

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

VOLUME 16, NUMBER 1— MARCH 2010

WE ARE MOVING!

Due to McNally renovations, the SMUFU Office is temporarily moving to Vanier C30-2 on March 23, 2010



REPORT OF THE SMUFU PRESIDENT

What a great honour it has been to be your union president over the last eleven months. SMUFU was founded back in 1974 and was one of the very first faculty associations in Canada to be certified as a trade union. I am very proud, and humbled, to play a part within such a long standing and progressive organization that has helped establish a generally non-confrontational relationship with the University administration while working diligently to improve the salaries and working conditions for faculty and librarians. This has been done for over 35 years without ever experiencing a strike or lockout. This success is a testament to the hard work and dedication of an innumerable list of union leaders and activists. I would like to take this opportunity to particularly thank the current executive whose terms will all be expiring at the end of this month. They are: Vice President Judy Haiven, Treasurer Daphne Rixon, Secretary Diane Crocker, and Members-at Large Sean Kennedy, Marc Patry and Johanna Weststar. In addition the three non-voting but invaluable members of the executive are Past President Ron Houlihan, Grievance Committee Chair Doug Vaisey and Chief Negotiator Vic Catano. An announcement concerning elections to the SMUFU executive was distributed last week and I ask that you consider offering for one of the positions. It is not only a great opportunity to give back to the organization but also to learn about the concerns and needs of your fellow academic staff. There is no question that the last year has been a wonderful learning experience for me.

While 2009-10 has had its challenging moments, there have also been several accomplishments made. First and foremost was the successful completion of negotiations for our new three year contract which not only provides an increase in salary and benefits but also strengthens several other clauses in the collective agreement and provides a new retirement incentive for those approaching 65 years of age. As Robert Konopasky points out in another article in this newsletter, our Health and Wellness Trust has been successful in reducing total premiums while providing increased benefits to members. Given the rapidly increasing costs of health care, however, it is likely that

NOTICE

SMUFU GENERAL MEETING

THURSDAY, APRIL 8, 2010
12:00-2:00

LOYOLA 170

Lunch served at 11:30 outside Loyola 170

future premium increases will be necessary unless we can negotiate a significant increase in the University's contribution in our next collective agreement. The switch to a new health care service provider has caused a few problems for some members but overall this very significant move has been accomplished extremely well and has once again shown Saint Mary's to be a leader in developing new approaches to improving the work life of faculty and librarians. When next you see any of the Trustees you should thank them for their unselfish dedication to the work of creating the first Health and Wellness Trust in Canada for a faculty union.

I would also like to mention the actions of the SMUFU executive to improving communication with members. Johanna Weststar has established a new departmental liaison network to provide better two way communication between members and the executive. Through regular meetings the concerns of the membership can be discussed and actions taken. For instance our new summary of policies on maternity and paternity leave has come about because of these meetings. Also, the revival of a twice a year newsletter and semi-annual general meetings has made for a more open approach to communicating with the membership.

On a more general note I would like to mention that we as an executive, but also all of us as professional academics, must be vigilant in our efforts to ensure that the equity and fairness that the union movement stands for is maintained. This can take several forms. It can be at a local level where SMUFU uses the grievance procedures in the Collective Agreement to ensure that the processes and procedures agreed to through collective bargaining are followed. It may be at a more informal level where we provide advice to a colleague or participate in a workshop on promotion and tenure, for instance. It may also be in a more public setting by writing letters or attending a rally in support of something that one believes in. One of these causes that we all should think about is the growing move-

ment to the privatization of education in Canada. Whether it is paying finder's fees to recruiters abroad so that we attract more international students, or subcontracting out courses and instructors to a private firm, as Dalhousie is planning to do with a firm called Navitas, it seems to be that Universities are spending too much time chasing the dollar. As faculty who have dedicated our lives to the creation and dissemination of knowledge it is extremely worrisome that we are seen more and more as merely service providers who can be outsourced to the lowest bidder and whose 'customers' are just the students with the ability to pay ever increasing tuition fees. Universities across Canada, and particularly in the Maritimes, are experiencing challenges dealing with changing demographics and funding shortfalls. These challenges however, should not be used as an excuse to potentially compromise academic integrity. I suggest that everyone consider the alternatives and provide advice to the current study being prepared by Tim O'Neil on the future of higher education in Nova Scotia. You may wish to write to him directly or provide your thoughts to our provincial Association of Nova Scotia University Teachers (ANSUT) who will be meeting with him on April 9th. The President of ANSUT is Marc Lamoureux (marc.lamoureux@SMU.CA). The future of higher education in Nova Scotia is something that we not only have a direct vested interest in, but for which we as trained educators have the expertise to understand and to offer cogent advice.

