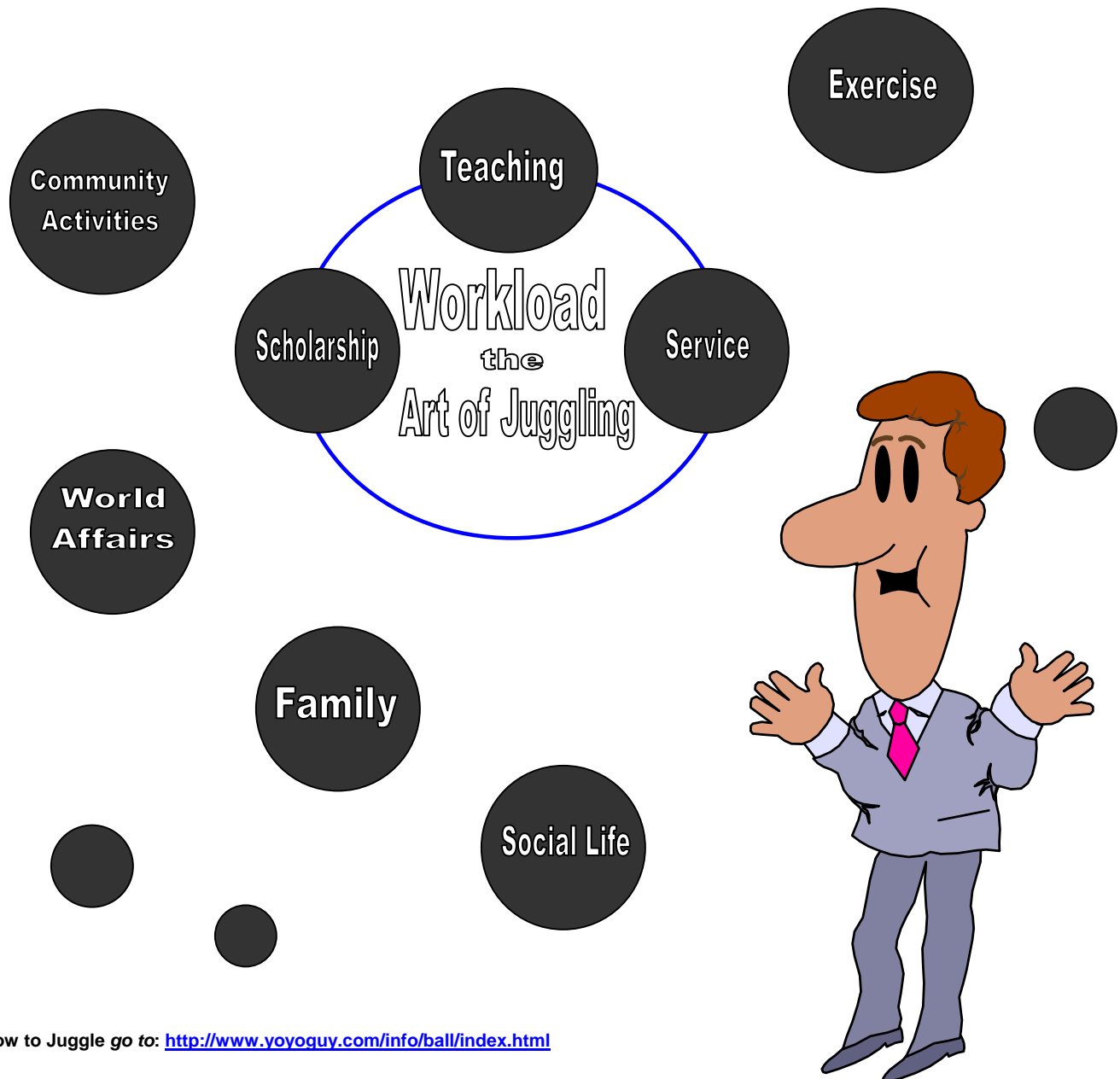


FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

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How to Juggle go to: <http://www.yoyoquy.com/info/ball/index.html>

President's Report

The new Executive assumed office this past May. Thanks to the hard work and dedication of the Past President, Linda Van Esch, and her Executive, we found ourselves with very few ongoing problems. We intend to take advantage of Linda's invaluable knowledge and experience by having her serve as an ex officio member of the Executive as Past President.

