

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

A Great Small Faculty Newsletter

January 2012

www.upeifa.org

Vol. 7, No. 2

Welcome to the Deep Mid-Winter Edition of ... the FABric!

It's that time of the year again: the Christmas tree has been carted away, the Hanukkah Menorah is back in the basement, and the Kwanzaa Kinara has been returned to its special box. And we, the good folks of the UPEIFA, settle in for the long haul through the cold, dark nights until the first thaws of spring are upon us once more. But don't fear gentle readers: a new FABric is here to brighten your days and help you get through those frosty nights. And what an edition this is! Exciting news and scintillating articles—and, of course, our ever popular Collective Agreement Dates to Remember feature. Read on

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State of the Union: The President's Report

*by Betty Jeffery
UPEIFA President*

By this point, the holiday season may seem like a distant memory as all of us are in the midst of yet another busy Term. Certainly, the upcoming months promise to be busy ones for all those who work on behalf of the FA Membership, as the past months have been.

A new collective agreement for Bargaining Unit #2 is awaiting ratification by the Membership of that Unit and by the Board of Governors. Dave Groman served as Chief Negotiator, with Andrea Bourque as the other member of the Team.

The Employer was notified on January 6 of our wish to enter into negotiations for a new collective agreement for Bargaining Unit #1. On January 23 we received a response, notifying us of the composition of the Employer's negotiating team, i.e., Jim Randall (VP Academic) as Chair, Don Desserud (Dean

of Arts), Peggy Leahey (Director of Human Resources), Allan Hughes (Director of Financial Services), and Andrea Bird (Faculty Relations Officer) as Recorder. The Employer has requested a two-week extension to the timeline mandated under the PEI Labour Act for the commencement of negotiations. We have agreed to this. Negotiations should now begin during the Study Break. Since the approval of the bargaining positions at the Membership meeting in October, many people have been hard at work researching and drafting language in preparation for the start of negotiations. Our Team – Sharon Myers (Chief Negotiator), Valerie Campbell, Wayne Cutcliffe, Geoffrey Lindsay, and Andrew Trivett, is ready, and looks forward to meeting the Employer's Team at the table. And "just in case", our Job Action Committee is in place, headed by Sheldon Opps, and joined by Sue Dawson, Larry Hale, Stephen Howard, and Lori Weeks.

Also on the negotiating front, discussions have continued with the other Unions on campus in regards to pension. Wayne Peters represents us on that joint union team and reprises his role of Chief Negotiator for the team. A first meeting with the Employer took place just before Christmas. It is obvious that we are far apart at this time, with the Employer looking to all members of the Pension Plan to fully fund the Plan deficit, which we understand is at least \$35 million. Not only would we see increased employee contributions, but this would be without any consideration of improvements in Plan benefits.

As you know, in October the Employer finally agreed to abandon and discontinue court proceedings in relation to mandatory

retirement. The ending of mandatory retirement at UPEI removed a shameful mark against the University. However, while the employees who had brought complaints about mandatory retirement were reinstated to their jobs in 2010, they have not yet received any of the compensation awarded them. A judicial review hearing on the issue of compensation was heard by a justice of the PEI Supreme Court in November; a decision has not yet been released.

Three grievances involving discipline of individual members are slated to go to arbitration in April. Our Grievance Officers are also working on several other issues, which we hope to be able to resolve without having to resort to filing grievances. Members are also being assisted in a number of other matters.

As your President, I have a few opportunities to meet and share with my counterparts across the country issues and challenges facing academic staff and post-secondary education. In November I attended CAUT Council (which I will report on in the next issue of 'the FABric') and then just a few weeks ago the Forum for FA Presidents. Despite the varying sizes of our associations, it is amazing the number of issues and challenges which we have in common.

The coming months here will be especially critical ones. I look to each of you to continue to show your support for the Union -- your Union -- as we persevere in our efforts to improve working conditions for us all, and to make this University an even greater one – a true "destination university" for both students and academic staff.

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

Annual General Membership Meeting

Friday, 20 April
2:00 pm-3:30 pm
237 Kelley Building

All Members Welcome!

And don't forget FA Time in the Faculty Lounge, Main Building, immediately following the meeting.

A Conversation with Dean of Arts, Don Desserud

*Interview by Richard Raiswell
FABric Editor*



On 1 July 2011, Dr. Don Desserud began his term as Dean of Arts. Dr. Desserud came to UPEI from the University of New Brunswick, Saint John where he was a professor in Political Science, and Associate Dean of Graduate Studies. He has a BA and

He also has an MA in English and Creative Writing.

