

# FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

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Volume 5, Number 6

October/November 1999

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*With this issue we continue to celebrate the 25th Anniversary of the founding of the Saint Mary's University Faculty Union.*

**Press Release 1975**

## SMU FACULTY SUPPORTS PROFESSIONAL LIBRARIANS

The Saint Mary's University Faculty Union has recently passed resolutions in support of the professional librarians at S.M.U. The Faculty Union claims that the University's recent contract offer to its professional librarians is not in keeping with the 1970 Senate resolution approving academic status for professional librarians. The Board of Governors position is seen as a threat to the quality of education at Saint Mary's.

While other Maritime universities, including the College of Cape Breton and St. Francis Xavier regard professional library staff as part of the academic programme of the university, the Board of Governors at SMU has decided to make Saint Mary's an exception. The Board will not endorse routine benefits such as education leave, and maintains its salaries at less than the national average for professional librarians in similar positions. A Library spokesman said, "S.M.U. Library is run by dedicated staff who have recently been working in conditions best described as 'primitive'. But you can't raise a family on dedication, and it's only a matter of time before all the good staff leave for better jobs."

The resolutions by the faculty union follow motions of censure against Saint Mary's by library associations across Canada, including the national library association. Mrs. Ruth Hafter, Chief Librarian, has resigned, citing the unfair treatment of her professional staff as a reason. Library spokesmen have said, "Ruth Hafter is among Canada's best librarians. When you lose her you know you've got troubles."

## **EXCERPTS**

### **From a News Release - October 9, 1975**

#### **BREAKDOWN IN CONTRACT NEGOTIATIONS BETWEEN SAINT MARY'S UNIVERSITY FACULTY UNION AND SAINT MARY'S UNIVERSITY**

Conciliation talks have broken down and Saint Mary's Faculty Union will be in a legal strike position within two weeks.

The outstanding issues are as follows:

1. The preservation of traditional university procedures in the hiring of deans and faculty members teaching fewer than three courses, and in the operation of the university as a whole. The Union is fighting University President Carrigan's attempt to exercise control of the hiring of deans and to hire part-time faculty members without the consultation of the department competent to judge the qualifications of the candidate.

### **From Suggestions for New Contract - April, 1983**

10.44 The contract should make possible early retirement.

A section should be added to the collective agreement making possible flexible retirement; that is, it should be possible to retire "early" or "late" from the university at little or no financial penalty, at the mutual agreement of the employer and the faculty member. It should also be possible to have a form of "phase-in" retirement, in which faculty members would gradually reduce their teaching and other duties commensurate with their desires and abilities. This plan could be similar to those already in place at Carlton and other universities.

### **From Executive Committee Meeting Minutes of January 24, 1986**

The dart boards for the Faculty Club have been acquired. K. Mailer recommended that a Darts Night, which would be a self-supporting entertainment, be held to celebrate this acquisition. K. Mailer agreed to organize the event. The Executive agreed to support the event.

## *On the Lighter Side*

### **Pandora's Box?**

Memo dated February 14, 1986:

To: Mrs. C. Bourque  
The Royal Bank of Canada, Spring Garden and Queen Street  
P.O. Box 3176, Halifax South Postal Station  
Halifax, Nova Scotia B3J 3H5

From: Dr. Ronald Landes, President, Faculty Union  
Political Science Department  
Saint Mary's University  
Halifax, Nova Scotia B3H 3C3

Re: Safety Deposit Box #1278

Enclosed is a cheque for \$20.00 for the fee for 1985. I would like to discontinue use of this service for 1986. We will, of course, pay you for the January-February period of 1986. Please let me know how much that will be.

As far as I can tell, there is likely to be nothing in the safety deposit box. Moreover, no one seems to have a key for it. Please advise me on how to proceed on this matter.

Sincerely,

Ronald G. Landes

### **From Employer-Employee Committee Meeting - April 20, 1976**

Rumours of vice and corruption in the residence: A general discussion was held and Noel suggested that workshops on the operation of the residence might clear the air. It was agreed that communication presents a problem and that it might be useful if faculty members were aware of the redress open to students who experience difficulties studying in the residence.