Meetings with AVP

The summer was a relatively peaceful period, one of transition, where new academic administrators were quickly trying to come up to speed with our Collective Agreement and our culture. I met several times with our new Vice-President Academic and Research, Dr. Terry Murphy, to discuss several issues arising from our recently concluded negotiations. Most importantly, we reviewed issues related to implementation of the 3-2 teaching load, annual reports, procedures for granting release time for research, appropriate placement of faculty on the salary scales, among other issues. While we may not always agree on matters relating to the Collective Agreement, I believe that Dr. Murphy will be a very positive addition to our senior academic administration.

Memoranda of Understanding

The Past President and I met with the Vice-President Administration to develop an approach to implementing the various memoranda of understanding signed as part of the current Collective Agreement. The Executive endorsed the following procedures.

1. Academic Fraud and Misconduct – We agreed to refer this matter to the Research Ethics Board, which has agreed to take on the responsibility to review this policy and make recommendations.
2. Professional Development Reimbursement Fund – With the assistance of tax consultants, the University and the Union drafted a request for an advance tax ruling on the tax implications of voluntarily assigning thesis supervision honoraria to a PDRF. We are awaiting a reply from Canada Customs and Revenue Agency.
3. Evaluation of Teaching Performance – We have agreed to refer this matter to a committee chaired by the Vice-President Academic and Research, which includes significant representation from faculty recommended by the Union Executive.
4. Compensation Models – We agreed to establish a six-person committee to examine structural problems that might be associated with our current system of compensation. The University appointees are Gabrielle Morrison, Vice-President Administration, Larry Corrigan, Vice-President Finance and Kevin Webb, Manager, Financial Planning. The Union Representatives are Marc Lamoureux and myself from the Executive, along with Milt Chew, who helped in providing analysis of salary data during negotiations. This committee has met twice so far.

5. Benefits – We have requested the University Benefits Committee, which has significant representation from all employee groups, to examine our proposed cost sharing arrangement whereby the University would assume a greater proportion of benefits for those earning less and continue its current contribution of 50% for employees in higher income categories. The Committee has been asked to make a recommendation by the New Year.
6. Pension Governance Structure – The Pension Committee is actively considering the Employer’s proposal to merge the pension plans for SMUFU members and Senior Administrators with the plan for Support Staff. The contribution levels are the same for both plans and the same pension carrier holds both plans. We will examine the risks and benefits associated with merging the plans and bring the Pension Committee’s recommendation and expert advice we receive to you at a special meeting, once we have the recommendation. On a related issue, the Pension Committee has proposed a new governance structure for our own pension plan. The Executive has discussed this proposal with the Union representatives on the Pension Committee, as well as reviewing it against expert advice we have received from our legal advisors, independent pension consultants, and pension experts at CAUT. The Executive has endorsed the proposed governance structure in principal, subject to clarification of wording on a few points. Once those changes have been made, we will distribute the proposed governance structure to all members and call a special meeting to discuss the

structure prior to putting the structure to a ratification vote.

7. Faculty Participation – There is nothing to report as yet on this MoU. This was MoU was an Employer initiative.

Supplemental Pension Plan

The Supplemental Pension Plan that we negotiated in the last round of bargaining is now in place. We developed the structure for the Plan, which became effective April 1, 2001. With the implementation of the new salary scales in September, a growing number of our members will be over the maximum contribution level and will benefit from the Supplemental Plan.

Atlantic School of Theology

Over the summer the University and the Atlantic School of Theology concluded an affiliation agreement. The faculty at AST asked to meet with the Executive to explore ways in which they might become affiliated with our faculty. We had a very useful meeting and suggested several options that they might wish to pursue.

