

# FACULTY UNION NEWS

## SAINT MARY'S UNIVERSITY

Volume 8, Number 2

November 2002

### Your Employee Assistance Program (EAP)

Karen Reedman, Benefits Officer

This is a reminder that the Employee Assistance Program continues to be available for employees and their eligible dependents.

EAP is a confidential counseling and information service designed to help you and your dependents with personal or health issues, large or small, that affect your family life, your work life or your general well being. Marital or family problems, alcohol or drug misuse, depression, anxiety or stress, legal and financial issues, career or work-related concerns, childcare and eldercare are some of the problems that are covered by the program.

The EAP is provided by FGI, an independent and external group of professional psychologists, social workers, addictions counselors and registered nurses. Counseling can be done in person or by phone as directed by you and is anonymous and voluntary. EAP is staffed

by professionals who are bound by strict codes of ethics concerning confidentiality, therefore no one will know you have used their services unless you tell them. FGI provides short term "client centered" counseling. If, however, an individual has long term issues or requires specialized services, the counselor will carefully assess the need and refer to an appropriate community professional or agency.

Each quarter, FGI produces a Newsletter that is distributed through the internal mail system to each department. Copies are also placed in the Faculty Lounge. Periodically, topics of interest or additional services are distributed through email to a departmental distribution list. The EAP is an important resource to help keep you healthy, happy and productive. Please use it with complete confidence if the need arises, and encourage other eligible individuals you care about to use it as needed.

English 1-800-268-5211 TDD 1-800-363-6270

French 1-800-363-3872 TDD 1-800-3-263-8035

FGI requests that all individuals complete a Satisfaction Survey that allows them to monitor their services and the aggregate results are shared with Saint Mary's University. If, at any time, you have questions or concerns about the EAP program, please feel free to contact me in Human Resources at 420-5044.

***Client Services include but are not limited to:***

Eldercare Information  
Homecare Advisory  
Legal Advisory Service  
Financial Counselling

Practical Parenting  
Schooling & Education Resources  
Children with Special Needs  
Youthline

Nurses Helpline  
Nutritional Counselling  
Smoking Cessation  
Relationship Information

### SCHOLARSHIP RECIPIENTS 2002-2003

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

**Joanne Burke** is completing her B.Comm. in Accounting.

**Caitriona Cunningham** is completing her B.Sc. Honours in Environmental Studies.

**Davine Dawkins** is completing her B.Comm. with a double major in Accounting and Computing and Information Systems.

**Susan Vardy** is completing her final year of a B.A. Honours in Psychology.

**Yaolin Yu** is completing a B. Comm. in accounting with a minor in Mathematics.



### ANSUT REPORT

Guy Chauvin

The Association of Nova Scotia University Teachers (ANSUT) held a meeting on Saturday 28 September, 2002 at the NSCAD Faculty Union Offices. The Meeting was attended by representatives of the Canadian Federation of Students with whom matters of mutual concern were discussed, notably the Canadian Millennium Scholarship Fund which has resulted in a reduction in money available for scholarships in Nova Scotia. There was agreement to engage in joint lobbying on this issue.

Lobbying plans for the year were discussed and an invitation to SMUFU president, Leonard Preyra to join ANSUT's lobbying team will be forthcoming. Leaders from the various parties will be approached and informed of our concerns over government actions. The President, Chris Ferns, reported on

ANSUT's presentation to the Finance Committee of the House of Commons.

There was a discussion of the level of ANSUT's support for the Canadian Centre for Policy Alternatives, an issue which will be pursued further at a later date. Meanwhile, ANSUT voted to provide financial support for the Report on Education in Nova Scotia being prepared under CCPA auspices.

A number of information items were also discussed.

**Foipop and the posting of grades:  
How the Freedom of Information/Protection of Privacy Act affects you.**

Madeleine Lefebvre

University Librarian and Chief Administrator, Freedom of Information/Protection of Privacy

Saint Mary's University became subject to the Nova Scotia FOIPOP Act two years ago. There are elements of the Act which protect a student's right to privacy, and as such, have an impact on how a faculty member operates. One of the questions I am asked regularly is whether a student's grades can be posted. The short answer is no. The long answer is, *if a number of criteria have been met, it may be possible.* A Senate-approved Registrar's policy regarding the release of information states that "All members of the faculty, administration and staff are required to respect confidential information about students which they acquire in the course of their work, either directly or indirectly." The policy goes on to list twenty items considered to be private information, not to be released to unauthorized persons without the student's prior written consent. Posting grades in a hallway, in full view of anyone passing, is not protecting a student's privacy; nor is posting them by ID number, always in the same order. The full policy can be found on the university website at [www.stmarys.ca/administration/registra/reg\\_info/release.html](http://www.stmarys.ca/administration/registra/reg_info/release.html)

