

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

VOLUME 6, NUMBER 2

MARCH/APRIL 2000

From the President's Desk

The recent survey of members overwhelmingly confirmed that there are two major issues of concern in this round of bargaining: workload and salary. In addition to your responses on the survey, the very high response rate and the number of very thoughtful suggestions sent separately underline the importance of these two issues.

The upcoming negotiations promise to be amongst the more difficult. The economic surround is brutal. The deep federal cuts to the universities' basic funding continue. In its place we get Research Excellence Chairs, which are narrowly conceived in valuing only research involving grants and which are thinly disguised vehicles to target research funds to schools that have already developed strong research reputations. And we get matched-funding grants, which push an even narrower commercial agenda. At the provincial level, the province has reneged on the third year's partial restoration of core funding, adding only half of the promised \$1.3 million increase to Saint Mary's grant. Added to that, Saint Mary's relatively recent emergence as a research institution means that we don't have the endowments or funded chairs – or even, frankly, the prospects – of the more established research institutions.

In consequence, the University has begun to communicate a 'tough times' message. While we actively support the University in its efforts to restore core funding, and will continue to do so, we aren't entirely persuaded. There seem to be funds available for physical expansion and there has been no evidence that less urgent expenditures, like senior administrators' travel budgets or other discretionary items, have been frozen. Nor does the financial record assure us that their stewardship has been the wisest. Publicly filed data show us that, be-

tween 1987 and 1998, spending in the general category 'administration and general expenses' increased 70% (in constant 1987 dollars), while spending on 'instruction and non-sponsored research' increased by only 38%. During that same period, total enrolments increased by 36% and graduate enrolments by 56%. And, of course, the faculty complement increased by all of 17.5%! By 1998, administrative expenses accounted for 16% of the total operating budget, in contrast to 11% for all of the institutions in Nova Scotia and 11% for all Canadian primarily undergraduate universities. While salaries accounted for 58.3% of total expenditures, academic salaries (full- and part-time) accounted for only 26.5%. Another area that might bear revisiting is the institution's ultra-conservative approach to financing. "Fiscally responsible" is not synonymous with "debt free", which instead indicates a very conservative approach to financing long-term assets. (Similarly, the University might want to reconsider an investment strategy that appears to have returned an average of 5% in recent years, down from the heady 10% of the late '80s!)

Negotiations will also be more difficult because of the nature of the issues confronting us. Saint Mary's is still in transition from an institution solely dedicated to undergraduate teaching into one with internationally recognized research and a wide complement of graduate programs. This transition, although exciting, poses new issues, including some that may have potential for divisiveness. Clearly, the current teaching-load expectations are inconsistent with promoting and rewarding high caliber research. Across the campus, recruiting and retaining faculty is becoming most departments' major concern. Over and over, candidates and colleagues are lost to indus-

try and to the more attractive salaries and workloads at other institutions. And now we must also defend against the inter-institutional candidates and colleagues are lost to industry and to the more attractive salaries and workloads at other institutions. And now we must also defend against the inter-institutional raiding that will be the inevitable consequence of the Innovations chairs and that is the only possible source of new faculty for institutions (primarily in the States, but some in Canada) that are expanding quickly. New initiatives bring new issues we will also need to consider. As I write this, the first students are being admitted into the Commerce PhD program in HR/OB and the University is anticipating receiving three federally funded Research Chairs. The requirement that the chair-holders be released from all teaching duties will dramatically change the character of the University, which has a long-standing policy that even the most senior academic administrators continue to teach.

While the University clearly must develop a strategy that will promote and reward high-caliber research, we must ensure that changes are implemented in an equitable manner, recognizing the contribution of those who joined Saint Mary's when undergraduate teaching was the primary expectation and research was not well supported. Saint Mary's reputation as student-centered, which remains most students' primary reason for choosing SMU, is entirely due to their efforts. We must also ensure that mechanisms to encourage and reward research serve the very different needs of researchers in different disciplines and at different stages in their careers. It is also clear that an effective faculty-development strategy will provide for, and value, individuals with different combinations of research, teaching and service. Comparability of hours in the classroom does not ensure equity. We must address the heavier workloads of those with large research projects, those teaching and supervising graduate students, those teaching very large classes or coordinating multi-section courses, and those asked to carry very heavy service burdens. From that it follows that our Collective Agreement needs to provide for more flexibility.

However, academic leadership is not the responsibility of the union. We look to our deans and senior administrators to work with faculty to develop strategies for promoting excellence in research and teaching, for faculty retention and recruitment, and

for revenue generation. And we are all eager to see their proposals.

The changes facing us are not trivial. While it is obvious that we will not be able to resolve all of our concerns in one round of bargaining, the upcoming negotiations will be particularly important as they will lay the foundation from which we will continue to advance on these very important issues. Open communication lines will be very important. Throughout the months ahead, the Executive and the negotiating team will meet with individuals and groups – departments, other interest groups – as much as possible. We'll also schedule a general meeting to discuss the alternatives that emerge from these discussions.

