

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

Volume 2, Number 4

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Faculty members old and new should feel free to contact any member of the Faculty Union Executive about employment matters.

Members of the SMUFU Executive

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Hail and Farewell

Susan Conrad, who has served over the last year as part-time administrator in the Union Office, has moved to a full time position at TUNS. Sue has been responsible for setting up an office after years of having Union records moved

from place to place in cardboard boxes. For bringing order out of chaos and for never ending good cheer in the face of a difficult job, many thanks Sue.

Karen Crowell has taken over from Sue effective in late August. She will be getting the SMUFU web site up and running (this is a project that Sue started) and other wise making the office run. Feel free to drop in to MM206C to meet Karen, have a tea or coffee, and browse the growing library. The office is open Mon. & Tues. 8:30-5:00 Wed. 8:30-12:30.

Additions to the Document Library

The following items have been added to the library available to members in the Union Office:

- A packages of articles by/from Prof. Heinz Klatt (UWO) of the Documentation Centre on Harassment Charges.
- AUFA Communicator (Acadia University Faculty Association). Also accessible at <http://business.atcon.com/aufa>
- Performance Indicators for the Universities of Nova Scotia (a student report to the Nova Scotia Council on Higher Education in conjunction with Dr. Paul Brown and Dr. Peter Rans, Dalhousie School of Public Administration, 1996).

Update on Sick Leave Policy

The sick leave policy published by the administration last spring and purporting to apply to all employees of Saint Mary's University would have required doctor's certificates, reporting of absences to "supervisors", counseling sessions for those who are sick too often, and a variety of other measures. We are happy to confirm that this sick leave policy **does not apply** to faculty members.

Renewal, Promotion and Tenure Time

The renewal, promotion or tenure process involves peer review within departments, comment by the Dean, consideration by the University Review Committee, and decision by the President. The two most important criteria in the final outcome are teaching and research.

For those members who are coming up for renewal, promotion or tenure this fall, here are some tips about building an effective case:

- Don't miss deadlines. The Department must have completed its review and passed its recommendations to the Dean and the Chair of the University Review Committee by October 15 for renewal, by January 15 for promotion, and by March 15 for tenure.
- Don't assume that those who read your vita know your field. It doesn't hurt to describe the nature of what you have done and where you have done it. You may have a paper in the best journal in your field, but members of the University Review Committee probably don't know just how good the journal is. Tell them, supported by rejection rates or some other objective indicator if possible.

- Build a teaching dossier to demonstrate what you have done in this area. The teaching evaluation forms completed by students at the end of each course are notoriously unhelpful in showing how well you perform as a teacher. Multiple copies of *Recording Teaching Accomplishment* are available in the Union Office for borrowing.

Perry Ronayne

Perry Ronayne, an old friend of the faculty at Saint Mary's and a good one, died last week. For ten years, Perry was a faculty representative on the Saint Mary's Board of Governors. He gave us a strong voice at a time when faculty concerns were not easily made heard at the Board. After his Board service he remained available as a counselor to SMUFU and to individual faculty members -- always on hand, always positive, always helpful.

Perry was a Christian activist who contributed his time and wisdom to a wide variety of good causes: the Catholic Social Services Commission, the North End Health Clinic, the Halifax-Dartmouth Labour Council, the I.B.E.W. Local 1928, N.S. Union of Public Employees Local 1, Halifax-Dartmouth Welfare Council, Interfaith Housing, St. Joseph's Children's Center among others. He will be missed by all who knew him.

A contribution has been made in Perry's name to the North End Community Health Clinic.

Next Edition

The next edition of SMUFU News will contain a report on NSCUFA and proposed changes in the SMUFU Constitution to couch it in more gender-neutral language and to remove the notion that SMUFU must belong to NSCUFA.