What about large classes? I am often asked. What about the practicalities of getting grades back to students in a timely manner? Isn't the Act creating unnecessary complications and bureaucracy that the students themselves don't want? This is where it may be possible to adopt an acceptable compromise. Many universities encourage faculty to raise the privacy issue at the start of semester, and ask the students how they want their grades returned. Some options for posting them anonymously include scrambling the ID numbers each time so that the student order changes, or posting only the last four digits of the ID number. Under no circumstances should names be posted. Even with these

precautions in place, a student still has the right to object to their grades being posted at all, and the instructor must respect that. With small classes where students are still identifiable despite efforts to scramble the grades, posting is not an option.

Bear in mind that the student does have the right to provide written approval for the release of his/her grades. If your entire class provides a signed agreement to have their grades posted, you have covered the bases. But if some opt out, you have a problem. Have students raised concerns about their right to privacy? Yes, they have.

For further information about the Foipop Act in a Saint Mary's context, go to [www.stmarys.ca/administration/foipop](http://www.stmarys.ca/administration/foipop). Also, call me at 420-5532 and I will be happy to try to answer your questions.



### **Sabbaticants Beware!!**

**Victor Catano**

Are you planning on spending your sabbatical away from Halifax? If so you may be in for a shock if you own your home and are planning to rent it while you are away. Renting out your home under the terms of most homeowners' insurance policies will invalidate the policy. That is, should you suffer property damage or losses through fire or theft, your insurance company will NOT cover your losses. Leaving your house vacant while you are away is not the answer as there is a Catch-22 involved here as well. If the insurance company knows your house is vacant for a period of time that in itself may invalidate your policy!

If you are intending to rent your property, check with your insurance agent to ensure that doing so will not violate the terms of your policy. If it does, you may be able to reach an accommodation with your insurance company

by agreeing to rent only to people you know or for whom you may be able to obtain references that are acceptable to the insurance company. In any event, don't leave this to the last minute before you depart or enter into a lease agreement for your property without being assured that you will not lose your insurance coverage.

You may have to be prepared to change insurance companies to find one that will provide coverage, but recent experiences suggests doing so may be harder than finding the proverbial needle in a haystack. At the moment, CAUT is investigating whether it can reach an agreement with an insurance carrier to provide coverage to sabbaticants; however, this may take while to accomplish.

### **Freedom of Expression: report from a recent CAUT conference**

**Suzanne Dansereau**

CAUT organised the Conference on Disciplining Dissent: the curbing of free expression in academia and the media, in Ottawa from November 1-3. It was organised in conjunction with the Communications, Energy and Paperworkers Union of Canada (CEP) who represent many journalists from both public and private media. These two groups came together as it was felt that academics and journalists are both affected by what was presented as a crucial issue - "the curbing of free expression in academia and the media" resulting from "a variety of forces compromising academic freedom and journalistic independence, thereby threatening

the ability of journalists and academics to serve the public interest." It asked the question: what strategies can be adopted to reclaim the integrity and independence of intellectual work today?

The conference brought together concerns over academic freedom and the recent challenges posed by cases such as Nancy Olivieri's and David Healy's, both at the University of Toronto. It linked this to concerns over journalists' capacity to fulfil their first responsibility of 'telling it like it is', arising from limits imposed in the newsroom,

and in the editorial field as a result of Canwest Global's practice of issuing chain editorials.

Added to this is the concern over anti-terrorism legislation and the limits to civil liberties in Canada and abroad.

Through first hand accounts from the newsroom and the classroom, the conference touched on issues of corporate takeovers, changes in the workplace resulting from new management practices and new technologies, and the state of journalism schools in Canada. Speakers included well known journalists such as Michael Valpy of The Globe and Mail, Bob Carty of the CBC, Kim Bolan of the Vancouver Sun, and several others. Speakers also included several academics who spoke about the more glaring cases of attacks against academic freedom such as David Healy about his own case; Jon Thompson from the University of New Brunswick and chair of the Independent Committee of Inquiry on the Olivieri case; Robert Jensen from the University of Texas at Austin, speaking about media law and ethics and especially the new climate in the U.S.A., as well as several speakers from journalism schools from across Canada.