I look forward to seeing you all at the Second Annual SMUFU Dinner on April 1st and at our Spring General Meeting on April 8th.

Jeff Power
SMUFU President



UPDATE ON INVESTMENT PORTFOLIO

The SMUFU Investment Committee consists of Daphne Rixon (Chair), Francis Boabang, Ron Cospers, Tatjana Chorney and Nicola Young. The Committee meets periodically to discuss investment policy and to act as overseers of the SMUFU Investment Portfolio. The Committee also meets with the investment advisors to discuss portfolio performance and investment alternatives. The investment portfolio is managed by TD Waterhouse.

The primary objectives of the fund are:

1. Ensure liquidity of the investments
2. Manage risk through diversification
3. General income from interest, dividends and capital gains.

The portfolio of investments held by the Faculty Union is a

conservative, but diversified mix of interest bearing short-term securities, medium and long-term fixed income securities, Canadian 'blue chip' stocks, and Canadian and foreign equity mutual funds.

As of January, 2010, the market value of the defence fund totaled \$1.5 million compared to a market value of \$1.2 million in 2009 and \$1.5 million in 2008. This increase in market value is due to an improvement in market conditions and to union contributions of \$40,000 in 2009. Overall, the portfolio has recovered from one of the worst market downturns in history. This can be attributed primarily to our conservative stance with a focus on income producing investments.

Daphne Rixon, PhD, CMA
Treasurer, SMUFU Executive

SMUFU HEALTH AND WELLNESS TRUST UPDATE

Health and Dental Surplus: The Trust advised the Union that there was a difference of about \$12,000 between the Health and Dental Surplus that we received and the amount that the Canadian Benefits Consulting Group, our consultants, advised that we should receive.

Life and LTD Surplus: The University forwarded the Life and LTD surplus from our previous plan with Manulife in the amount of \$583,733. To ensure that we have received all that is due us, SMUFU requested certain data needed to understand how the quantum of surplus was calculated. We have just received the administration's response to the Union's request and can now begin to analyze the data.

Renewal of plan: Our benefits plan has been renewed with the Great-West Life Assurance company. We successfully negotiated a moderate – approximately 7% - increase in health and dental premiums and no increase to Life and LTD premium rates. You may see an increase in your life or LTD costs because they are based on your salary. The base rates stayed the same; if your salary increased, then, in most cases, your coverage will increase to cover this increase in salary. What will be the health and dental rates in the second and third years of the current contract? The current health and dental premium rates will remain in place until September 1, 2010. Since the rates reflect past claims experience, or use of the plan, increases in costs of services and administrative costs, we estimate that the health and dental rates will increase by about 10% between September 2010 and September 2011, and by another 10% between September 2011 and September 2012.

Health Care Spending Account: The Health Care Spending Account of \$400/year can be used to reimburse health and dental premiums and co-pays, to make up the difference between health and dental expenses covered by the plan and the actual expenses, or to reimburse eligible health and dental expenses. A list of what eligible expenses can be found at www.cra-arc.gc.ca.

The Trust has approved the creation of a second Health Care Spending Account for members, who, at age 65, lose their drug coverage through our plan, and who incur costs associated with joining the Nova Scotia Pharmacare plan, in the amount of \$400. This additional account can only be used for Pharmacare-related costs, for example, the premiums or co-pays, or for the cost of drugs that are covered by our plan, but are not covered by the Pharmacare plan.

Audits: Audits of the Trust's financial statements for the periods June 2008 to December 31, 2008, and January 1, 2009 to December 31, 2009 have been completed; these audits are available on request.

Negotiations: The increase in employer contribution to benefits from 2.4% to 2.5% of salary mass for September 2009 through August 31, 2012, will not be enough to pay for the increases in health and dental premiums. In the first year of the contract, the difference between employer contributions and the costs of the health and dental premiums will be borne by the Trust and paid out of the surplus. In the second and third years, deficits, or the difference between health and dental premiums, and expenses, and the difference between

employer contributions and costs of health and dental, and LTD benefits will be shared by the Trust and employees.

