

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

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SEASONS GREETINGS



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Faculty members old and new should feel free to contact any member of the Faculty Union Executive about employment matters and/or to drop into the Union Office (MM206c) for coffee.

Report from CAUT Council

The National Council of the Canadian Association of University Teachers (CAUT) met in Ottawa in late November. Major items on the agenda included a report on the strike at Trent (see story below), reports from colleagues in the United Kingdom and the United States on attempts there to implement and act on performance indicators and anti-tenure measures, and adoption of new policy guidelines on cutbacks and retrenchment in universities and their effect on librarians and on appointment and review of university Chief Librarians. The possibility of national accreditation of programs for universities was also discussed.

John Chamard, Council Delegate

Ethical Principles in University Teaching

A document on ethical principles in university teaching has recently been making the rounds and was reported in the last Faculty Union News as being available in the Union Office. While purporting to be a fairly straightforward, unobjectionable set of aspirations which would be subscribed to by any right thinking academic, *Ethical Principles* is a dangerous piece of work for faculty members. It has already been used as the basis of student complaints against a teacher at one of our sister universities in Nova Scotia despite its totally unofficial status.

A CAUT position paper on the document is available in the Union Office (MM206c). Sheldon Wein (Philosophy) is preparing a response to *Ethical Principles* which will be reported here when it is ready.

In the meantime, SMUFU should be aware that the *Ethical Principles* have no official standing whatsoever either here or anywhere else. They are a privately produced position paper which has been subjected to no critique or debate by any policy making body of any university. If anyone tries to induce you to modify your behavior based on the suggestion that the *Ethical Principles* are somehow "in force" here, please contact a member of the SMUFU executive.

Members of the SMUFU Executive

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Trent Strike

After 31 bargaining sessions over 7 months, and the failure of mediation, the Trent University faculty Association (TUFA) went on strike 18 November.

Outstanding issues include pay parity with Ontario Universities (an agreement reached with Trent University after a 22 day strike in 1991, but never implemented by the University), application of a pension fund surplus to benefit fund members (as directed by an Ontario court but not implemented by the employer), and a fair sharing of funding cut-backs (which have hit faculty disproportionately hard).

So far, over 90% of TUFA members are on the picket line and they are being joined by members of other faculty unions and associations from Ontario and across the country. CUPE (university staff) members were laid off by Trent University two days into the strike. They are now on the picket line with no strike pay. The administration has announced that they may cancel the term/exams. Many students have contacted other universities to request transfers.

If you are going to be in the Toronto/Peterborough area any time soon and could make at least a symbolic appearance at Trent, please contact the Union Office (local 8190) so that we can make arrangements for you to be welcomed on the TUFA picket line.

For those interested in following the strike day by day, you can access the TUFA web site at <http://pip1.pipcom.com/~tufa/>

House Wanted to Rent

Australian Visiting Fellow at VG Hospital seeks house to rent for the period March 1997 to March 1998. A small house will do as the family is a couple with one baby.

Please call Dr. Alison Brand at 428-4029 (o) or 423-0347 (h) who will pass on all offers.

UCCB Negotiations

UCCB faculty union begins contract negotiations within the month, which should be reminding us that we will be in negotiations at Saint Mary's before too long.

As agreed at the Annual General Meeting, members who have any concerns or comments about the Collective Agreement should make this known, preferably in writing, to any member of the Executive or to the Union Office (MM206c).

Volunteers are still needed to serve on the Performance Indicators Committee which now has available to it a wealth of information from around North America. Volunteers are also needed for the Economic Benefits Committee which will be constructing a salary and benefits model of the bargaining unit. Interested parties please call John Chamard at 5769.

We are working to arrange a collective bargaining workshop for early in the new year. The workshop would be open to faculty unions/associations at all Nova Scotia universities. More on this later.

Day of Remembrance

The National Day of Remembrance commemorating the University of Montreal massacre of 1989 is Friday, December 6.

The ceremony at Saint Mary's will take place at 12:30 pm in the Art Gallery.

Report on CAUT Status of Women Conference 1996

This year's CAUT Status of Women Conference, entitled "Doing Equity: Strategies for Implementation," was held at the Prince George Hotel, Halifax, from October 24-26. SMUFU sponsored Joyce Thompson, Linda Christiansen-Ruffman, Anne Marie Dalton, Judy Dudar and David Wilson to attend the conference.

The conference was divided into two streams each day. Day One Session comprised the two areas: Inclusive Teaching and Systemic Discrimination. The former included discussion and "hands on" workshops around issues of inclusive teaching, networking to change teaching styles within whole institutions, and raising consciousness of the often hidden dynamics of power that operate in the teaching and learning environment. The latter, Systemic Discrimination, focused on legal issues of discrimination, study of actual cases, and strategies for correctly identify-

study of actual cases, and strategies for correctly identifying and dealing with incidences and patterns of discrimination.