Association of Nova Scotia University Teachers

For the past two years, SMUFU has sent an observer to meetings of ANSUT, the provincial faculty association that lobbies the provincial government on matters of interest to our members. ANSUT became a member of CAUT this past year and now has a voice in the functioning of CAUT. SMUFU and ANSUT cooperated extensively in making the “Halifax Hearings into Post-Secondary education” a

successful media event last Spring. At the moment, only Dalhousie and Saint Mary's faculty groups do not belong to ANSUT. The Executive has reviewed our affiliation with ANSUT and will recommend to the membership at the AGM that we become members of ANSUT to ensure that we have a strong voice in representations that are made to the Nova Scotia government.

Implementation of 3-2

Perhaps the most significant accomplishment of our last round of bargaining was the reallocation of workload to allow more time for research and scholarship. Every indicator suggests that all universities will be competing for a shrinking pool of candidates to fill an expanding list of vacancies. Even now you can notice the bulging job notices in the CAUT Bulletin and University Affairs. Recruiting and retaining qualified faculty rests not only on competitive salaries but also competitive working conditions. In our case, this means providing our members with sufficient time for research.

Starting this September, all faculty who were hired on probationary contracts on or after July 1, 2000 are entitled to receive the 3-2 teaching load. The reduced teaching load will come into effect for all others on July 1, 2003. The 2003-04 academic year will see the entire University operating on this system. To ensure a smooth transition to the new system, Deans have asked Department Chairs to develop implementation plans to assess their needs either in terms of staff, budget or curriculum modifications. As part of this process the Vice-President Academic & Research has consulted the Union Executive on establishing a Timetable Committee to review the most efficient use of classrooms and course scheduling. We expect that the Committee will soon begin its work.

The University also recognized the effect of Article 15.1.31 where it must confirm its commitment to release for research purposes at the time faculty are submitting research grant applications. Although there was some initial confusion in the case of faculty submitting applications to SSHRC, the University essentially doubled its commitment from last year in confirming requested time releases.

With cooperation on everyone's part, and recognizing that the transition may not always be smooth, we can move to the new teaching schedule that will benefit the entire University community. We are embarking on a new era in the history of Saint Mary's and perhaps that is most appropriate as we begin our 200th year.

Thank You

Finally, I would like to thank all of you for your support and especially Linda Van Esch for all the work that she did on behalf of SMUFU over the past three years. Have a good sabbatical!

Victor Catano
President

It is the quality of our work which will please God and not the quantity.

Mahatma Gandhi (1869 - 1948)

SCHOLARSHIP RECIPIENTS 2001-2002

The SMUFU Scholarship Committee has selected the following students for this year's scholarship award:

Nicole Brown – Nicole is completing a BA Honours in Anthropology with a minor in History.

Tina Kendall – Tina is completing a BComm degree as a co-op student with a major in Finance.

Mellissa Lezama – Mellissa is completing a BSc Honours in Psychology.

Matthew Mosher – Matthew is completing a BA Honours in Anthropology.

**Should we be concerned about workload?
Notes on CAUT's Workload Conference, June 2001**

Current issues:

As universities increasingly use more part-time faculty, switch to online teaching, and contract out, while embracing the opportunities afforded by research chairs, concern over workload is increasing. These changes affect not only our work, but have an impact on students. More fundamentally, they bring into question the very nature of university scholarship.

CAUT provided statistics on workload, demonstrating that there has been an increase of 50% in the number of full-time equivalencies in the number of students per faculty. At the same time, average faculty salaries have either remained flat or fallen, in spite of an ageing workforce, as faculty salaries have fallen as a share of overall university spending. (For more detailed information, please consult the CAUT web-page at www.caut.ca.)

