

# FACULTY UNION NEWS

## SAINT MARY'S UNIVERSITY

Volume 9, Number 2,

November/December 2004

### President's Report

*Michael Vance*

In this, my first report since taking office in April, I wish to take the opportunity to say how honoured I am to be able to serve as SMUFU President for 2003-2004. To my mind, service to the Union is one of the most important contributions members can make to the health of the University; indeed, I believe that Union service is a natural extension of academic life. As a group, the Union represents those in the University who, through their research and teaching, are responsible for the creation and dissemination of knowledge. These are the most important functions of any institution of higher learning. While the support staff and Administration play important roles in helping our members to perform their work, without the work of Faculty and Librarians, the University cannot function. Our ability to contribute to knowledge in our chosen fields is based on the work of both predecessors and contemporaries. Scholarship, therefore, is a collective enterprise and the University must be a place that encourages and values that common purpose. At Saint Mary's, the Union has had the primary responsibility for safeguarding and defending collegial governance and academic freedom on behalf of its members, both during contract negotiations and in its daily functions. Indeed, the Union has led the way in promoting transparent standards for evaluation of academic work and the equitable distribution of the resources necessary to conduct that work. The Union has also directly addressed particular professional concerns identified by our members as they arise, most recently by

proposing release time for research grant holders, the adjustment of the standard teaching load, the equitable calculation and distribution of travel grants, and the creation of a professional development fund. By keeping up on the latest developments in universities across the country and participating in policy discussions at the national level, Union volunteers have also ensured that wider professional trends are anticipated. For example, long before the current contract was negotiated, SMUFU arranged for a CAUT workshop on compensation to be held here at Saint Mary's in order to demonstrate to the Administration the need to make adjustments to the salary scales in order to recruit and retain top faculty. To their credit, our Administration has responded favorably to such proposals, and, although much work remains to be done, recent agreements have done a great deal to promote both the professional development of members and, as a consequence, the intellectual health of the University. I am proud to be associated with these Union efforts and was particularly pleased to have had the privilege of signing our most recent *Collective Agreement* on behalf of the membership.

#### New Agreement

I would like to once again thank the negotiating team, Vic Catano, Bob Cook, Renee Hulan, Steven Smith, and Terry Wagar for their work on the new *Collective Agreement*. Clearly, the ratification of the

agreement is the most significant development since the new Executive took office. As we have already indicated to the members, we have been able to introduce important new clauses and have strengthened others. I have already been consulting with members and with the Administration over the implementation of the new agreement and I invite members to contact myself or any member of the Executive with any questions or concerns they may have with the *Agreement*. Every contract is the result of compromise and indeed represents a work in progress. The Union Executive begins the process of establishing our bargaining position for the next round even before the contract is ratified. Members' feedback is vital to this process and is always welcome.

One issue that has come up since ratification is the question of placement on the salary scale. Since we have removed steps and converted others there has been some confusion on this issue. Members can always obtain information on their placement on the grid from Human Resources, but I have asked that office to supply a copy of the rankings for all members to the Union Executive on an annual basis and that has been done. If you wish to confirm your step on the grid, Karen can provide you with that information from the Union Office. Specific salary information, however, will still have to be obtained from Human Resources.

Another issue that is likely to come up shortly is the implementation of Article 4.7 which stipulates the percentage of full-time versus part-time instructors in the University. These clauses will be operable in the New Year and I would be grateful if chairs of departments could do some initial calculations in anticipation of implementation. I will be in

touch shortly explaining the Union Executive's interpretation of the Article.

The new provisions on travel grants do not come into effect until the next fiscal year, nevertheless the only criteria that can apply to their distribution remains the priorities set out in the *Collective Agreement*. If any member is denied travel support on the basis of any other criteria we would ask that this be reported to the Union Executive. A number of you have also asked about Article 16.7.1, the Professional Development Expense Reimbursement clause. The fund will not be operable until after April 1, 2004. From April 1, 2004 to April 1, 2005 members can submit a one-time claim for expenses up to a maximum of \$300.

