

FACULTY UNION NEWS

SAINT MARY'S UNIVERSITY

Volume 8, Number 1

January/February 2002



President's Report

The last few months have been relatively uneventful with respect to union-employer relations. We have continued to work cooperatively with the administration and have resolved several issues without the need to go to grievance. While this makes for good labour relations, it makes for a brief President's Report. There are some issues, both internal and external, on which I would like to present an update.

Memoranda of Understanding

1. Academic Fraud and Misconduct – The Research Ethics Board has agreed to take on the responsibility to review this policy and to make recommendations.
2. Professional Development Reimbursement Fund – As you know from my email, we did not receive a favourable advance tax ruling on voluntarily assigning thesis supervision honoraria to a PDR. If you had been stockpiling honoraria to transfer to a PDR, please be sure to claim your stipends.
3. Evaluation of Teaching Performance – This Committee is now established and is being chaired by Dr Sheila Crooks, Philosophy.
4. Compensation Models – This Committee continues to meet and is reviewing different compensation models and our salary levels in comparison to Statistics Canada data. The Union representatives have identified several areas on our salary grid that are particularly problematic with respect to retention of faculty and we will be seeking to redress those issues.
5. Benefits – We are awaiting a report from the University Benefits Committee with respect to the existing cost sharing arrangement for benefits. We had asked the Committee to make a recommendation by the New Year. Obviously that hasn't happened.

6. Faculty Participation – There is still nothing to report as yet on this MoU, which was an Employer initiative.

Pension Governance Structure

The Pension Committee has completed its review of a new governance structure for our pension plan. The proposed structure was examined by the Executive, pension experts at CAUT and our law firm. The Pension Committee has adopted wording changes that were suggested by the various parties. The Executive previously endorsed the proposed governance structure in principal, subject to these clarifications. We expect to receive the final document within the next week. Once the Executive has had a chance to review it, we will distribute the proposed governance structure to all members and call a special meeting to discuss the structure prior to putting it to a ratification vote.

Association of Nova Scotia University Teachers (ANSUT)

We have joined ANSUT in accordance with the AGM motion. Bernie Davis and Guy Chauvin were appointed the SMUFU representatives to ANSUT and have been actively involved in its activities since December.

Implementation of 3-2

The University is reviewing issues related to implementation of the 3-2 teaching schedule. As part of this process the AVP has established a Timetable Committee to review the most efficient use of classroom space. The Committee has met several times and continues with its work.

Faculty Lounge

Based on your input, Facilities Management undertook renovations to the Faculty Lounge over the holidays. If you have not been in the Lounge recently please stop by for a pleasant surprise. It is smoke free and much brighter. Now, if we can improve the food and hours of operation!

Threats to Academic Freedom

If you have been following press coverage of the incidents involving Dr Nancy Olivieri and Dr Dennis Healy at the University of Toronto (and these are just two of the more prominent cases), there appears to be an unprecedented attack on the academic freedom of faculty to publish their empirically supported results when they conflict with the agenda of major donors. There are several copies of the Olivieri Report in the Union Office that you may borrow. The inquiry, although established by CAUT, was conducted independently by a committee of eminent professionals. A summary of the report is available on the CAUT website at <http://www.caut.ca>. The report's recommendations have far reaching impact for the conduct of pharmaceutical research in Canada. Recent articles in the Guardian and NY Times illustrate the pervasiveness of corporate interests into the research process. (You can find the article on the Guardian website at <http://www.guardian.co.uk/Archive/Article/0,4273,4351263,00.html> and the Times at <http://www.nytimes.com/2002/02/06/health/06DRUG.html?pagewanted=print>).

In response to these threats, CAUT has established an Academic Freedom Fund. The fund will be used to protect the rights of faculty in cases like these. The legal battles involved in fighting cases like these through arbitration and/or court proceedings are very costly. The initial objective for the Fund is to raise \$3 million dollars voluntarily. The Executive has voted to donate \$100 per SMUFU member to the Fund.

The recent CAUT Grievance conference was devoted to academic freedom issues. Paul Bowlby and John Chamard attended on behalf of SMUFU.

Freeze Tuition Campaign

The Executive endorsed the student campaign to freeze or lower tuition sponsored by the Canadian Federation of Students as well as the Saint Mary's University Students Association. We would like to

thank all of you who accommodated students seeking to attend the rally.