Aidan White, Secretary General of the International Federation of Journalists, spoke about the increased attacks against journalists around the world, and the impact this had on their independent writing and reporting.

A conference statement was agreed upon that recognized the threats to freedom of expression arising from the current economic and political climate and requested that CAUT and CEP undertake a series of actions. These included working together to promote and defend freedom of expression, including academic and journalistic freedom, to promote public service values in all media and to strengthen and advance the cause of teaching and research in the public interest, to mention a few. There was a consensus that this protection of the public interest also included the recognition of 'public space' as a broader expression of public interest. This statement will be taken to the respective governing boards for discussion.

If you would like to know more about the conference proceedings, I have left the interesting collection of papers in the SMUFU office. Please ask Karen for them.

**Gender Equity:  
"From Graduate Studies to Professor Emerita"  
The 2002 CAUT Status of Women Conference**

Teresa Heffernan  
Renée Hulan

At the Canadian Association of University Teachers Status of Women's Conference that was held in Montreal in October, Ursula Franklin, an experimental physicist at the University of Toronto and well-known advocate for social justice, and Mary Eberts, a lawyer with Eberts Symes Street & Corbett, gave the keynote address "Salary Equity: The Current Challenge." Their address reviewed the case Franklin and three other distinguished female faculty brought against the University of Toronto for salary and

pension discrimination. In Dr. Franklin's case, her pension at retirement (\$24,084) reflected a career of underpayment, this despite the fact that she was the only Fellow of the Royal Society in her department, served as a member of the Science Council of Canada, NRC, and NSERC, published more than 60 scholarly papers, and received 30 honorary degrees as well as numerous awards and grants. As banners with Ursula Franklin's face on them advertised the university throughout the city,

the case went to court with the University of Toronto attempting various stalling tactics, effectively trying to “wait out” the elderly claimants. The favourable outcome of the action was attributed by Mary Eberts to the tenacity of the women involved and the merit of their case.

The conference’s main themes were salary and pension equity, benefits, and work environment. The meetings began with sessions on “Helping New Faculty Survive the Transition” and “Mentoring” in which delegates exchanged stories of their experiences and heard from senior colleagues working to improve conditions in their institutions. Although the number of untenured faculty and graduate students attending the conference was disappointingly low, and only one or two women from this group were included as speakers, those who were present stressed the need for more union involvement in facilitating the transition from graduate school or part-time work to tenure track. In one discussion group, a young woman suggested unions contact job candidates directly while another suggested seminars on salary, pension, and negotiating should be part of every graduate program. While some advocated working with a mentor, others cautioned about the dangers of being co-opted by senior faculty. These issues became all the more important in discussions of working with administration. In the “Warming the ‘Chilly Climate’” session, it was noted that, despite the fact that the number of women in academia remains relatively low, women have made significant gains in terms of appointments at all levels of the institution. However, delegates in the audience noted that the appointment of women to important administrative positions in universities across the country has not necessarily improved working conditions for female faculty. In some cases it is quite the

opposite, and Agnes Calliste from Saint Francis-Xavier University pointed out that the climate may be chilly for all women but it is “freezing” for visible minority women, a subject that the conference did not address adequately. The chilly climate for new faculty and the low numbers of women pursuing careers in academia, especially in the sciences, it was agreed, are not unrelated.

Throughout the conference, the marginality of women in science and engineering was a constant theme. Rose Johnstone, Professor Emerita in the Department of Chemistry at McGill, highlighted the fact that, in over 30 years, the representation of female faculty in science departments has remained about the same. Another speaker, Nancy Olivieri, professor of Pediatrics and Medicine at the University of Toronto, who has taken a stand against a drug company that tried to insist that she keep silent about the harmful effects of a drug she was testing during clinical trials, pointed to another growing problem for women in the university. She received no support for her stand from the university because it was expecting a \$20 million donation from Apotex, the drug company involved. The increasing corporatization of research and medical care not only, as the Olivieri case demonstrates, raises ethical concerns and threatens academic freedom but also disadvantages women. First, because women academics are under represented in the fields that attract corporate sponsorship, but also, as Ursula Franklin suggested, because these fields have not accommodated women but rather have tried to plug women into existing models. At the luncheon in her honour, Franklin accepted the 2002 Sarah Shorten Award with an inspiring and insightful talk on women in science. As an example of how gender shapes method, she recounted a conversation she had with John Polyani, the 1986 Nobel prize winner in chemistry

and a friend and colleague. He described his approach to scientific inquiry as "going to war" with science problems that confronted him. In contrast, Franklin said, when she takes out her microscope, she invites the crystal to have a conversation with her and if it doesn't offer up any solutions, she acknowledges that she is asking "stupid" questions and rethinks them; when it does offer up answers, she expresses her gratitude to it for sharing itself with her. Franklin's speech, given in dialogue with the 2001 recipient Margaret-Ann Armour, reminded the conference that the fight for equity is a fight for intellectual freedom in the pursuit of knowledge.