In response to the changes in the Collective Agreement, I organized a Union workshop on Promotion and Tenure that was held in late September. I'd like to thank all those members who participated. There have been some important changes in the process, particularly relating to the selection of external referees and the contents of application files. In regard to the latter, the Union Executive would be grateful if recent successful candidates for tenure or promotion would consider donating a copy of their application file to the Union Library for the benefit of those yet to go through the process. I also intend to organize another workshop in the New Year for those interested in learning more about the Reduced Duties provisions of the *Agreement*. We have already had one member take advantage of these provisions so I will be able to speak about implementation from some experience.

The new *Agreement* also contains changes to procedures for the University Appointments Committee and the composition of the Review Committee. As a consequence, the Union

Executive would like to have a larger pool of Union observers from which to draw. Many of you have already indicated to me that you are willing to serve as observers on the Review Committee and, if you have not already done so, I would be grateful if you could write to Karen, who is keeping a master list. In the past we have not regularly exercised our right to have a Union observer on the Appointments Committee, but with the new changes in the *Agreement* I believe that we need to do so from now on. Observing on the Appointments Committee would be a good opportunity for members on probationary contracts to learn about the workings of the *Collective Agreement* and I would encourage them to consider serving. We would offer training and support for observers and, of course, their work is considered as service to the University community in cases of promotion, renewal and tenure. Again, if you are interested in serving please write to Karen indicating your willingness.

#### Grievance & Arbitration

Our new structure for the Grievance and Arbitration Committee was approved by the Union Executive this summer. You can find it posted on the SMUFU web site. I'd like to thank Paul Bowlby, John Chamard and Doug Vaisey for their work on this structure. Paul and Doug have agreed to serve on the Committee, but ideally we would like to have one member from the Library and each faculty plus an alternate for each on the Committee. Once again I would like to appeal for volunteers. CAUT offers training for grievance officers and we will ensure that all volunteers will get this training before they would be asked to consider any cases.

#### No Sweat Policy

As I indicated at our AGM, the process of developing a "No Sweat Policy" for Saint Mary's has become stalled despite the best efforts of the Executive and in particular Teresa Heffernan. Teresa and I are hoping to arrange a meeting with the Vice-President Administration in order to break the impasse and develop a timetable for implementation of a policy. This movement to combat sweated labour through the exercise of responsible University purchasing practices has the endorsement of CAUT and has been adopted by an increasing number of campuses. The model SMUFU prefers is the one adopted by McMaster University. It can be found at: <http://socserv.socsci.mcmaster.ca/labourstudies/sweat%20article.pdf>

#### Conferences

As you can see from the reports in this issue, members of the Union Executive are continuing to attend national conferences in order to stay current with recent trends and initiatives. I attended the CAUT New Presidents' Workshop in Ottawa in May and the advice I received there, particularly with regards to handling confidential member matters, has already proved invaluable. As Presidents before me have understood, the vast majority of our time is spent dealing with particular member issues as they arise. These by their very nature must remain confidential but I have benefited from both my training in May and the advice I have received from Past Presidents, in particular John Chamard, Vic Catano and Leonard Preyra.

Indeed, this year Leonard will be attending CAUT Council in Ottawa with me as part of our SMUFU representation. I am grateful that

he has agreed to take time from his sabbatical in order to do this, particularly since a major item on the agenda will be the issue of lobbying during the forthcoming general election. Having a Political Scientist with me should come in handy. I will report on the AGM in the next newsletter.

### Scholarships

I would like to offer my congratulations to this year's Union Scholarship winners Melissa Landry, Karinne Lantz, Natalia (Tate) Pierce, Laurie-Ann Willett, and Xue Yang. I would also like to thank the members for voting to double our scholarship fund at our last AGM.

Since we are now planning to offer awards to part-time and graduate students, I would encourage members to write to Milt Chew with their suggestions on how we might go about determining winners in future.

### Thanks

Finally, I would very much like to thank the members of the Union Executive, Suzanne, Xiaofei, Sally, Bob, Teresa, and Hilary for their work and advice over these last few months. But I wish to thank Karen, in particular, for getting a "green" president up to speed so quickly.