What should we set as a goal for employer contributions for the next negotiations? To eliminate all or almost all of employee payments for health and dental claims, for September 1, 2012, we need to negotiate a 3.25% salary-mass-contribution from the employer. If we want to return the money spent in those three years to the Trust's "cushion", and improve our plan, for example, raising the caps, adding benefits, and/or increasing the Health Care Spending Account, then we need a 3.75% salary-mass-contribution to benefits from the employer. If we hope to provide even very limited coverage to retirees, for example, a modest health care spending account, then we need a 4% salary-mass-contribution to benefits from the employer.

Should employees be willing to use this amount of total compensation for benefits? During this contract, a significant amount of the Health and Dental premiums will be paid by employees, and these premiums will be paid with your post-tax dollars. If, on the other hand, additional compensation was used to increase employer contributions to benefits, then the increased Health and Dental premiums would be paid by your pre-tax dollars. Put simply, the Health and Dental premiums that you will have to pay in the second and third years of the contract will require you to earn about twice that amount in gross income, assuming that you are paying income tax equal to half of the last thousand earned.

CAUT: Should we join the CAUT benefits plan? These are early days for the CAUT plan and we do not yet know whether it would offer reduced costs. The Trust will consider this plan in terms of control of benefits and costs, and report to the members in the future.

Summary: In short, the Trust has:

- Strenuously pursued all surpluses accumulated in the prior plans by way of informing the Union of our determination of the quantum of these surpluses.
- Negotiated for the best rates available for the renewal of our benefits' plan with Great-West Life.
- Successfully undergone its two first audits.
- Decided to pay for the shortfall in health and dental premiums for the first year of our contract out of surplus money.
- Decided to share with employees, the shortfall between employer contributions and benefits' expenses for the second and third years of our contract out of surplus money.
- Decided to offer an additional, but restricted health care spending account in the amount of \$400/year for members who lost drug coverage for drugs under our plan at age 65.
- Kept a watchful eye on the developing CAUT plan.

**R. J. Konopasky, Chief Trustee
SMUFU Health & Wellness Trust**

BENEFIT PLAN CONTACT INFORMATION

Canadian Benefits Consulting Group
2300 Yonge Street, Suite 3000, Toronto, ON M4P 1E4
Anne Thomas athomas@canben.com,
Valerie Fraser vfraser@canben.com
Tel: 416-488-7755, Toll free: 800-268-0285, Fax: 416-488-7774

REPORT ON THE 2010 HARRY CROWE CONFERENCE

From January 29 to 31, we attended the Harry Crowe Foundation's conference on academic freedom, entitled "I Want to Reach for the Stars, but I'm Under a Microscope."

The Crowe Foundation was established by the Canadian Association of University Teachers (CAUT) "to carry out research on the role of post-secondary teaching and research in contemporary society."

The eponymous Harry Crowe was a faculty member dismissed in 1958 by United College in Winnipeg (now the University of Winnipeg) for criticizing that institution and for indicating his political preference in the upcoming federal election (though United College never gave him a clear reason.)

So outraged were his colleagues that fourteen of them resigned in protest. The case has gone down in the annals of CAUT as an egregious example of the weak condition of academic freedom existing at the time, and also the kind of threat against which we must all be vigilant, even today.

This year's, the third Crowe conference, took as its subject the growing mania for "measuring" the "output" of faculty members. As the organizers put it:

Curiously, as governments cut back on their support for universities and colleges, they increase their demands for "greater productivity" and "excellence." This has given rise to a whole ancillary industry generating "metrics" and "measurables" to meet the seemingly insatiable demand for hard evidence demonstrating that our institutions are more accountable. The price of this distrust is not insignificant.

Speaker after speaker explained and gave examples of how the exercise has been misused and abused by governments and university administrations.

We think the best idea to convey the content of the conference is for us to list the speakers and make very brief remarks about their presentations:

F. King Alexander, President of California State University, Long Beach. Co-editor of The University: International Expectations (2002).