To gently signal the faculty resolve behind your demand for competitive workloads and salaries, we'll be sending the University's chief negotiator a c.d. of Cape Breton fiddling music. And our scouts are already looking for some Moncton-area zydeco to send as a reminder.

Dr. Linda Van Esch,
President, SMUFU

Union Bashing by Saint Mary's University Administration

In an unprovoked attack on the very fabric of our beloved SMUFU, the administration partially guillotined the union by appointing the freshly re-elected Vice-President of SMUFU to the post of Vice-President, Academic and Research. The Union ballots were still cocooned in their box when the machiavellian perfidy was perpetrated. The Union President echoed a distinguished leader of long ago and declared "we are not amused". Prince Albert will be invited to haunt the presidential mansion.

NEW FACULTY UNION EXECUTIVE FOR 2000-2001

The 1999-2000 SMUFU Executive is pleased to congratulate the members of the 2000-2001 Executive

Elected by acclamation:

President:	Linda Van Esch
Vice-President:	Andrew Seaman*
Treasurer:	Guy Chauvin
Secretary:	Leonard Preyra
Member-at-large:	Teresa Heffernan
Member-at-large:	Michael Vance
Member-at-large:	Rashid Tayyeb

***NOMINATION FOR VICE-PRESIDENT OF SMUFU EXECUTIVE**

An election must be held to find a Vice-President for SMUFU. Dr. Andrew Seaman has resigned due to his appointment as Acting Academic Vice-President. The nomination forms were distributed to faculty union members on April 12. Nominations will end at 5:00 p.m. on April 18, 2000. Make sure that the nomination form is signed by the nominee and two members of the bargaining unit, and send or drop off the form to Doug Vaisey, Election Returning Officer, Library.

If more than one candidate is nominated, an election will take place. Ballots will be distributed on April 19, 2000. Voting will take place from Thursday, April 20 (9:00 a.m.) to Friday, April 28 (3:00 p.m.). The ballot box will be in the Senate Office. The official vote count will be in the Faculty Lounge on Friday, April 28 (4:00 p.m.).

THANK YOU FROM UCCB FAUT

Thank you to all those who have sent good wishes to UCCB FAUT on our victory. Please know how much the support from across the country has meant to us. And a special thank you to the Defence Fund and the flying pickets that came to walk with us on the line in abysmal weather. The first of those was especially horrid since it was about -35 degrees with the wind that whipped down the sidewalk in front of UCCB. In case anyone doesn't realize it, there is something profoundly uplifting for picketers when their colleagues from everywhere else walk with them. Too often we think that the fight is our's alone. Then the flying picket arrives, and we know that it isn't just we who are fighting, but that everyone across Canada knows how important the fight is.

So thanks to the Defence Fund for organizing the two pickets, and thanks to those who gave up their weekends in the warmth of their homes to withstand the cold and the wet and to stand the gaff with us.

In solidarity,
Michael Manson, President
UCCB FAUT
March 22, 2000

UCCB SALARY SETTLEMENT UCCB (1998-2002)

After four years of bargaining and a strike lasting five weeks, the members of the University College of Cape Breton have reached a first collective agreement, effective July 1, 1998 through June 30, 2002. Some of the highlights of the agreement are summarized below.

Salaries:

Scale increases:

Effective July 1, 1998:	9.00%
Effective July 1, 1999:	3.75%
Effective July 1, 2000:	3.75%
Effective July 1, 2001:	3.50%

Step values on salary grid:

Effective July 1, 1998 through June 30, 2002:	
Full professor	\$1,500
Associate professor	1,500
Assistant	1,400
Lecturer	1,400
Librarian I, II, III	1,250
Lab Instructor	1,200
Sr. Lab Instructor	1,200

Lump Sum Payment:

For all members of the bargaining unit, a one-time lump sum payment of \$3,500, less required deductions.

Retroactive Pay:

There will be retroactive pay (as a lump sum payment, less required deductions) for Members of the bargaining unit with periods of employment in the bargaining unit from July 1, 1998 and for former Members of the bargaining unit who retired after July 1, 1998 for those full pay periods worked by such retirees until their date of retirement.

New Salary Grids and Members' Overloads and Spring/Summer Stipends - details available in the Union office.

Distance Education and Technology:

A Joint Committee comprised of six (6) members, three (3) selected by each Party, shall be established to develop recommendations to the Parties respecting distance education and technologically mediated courses.

Tuition fee waiver:

Tuition fees waived for Members of the bargaining unit (other than term appointees) and their dependent children. Spouses receive a 50% tuition waiver.

Other Issues:

Other highlights of the new provisions related to teaching workload, full grievance and arbitration procedures for denial of tenure or promotion, bona fide reasons for lay-off, and protection of intellectual property. The em-

ployer will reimburse the union for premium payments on benefits during the strike.

CAUT FACTS & FIGURES Vol. 2 No. 3 , CAUT's source: UCCB Faculty Association

MOUNT ALLISON (1998-2002)

The strike at Mount Allison University in 1999 resulted in a mediated settlement, whereby the association accepted the employer's scale for year one of a three year agreement, and both parties agreed to have salary scales for years two and three be subject to final offer selection.