**The Reverend William A. Stewart, S.J.,  
Medal for Excellence in Teaching**

**1983** David Hope  
**1984** Dermot Mulrooney  
**1985** David Perrier  
**1986** John Young  
**1987** Edward McBride  
**1988** Jack Ginsburg  
**1989** Peter March  
**1990** Andrew Seaman  
**1991** Philip Street

**1992** Frank Phillips  
**1993** Janet Baker  
**1994** Cyril Byrne  
**1995** Nicola Young  
**1996** Ronald Landes  
**1997** Paul Muir  
**1998** David Cone  
**1999** Robert Singer

**FORWARD TO 1999**

*We note with sadness the passing of Lois Kieseckamp, wife of Burkhard Kieseckamp of the History Department. Our thoughts and prayers are with Burke and his family.*

*The History Department at Saint Mary's University deeply regrets the passing of their highly valued friend and colleague, Dr. John Lee. John was an active member of the University's Asian Studies program, serving as the program's co-ordinator for eight years, and while doing so initiating our popular exchange programs with China and Japan. The History Department also benefitted from John's dedication to program development. Since arriving in the Department, John introduced a wide range of courses dealing with subjects as diverse as Korea, Japan and Asian gender history. In addition, he played a vital role in the creation of our highly successful first-year Global History class. As well as these contributions to the Department's course offerings, John maintained an impressive scholarly profile through numerous articles, reviews, and translations. This commitment to scholarship, along with his razor-sharp wit and unheralded acts of kindness and generosity, will be sorely missed. The Department will be holding a celebration of John's life at the Saint Mary's University Art Gallery on Monday, November 29, 1999 between 4:00 and 5:30 p.m. to which all members of the University community will be invited.*

**Richard Hadden Essay Prize**

**CANADIAN SOCIETY FOR THE  
HISTORY AND PHILOSOPHY OF  
SCIENCE**

1. The prize will be awarded to the best undergraduate essay on any aspect of "science studies" submitted by a student enrolled in a Canadian institution of higher learning.
2. The prize will be awarded annually. It will consist of a cash award derived from the interest on donations received.
3. The evaluation of the submissions and selection of the winner will be undertaken by a committee drawn from the membership of the *Canadian Society for the History and Philosophy of Science*.
4. The above mentioned society will also ensure that invitations for submissions for the award will be circulated to the relevant Canadian academic institutions on an annual basis. Individuals wishing to make donations can do so by making out their cheques to:

## CSHPS or the CANADIAN SOCIETY FOR THE HISTORY AND PHILOSOPHY OF SCIENCE

send to: **Alison Li, Treasurer**  
**CSHPS**  
**67 Westholme Ave**  
**Toronto, ONT**  
**M6P 3B9**

## SCHOLARSHIP RECIPIENTS FOR 1999-2000

The SMUFU Scholarship Committee has selected the following students for this years scholarship award:

***Stephen Goobie*** - Stephen is completing an Honours in Astrophysics.

***Wanda Harnish*** - Wanda is a mature student, who after several years of part-time study, has committed to a full-time program to complete her Bcomm degree with a double major in Accounting and Human Resource Management.

***Carl Little*** - Carl is completing a BA Honours in English while holding down a part-time job to pay some of his educational expenses.

***Leanne Spracklin*** - Leanne is currently in her Honours year of a BSc degree program in Mathematics.

**CAUT Conference on Commercialization of the University** was held in Ottawa - October 29-31, 1999. Dr. Linda Van Esch attended this conference and will submit a report on the conference in the next edition of the Faculty Union News.

## REPORT ON THE CAUT LIBRARIANS CONFERENCE

The biennial CAUT Librarians Conference was held in Banff, Alberta from October 21-23, 1999. The theme of the Conference was "Challenges for Academic Librarians and Libraries in the New Millennium".

In his opening remarks, CAUT President Bill Graham drew attention to the chronic underfunding of post secondary education. He noted that commercialization, as a means to overcome the deficiency in core funding, is a threat to the free pursuit of knowledge for the public good. Following up on this theme, keynote speaker Joanne Matthews from the University of Northern British Columbia examined the political and economic forces confronting academic librarians on the eve of the millennium and made three predictions. Firstly, academic libraries will be forming partnerships with the private sector to generate revenues. Academic librarians should take a pro-active role in defining these partnerships and should take advantage of academic capitalism.