Some of the helpful suggestions proposed at the conference to address gender equity included getting unions and faculty associations involved early in the hiring process to ensure that women's salaries are equivalent to men's at the outset of their careers and tracking both the representation of female faculty in departments and discretionary and over scale increases in terms of gender; as these increases often signal corporate sponsorship, in order to protect academic freedom, the proposal was also put forward that a limit be set on how much an individual researcher can accept from industry. Related to the issue of corporatization and equity is the

current model for the Canada Research Chairs Program. Wendy Robbins, professor of English and Women's Studies at the University of New Brunswick, is preparing to

launch a human rights complaint against Industry Canada, the Federal Government Department in charge of the program. Only 15% of these positions have gone to women and only 20% to Humanities and Social Science (where women faculty are generally better represented); further the process lacks both transparency and mechanisms for tracking equity. In the coming months, the SMUFU executive will look into the gender equity issues raised at the conference as they pertain to our Collective Agreement.

#### SMUFU Executive 2002-2003

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#### President's Report

On behalf of the membership, I would like to thank the other members of the Executive Committee for their hard work and diligence in addressing the many and complex issues we were called on to deal with since our election in April, 2002. Suzanne Dansereau, Renee Hulan, Xiaofei Song, Bob Cook, Steven Smith,

and Teresa Heffernan, thank you! In particular, we all owe a huge debt of gratitude to Vic Catano, Past President of SMUFU, and currently CAUT President, for his wise advice, his unfailing willingness to do the heavy lifting on the most difficult issues, and for agreeing to serve once again as our Chief Negotiator in the upcoming round of negotiations. As always,

Karen Crowell, our Administrative Assistant, does a marvelous job of keeping our lines and volume of communication manageable and open, and ensures that all our committee members, observers and representatives are in the right place at the right time.

Since our last report, the Executive has had formal "face to face" meetings once a month and more frequent informal "virtual" meetings on specific issues as needed. Individual members of the Executive have served and continue to serve on a number of Union, Union-Employer or national or provincial standing or ad hoc committees. We have been particularly active in CAUT (The Canadian Association of University Teachers) and ANSUT (The Association of Nova Scotia University Teachers).

#### **Major Issues addressed since April, 2002**

**Pension Governance:** A new faculty and administration pension governance structure was overwhelmingly adopted in a vote of all faculty members and subsequently (on September 11, 2002) by the University's Board of Governors. We are especially grateful to Pat Fitzgerald, Darryl Bruce, Walter Finden, Rashid Tayyeb and Fred Young for their tireless commitment to this project and for devising a governance structure which has been praised as a model for other employer - union plans. The Union and the Administration are still considering the feasibility and implications of a pension governance structure in which a single pension plan would be formed from the two existing (Faculty and Staff) pension plans.

#### **Research Remissions / Course Release**

**Policy:** Changes made to principles and procedures for granting course releases have resulted in a doubling of remissions being granted and procedures that are less arbitrary, more transparent, and peer-reviewed. Terry Murphy, the AVP, deserves a great deal of credit for dealing with this matter so expeditiously.

**Novanet Governance:** SMUFU strongly objected to the lack of consultation that preceded changes to the NOVANET consortium's governance structure.

Specifically, changes to the librarians' working committees, including the processes by which these changes were made, violated the *Collective Agreement* commitment that working conditions and service delivery requirements and processes would not be arbitrarily changed. With the support of Terry Murphy, Madeleine LeFebvre, and Bob Cook these issues were brought to the Novanet Policy Board. The Policy Board agreed to take steps to reconstitute the committees and to foster collegiality and consultation. We continue to monitor the situation.

**Early Retirement Incentive Package:** Without any prior consultation, and without even a sound rationale, the University has suspended the early retirement program for three years. We met with the Vice-President, Finance (Larry Corrigan) and discussed the issue with our lawyer (Gordon Forsyth) and the consensus seems to be that the program is "voluntary" for members and the employer; nevertheless, we were surprised and disappointed at the arbitrary and secretive way in which this important policy change was introduced and we remain committed to putting the early retirement plan on a firmer footing.

