schedule in order to save specific amounts of money both academic and non-academic.

The university administration appears committed to:

- 1) Schedule a special meeting of Senate to consider the academic implications of whatever may be recommended by the Group of Seven "as soon as there is something to consider",
- 2) Not seek any changes in the Collective Agreement,
- 3) Provide departmental allotments for next year by the deadline provided in the Collective Agreement (i.e. we will know about allotments by late this month which will give an early indication of the administration's intentions).

Chairs of Departments are urged to contact the Union as soon as they receive their allotment letters. Please let us know what your numbers are for this year and for next year.

Meeting with Ken Ozmon

The Union Meeting held last Friday passed a motion that the Union President and one other member meet with Ken Ozmon to ask for a commitment that the university will not cut all or part of any academic program without approval by Senate, nor will it restrict registration of students in specific courses or programs or parts of programs in order to demonstrate either lack of demand for the course or program or financial difficulties.

A meeting between the President, Ken Ozmon, and Paul Bowlby and John Chamard has been arranged for Monday, October 30. The next issue of the Faculty Union News will report on the results of the meeting.

Meeting of the CAUT Defense Fund

Trustees for the CAUT Defense Fund met in St. John's, Nfld. October 21-22. SMUFU was represented by Guy Chauvin and Vic Catano. The meeting had originally been scheduled for Montreal but had been moved to St. John's in August in support of the Memorial University of Newfoundland Faculty Association (MUNFA). At that time, it appeared MUNFA would be locked out or on strike when the Trustees met; however, events in Manitoba and New Brunswick developed more rapidly. The University of Manitoba Faculty Association (UMFA) had gone on strike five days earlier and the Mount Allison Faculty Association (MAFA) had carried a strike vote by an overwhelming majority. The Trustees spent most of the meeting dealing with these three labour disputes. A series of actions were taken to support each of the faculty associations.

Manitoba The Trustees unanimously expressed their support for the strike of academic staff at the University of Manitoba. The members deplored the failure of the administration to open the University's books, to bargain in good faith, and to arbitrate its financial differences with the UMFA. The trustees were outraged by the decision of the administration

to propose lay-off procedures which failed to provide adequate protections to prevent capricious, arbitrary, and discriminatory dismissals and thus undermined academic freedom. The Trustees decided to send a delegation of representatives from twelve member faculty associations to Winnipeg this coming week to express solidarity with the striking faculty members and academic librarians. Representatives from the following universities have confirmed their attendance - Dalhousie, New Brunswick, York, Carleton, Laurentian, Lakehead, Acadia, Mount St. Vincent, Nova Scotia College of Art & Design. Confirmation is pending from Memorial and Mount Allison. This event is being organized by Prof. Dennis Felbel of the University of Manitoba Faculty Association. The Executive Director of CAUT will also participate in these solidarity days.

UMFA reports that over 90% of the faculty and Librarians are supporting the strike. The Defense Fund trustees had already approved the payment of strike benefits (\$250 per member per week) and a line of credit of \$1 million for the faculty association. The Defense Fund currently has assets in excess of \$9 million.

Memorial University The Trustees also unanimously expressed their outrage at the decision of the senior administration of Memorial University of Newfoundland to try to tear up the collective agreement with the academic staff and impose an administrative handbook. The administration presented a series of proposals during negotiations and refused to substantively negotiate. They proceeded to conciliation which lasted one day. After the conciliator issued a report, the administration attempted to unilaterally impose its negotiation proposals as the new conditions of work. The thrust of these proposals seriously undermine academic freedom by allowing the administration near carte blanche conditions to lay off staff and close programs. They also increased the teaching load for those faculty who would remain. The University has lost over 1,000 students in the past

year and the MUNFA expects the administration to attempt to lay off over 100 faculty in January. The trustees also supported the campaign by Memorial University of Newfoundland Faculty Association to open the books of the University and deplored the failure of the senior administration to bargain in good faith for a new collective agreement. It is supporting MUNFA before the Newfoundland Labour Board in pursuit of the bad faith bargaining charge. The Trustees also authorized strike support for MUNFA should they go on strike or be locked out.

Mount Allison The Trustees also heard a report on the situation at Mount Allison University where the academic staff has voted by a margin of 75 per cent to strike. Among the issues in dispute is the demand of the administration for the right to appoint unlimited numbers of sessional lecturers which would over time undermine the academic integrity of the university. The trustees agreed to provide strike benefits to the faculty members and academic librarians in the event of a strike, and a line of credit of \$100,000 for insured benefits and to assist in the creation of an emergency fund. Professor Martin King, Chair of the CAUT Defense Fund, deplored the history of bad labour relations and administrative confrontation at Mount Allison University. He expressed the hope that negotiations currently in progress would resolve the situation. Unfortunately, those negotiations have not proved useful and it looks increasingly that MAFA will strike.

Late News: As we go to press word has arrived that MAFA has reached a tentative settlement with their University under which the number of sessionals is restricted to seven per year.

Other Matters The Trustees dealt with a number of housekeeping items including the development of a formula to determine a member's residual rights in the fund should that member resign from the fund. This was brought about by the withdrawal of Laval from both the fund and CAUT. The Trustees took

the position that although Laval was no longer a member of either, it still retained its residual rights in the fund. SMUFU's representatives endorsed this position since the same guarantees had been made to us when we joined the fund.