Dr. Alexander, a scholar of the financing of higher education, gave one of the most fascinating presentations of all. President of a university similar to SMU, he discussed how he has concentrated on coming up with a set of metrics to measure important variables in addition to the usual. Some examples: the proportion of "first generation" (first in their family to go to university) students enrolled, affordability of a university's programs, costs to produce a graduate (\$36,000 at his institution compared to \$82,000 at the University of California.) In short, he is measuring how much the university gives back to the community it serves. We should try to emulate some of these metrics.

Janet Atkinson-Grosjean, Senior Research Associate, Centre for Applied Ethics, University of British Columbia. Author of Public Science, Private Interests: Culture and

Commerce in Canada's Networks of Centres of Excellence (2006).

Dr. Grosjean, a specialist in the scholarship of science, discussed the clash between public science and private interests.

Thomas Docherty, Professor of English and of Comparative Literature, University of Warwick. Author of The English Question or Academic Freedoms (2008).

Docherty decried the "Quality Assessment Agency" that evaluates and ranks British universities, arguing that it has degraded the professorial function without improving real quality of either teaching or research.

Sherman Dorn, Professor, College of Education, University of South Florida. Author of Accountability Frankenstein: Understanding and Taming the Monster (2007)

Dorn explored why statistics-based assessment has become so deeply-rooted in American universities, insisting that it sets students up as passive consumers rather than reciprocal participants in pedagogy. The customer, he insisted, is not always right.

Jesús Francisco Galaz Fontes, Professor of Education at the Faculty of Human Sciences and at the Engineering Institute, Universidad Autónoma de Baja California. Co-ordinator of the Mexican portion of the international "Changing Academic Profession" project, and Manuel Gil-Antón, Professor of Sociology at the Universidad Autónoma Metropolitana in Mexico City. Fulbright New Century Scholar (2005-06).

These two Mexican academics, who could not get into Canada because of the formidable barriers recently erected by our country against Mexicans, gave a recorded presentation. They described the problems that Mexican scholars are having.

Katherine Giroux-Bougard, National Chairperson, Canadian Federation of Students. Former president of the Memorial University of Newfoundland Students' Union.

Ms. Giroux-Bougard set out a student's perspective on the problems at hand.

Lisa Lucas, Senior Lecturer in Education, Graduate School of Education, University of Bristol. Author of The Research Game in Academic Life (2006).

Lucas delved in some detail into the "Research Assessment Exercise" in British universities. She suggested that it sidelined many good researchers whose performance is not consistent. She also outlined some of the ways in which British universities have learned to "game the system" by playing to the metrics rather than the substance of the exercise. The system drives out low quality, she said, but also high quality.

Deborah Poff, President and Vice-Chancellor of Brandon University. Editor-in-Chief of the Journal of Academic Ethics.

Dr. Poff, formerly President of University of Northern British Columbia, expressed frustration as a university president at always negotiating indicators rather than matters of real substance. This, she avowed, reduces the trust necessary in a collegial institution.

James F. Pontuso, Charles Patterson Professor of Government and Foreign Affairs, Hampden-Sydney College. Author of Vaclav Havel: Civic Responsibility in the Post-modern Age (2004).

Pontuso disparaged the mania for measurement by saying, "We make up assessment tools to prove we're doing what we're already doing." He suggested one reason for the popularity of the exercise is the big payoffs for the companies who do the evaluations.

Susan Robertson, Professor of Sociology of Education and Coordinator of the Centre for Globalization, Education, and Societies at the University of Bristol. Founding editor of the journal Globalisation, Societies and Education.

The kickoff speaker, Dr. Robertson discussed two opposing logics: "Comparative Competitiveness" and "Competitive Comparison" and the growing phenomenon of branch campuses (often in countries far away from the original campus.) The UK assessment exercise has even affected the interest rates that British universities are charged on their loans from financial institutions.

Gary Rhoades, General Secretary of the American Association of University Professors. Former president of the Association for the Study of Higher Education.

Rhoades, the head of CAUT's sister organization in the US, criticized how we ignore the fact that the university system is "deeply classed, raced and gendered." He also inveighed against the current mania for "student engagement," saying that it was a much overused and much misunderstood concept.

Peter H. Sawchuk, Associate Professor, Ontario Institute for Studies in Education. Chair of the "International Advisory Committee of the Researching Learning and Work International Conference Series."

This specialist in education outlined the threats to public education existing even in Canada.