Day Two allowed participants to continue to follow the theme of equity in teaching or to focus on issues particularly relevant to part-time and sessional faculty. Several Saint Mary's Faculty members gave presentations on Day Two. Gillian Thomas and David Leitch were part of a panel presentation on Equity in the Classroom chaired by Anne Marie Dalton (replacing Geraldine Thomas who was ill). Based on his experience with Atlantic Centre, David Leitch addressed equity issues concerning people of disabilities; he included an informative statistical overview of steady but rather slow increase in access to Canadian universities of persons with various disabilities. Gillian Thomas gave a compelling presentation of the ways in which social class is involved in the teaching-learning process; as she noted and participants seemed to agree, this is an area that is by and large neglected in the consideration of power and equity issues in universities. Marianne Parsons was part of a panel on part-time staff issues and spoke on the difficult working conditions of part-time university faculty. Victor Catano, in his capacity as a member of the CAUT Collective Bargaining and Economic Benefits Committee, chaired a brain storming session for Part-Time Staff to develop strategies for interaction with faculty associations, part-time faculty and administrations.

The conference covered diverse issues and saw heated controversy on many. There was some difficulty balancing the needs of newcomers with those of the more seasoned and knowledgeable "fighters" on the equity front. The implication of funding cutbacks for gains already made on equity issues and for those as yet hardly addressed was a source of anxiety for all. Determination to keep up the difficult work was just as evident, however. The presentation of the Sarah Shorten Award for contributions in the field of equity for women in universities and their communities was a highlight of the conference. The award went to Dr. Elizabeth Fox Percival of UPEI.

Anne Marie Dalton

Report on the CAASHHE Conference

The 12th annual meeting of the Canadian Association Against Sexual Harassment in Higher Education was held in Halifax November 20-23. Representatives of universities as well as law and medical professions listened to presentations and discussed the problems of sexual harassment within their professions as well as in elementary and secondary schools.

Informal and formal policies for dealing with alleged incidents were discussed and evaluated.

Presenters included Antonella Ceddia, Anita Braha, and Naomi Levine, Canadian lawyers who have extensive experience working with Canadian Universities on this issue, and Dr. Arjun Aggarwal, Labour Arbitrator, Professor of Human Rights/Industrial Relations, and author of *Sexual Harassment in the Work Place*. Panel participants reported on their own experiences as sexual harassment advisors or members of advisory committees within universities or other institutions. Besides analyzing the relationships of power that are operative in incidences of sexual harassment, the presenters led the conference in focusing on the very practical matters of how best to resolve such incidences.

SMUFU was pleased to act as co-sponsor with Quality of Teaching Committee and The Sexual Harassment Advisory Office in inviting one of the keynote speakers, Dr. Bernice Sandler (National Association for Women in Education, Washington, DC), to lead a discussion and workshop at Saint Mary's. Approximately forty members of faculty registered for the two sessions and judging from the level of active participation seemed to have both benefited from and enjoyed the experience. Some of Dr. Sandler's books and other materials will be ordered by the Quality of Teaching Committee and available to interested faculty.

Anne Marie Dalton

Information Requested

One of the issues that may form part of the next set of contract negotiations concerns the use of sessional or part-time faculty. Chairs of Departments or other knowledgeable individuals can assist by contacting John Chamard (5769) to discuss this matter.

The key questions are: How many positions in your department are routinely filled by part-timers or sessionals or by on-going terminal contracts? Why?

News from Brock University

Faculty and librarians at Brock University in St. Catharines, Ontario have voted to certify as a labour union. The vote showed 64% of faculty and 75% of librarians in favor of unionizing.

SMUFU Web Site

A Faculty Union Web Site is coming soon to a computer near you. More detail to follow.

New Publications

The following item has been added to the library available to members in the Union Office:

- University of Western Ontario Faculty Workload Study (November 1996)
- CAUT statement on Ethical Principles in University Teaching

Results of the Vote on the SMUFU Constitution and By-Laws

A vote on proposed changes in the Constitution and By-Laws was held last week. Constitutional amendments require the support of two-thirds of the membership. At the moment that means one hundred and seventy-nine members must vote in favor of any change. On Friday 29, December the scrutineers, Peter Marsh and Brian Emerson opened the ballot box and found that only thirty-nine union members had voted, it was therefore decided that it would be useless to count the votes for any of the proposals and the envelopes were left unopened and will be held in the office until a motion to destroy them is passed later. The result is that the Union Constitution remains unchanged.

Next Edition

The next edition of SMUFU News will include an update on the Trent strike