## **Academic status: Under-valued? Under threat? The CAUT Librarians Conference, Halifax, Nova Scotia (October 23-25, 2003)**

*Bob Cook*

The CAUT Librarians Conference 2003 on the theme "Academic status: Under-valued? Under threat?" was held in Halifax from October 23 to October 25.

Keynote speaker Janet Swan Hill, Associate Director for Technical Services, University of Colorado Libraries at Boulder, observed that academic status issues have not changed much over a long period of time and that there are still great variations in practice among academic libraries in North America. Librarians at the University of Colorado at Boulder have faculty status, and research is considered as important as practice. Like other faculty, librarians seeking tenure are judged on reasonable criteria according to standards appropriate for their discipline. The

benefits of having faculty status are the same for librarians as for faculty from other disciplines. These benefits include academic freedom, security, status, assurance of quality, recruitment, retention, influence and shared governance. In order to make faculty status work, it is necessary to establish a system that does not make it harder for librarians than it is for other faculty to gain tenure, and this process involves recognising and describing the essential differences. In addition, this arrangement requires adequate support in the form of research leave and funding, flexible scheduling, establishing appropriate organisational structures based on peer review, and providing relevant documentation. While there are significant difficulties to overcome, including the fact that many faculty

and administrators have little understanding of what librarians do and that many librarians are not prepared, and some may not be suited for, a scholarly career, faculty status can be beneficial for the librarian and for the institution if properly implemented.

Ashley Thompson from Laurentian University, where librarians have had full faculty status since 1976, spoke on the nature and role of librarians' research. Just as there is a great variety of research and publication patterns among teaching faculty, the same is true for librarians. Research by librarians may include solutions to problems in the library world, research aids such as bibliographies, edited books, and publications in areas unrelated to librarianship. Some librarians are not comfortable doing research, but they should move on to institutions where this is not required. Other arguments against research include insufficient time and the fact that most librarians do not have doctorates. It is necessary to find time for research, however, and this can be facilitated by generous release time provisions and the hiring of research assistants. Librarians can also collaborate with faculty who have doctorates and this helps in getting research grants and in getting published. Arguments in favour of research include: it is fun; it allows one to meet interesting people, see oneself in print and gain external recognition; it is intellectually challenging; it enhances professional performance; it allows for career advancement within a single institution; and it is the ladder up to higher salaries. If research is expected of librarians, it must be defined in the collective agreement, which must also provide for external review, release time, access to a professional allowance, academic freedom, tenure, and sabbaticals.

David Fox, Head of Information Technology and Technical Services Divisions at the University of Saskatchewan Library, spoke on the tension between the scholarly and managerial roles of academic librarians. Fox argued that the traditional view of scholarship as research and publication is too narrow. Based on models proposed by Ernest Boyer in 1990 and C.J. Weiser in 1996, five dimensions of scholarship can be identified. These are: discovery, integration, teaching, application and artistic creativity. While academic librarians have been active in all five categories, they are engaged mostly in the scholarship of application, which is defined as the acquisition of knowledge through professional practice. Librarians apply the theory and knowledge gained through inquiry, integration and pedagogical experimentation to improve and refine their processes and programs. Good management practice can also be creative intellectual work and can be based on the application of management theory. This activity can be subjected to evaluation by peers and it can be communicated. Fox acknowledged that the benefits of faculty status for librarians are disputed by some observers who argue that librarians should concentrate on service. Studies have shown that the quantity of publishing by practising academic librarians is modest due to time constraints, lack of training in research methods and other factors. Moreover, there is no clear connection between the degree of participation in scholarship and library quality. Nonetheless, Fox contended that, although there is a service cost to having librarians engaged in research and publishing, the alternative is stagnation for the profession.

Other speakers on the program, as well as many contributors from the floor, gave

testimony as to the wide divergence in practices among academic libraries in Canada. Librarian status runs the whole gamut from full faculty status to employee status in non unionized institutions where the working conditions of librarians are at the whim of the employer. While there are many cases where librarian status has been improved as a result of long struggles on the part of librarians and faculty, there are a number of institutions where such status as is presently enjoyed by librarians is under attack by the employer. The one clear theme that emerged was that the best means of protecting and improving librarians' status is through developing partnerships with faculty and through participation in faculty unions.