FABric: Why did you decide to come to the University of Prince Edward Island.

Dean Desserud: It's actually a long story. It has two parts. The first question would be why did I decide to pursue university administration as part of my career and second, having made that decision, why at UPEI rather than somewhere else. I don't know of any academic that completes their doctorate, for example, and says that "now that I've had my defense, I am going to go into university administration—that's what I've always wanted to do." It doesn't work like that; you fall into it.

During my doctorate, I had a staff job at the University of Western Ontario in the Library that gave me a sense of the other part of the university, the structural administrative part that I don't think a lot of faculty members get. That was a very valuable experience. But as a consequence of that, when I came to the University of New Brunswick in Saint John I quickly found myself being called upon to do things on more of the administrative side ... I worked on dozens of committees, served as departmental chair, and was seconded to the President's office for a time. I did all these things and every time, I have to admit, I would complain that the duties were onerous and were taking me away from the passion of my academic life: research and teaching. During each position, I would say, "okay when this is over, I have had it, I am not going back into administration again because I am a pure academic." But when I returned to the academic world something would pull me back to administration yet again.

This all came to a head when, after serving as Associate Dean of Graduate Studies at Saint John, I was recruited by a university in Ontario as a potential candidate for the deanship. It was a very good university in a very nice part of Ontario. I was offered the job, but after some rather tumultuous re-consideration and walks in the park with my partner Robin, came to the conclusion: "no, I didn't want this ." Administration was not the path that I wanted to follow; I wanted to go back to being a researcher and the professor that I wanted to be.



My vice-president was aware that I was in the running, but to my surprise, when I told him of my decision, instead of him telling me "we are so grateful that you decided not to go," he said "you made the worst mistake of your life." He said "you really have to think about this carefully. You have an opportunity to have a career in administration and you have to take it seriously ... take a look at your last 20 years: how many of those years have you been in some administrative capacity." It was about 12--so more than half of my career to that point. Then he asked "why do you keep coming back to administration? Clearly, it is not because you don't like it. There is something else going on."

That was sobering—one of those cold water in the face experiences. So again, Robin and I had another chat ... At one point she said "let me ask you a question. If that job that you turned down had been here in the Maritimes, would you have taken it." And without thinking I said "I would have jumped at it." She said "I think you have your answer. It's not that you don't want to go to administration so much – it is that your heart is here in the Maritimes. You are a Maritimer; you don't want to leave the region."

Once I had made that revelation, and put all the pieces together, it became a lot simpler. I said "Okay, you are right. So here is the strategy: we want to focus on the Maritimes. If a position comes up that's an advance on what I am doing now, that gets me a chance to be in more senior administration, and in the Maritimes—and if I'm able to get it—we'll take it."

And sure enough, within weeks, I was asked if I would be considered for a position in Halifax ... then, coincidentally I was at a conference in St. Andrews in November [2011] and I ran into Wade MacLauchlan. I've known Wade since his days at UNB, so we were having a chat about these sorts of issues and he told me that the Dean of Arts at UPEI was about to be advertised. Robin, who also has her PhD (in her case in English, but only received hers a few years ago), [was enthusiastic about Charlottetown]. So the stars were lining up, as it were.

I put my name in for both positions and the two interview processes coincided almost exactly. I was here in January a year ago now, making my presentation, went back to Saint John and two days later I was in Halifax

making the same presentation there [Though all was not plain sailing, human nature being what it is] ... you're at the point of saying "what would happen if I was offered both jobs"—you don't want to say that because you know that is going to jinx the whole thing. [Contemplating this] I honestly said to Robin, and she will back me up, if I get both offers, I want the one in Charlottetown. I liked what I found here, I liked everything that I was being told.

Sure enough on a Thursday, I got a call from Jim Randall saying that I was going to have an offer here. [The next day] we had a conversation and negotiated terms, and I accepted the position on Monday. [Halifax] was a good job, but this was the better one, so I was very happy with how it all turned out.

FABric: So you've talked quite a bit about your impressions of UPEI being very positive, but what is your vision for the University? How do you see your place in the University?

Dean Desserud: Part of what was so positive about UPEI was the balance ... It is a place that understands the values of the tradition of liberal arts education—something of which I consider myself a staunch defender. But UPEI is open to ideas. We are not going to be locked into "no, that is the way we do things; we can never do things in any different kind of way." The impression that I have here is that there is a dynamism and enthusiasm for re-consideration but in a context of the values of people. So the potential for re-formulation or nuancing what we do well already into something that is even better is very strong and very attractive.