On February 25, 2000, with the encouragement of the arbitrator, the parties agreed to extend the Collective Agreement into a fourth year (terminating June 2002), and also agreed on salary scales for years two and three. The salary scale for the fourth year was settled by interest arbitration.

The compounded increment across the four years of the contract (1997-2002) appears to be as follows:

22% at the Assistant I and Associate I levels
18% at Full, level I
11% at the top of the scale

For complete details of the Mount Allison salary scales, contact the SMUFU Office or Mount Allison Web Page: <http://personal.nbnet.nb.ca/MAFA/arbitrations/scales97to02.htm>

Source: CAUT FACT & FIGURES -Vol. 2 No. 3

Moncton Settles

Late in the afternoon on April 6, members of ABPPUM voted by over 75% to accept a tentative settlement reached earlier in the day. The settlement includes a 14.8% wage increase over four years, a new provision for professional development reimbursement, a letter of understanding to establish a committee in 2002 to develop a proposal that will assure parity with New Brunswick's anglophone universities no later than June 20, 2006, and an agreement to have

ABPPUM-appointed members on the University's two key restructuring committees.

Salary increases for Moncton's professors over the past six years were 0%, 0%, 0%, 0%, 0% and 1.5%.

The entire faculty showed remarkable solidarity. They had virtually 100% participation on the picket line for the full 36 days of the strike. For more information, see ABPPUM's website at <http://www.abppumnegos.net>

Source: CAUT's web site

SAINT MARY'S UNIVERSITY SAFETY POLICY

Saint Mary's University is committed to providing and maintaining a safe and healthy work environment for all faculty, staff, students and visitors; to fostering the awareness of the importance of safety on our campus and to providing the education necessary to perform activities or duties safely.

Saint Mary's University complies with the Occupational Health and Safety Act and accompanying Regulations of the Province of Nova Scotia.

Saint Mary's University will cooperate with employees in pursuing occupational health and safety.

Safety is a shared responsibility of management, faculty, staff and students.

Chairpersons of Departments, Directors of Divisions and Administrative Department Heads are responsible for health and safety within their respective areas. They have responsibility also for implementing this policy and for ensuring that their area is in compliance with the Nova Scotia Occupational Health and Safety Act and Regulations.

All faculty, staff and students are responsible for safe thinking and safe working practices and procedures so as to safeguard their own individual health and well being as well as

that of all colleagues and members of the Saint Mary's community.

The University Occupational Health and Safety Committee is a key factor in the collaborative and cooperative initiation, maintenance and support of health and safety programs.

The Safety Coordinator liaises with all university departments to ensure compliance with legislation and guidelines related to safety in the workplace and to provide assistance to individuals and departments on issues of health and safety.

Gabrielle Morrison
Vice-President, Administration

UNIVERSITY OCCUPATIONAL HEALTH AND SAFETY COMMITTEE STRUCTURE

- composed of representatives of:
 - all employee unions, the non-union trades group and the Administrative/Professional & Confidential Support Staff group;
 - University appointees;
 - a student representative and the
 - Safety Coordinator as standing Chairperson;
- meets bi-monthly with the expressed objective of promoting, developing, implementing and enforcing occupational health and safety for Saint Mary's University as it relates to safety and accident prevention.

On the Web:

An analysis of post-secondary funding increases announced in last week's B.C. budget at <http://www.cufa.bc.ca/News/Wire/BCBudget00-01.html>
Nova Scotia Budget 2000-2001:
<http://www.gov.ns.ca/finance/budget2000/index.htm>

SMUFU Library:

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

- *CAUT Directory of University Board* -Corporate Linkages Part I: by University, Part II: by Corporation
- *CAUT Education Review* - Out of Reach: Trends in Household Spending on Education in Canada
- UTFA Newsletter, No. 8, February 22, 2000
- UTFA Newsletter, No. 9, March 1, 2000
- AUFA Communicator, Vol. 7, No. 3, February 2000
- InterViews - The University of Calgary Faculty Association - Vol. 31, No. 4 (January/February 2000)
- CAUT FACTS & FIGURES - Vol. 2, No. 2. March/2000
- CAUT FACTS & FIGURES - Vol. 2, No. 3. April/2000
- Statistical Compendium - January 2000/5th edition
Maritime Provinces Higher Education Commission
- DFA Dialogue - Vol. XIII, No. 5, March 2000
- Our University Students: The Key to Atlantic Canada's Future - January 200 - Atlantic Provinces Economic Council

Contact Us!

Location: MM206c
Office Hours: Mon., Tues.: 8:30am-5:00pm
Wed, Thurs., Fri.: 8:30am-12:30pm
Telephone: 496-8190
E-mail: smufu@dbis.ns.ca
Web Site: <http://www.dbis.ns.ca/~smufu>

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.

Your Two Cents:

Submissions and Suggestions

All SMUFU members are invited to contribute comments, news ideas, and yes, even written submissions for future issues of the Faculty Union News. Contact Arthur Murphy (420-5766), or Robert Cook (420-5174) editors