"Blessed is the season which engages the whole world in a conspiracy of love."

-- *Hamilton Wright Mabie*

### **Report on the CAPDHHE Conference: October 29-November 1, 2003 Calgary, Alberta**

*Hilary Jenkins*

I attended the Annual CAPDHHE (Canadian Association for the Prevention of Discrimination and Harassment in Higher Education) Conference, held at The University of Calgary this year, from Wednesday, October 29 to Saturday, November 1, as the SMUFU representative. The theme this year was "Navigating the Human Rights Matrix: Tools and Strategies to Meet Institutional Responsibilities and Challenges". This is a national meeting of harassment advisors, officers and policy makers from post secondary institutions from across Canada, as

well as faculty, students, staff and administrators with professional interests in creating harassment-free environments. I had to travel on Wednesday due to teaching commitments on Tuesday, but did attend sessions for the rest of the conference. Wednesday's session was an intense, all-day workshop on Anti-racism Response Training given by Dr. Ishu Ishiyama (University of British Columbia).

Wednesday was also the second day of snow in Calgary, and by the end of it 20 cm of the

white stuff had fallen. Yes, it's Canada, and yes, we all know that winter usually comes without knocking on the door first, but everything was a mess, and it took us two hours to get to the University rather than the usual 20 minutes. It goes without saying then, that I missed half of Thursday morning's plenary lecture by Patrick Case (The University of Guelph). His keynote address entitled, "Building Democratic Alliances Between Human Rights Change Agents and Non-Designated Group Employees in Post Secondary Institutions" was well-received and focussed on the observance of dignity for all persons, which then leads to enforcement of human rights and civil liberties. This, rather than an adversarial approach, works effectively for under-represented and silenced persons. I spoke to Patrick later in the day, and he will be supplying a text version of his talk to the CAPDHHE newsletter early next year. When this is published, I will supply it to the Faculty Union Office for those who are interested.

After break on Thursday there were several sessions to choose from, and I attended a panel discussion on Emerging Needs and New Challenges in Dealing with Disabled or Challenged Students. In essence, we are bound by law to accommodate students with different needs, and the focus of this panel was to outline the various difficulties faced by universities and individual faculty members in addressing these needs. Difficulties for the students arise when they cannot manage a full course load and are penalized by Canada Student Loans offices or when they attend school out of province and then are not eligible for support. Other problems result from the time spent on paperwork to get funding, rural services versus urban services, and standardized testing inequities. The panel

members also discussed how difficult it is to get faculty, who use the excuse that they're too busy or they're not interested, involved in accommodating students with disabilities. Pointing out that it is our duty by law to provide such accommodation has, however, achieved more success in training faculty. One interesting point that was brought up was in regard to the "culture of niceness" which translates to faculty members bending over backwards to assist students with disabilities, to the extent that the student may or may not even be doing the work required for the course. Extra exams, rewrites, and allowing students to pass in work that's been redone or reworked several times fall under this category.

Thursday after lunch I attended a workshop on strategies for living well, for those of us "running on empty", by Judy Chew of The University of Calgary. While we all know that we should exercise more, relax more and take more time to ourselves, the workshop focussed more on our attitudes about rest and how to change those. Following the break, the plenary lecture on Hate Speech versus Free Speech was given by Jane Mulkewich from Human Rights and Equity Services at McMaster University. We viewed portions of the film "Confrontation at Concordia" put together by Global TV after the cancelled speech by Benjamin Netanyahu at Concordia University on September 9, 2002. The facts regarding the visit and the protests were outlined by several people in attendance at the conference. Netanyahu's visit, for example, was funded to a large extent by the Israel Asper Foundation (which also owns Global). The film is misrepresentational, and emphasizes that free speech (his) was being violated by the protestors and the threat of violence. On September 12, 2002, CAUT

issued a statement in response to the Concordia event, in regard to academic freedom and right to free speech, and indicated that these and an open dialogue must be supported, and the only limit to free speech is a threat of violence. Ms. Mulkewich was disappointed to see that there was no indication that hate speech might arise under the guise of free speech, and that this should also have been mentioned in CAUT's statement.