That impression hasn't changed at all. In fact, I often find myself a step behind my own faculty in terms of their interest in moving ahead. I will be very cautious about suggesting something, expecting to meet some resistance, only to find people saying, "yes, actually, we thought of that too and we have an even bigger idea ahead of it." And I find that to be very interesting.



[To me, it is clear that] the combination of factors that make this place special are also the combination of factors that could make this one of the leading institutions for liberal arts education in the country. I don't think we need to sell ourselves short. I think we can set the bar very high. I think that we can be the example [for other institutions]. Ten years from now [I want other universities] to be saying that they are the UPEI of Manitoba or the UPEI of the west coast. We will be the example that people think of when defining success. And that is the goal that I'd like to set for us.

FABric: How do you see the Faculty of Arts fitting into the University?

Dean Desserud: We are absolutely crucial ... If you look at what constitutes a university and

why we are not a technical school or why we are not another type of institution, it is because everyone—including everyone from the veterinary school to the business school to engineering—values what we do in terms of the pure tradition of rational enquiry, [for it is vital] to their subject matter as well. Years ago, engineering schools became part of universities, for example, [rather than become part of technical schools as they often are in the European system] because they wanted their students to partake of a broader university education. Well, we are the essence of what that is.

We are currently having discussions within the Future Directions Initiative that the President launched about why students come to UPEI. Sometimes it is a discouraging discussion because people have a hard time articulating, even the students themselves, the reasons for the choices they have made. They end up by saying things like “well, it was convenient” or “it was cost effective and I can live at home.” But when you push those arguments a little bit, I don’t think it’s too hard to come to the conclusion that that is really an attempt to figure out something about which they are not quite sure but for which they know there is a reason ... So there is something about what we offer that people know instinctively is valuable but which they have a hard time identifying. That, I think is going to be our challenge, to clarify that.

The argument that I have been making over and over again is that the problem with the perception of liberal arts graduates in the workplace ... is not so much that our students don’t make good employees—they make fantastic employees. The challenge is not for us to try to adapt our programs to fit the needs of

employers, for employers really don’t know what their needs are [over the medium term] ... What we need is to do a better job educating the wider community about the value our students provide. That means that we don’t have to apologize for what we do in a very traditional sense. Arts is still a good thing to do and its values still matter a lot in the bigger world.

FAbric: So what are both your immediate and long-term priorities over the course of your tenure?

Dean Desserud: Well, my immediate priority is to look at what we are offering and to see whether we can add a layer of coherence ... I think we have got to the point where we are doing a lot of very good things but we are doing them a little more independently than we need to do. I think there is a need—but also a desire—to integrate these into something that has a little more coherence, and that is part of what I mean by the education of the outside world.

My immediate priority is to look at what we are doing and to see whether we can, with some shuffling to the Bachelor of Arts degree program, take advantage of the strengths that we have. So one of the initiatives that we have been talking about is a liberal arts major which would look very much like a classic liberal arts degree. Those kinds of degrees require careful construction, but they tend to be more traditionally based, and have more structure to them than the general Bachelor of Arts degree model might follow.

As well, I think we need to look at some of the areas in which we have great expertise but think of ways in which people can work

together to provide our students with a sense of direction. One of the examples that I have been using that helps people understand what I mean is developing something around legal and social studies. One of the advantages of having an Arts degree is that you understand the basis of our legal system, our political system and our social system. These are skills that most companies need. They don't need to hire lawyers to understand the basis of the law. They need people who understand the basis of the law—and we can provide trained students who can do that. We already do that. But we might put the skills together in a package so that students can say “this is what I'm doing.” This can be very useful.

So I have this two-prong approach where I want to construct a very traditional liberal arts major within the Bachelor of Arts degree as an option for students. But I also want to give Arts students options that are a little more aggressive in terms of their ability to market themselves as potentially good employees.

FABric: This is all quite ambitious. What sort of challenges do you see in the years ahead?

Dean Desserud: The challenges are very simple. It is not reluctance on behalf of faculty to be involved—we don't suffer from a dearth of ideas ... [Certainly], we have to identify some priorities but really the challenge is a simple one. It is money. The budget is a problem and it will not cease to be a problem because I wish it away ... We have a limited revenue source, a declining population, and governments that are trying to be fiscally prudent. They are going to be looking to cut costs, and it costs money to do these things. Re-organization will help [us find money]; finding efficiencies will help, too. If I am right that these programs will be

attractive, then one hopes that this will lead to an increase in enrollment, and that should help as well. But it is going to be really tough to find a way to do these things on the cheap. We are going to be dealing with the reality of limited funds in the end.