Paul Shaker, Professor Emeritus, Faculty of Education, Simon Fraser University. Executive Producer and Host of "Your Education Matters," monthly television program cablecast on Shaw TV, BC.

Shaker decried the "consequential validity inherent in the assessment exercise, insisting that the outcome of assessment is not necessarily the improvement of what we want to measure.

Penni Stewart, Associate Professor of Sociology, York University. President of the Canadian Association of University Teacher.

Stewart, the head of CAUT, warned that although "student engagement" is one of many concerns we have as educators, the term can be a dangerous trope, giving yet another way in which the hard-to-measure can be simplified and cheapened.

All in all, a very intense and very educational conference. Like its predecessor, *Free Speech in Fearful Times* and *Universities at Risk*, this one will likely result in a book. And as with the others, we will highly recommend it.

**Larry Haiven, Department of Management
Judy Haiven, Vice-President, SMUFU Executive**

RENEWAL, TENURE & PROMOTION WORKSHOP

On February 12, 2010 SMUFU members Steve Smith and Peter Twohig lead a two-hour workshop on renewal, tenure and promotion. The event was very well attended with over 30 people. Steve and Peter provided an organized handout covering all of the relevant clauses in the Collective Agreement — in an order that makes sense! As well, they shared personal stories and a wealth of information from their experiences over the years. The workshop was very informal, with participants asking questions throughout and discussing particular issues. Steve and Peter provided examples of exemplary application packages for tenure and promotion (associate and full) from across all three faculties.

Copies of these application packages and the workshop handout can be found in the SMUFU office. Please feel free to contact Steve or Peter or the Union President if you have any questions or concerns about renewal, tenure or promotion.

Thank you very much to Steve and Peter for such a successful workshop.

**Johanna Weststar
Member-at-large, SMUFU Executive**

WELCOME NEW FACULTY 2010



Lou Duggan
Library



Xuemei Li
Library



Adel Merabet
Engineering



Mei-Ling Wei
Marketing

CLARIFYING PREGNANCY AND PARENTAL LEAVE ARRANGEMENTS

Two members of the SMUFU executive, Diane Crocker and Johanna Weststar, recently completed an informal survey of the pregnancy and parental leave practices at Saint Mary's. This process, which began in the fall, was initiated because the arrangements to accommodate pregnancy and parental leaves were inconsistent across university departments. Twenty-two faculty were contacted, men and women from various departments who had taken pregnancy or parental leave over the past ten years. They were asked about the arrangements of their leaves.

On the whole, faculty who begin or end leaves outside of the regular academic term (May-August) have straightforward experiences. They inform their Chairs and Human Resources about their leave dates and that is that. It is faculty who begin and end leaves during an academic term, when they have regularly scheduled teaching duties, who seem to face the most variation in leave arrangements. For example, faculty who began their leaves somewhere in mid-term have been removed from the teaching schedule for the entire term. But when they returned, they were required to use research course releases or to teach an extra course to 'buy out' or 'make up' for the teaching they missed. Other faculty have used holiday time or begun their leaves early to 'cover' the teaching time. And many faculty members feel pressure – either internally or externally imposed – to condense courses to fit them in before a leave starts, to mark or engage in other academic work while on leave, or to return to work earlier than desired because of concerns over tenure and promotion timelines and expectations.

These arrangements are of serious concern because they **contravene the right to pregnancy and parental leave that is granted to both men and women through provincial employment standards legislation and through our Collective Agreement**. There are also concerns for equity throughout the university if individual faculty members are negotiating different leave arrangements with different Chairs and Deans. In addition, individual negotiations may introduce power imbalances based on gender, status, and job security. Most of the people surveyed were younger women who were not yet tenured at the university. Many experienced legitimate anxiety over issues such as tenure and promotion prospects, desires to accommodate the needs of their departments, their own career goals and aspirations, and their values and needs regarding the care of their growing families.

To help address these inconsistencies and anxieties, Diane and Johanna created "**SMUFU Guidelines for Pregnancy and Parental Leaves**." This document contains:

- An outline of the types of leaves and their corresponding benefits.
- Statements about what your **right** to pregnancy and parental leave means.
- A list of things that you **SHOULD NEVER** be asked to do when arranging your leave.
- A list of possible options that might be considered when arranging your leave. In our environment there will always be case specific considerations and some differences in leaves might arise. This list is to help faculty ensure that these differences are reasonable and legal.
- A summary of the implications of pregnancy and parental leave on tenure and promotion.
- A link to the Fact Sheet prepared by Human Resources. This document outlines details such as notice times, EI applications, supplementary benefits requirements, and income tax implications.
- The relevant clauses from our Collective Agreement and the Nova Scotia Labour Standards Code.