Friday morning's plenary lecture was in regard to Human Rights: Legal Developments and Implications for Post-Secondary Institutions by Janice Ashcroft and Arman Chak of the Alberta Human Rights Commission. Some of the cases and issues that have arisen that are specific to post-secondary institutions include accreditation issues involving foreign students and professionals, racism complaints, mandatory retirement issues, discriminatory standards, accommodation issues involving disabled students and employees, sexual harassment and freedom of expression.

After break, again there were three sessions to choose from, and I attended the one presented by Teri Urbanski-Bryant (The University of Calgary): Gender Diversity - Rights, Responsibilities and Reality. Following lunch, there was a plenary panel discussion on Implementing Positive Space Campaigns. Presenters from The University of Calgary, York University and UBC discussed their roles in setting up "Positive Space" which serves to actively address the invisibility, silence and erasure of sexual orientation and gender identity issues on campuses by requesting that faculty members, offices, etc. post signs that indicate that theirs is an open,

inclusive site. Also on panel was a representative from Memorial University, who discussed the barriers she has faced in initiating a positive space campaign. At the Annual General Meeting on Friday afternoon it was decided that next year's conference would be held at Memorial University. The conference banquet followed at the school of culinary arts at SAIT, just down the road from U of C. One of the most challenging parts of the evening (aside from eating all of the most amazing cheesecake I have ever tasted) was getting a cab on a college campus, on Halloween night. Eventually, obviously, we prevailed.

Saturday morning was the final series of presentations. The morning plenary lecture by Guy Poirier, Department of Labour, Quebec, discussed how, in the province of Quebec, psychological harassment is now a punishable offence. And finally, the last session I attended on Saturday was a panel discussion on teaching a diverse classroom. Starting from the perspective that the classroom is diverse, what are the best approaches to take when we teach? Do we include certain students and exclude others without realizing it? Do we focus on certain students for certain types of information and ignore others? Our awareness of who our students are makes us more effective and more equitable teachers in the long run. Sometimes it takes a student to remind us that we may seem to be paying particular favourites, even when we don't realize it. The bottom line is consideration and attention, and as always, preserving the dignity of those before us, our students.

## UNION LIBRARY

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

**Reports:**

- MPHEC Report – Preliminary Assessment of the Effectiveness and Benefits of Articulated Programmes Delivered in the Maritimes. – March 2003 (A438)
- CCAF – Reporting Principles “Taking Public Performance Reporting to a New Level” - March 2003 (A437)

**Newsletters:**

- MAFA Newsletter – October 2003
- AUFA Communicator – Vol. 11, No. 1 – October 2003
- DFA Dialogue – Vol. XVII, No. 1 – October 2003
- UTFa Newsletter – No. 1 – October 23, 2003
- ANSUT Newsletter – March 2003
- The Instructor – Cupe Publication – April 2003

**CAUT Newsletters & Publications:**

- CAUT Facts & Figures – Vol. 5 No. 5/October 2003 (A441)
- CAUT Facts & Figures – Vol. 5 No. 4 /September 2003 (A435)
- CAUT Facts & Figures – Vol. 5 No. 3/June 2003 (A434)
- CAUT Facts & Figures - Vol. 5 No. 2/April 2003 (A433)
- Bargaining Advisor – The Selection of Arbitrators No. 6/ March 2003 (A432)
- Bargaining Advisor – Accommodation of Academic Staff with Mental Disabilities: Whose Duty is it? No. 7/April 2003 (A429)
- Bargaining Advisor – Wage Equity for Faculty in Equity – Seeking Groups: Why Contract Language is Critical No. 8/April 2003 (A430)
- CAUT Legal Review – Vol. 4 No. 3 September 2003 (A440)
- CAUT Legal Review – Vol. 4 No. 2 May 2003 (A431)
- CAUT Education Review – University Tuition Fees in Canada, 2003 - Vol. 5 No. 1 (A436)