Labour Unrest in BC

You may be aware of the campaign by the government in BC to tear up freely negotiated collective agreements and impose not only salary settlements but also working conditions on teachers in that province. This legislation affects all of the University Colleges in BC. Faculty Associations throughout the world have sent letters to Premier Campbell condemning his government's actions. We have also sent letters to the BC premier opposing this legislation and we would urge you to do the same. Letters should be addressed to:

Mr. Gordon Campbell
Premier
Government of British Columbia
PO Box 9041
STN PROV GOVT
Victoria BC V8W 9E1

Vic Catano, President SMUFU



Love looks not with the eyes, but with the mind;
And therefore is winged Cupid painted blind.
~ William Shakespeare, *A Midsummer Night's Dream*

The Myths Surrounding 3-2

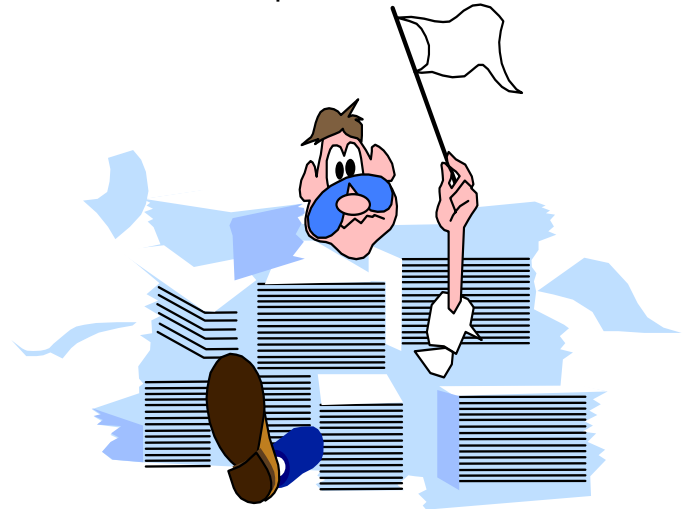
Last year, after a period of prolonged and often difficult negotiations, we ratified a *Collective Agreement* that has been properly viewed as ushering in major changes for Saint Mary's. There were many important new clauses, such as those dealing with workplace safety (article 5.2), intellectual property (5.4) and evaluation of teaching performance (15.6), that will facilitate a greater level of professionalism and transparency in the University. Nevertheless, the provisions that have generated the most discussion, rumour and anxiety, are those that deal with the re-adjustment of workload.

At the time of negotiations, the Union Executive was keen to have the *Collective Agreement* address the issue of teaching load, which our survey had identified as the main concern of the membership in all faculties. Fortunately, this concern was shared by the University administration that rightly saw the 3-3 teaching load as posing a considerable impediment to recruitment and retention of faculty in an increasingly competitive job market. The bargaining concentrated on how the goal of a 3-2 teaching load could be achieved and the provisions in the current agreement are the resulting compromise. I believe that it is a misunderstanding of the nature of the compromise that has given rise to most of the concerns that have come to my attention. Although I am certain that my list will not be exhaustive, I would like to address a few of these concerns here.

3-2 is designed to favour new faculty

While it was agreed that the adjustment was required for all faculty, pragmatic concerns necessitated that in the first instance the provision would be applied to our newest faculty. In an ideal world an immediate shift to a 3-2 load for all faculty would have been preferable, but we recognized that such a significant change would have to be phased in.

The obvious place to start was with members who had just joined the bargaining unit and then to extend the provision across the board.



As a consequence of 3-2 faculty will be expected to have higher rate of productivity

The shift to 3-2 does not involve the creation of new performance criteria for faculty. Instead, it represents a recognition that in order for members to fulfil their current contractual obligations an adjustment to the workload is required. The provision will allow for a more realistic balance between our teaching, research and administrative duties.

3-2 means that faculty will be constantly scrutinized by administration

On July 1, 2003 the 3-2 teaching load will become standard across the faculty. Although we argued that the provisions were unnecessary, the University administration insisted on inserting clauses that give them the option of revoking 3-2. This language has caused some concern, particularly the wording of Article 15.1.12 requiring faculty members to "demonstrate a level of scholarship appropriate for their discipline." We believed that this was unnecessary since such a requirement was already part of the renewal, tenure and promotion process and indeed part of our job descriptions. The compromise enshrined in

15.1.12 does, however, place considerable restrictions on the employer's ability to reimpose a 3-3 teaching load. First of all, any review of scholarly activity must be based on at least two years performance and based solely on the information provided in the faculty member's annual reports. In addition, any decision to reinstate a 3-3 load can be grieved.

I would also point out that scholarship is defined broadly in our agreement (1.1n) as "the discovery, integration, interpretation and/or application of knowledge related to one's discipline." Members should make themselves aware of the details of this clause and be certain to document all of their scholarly activities in their annual reports.

3-2 will create two tiers of Professor at Saint Mary's

Given the protections afforded members in the current agreement, it is unlikely that very many individuals could be forced to take on a 3-3 teaching load. The clear intent of the provisions is to facilitate the transition to 3-2 for all faculty. Only in exceptional, clearly defined cases could individual professors be required to teach a greater load. The agreement does provide an option for members to elect to teach 3-3, but the Union Executive does not encourage them to do so.