The Guidelines can be found on the [SMUFU website](#). The HR Fact Sheet can be found on the [HR website](#) under "Policies and Procedures" and a link is also available from the SMUFU website.

Please contact the Union President if you have concerns or questions about pregnancy or parental leave arrangements and to verify the appropriateness of particular arrangements before they are formally agreed upon.

**Diane Crocker, Secretary
Johanna Weststar, Member-at-large
SMUFU Executive**

UNION OBSERVERS NEEDED

Faculty members are needed to volunteer as Union Observers on the University Review Committee (URC). Volunteering on the URC is a great opportunity to gain firsthand experience of the renewal, tenure and promotion process. The time commitment is light, and SMUFU will provide training and guidance on the responsibilities involved.

Contact the Faculty Union Office for additional details. Jeff Power (5621) or Karen Crowell (8190)
unionoffice@smufu.org

HEALTH AND SAFETY COMMITTEE

It seems almost everywhere you look on campus lately there is new construction or renovation in progress. As a result, our campus has become a little less safe and it is important for faculty to [a] be self-protective and [b] to protect the wellbeing of others. In this regard, two situations have been brought to the attention of the Joint Health and Safety Committee. As the SMUFU representative on the Committee, I have been asked to draw both issues to your attention.

First, if you feel that you are being exposed to ANY hazard in the workplace you should report the hazard to your department chair and specifically request that an incident report be completed. To really cover all the bases you should also notify Sheree Delaney, Health and Safety Officer, of your concern. If you copy me, I will ensure that the issue is raised at the monthly Occupational Health and Safety Committee meeting. A "reportable hazard" includes any concern that you might have (e.g., noise, fumes, unsafe conditions) about your wellbeing. If you are unsure about whether a concern is a "hazard" or not – report it.

Second, the inevitable dust and fumes associated with renovations may result in an increased frequency of fire alarms. Universities are required by the Fire Marshal to conduct fire drills at least once each semester. After a while it becomes second nature for us to assume that every alarm is a "false" alarm or a "drill" and to not respond. One issue reported to the Committee has been the refusal of faculty members to vacate a building (and in one case to stop teaching a class) during a fire alarm. Absent information to the contrary (e.g., an announcement that the alarm is just a test), we are required to vacate buildings during drills and fire alarms or when directed to do so through the emergency announcement system.

If you have any health and safety issues that you would like brought to the attention of the Joint Health and Safety Committee, I can be reached at extension 8616 or kevin.kelloway@smu.ca.

Kevin Kelloway
SMUFU Representative
Health and Safety Committee

ATLANTIC SCHOOL OF THEOLOGY FACULTY VOTES TO FORM A UNION

In a secret ballot conducted by the Nova Scotia Labour Relations Board on December 11, 2009, faculty members and professional librarians voted unanimously to name the Atlantic School of Theology Faculty Association (ASTFA) as their bargaining agent in contract negotiations with the Administration. Following a formal indication from the AST Board and the Administration that they would not contest ASTFA's certification, the Nova Scotia Labour Relations Board made the order of certification on January 6th, 2010. The smallest faculty union in the country, Atlantic School of Theology Faculty Association represents 8

teaching faculty and 3 professional librarians. Certification will add the formality necessary for bargaining fair terms and conditions of work. This formality will complement the good personal relations with the Administration and Board currently enjoyed by ASTFA members. Working with Rob Fennell as Chief Negotiator, ASTFA is currently preparing its bargaining positions.

Alyda Faber, President
ASTFA

2nd ANNUAL SMUFU APPRECIATION DINNER

The Saint Mary's University Faculty Union (SMUFU) is hosting the 2nd Annual SMUFU Appreciation Dinner on April 1, 2010. This will be the second time SMUFU has come together to recognize and acknowledge our outstanding faculty and librarians, and to celebrate the careers of our retiring and retired members.