FABric: Finally, just one cheeky question. When I was talking to the President and when I was talking to the FA President, I asked them if they had read the great classic Anne of Green Gables, so have you, Dean Desserud, read Anne of Green Gables?

Dean Desserud: I have. I've actually read it several times. I first read it as a child in a rainy summer at our family cottage and then read it again when I was trying to complete my Master's thesis ... [I read it] a third time when I taught the book as a section of a course.

FABric: Well, thank you very much.

Great Moments in University History...

A modest proposal detailing how to protect students from incurring needless debt through youthful frivolities (1790)

“By endeavouring to suppress the youthful Ardor of Extravagance, which is generally superseded by the Prudence of Manhood, we should infuse into the tender mind [of the student] a cold and deadly Poison, which would extinguish every liberal and elevated sentiment, and degrade its future actions below the Rules of Honor and of Justice.”

*Life in the Trenches:
From Research to Maternity—to
Maternity and Research*

*By Karen Samis
Dept. Of Biology*

In a few short months, 3 years after I started my position at UPEI, my maternity leave with my first son, Maxwel, will end. As I sit here writing, I feel a mix of emotions. My eagerness and excitement to return to work is countered by my equally strong desire to be with my son. While I long for greater periods of uninterrupted time to write and think about my research, I am also saddened to think that I will soon get this time because someone else will be caring for Max.

Two conversations with our departmental chair, Larry Hale, are memorable from the early stages of my pregnancy. The first conversation occurred before I was ready to reveal that I was pregnant, at the time only eight weeks with a due date during the last week of classes. Due to the cancellation of one of my fall courses I agreed to take on another course in the winter semester in addition to the 2nd yr Genetics class I already taught. I was hesitant to accept the additional course, 3rd yr Genetics, as I had hoped to keep the bulk of my teaching load in the fall semester while I was still light and nimble. Seeing no other choice and not ready to reveal my “state”, I agreed. Indeed, it was a challenging semester. I stayed uncomfortably close to the podium during lectures often opting to sit on a stool (I’m typically a walker, and commonly teach from the center of the room), I ate during afternoon tutorials or snuck out of labs for a snack, and when I wasn’t on my feet I was falling asleep

at my desk. Thankfully, the load had been made somewhat lighter after my second conversation with Larry. Early in the fall semester when I revealed to Larry my exciting news, he nearly jumped over his desk to hug me! He quickly understood the hesitation to my new teaching schedule, and agreed to do what was necessary to ensure teaching replacements were in place before my maternity leave started. By the end of the winter semester, everyone, including Max, was in good hands.

As I now start to think about returning to work, it is not the teaching schedule that keeps me awake at night, it’s the realization that this is the longest I have been away from active research since starting my graduate work almost 15 years ago. Before my maternity leave started, a colleague asked me if I was “taking a working leave as most female academics do.” If you count that I am currently supervising an Honours research student, that I recently submitted a manuscript (with help from my co-author), and have accepted a few review requests (albeit declining more) then I guess I am. But there are many other aspects of research that have fallen by the wayside, including writing another manuscript that is long overdue, and reading rather than deleting those pesky Table of Contents alerts that regularly remind me how behind I am in keeping up with new research.

While I am truly thankful for the opportunity to have a one-year maternity leave with Max, and I wouldn’t trade being with him for anything, it is admittedly difficult to balance the desire to be a productive scientist with the need to be an attentive Mom. Sometimes I wonder if I am a bad

*academic for choosing to take a full year leave (it is rare among peers in my cohort). Aren't we supposed to be workaholics? Another friend commented to me that a complete one-year hiatus from academia was unrealistic. I agree, and for that reason I was happy to supervise an Honours student during my leave. I became interested in studying plants because I was genuinely intrigued by these sessile and exceptionally varied organisms (honestly, it was David Attenborough's *The Secret Life of Plants* video from my undergrad botany class). I got into my current field of evolutionary ecology through wondering why the transgenic alfalfa plants I used to work on hadn't naturally evolved the traits we were trying to make them express. While I have to admit that these days even finding time or the energy to read the science section of the newspaper is difficult, that initial fascination has not faded. Just as I happily decided to study plants and not animals like the majority of my undergraduate peers (and, as I'm learning, the vast majority of UPEI Biology students), I am secretly overjoyed when Max chooses to play with his flower bath toy instead of the snail!*