**ON THE WEB**

2003 Knowledge Economy Report Card Launched  
<http://www.novaknowledge.ns.ca/>

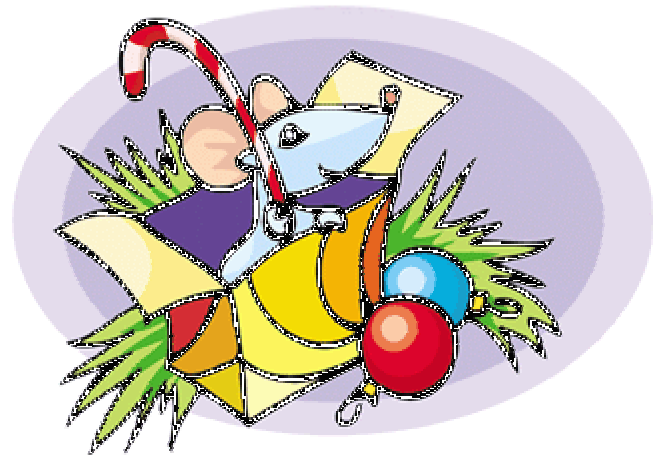
The Daily – Statistics Canada – Education, skills and learning – Research papers. Planning and preparation: First result from the Survey of Approaches to Educational Planning (SAEP) 2002

<http://www.statcan.ca/english/IPS/Data/81-595-MIE2003010.htm>

The Daily – Statistics Canada – Secondary school graduations 2000/01

<http://www.statcan.ca/Daily/English/031118/d031118d.htm>

*Season's Greetings*

**No Sweat Web Sites:**

No Sweat News

<http://nosweatapparel.com/news/index.html>

The UK Campaign Against Sweatshops

<http://www.nosweat.org.uk/>

Oxfam No Sweat

<http://www.oxfam.ca/campaigns/noSweat.htm>

The Maquila Solidarity Network (MSN) is a Canadian network promoting solidarity with groups in Mexico, Central America, Africa and Asia organizing in maquiladora factories and export processing zones to improve conditions and win a living wage. In a global economy it is essential that groups in the North and South work together for employment with dignity, fair wages and working conditions, and healthy workplaces and communities.

<http://www.maquilasolidarity.org/>

McMaster "No Sweat" Policy

<http://socserv.socsci.mcmaster.ca/labourstudies/sweat%20article.pdf>

**SMUFU Executive 2003-2004**

**Michael Vance** 420-5766 MN225  
*President* [mvance@smu.ca](mailto:mvance@smu.ca)  
**Leonard Preyra** 420-5839 MN416  
*Past-President* [leonard.preyra@smu.ca](mailto:leonard.preyra@smu.ca)  
**Suzanne Dansereau** 420-5793 MS200D  
*Vice-President* [s.dansereau@smu.ca](mailto:s.dansereau@smu.ca)  
**Xiaofei Song** 420-5683 Sob350  
*Treasurer* [xiaofei.song@smu.ca](mailto:xiaofei.song@smu.ca)  
**Sally Wood** 420-5148 Library  
*Secretary* [sally.wood@smu.ca](mailto:sally.wood@smu.ca)  
**Bob Cook** 420-5174 Library  
*Member-at-large* [robert.cook@smu.ca](mailto:robert.cook@smu.ca)  
**Teresa Heffernan** 496-8294 MN301  
*Member-at-large* [teresa.heffernan@smu.ca](mailto:teresa.heffernan@smu.ca)  
**Hilary Jenkins** 420-5091 SC313B  
*Member-at-large* [hilary.jenkins@smu.ca](mailto:hilary.jenkins@smu.ca)

**Office: Karen Crowell** 496-8190 MM206C  
[karen.crowell@smu.ca](mailto:karen.crowell@smu.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: Bob Cook – 420-5174 or Mike Vance 420-5766

**SMUFU Scholarship  
Recipients for 2003-2004**

Melissa Landry  
Karinne Lantz  
Natalia (Tate) Pierce  
Laurie-Ann Willett  
Xue Yang