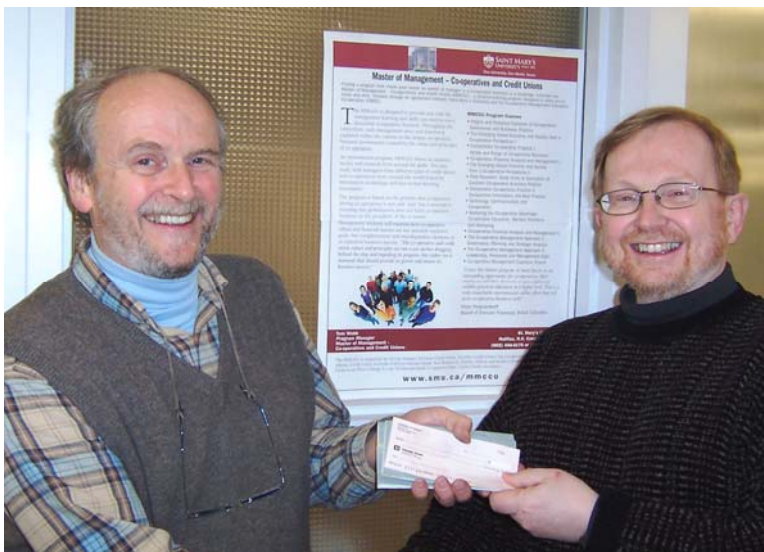
The dinner is complimentary for all current, retiring, and retired members and their partners. The dinner will take place on Thursday, April 1, 2010. A cash-bar reception is scheduled from 6:00 p.m. to 7:00 p.m. followed by a buffet dinner from 7:00 p.m. to 10:00 p.m. in the Loyola Conference Hall (L290). Chamber music will be provided during the evening. If you require a drive home after the dinner taxi cab chits will be available, and please let us know if you require this service.

Seating is limited to 250 and tickets will be available on a first come, first serve basis. You can get a pair of tickets simply by contacting Karen Crowell in the union office (496-8190) or by e-mail at karen.crowell@smu.ca. We would like as many as possible current, retiring, and retired members and partners to share in this special year-end event.

This will be a wonderful opportunity to meet colleagues, and to renew old acquaintances.

Note: We apologize for the unfortunate timing of the dinner, since the only available date this year falls on Holy Thursday, a significant religious event for many of our members. In future years we will endeavour to book a suitable room further in advance so that such a conflict does not repeat itself.

IN MEMORY OF Dr JOHN CHAMARD



Jeff Power presents a cheque for \$1000 to Tom Webb, Program Manager of the Sidney I Pobihushchy Bursary Fund. The donation was made in memory of Dr John Chamard. John was President of SMUFU and contributed greatly to the Union over the years. John was also a friend and a mentor to many faculty members. He is truly missed.

SMUFU EXECUTIVE 2009-2010

Jeff Power 420-5621 SB342
President jeff.power@smu.ca

Marc Patry 491-8605 MS300e
Member-at-large marc.patry@smu.ca

Judy Haiven 491-8650 SB246
Vice-President judy.haiven@smu.ca

Seán Kennedy 496-8269 MN326
Member-at-large sean.kennedy@smu.ca

Ron Houlihan 420-5198 Library
Past-President ron.houlihan@smu.ca

Johanna Weststar 496-8770 SB247
Member-at-large weststar@smu.ca

Daphne Rixon 496-8212 SB349
Treasurer daphne.rixon@smu.ca

Vic Catano 420-5845 MS301
Chief Negotiator vic.catano@smu.ca

Diane Crocker 420-5875 MS408
Secretary diane.crocker@smu.ca

Douglas Vaisey 420-5540 Library
Chair, Grievance & Arbitration douglas.vaisey@smu.ca

UNION OFFICE

Karen Crowell 496-8190 MM206C
Admin. Officer karen.crowell@smu.ca

E-Mail unionoffice@smufu.org
Webpage <http://www.smufu.org/>

YOUR TWO CENTS

Submissions:

All SMUFU members are invited to contribute comments, news ideas, and written submissions for future issues of the Faculty Union News.

Contact:

Sally Wood (420-5148) or Karen Crowell (496-8190)
sally.wood@smu.ca or karen.crowell@smu.ca

REMINDER!

SMUFU GENERAL MEETING

**Thursday, APRIL 8, 2010
12:00-2:00**

LOYOLA 170
Lunch served at 11:30 outside Loyola 170