The specific bargaining issues stemming from this include measures such as the 'drones', aimed at decoupling teaching and research. The objective is similar to other workplace efforts to deskill and deprofessionalise. Work is parcellised, with an unbundling of the complex and inter-related work we do around teaching, research and service. The balance between these is now more difficult to maintain with a major fault line developing between teaching and research. We are developing specialists who do research and produce knowledge; while others are left to teach and bring this new knowledge to the students. All this is supported by service. This link is what is being questioned and universities are attempting to bifurcate. They are pushed into this by the problems of university funding, falling prey to the realities of the federal-

provincial divide. Teaching, a provincial jurisdiction, has undergone significant cuts while the federal government is attempting to increase its presence in education funding, a provincial jurisdiction, doing it through research funding, especially through the new funding of research chairs. According to CAUT, the danger is that we move to an American style system with a few elite universities combining teaching and research, and the rest becoming expanded community colleges. The Canadian government and AUCC both support this move.

The Canadian government's support of the Canada Research Chairs is contributing to this direction as money is being taken out of other sources to fund the chairs. It will encourage the emergence of a 'star' system. While most universities claim those appointed maintain the link between research and teaching, there are indications of increasing workload for other faculty members as individual negotiations result in reduced or no teaching load for incoming chairs.

Attempts to deskill faculty are part of the push to market-driven universities. Students are turned into consumers instead of learners, and teachers into dispensers of a product - knowledge. Knowledge for its own sake is devalued, with education acquiring value only through the labour market. Yet retaining the university's role in developing critical thinking does not exclude the need for students to work towards a goal or a profession but is complementary to the university as a place of scholarship where people broaden their horizons and nourish their further goals.

What to do:

According to conference participants, we must remain 'bundled'. Here are their recommendations:

Peer reviews should stress teaching as well as publication. This requires that we develop better criteria to adequately evaluate teaching as the tendency to attribute greater recognition to publication stems from the ease with which we can use it as a tangible measurement of output.

Developing clearer job descriptions, replacing the vague consensus we now have on what we do. This should include putting additional weight on teaching and especially clarifying the complexity of the usual components of a faculty position - teaching, research and service.

Part-time faculty should be paid for their research and for their overall worth. University contracting out agreements must be closely monitored as they often contain outsourcing components.

To avoid a bifurcation of teaching and research by holders of research chairs, the suggestion was made that we try to make them the least 'exceptional' as possible. This includes maintaining the identical hiring process defined in the collective agreement, with a reduction in the additional stipend over 5 years, allowing wages to eventually fall in line with the regular university scale. Additionally, it was suggested that appointments only be made in accordance with an already developed university teaching and research plan that spells out hiring priorities.

Additional research on these issues is also crucial. To date, research has demonstrated that for some faculty, increased workload is

becoming a health issue, with participants in the research (women faculty members in this particular study) reporting sleep disorders and other problems. One university representative declared that the most frequently claimed item on their health insurance were stress related problems.

Suzanne Dansereau

Librarians' Workload Issues

Chris Dennis, a Librarian at Memorial University and Chair of the CAUT Librarians' Committee, spoke about workload issues for academic librarians. Although conditions vary among institutions in Canada, CAUT survey and conference responses indicate that workload pressures are a "consistent topic of concern for academic librarians." The explosion in information technology and decreases in library budgets and staffing have placed heavy demands on the time and expertise of academic librarians. To provide students and faculty with quality library services academic librarians must keep up with new and constantly changing technology. They must be proficient in the use of an ever-expanding array of information sources, in both print and electronic formats, and they must still find time to carry out traditional, "countable" activities, such as collection development.

One of the most effective means by which librarians can establish reasonable workloads is to participate in library governance. A collegial, rather than a hierarchical, approach to setting institutional priorities is desirable, one that involves librarians in setting appropriate workloads that balance "front-end" activities, such as reference work, with time for academic service and professional development. To this

end, terms of employment for all academic librarians should include such provisions as regular technology training periods, leave for project-related study, and independent study leaves of both short and long-term durations. A workday and workload model based on mutual consent is an attractive alternative to a rigidly imposed nine to five schedule. This type of professional model would emphasize librarians' academic status, would recognize the principle of librarians' freedom to organize their own time, and would ensure that librarians are consulted about potential changes in work assignments.