**Complement Issues:** The Union has refused to grant waivers permitting departments to make successive 9-month sessional appointments to tenure track positions. Also, the Union has refused to grant waivers to permit part-time faculty members to be paid on a part-time basis while teaching a full-time load.

**Implementation of 3-2 Teaching Load and Annual Reports:** There has been a great deal of discussion with the Deans and the AVP about the implementation of 3-2, and specifically about the Annual Reports. Everyone agrees that the broadest definition of "scholarship" will be used and that university, departmental and disciplinary norms and contributions will be taken into consideration when assessing scholarship.

**Placement of New Faculty on Salary Scales:** At the request of the Union and the Vice President Academic, a sub-committee of the Review Committee is attempting to establish transparent

and consistent criteria for granting new faculty appointees credit for previous teaching experience.

**Interdisciplinary Programs:** The Union has been involved in helping to establish a more consistent set of principles and procedures for determining the status and complement of some interdisciplinary programs and for establishing the membership and powers of their Executive and Program committees.

**Nepotism Policy:** The Union has reviewed and rejected the Administration's draft anti-nepotism policy. We have suggested instead that, in so far as faculty are concerned, we will be governed by our "Conflict of Interest" clause in the *Collective Agreement*.

**IT Policy Review:** We have commented on a draft version of a report on Network Connection put forward by the IT Steering Committee, chaired by Malcolm Butler. A revised version of the committee's report will be submitted to SMUFU for comment.

**No Sweat Policy:** SMUFU is working with the VP Administration (Gabrielle Morrison) and the Executive Management Group to implement a No Sweat policy for apparel products and other products bearing the University's name. (Using the McMaster University model) once the policy is adopted, SMU apparel suppliers and licensees will be required to abide by international labour standards and local labour laws, and to report annually on their progress towards compliance with these standards.

**Retirees:** We have had meetings with the Saint Mary's University Quarter Century Club to discuss issues related to organizing and defending the interests of Saint Mary's retirees. There is also some discussion about forming an Atlantic or Canadian Association of Retired Professors.

**Collective Bargaining:** Our current Agreement expires on August 31, 2003 and we are preparing for a new round of collective bargaining. The Negotiating Team will include Vic Catano, Bob Cook, Renee Hulan, Steve Smith and Terry

Wagar. Suzanne Dansereau is organizing the strike committees. Milt Chew and others will provide the negotiating team with Research Support. Steve Smith and Vic Catano are coordinating a survey of members. Doug Vaisey and Sally Wood, our Election Officers, will conduct any votes.

**Faculty and Student Recruitment and Retention:** The Union has amassed and organized a great deal of data on rising student enrollments and faculty retirements. These documents have been distributed to university, government, and legislative decisionmakers and are available for examination at the Faculty Union Office.

**Supporting Students:** SMUFU provided some financial and communications support to the Canadian Federation of Students / SMUSA for their Day of Action rallies. SMUSA was invited to send a representative to sit on our Teaching Evaluation Committee. We have also offered to work in concert with SMUSA in its effort to expand the campus childcare service. SMUSA wishes to establish its own teaching award and SMUFU has agreed to support the initiative. The Faculty Union awarded \$10,000 in scholarships to five students this year. The SMUFU Scholarship Committee (Milt Chew, Geraldine Thomas and Bert Hartnell) is also considering, and will be reporting on, the feasibility and criteria for including eligible part-time and graduate students.

**Academic Fraud and Misconduct:** While the Union shares the Administration's professed concern about integrity in research and scholarship, we are deeply concerned about existing procedures for reporting and investigating scholarly misconduct. In a recent case, the President overturned a committee of inquiry's unanimous finding of plagiarism (and recommendation of expulsion) and the faculty member involved was instructed to assign a grade to the plagiarist. Although the Union has not yet been formally involved in this case, we will pursue every available avenue in defending a faculty member's right to assign (or not assign) a grade in such circumstances.

**Benefits Issues:** The Benefits Committee is reviewing the feasibility and implications of changing the distribution of cost sharing arrangements with respect to LTD and other benefits. We have asked the Canadian Benefits Consulting Group for an independent review of a report and recommendations submitted to the Benefits Committee regarding proposed changes in the funding formulas. On a somewhat related issue, faculty members who are within 90 days of their 65<sup>th</sup> birthday no longer have to pay LTD premiums. In other words, they no longer have to pay for a benefit they are not eligible to receive, and they will receive a reimbursement of premiums paid. Thanks to Fred Young for drawing this anomaly to our attention and to Karen Reedman for correcting the problem expeditiously.