At the end of the day, or more accurately at the end of my leave, I know everything will work out fine. Max will know he is loved, and I will publish more papers. Besides, prior to Max's arrival I successfully secured two major national grants, I have a graduate student starting a couple of months after I return, and the lab did not fall apart in my absence. In the meantime, I'm going to be with Max when he learns to stand up on his own, when he learns to walk, and maybe when he says his first words

Make a note to join your friends and colleagues as we celebrate our great small faculty at

Faculty Recognition Night

7 May 2012

Stanhope Beach Resort and Conference Centre

Reception 6:30

Buffet Dinner 7:30

Further information will be available on the FA website later in the Term. See

www.upeifa.org

Deans' Honours and Awards Ceremony

The Faculty Association awards two medals which are presented at the Deans' Honours & Awards Ceremony in the Fall.

This year the winner of our Gold Medal for the student with the highest standing in third year was Janell MacDonald from Business and the winner of our Silver Medal for the student with the highest standing in third year in a faculty other than that of the gold medal winner was Runmin Shi from Science.

Lori Weeks, Chair of the Awards & Scholarships Committee, presented the medals.

To Grieve or not to Grieve?

By Malcolm Murray
FA Grievance Officer

It is not uncommon to think grievors are cranks, crackpots, or deadwood. On the contrary: a grievance means someone is not following the Collective Agreement. Period. To fail to grieve any infraction is to set a precedent for noncompliance. It behooves us all to grieve when we suspect an infraction occurs.

Others may agree that failure to follow the Collective Agreement is not a good thing, but they feel that the grievance procedure is too formal, too non-collegial. Why can't we work out any disagreements informally, they wonder? But the collective agreement is a formal document, and we need to deal with violations of it in a fair, tractable process; not in an ad hoc, case-by-case, backdoor deal. Informal deals may (or may not) solve the symptom, but they will less likely get at the cause of the non-compliance. Moreover, informal resolutions are less likely to count as precedents for future cases. Besides, nothing rules out collegiality during the formal grievance procedure any more than you stop caring for your students when you beset them with a formal exam.

So please grieve if you suspect unfair practice, and support your fellow grievors in their front-line protection of the Collective Agreement.



Call for Nominations ... Hessian Merit Awards for Excellence in Teaching

The University of Prince Edward Island's Hessian Merit Awards for Excellence in Teaching honour faculty members who are recognised as possessing outstanding competence in teaching. These awards publicly acknowledge individuals whose work has contributed to instructional excellence at UPEI.

Nominations must be made collaboratively by three or more sponsors, including students, full-time or sessional faculty or staff, and/or alumni. Nomination forms are available through the FA Office (315 Main) or through the FA website, www.upeifa.org.

The deadline for nominations is noon, 24 February 2012.

*For further details, see
http://www.upeifa.org/Hessian_Teaching_Award--General_Info.pdf*

Great Moments in University History...

Statute of the University of Leipzig (1438)

One who lifts a stone, or a similar missile with the intention of throwing it at a group of masters, but not throwing it, he will give the college 10 new grossi as a punishment. If he throws the stone but misses the masters, he will pay the college 8 florins as a punishment.

Speaker's Corner: The Question of Quorum

by Chris Vessey
Speaker, UPEIFA

In the "good old days" we used to call a meeting, and if quorum was not met, we would simply cancel it and reschedule an immediate emergent meeting with those present, bypassing the quorum concept altogether. That's no longer permissible under our new Bylaws.

What is quorum, anyway? Quorum is generally defined as follows:

- 1. The minimal number of officers and members of a committee or organization, usually a majority, who must be present for valid transaction of business.*
- 2. A select group.*

For the purposes of the UPEIFA, the second definition applies—because we have a large population, we cannot hope to ever have a majority (50% + 1) of the Membership present at any but the most dire of meetings! We, therefore, have set our quorum at a fixed number: that number is 50.

The intent of quorum is to prevent the transaction of business without sufficient membership representation present. This prevents small special interest groups from taking unilateral actions that do not reflect the greater good of the collective body, or which would serve to undermine the mandate and mission of that body. This is why your attendance at our meetings is vital—without you, we cannot conduct a business

meeting, nor make any decisions that are not explicitly the purview of the executive of the UPEIFA or its subcommittees! The Speaker is required to abort any meeting which does not have an established quorum at its commencement; no business can take place in the absence of an initial quorum, and any business presumed to take place under such conditions would be invalid.