The Trustees also deferred consideration for three years of a proposal to put an upper limit on the size of the defense fund in order to limit the contributions from any one member. The SMUFU Executive is strongly opposed to an upper limit and had instructed its Trustees to argue against such capping proposals in the past. The prospect of three faculty associations drawing on a fund with assets of \$9,000,000 brought home the reality of a need for a strong fund.

Progress in Consideration of the Agreement Covering Programme Discontinuation Following Government Review

We have devoted three Special General Meetings to discussion of the *Agreement Covering Programme Discontinuation Following Government Review*. The meetings took place on September 22, 1995, September 29, 1995 and October 20, 1995.

The first meeting was devoted to general discussion of university rationalization and the contents of the Agreement. The second meeting continued this discussion and struck a subcommittee of five members to draft a side-letter of clarification to be negotiated between the Union and the administration. This committee considered two letters. The report of this committee was distributed to the membership by its Chair, Paul Bowlby.

The third meeting agreed to put the *Agreement Covering Programme Discontinuation Following Government Review* to a ratification vote with Balloting to begin on Monday, November 13, 1995. The motion provided that, prior to the vote,

- 1) the two proposed drafts for side letters be independently evaluated by two lawyers, with the results being circulated to all members, and

- 2) that the leaders of the Faculty Associations at Dalhousie and Mount Saint Vincent Universities be invited to meet the membership to discuss the Agreement.

Copies of the *Agreement Covering Programme Discontinuation Following Government Review* are available at the Union Office MM206C, which is open 8:30 a.m. to 12:30 p.m., Monday to Friday.

Letter to the President of the University of Manitoba

Dear Sir,

Members of the Saint Mary's University Faculty Union have voted unanimously to support the struggle of faculty members at the University of Manitoba against arbitrary and capricious job cut backs.

The unwillingness of the University to involve faculty in meaningful discussion of changes at the University is wrong headed in at least two ways: In the short-run, it deprives the University of the advice and cooperation of one of its major constituencies (and one which is vital to the successful implementation of change); in the long-run, it brings disrepute on the University which will make it more difficult (and more expensive) to attract first rate academics and students.

We call on you to abandon your shameful position on the faculty cut-back process. By doing so you will restore the University of Manitoba to its status as an institution of which all Canadians can be proud.

John Chamard, President
SMUFU

cc: Winnipeg Free Press
University of Manitoba Faculty Association

Meeting with the Presidents of DFA / MSVUFA

A meeting with the president of the Mount Saint Vincent Faculty Association and the Dalhousie Faculty Association has been tentatively scheduled for Friday, November 3, 1995 in Loyola 155 at 2:30 p.m. The President of the Mount Saint Vincent Faculty Association has accepted our invitation. The Dalhousie Faculty Association asked for a request in writing. We have sent such a request, and the DFA Executive has taken it under consideration.

CAUT Salary Survey

The Canadian Association of University Teachers has provided Statistics Canada figures for university salaries for the 1994 - 1995 year.

For all universities, and with medical and dental faculties included, salaries are:

	<u>Average</u>	<u>Median</u>
Full Professors	\$87,101	\$86,406
Associate Profs.	\$69,431	\$68,223
Assistant Profs.	\$53,879	\$50,616
Below Assistant	\$52,738	\$47,000
All Ranks	\$72,954	\$72,076
Female	\$62,814	\$60,000
Male	\$75,980	\$75,627

Since Saint Mary's has neither medicine nor dentistry, a more appropriate comparison would be figures that exclude these two specialties. These are shown on the next page.

Salaries of Canadian Academics (excluding Medical and Dental)
1994 - 1995

	<u>Number</u>	<u>Average</u>	<u>Median</u>	<u>Percentile</u>	
				<u>10th</u>	<u>90th</u>
Full Professors - total	8011	\$86,205	\$86,100	\$69,502	\$102,621
- with snr. adm.	1210	\$87,816	\$88,320	\$69,348	\$105,907
- without snr.adm.	6795	\$85,917	\$85,710	\$69,526	\$101,814
Associate Profs. - total	6969	\$68,968	\$68,349	\$53,305	\$ 86,323
- with snr. adm.	827	\$71,262	\$70,683	\$54,290	\$ 89,451
- without snr.adm.	6142	\$68,659	\$68,072	\$63,209	\$ 86,907
Assistant Profs. - total	3836	\$51,825	\$50,452	\$41,284	\$ 64,012
Below Assistant	800	\$50,400	\$48,000	\$34,600	\$ 69,400
Females	4709	\$61,973	\$59,683	\$43,612	\$ 84,203
Males	15312	\$75,379	\$75,646	\$50,214	\$ 98,435
Total (inc. Deans)	20021	\$72,226	\$72,077	\$47,691	\$ 96,698

Notes: snr. adm. = senior administrative duties

Data for a number of universities, including universities in the Province of Quebec, are not yet available
for 1994 - 1995

Source: Statistics Canada, Post-Secondary Education Section. Unpublished data, October 11, 1994.