3-2 is part of a scheme to eliminate programs and departments

As a union, it is our responsibility to bargain for the collective rather than individual programs or departments. Nevertheless, both parties to the agreement recognized that the impact of the 3-2 transition would not be evenly experienced. That is why we agreed to a lengthy time line for implementation in order that adjustments could be made and problems highlighted. In addition, we recognized that on occasion departments

and programs may face short term needs that could be alleviated by requiring faculty to temporarily carry a heavier teaching load. As a consequence, we agreed to article 15.1.12e which allows faculty to bank a reduction when required to teach extra courses in exceptional circumstances. Ultimately, however, it is the University's responsibility to ensure the adequate staffing of programs, not the Faculty Union or individual department members.

Hopefully this article has helped to alleviate faculty concerns. Nevertheless, if there are other issues that members wished to see discussed regarding 3-2 or any other aspect of the *Collective Agreement*, please send your queries to the SMUFU office (e-mail: smufu@dbis.ns.ca) and we will try to reply in the next issue of the newsletter.

Michael Vance
Past-Vice President SMUFU

Web Sites to visit:

How would you like a long weekend (another Stat holiday) in February? Go to the link below and vote!

<http://www.globeandmail.com/series/primeministers/stories/campaign.html>

For an update on Dalhousie Faculty Association Negotiations, go to:

<http://www.dfa.ns.ca/>

Labour Standards - Minimum Wage Review Online Survey, go to:

<http://www.gov.ns.ca/enla/labstand/minwagfb.htm>

At SMUFU's Annual General Meeting, October 26, 2001, our members voted to join ANSUT.

The Association of Nova Scotia University Teachers (ANSUT)

ANSUT was founded September 20, 1996. Prior to its inception, there was a perceived need for an organisation which would assist smaller faculty unions with negotiations, so that the then provincial association, NSCUFA, could restrict itself to lobbying, research and publication. NSCUFA soon collapsed, however, and CAUT assumed the responsibility to assist Nova Scotia faculty unions in negotiations. What was now needed was an organisation whose purpose was lobbying and, in the longer term, research and publication.

As education is a provincial responsibility, it is essential to have an association which can lobby provincially. CAUT's efforts in Ottawa help but they cannot be sufficient. Nova Scotia governments are unwilling to listen to individual faculty associations and/or unions.

ANSUT first represented the faculty associations and/or unions of Mount Saint Vincent University, Nova Scotia College of Art and Design, Technical University of Nova Scotia, and the University College of Cape Breton. The faculty associations of Saint Francis Xavier University and Université Sainte Anne soon joined. ANSUT was later joined by the faculty associations and/or unions of the Atlantic School of Theology, Acadia University and Saint Mary's University.

ANSUT has lobbied Ministers of Education, Robbie Harrison, Wayne Gaudet and Jane Purvis. ANSUT has lobbied Education Critics, Eileen O'Conner, Maureen Macdonald, Ernie Fage and Wayne Gaudet. We have lobbied the Nova Scotia Council on Higher Education, and the Maritime Provinces Higher Education Commission. We have presented briefs to the

Committee of Education Ministers, Canada, to the Finance Ministers of Canada, and to the Committee on Educational Finance of Voluntary Planning.

We suggested that the NSCHE be dissolved. It was. Its successor, the Advisory Board on Colleges and Universities, was established in October 2000. While we have only begun to deal with the Advisory Board, we hope that it will prove more willing to consider our concerns.

Issues we have consistently lobbied for include federal funding based on the number of students which are educated in a province rather than on the province's population, higher provincial funding for education, extension of the Freedom of Information Act to universities (it happened), and a MPHEC costing study of all Maritime Universities, an initiative which would institute consistent and transparent reporting of costs by all universities. We have asked that university faculty be formally exempted from the provisions of Bill 20.