Secondly, distance education will become an emergent market for providers of higher education. This may cause a loss of identity for university libraries, as visits in person become less common. Lastly, demographics will have an impact on academic librarianship. Retirements and the brain drain to the United States could lead to improvements in salaries and benefits in order to attract new recruits or to outsourcing of library functions.

Two conference sessions were devoted to the related issues of information technology and workload. Despite many exciting advances in technology, information retrieval will continue to be difficult. Librarians will continue to play an important part in organizing information in the digital environment and in helping users understand and find what they want. Technology will not, however, make academic librarians' work easier. Keeping up with new technology should be defined in collective agreements as part of a librarian's research and scholarly activities. Tactics that may be used to manage workload in general include negotiating appropriate protection in collective agreements, lowering expectations of quality, determining priorities, setting limits, saying no, and supporting colleagues who feel overwhelmed.

Possibilities for collaboration between academic librarians and teaching faculty were suggested in a session devoted to partnerships. These include the areas of teaching information literacy, collections development, making decisions regarding reserve materials, special library privileges for faculty, lobbying, fundraising, grant proposals, and joint endeavors such as provision of space and services, particularly computer services. Although there are significant barriers to such collaboration, faculty and librarians should work to overcome these obstacles by developing a better understanding of each other's world.

Issues of leadership were addressed in two sessions devoted to management styles and hierarchical versus collegial models. Having

administrative responsibilities, academic status, a collegial governance structure and participatory management are factors leading to higher job satisfaction for academic librarians. Unfortunately, we have tended to lose sight of the collegial approach in re-engineering our libraries and embracing teams-based management. A chief librarian should be a visionary externally, keeping in view the big picture, and should be a transformational leader internally, dedicated to empowerment and treating staff as people. In order to ensure such leadership, careful attention must be paid to clauses in collective agreements relating to the appointment and review of chief librarians. As well, library councils should be defined in collective agreements as decision-making bodies.

While the overall tone of the conference was noticeably more optimistic than that of the 1997 conference, attention was given to the issue of job security. It was noted that, while some collective agreements provide adequate protections in the event of mergers, amalgamations, new technologies, budget cuts and institutional reorganizations, these protections are sadly lacking in others. CAUT draft clauses relating to redundancy, exigency, training and transfers may be used as models in negotiating future agreements.

The next CAUT Librarians Conference will be held in Quebec City in 2001. Among the anticipated topics of concern are reorganizations, technology, intellectual property rights in the digital environment, increasing pressures of government and big business to control curriculums, partnerships

with faculty and other libraries, personnel matters including retirements and staff renewal, and philosophical issues relating to information literacy and the mission of the academic library.

Bob Cook  
Patrick Power Library

	<b>Contact Us!</b>
<b>Location:</b>	MM206c
<b>Office Hours:</b>	Mon., Tues.: 8:30am-5:00pm Wed, Thurs., Fri.: 8:30am-12:30pm
<b>Telephone:</b>	496-8190
<b>E-mail:</b>	<i>smufu@dbis.ns.ca</i>
<b>Web Site:</b>	<i>http://www.dbis.ns.ca/~smufu</i>
All faculty members should feel free to contact any member of the Faculty Union Executive about employment matters. Drop by the Union Office for coffee or to browse our mini-library.	

<u>SMUFU Executive 1999-2000</u>		
Linda Van Esch <b>President</b>	420-5803	SB210
Andrew Seaman <b>Vice-President</b>	420-5712 andy.seaman@stmarys.ca	MM213C
Guy Chauvin <b>Treasurer</b>	420-5835	MM301F
Leonard Preyra <b>Secretary</b>	420-5839 leonard.preyra@stmarys.ca	MM301G
Arthur Murphy <b>Member-at-large</b>	420-5814	MN424
Joyce Thomson <b>Member-at-large</b>	420-5541 joyce.thomson@stmarys.ca	Library
Michael Vance <b>Member-at-large</b>	420-5766 mvance@shark.stmarys.ca -----	MN225
<b>Office:</b> Karen Crowell	496-8190	MM206C

November 26, 1999

2:30 - 3:30  
Sobey 255

Reception to follow  
Courtside Lounge, Tower  
Come celebrate SMUFU  
25th Anniversary

**“RAVE”**

**DON'T MISS OUR  
“25TH ANNIVERSARY RAVE”**



- Food
- Wine
- Prizes
- Entertainment

November 26, 1999  
4-7 p.m.  
Courtside Lounge, Tower