**Teaching Evaluations:** The Administration and the Union have struck a committee to examine the

current course evaluation questionnaire and process and make recommendations for its improvement. Special thanks to Shelagh Crooks for agreeing to serve as Chair and to Arla Day and James Cameron for serving on the committee. Speaking of teaching, congratulations to Dr. Janet Gregory for winning the (SMUFU co-sponsored) Reverend William A. Stewart, S.J., Medal for Excellence in Teaching Award for 2001 - 2002.

**Timetabling:** A committee set up by the Academic Vice President is examining ways and means of scheduling courses more evenly across the timetable, and of making better use of available classroom and lab space. Thanks to Vic Catano for serving on this committee.

**Grievance and Arbitration Sub-committee:** The SMUFU Executive has established a Grievance and Arbitration Sub-committee to review and make recommendations regarding SMUFU policies and procedures for handling grievances. Thank you to Paul Bowlby for chairing this sub-committee and John Chamard

and Doug Vaisey for serving as members. The sub-committee has submitted a preliminary report and set recommendations which will be considered by the Executive.

**Other Committees:** A number of committees have recently been struck; notably, committees on faculty participation in student recruitment, faculty participation in fundraising, and a committee regarding alternative compensation models for faculty.

#### **Small but satisfying issues:**

**Faculty parking:** After much prodding, "faculty parking" signs have been re-installed in all parking lots and illegally parked cars are being ticketed.

**Yellow Pages:** After much discussion, it was agreed that the Faculty Union would be listed in the "F" section of the University's Telephone Directory and not under "M" for "Miscellaneous Numbers".

#### **SPECIAL THANK YOU**

Thanks to Bob Cook for the great work he has done as Editor of the union Newsletter.

Congratulation to Guy Chauvin and Rashid Tayyeb on their retirement and for their many years of service to the Union.

We all owe a large debt of gratitude to the many faculty members who agree to serve as members or union observers in university and union proceedings, especially those who help with appointments, renewal, promotion, and tenure hearings.

Again, on behalf of the Executive, thank you to the many faculty members who give so much of their time and energy in the cause of university and union governance. It really does take a village!



SEASONS GREETINGS  
FROM  
THE SMUFU EXECUTIVE

**UNION LIBRARY**

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

- Maritime Provinces Higher Education Commission Annual Report 2000-2001 **A394**
- Three Nova Scotia Fiscal Myths by John Jacobs & Larry Haiven **A397**
- Maritime Provinces Higher Education Commission Faculty Recruitment and Retention in the Maritimes **A408**
- Counting Out the Scholars by William Bruneau and Donald C. Savage **A410**

**Newsletters:**

- ANSUT Newsletter, Mar 2002
- AUFA Communicator, Feb 2002
- Academic Views Vol 33, # 3, Feb/Mar 2002, # 4, Apr/May 2002. The Faculty Assoc. of Univ. of Calgary
- Dalhousie Faculty Association Dialogue Vol. XV # 3, Feb 2002
- MSVU The Newsletter, Mar 2002
- UTFA Newsletter # 1, Sept 12, 2002
- UTFA Newsletter # 9, June 27, 2002
- UTFA Newsletter # 8, Apr 2, 2002
- UTFA Newsletter # 7, Mar 11, 2002
- UTFA Newsletter # 6, Feb 25, 2002
- UTFA Negotiating Newsletter #2, July 31, 2002
- UTFA Negotiating Newsletter #1, Feb 25, 2002

**CAUT Newsletters & Publications:**

- CAUT Library Salary Survey Part 1 & 2 2000-01/2001-02 **A406**
- Recognizing & Responding to Bad Faith Bargaining – Bargaining Advisory No. 5 – Aug 2002 **A407**

- CAUT Directory of University-Corporation Linkages **A395**
- CAUT Almanac of Post-Secondary Education in Canada 2002 **A396**
- CAUT Bulletin Vol 49 No 7 September 2002
- CAUT Facts & Figures – Summary of Recent Settlements Vol 4 No 1 April 2002 **A398**

**ON THE WEB:**

“Education for Democracy: Fighting the Corporate Takeover”, is a cluster of 16 articles published by Workplace (journal for Academic Labor)

<http://www.louisville.edu/journal/workplace/wp42.html>