Such measures would not only ease the workload crisis for academic librarians, but would also be of benefit to libraries by involving knowledgeable professionals in management-decision making: "An institution's own librarians are best suited and best placed to know what it can accomplish successfully."

Sally Wood

One of the symptoms of an approaching nervous breakdown is the belief that one's work is terribly important.

Bertrand Russell (1872 - 1970)

UNION LIBRARY:

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

Newsletters:

MSVU Faculty Association November 2000
 DFA Dialogue – October 2001 Vol. XV, No. 1
 DFA Dialogue – April 2001 Vol XIV, No. 6
 DFA Dialogue – March 2001 Vol. XIV No. 5
 DFA Dialogue – February 2001 Vol XIV No. 4
 AUFA Communicator – October 2001, Vol 9, No. 1
 AUFA Communicator – February 2001, Vol 8, No. 3
 AUFA Communicator – December 2000, Vol 8, No. 2
 Academic Views Univ Calgary – October 2001, Vol 33
 No 1 Plus Special Edition
 INTERVIEWS Univ. Calgary – Feb. 2001, Vol 32,
 No. 5
 INTERVIEWS Univ. Calgary – Dec2000/Jan2001
 Vol.32, No.4
 UTFA Newsletter #4 – October 12, 2001
 UTFA Newsletter #3 – October 5, 2001
 UTFA Newsletter #2 – September 27, 2001
 UTFA Newsletter #1 – September 19, 2001
 UTFA Negotiating Newsletter #4 – April 16, 2001
 UTFA Newsletter #3 – April 4, 2001
 UTFA Newsletter #2 – March 15, 2001
 UTFA Newsletter #2 Special Edit. Feb 22, 2001, No. 2

CAUT Newsletters & Publications:

Language on appointments for Academic Staff on per course contracts April 2001, No. 2
 Online Education January 2001, No. 1
 CAUT FACTS & FIGURES Vol 3, No. 4, October 2001
 CAUT FACTS & FIGURES Vol 3, No. 1, March 2001
 CAUT EDUCATION REVIEW Vol. 3, No. 1
 THE WAR of the WAGES Bulletin Online October 2000
 CAUTCOM UPDATE April 2001 – Vol. 1, No. 2
 CAUTCOM UPDATE March 2001 – Vol. 1, No. 1
 Librarian Salary Survey Part 1 &2 - 1999-2000
 Report of the Committee of Inquiry on the Case Involving Dr. Nancy Olivieri, the Hospital for Sick Children, the University of Toronto, and Apotex Inc.

Websites to visit:

Proposed Bill 20 (Government Restructuring Act):

http://www.gov.ns.ca/legi/legc/bills/58th_2nd/1st_read/b020.htm

The Personal Information Protection and Electronic Documents Act

http://www.privcom.gc.ca/legislation/index_e.asp

Proposed Bill C-36 (terrorist activity) highlights

http://canada.justice.gc.ca/en/news/nr/2001/doc_27787.html

Submission by CAUT to Government of Canada Copyright Reform c/o Intellectual Property Policy Directorate Industry Canada on A Framework for Copyright Reform and the Consultation Paper on Digital Copyright Issues (copy also available in Union Office)

<http://www.caut.ca/english/issues/copyright/default.asp>

The Olivieri Report

<http://www.caut.ca/english/issues/acadfreedom/olivieri.asp>

STRIKE SITES:

University of Manitoba Faculty Association – The strike has been settled by submitting outstanding issues to binding arbitration:

<http://www.umfa.mb.ca/>

University of Laval

<http://www.spul.ulaval.ca/>

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: Robert Cook – 420-5174 or Mike Vance 420-5766

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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.

In order that people may be happy in their work, these three things are needed: They must be fit for it: They must not do too much of it: And they must have a sense of success in it.

John Ruskin (1819 - 1900), Pre-Raphaelitism, 1850