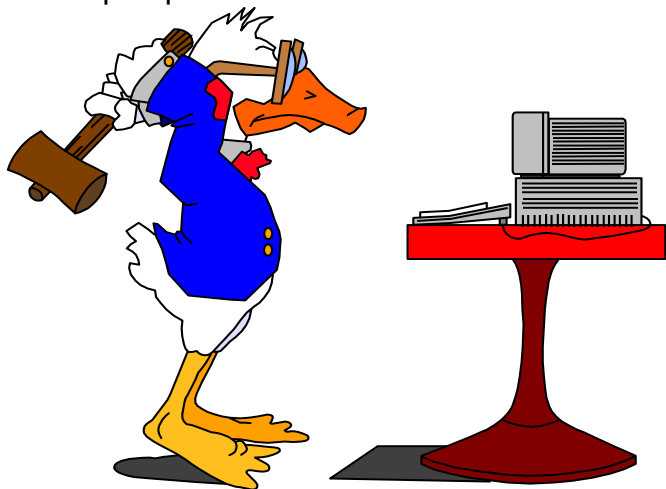
ANSUT has lobbied governments to remediate the negative consequences of the Shapiro Report. This report closed the Nova Scotia Teachers College and Education programs at Dalhousie, Saint Mary's and Saint Francis Xavier (reopened by Cabinet decree). It replaced NSCAD's degree in Art Education by a Mount Saint Vincent degree in cooperation with NSCAD and ended Université Sainte Anne's integrated BA/BEd, replacing it with a sequential two year BEd. The result was a precipitous decline in enrolment at Université Sainte Anne. Finally, in May 2001, the Advisory Board on Colleges and Universities reversed the opposition of the NSCHE to integrated programs at Université Sainte Anne. The decline in enrolments has also reversed.

Your SMUFU representatives on ANSUT Council are Guy Chauvin and myself, Bernie Davis.

Bernie Davis, Faculty of Education

CAUT Conference on Online Education.
Montreal, November 2-4, 2001.

"Online Education", the various methods for delivering computer aided instructional content, on-campus and at a distance, raises a number of important issues for universities. A diverse group of educators and students had an opportunity to explore those issues at a recent CAUT sponsored conference held in Montreal, November 1 to 3rd. The insightful and informative **Conference on Online Education** was jointly sponsored by the Canadian Association of University Teachers (CAUT), the Canadian Federation of Students (CFS), the American Association of University Professors (AAUP), and Quebec's academic and student organizations, QFEUQ and FQPPU. At this international gathering participants from across Canada and the United States exchanged views and ideas, and learned from one another. The participation of students, particularly students receiving their education online, gave a valuable added perspective to the conference.



Steven Lerman, Director, CECI and Housemaster at MIT presented a keynote address on MIT's decision to provide open access to its online course materials.

Speakers in a series of panel discussions explored the major themes of "**Faculty Control of Content and Curriculum**", "**Student-Faculty Interaction**", "**Implications for Workload**", "**The Costs of Online Education**" and "**Responding to the Challenges of Online Education.**"

A diversity of views were presented. Well known author and educator David Noble spoke about corporate interests in online education, restrictions on academic freedom, and censorship issues in today's environment. Several speakers discussed the successes of distance learning institutions such as Tele-universite du Quebec, and Athabasca University. Both CAUT and APPSU's strategies for protecting academic freedom in the online education environment were discussed.

A significant portion of the conference was set aside for small group discussion among the conference participants. This was an excellent opportunity to meet colleagues from across Canada and the United States, share ideas, and discuss specific problems and solutions we are encountering in online education.

Three members of Saint Mary's Faculty attended the conference. They were: Professor Victor Catano, of the Psychology Department, Saint Mary's Faculty Union President and Vice President of CAUT; Professor Marc Lemoureux, from the Department of Chemistry; and Peter Webster from the University Library.

***Peter Webster, Head of Information Systems,
Patrick Power Library***

UNION LIBRARY:

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

- American Association of University Professors Special Committee on Distance Education and Intellectual Property Issues. Suggestions and Guidelines Sample Language for Institutional Policies and Contract Languages – Distance Education/Ownership of Intellectual Property (A385)
- Distance Education and Intellectual Property Issues – A report of the Special Committee on Distance Education and Intellectual Property Issues. (A386)
- GATS impact on Education in Canada – Legal Opinion –Gottlieb & Pearson – October 2001 (A389)
- Performance Measurement and Evaluation Framework for the Canada Research Chairs Program 2000-2004 Final Report (A391)
- Supplement to the 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. by Jon Thompson, Patricia Baird and Jocelyn Downie (A393)

Newsletters:

- Acadia University Faculty Association Newsletter, December 2001
- ACADEMIC VIEWS Vol. 33, No. 1 Sept/Oct 2001 - Sexual Harassment Supplement
- ACADEMIC VIEWS Special Edition Vol. 33 Oct. 2001
- ACADEMIC VIEWS Special Edition, Nov.2001
- ACADEMIC VIEWS Vol. 33, No. 2 Nov/Dec 2001
- Dalhousie Faculty Association Dialogue Vol. XV, No. 2 November 2001
- UTFA Newsletter, No. 5 November 22, 2001
- UTFA Newsletter, No. 1 January 9, 2002

CAUT Newsletters & Publications:

- CAUT FACTS & FIGURES Vol. 3, No. 5, December 2001 (A392)
- CAUT FACTS & FIGURES Vol. 3, No. 4, October 2001 (A388)
- CAUT Statement to the House of Commons Standing Committee on Finance – August 2001 (A390)

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

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.

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