Once established, quorum is presumed to continue unless (a) the Speaker feels that quorum has been lost, and initiates a count of quorum, or (b) a member rises to question continuance of quorum, at which time a count is taken. Should such an official count of quorum be taken, and the count is found lacking, the meeting is immediately closed; there can be no further business. However, in such event, any actions preceding the call for quorum count are still valid, since it had been previously established – thus, no preceding actions in the meeting are invalidated by a loss of quorum. It doesn't matter if the member thought quorum was lost ten minutes prior to the call for the count – that's hearsay. What matters is the time of the count.

It will be up to the Association, via its membership, to decide if the fixed number of 50 remains adequate and suitable, but quorum can only be amended through the provisions for changes to the Bylaws.

What activities could be used to continue to build the FA community?

We'd like to know what you think. Drop us a line at rraiswell@upei.ca with your ideas and suggestions.

Call for Nominations ...

Merit Award for Excellence in Teaching by a Sessional Instructor

The Merit Award for Excellence in Teaching by a Sessional Instructor honours a sessional instructor for outstanding performance in teaching. The award publicly acknowledges an individual whose work has contributed to instructional excellence at UPEI.

Nominations must be made collaboratively by three or more sponsors, including students, full-time or sessional faculty or staff, and/or alumni. Nomination forms are available through the FA Office (315 Main) or through the FA website, www.upeifa.org.

The deadline for nominations is noon, 24 February 2012.

For further details, see:

http://www.upeifa.org/Sessional_Award_Guidelines_-_General_Info.pdf

Great Moments in University History...

The Bishop of London writes a letter of reference (1604)

"His conceit and apprehension is slow, his memory frail, and his mind not so devout to study nor so willing to follow the same unless by strict discipline to be held in and spurred there unto. I do not expect that he should prove a very great clerk ... but my desire is ... that he may prove fit for civil company."

Dear FAbby:

From time to time an anonymous Master of the Red Book delves into the FA mailbag in search of a topical question posed by a loyal FABric reader. No one knows the identity of this benevolent crusader—FABric staff know her/him only by the nom de plume: FAbby.

Q: Should I sign up for a UPEI GoogleApps account?

A: Have you read the entire Terms of Use, including all the linked pages? Exercise your critical thinking skills. Consider implications on your rights in areas such as privacy, academic freedom, and intellectual property. Did you know, for example, that:

"Google reserves the right ... to pre-screen, flag, filter, refuse, modify or move any Content available through Google services."

"Google furthermore reserves the right to refuse to accept, post, display or transmit any Content in its sole discretion."

"You agree that Google may at any time and for any reason, including a period of account inactivity, terminate your access to Google services, terminate the Terms, or suspend or terminate your account. In the event of termination, your account will be disabled and you may not be granted access to Google services, your account or any files or other content contained in your account."

"the...Customer (i.e., UPEI) owns all Intellectual Property Rights in Customer Data, and Google owns all Intellectual Property Rights in the Services."—Compare this to ARTICLE H4.3 of the Collective Agreement.

Do You Know Who Your FA Communication Rep is?

Communication Reps are a vital link between the FA Membership and the FA Executive. Reps are briefed by the FA President about matters affecting Members, and pass on Member concerns to the Executive.

Want to know more about what's going on? Got something you want the Executive to know? Contact your Communication Rep.

*Applied Human Sciences: Lori Weeks
Biology: Marva Sweeney-Nixon
Biomedical Sciences: Sandra McConkey
Business: Debbie Good
Canadian Studies: Jim Sentance
Chemistry: Barry Linkletter
Classics: Vickie Johnston
Companion Animals: David Seeler
Computer Science & Information
Technology: Yingwei Wang
Economics: Jim Sentance
Education: Sandy McAuley
Engineering: Andy Trivett
English: Greg Doran
Environmental Studies: Marva
Sweeney-Nixon
Fine Arts: Vickie Johnston
Health Management: Laurie McDuffee
History: Richard Raiswell
Island Studies: Charles Adeyanju
Mathematics & Statistics: Shannon
Fitzpatrick
Modern Languages: Richard Raiswell
Music: Frances Gray
Nursing: Donna Murnaghan
Nursing (Clinical Nursing Instructors):
Joanne Currie
Pathology & Microbiology: Barbara Horney
Philosophy: Ann Braithwaite
Physics: Derek Lawther*

*Political Studies: Ann Braithwaite
Psychology: Mike Arfken
Religious Studies: Vickie Johnston
Robertson Library: Betty Jeffery
Sociology & Anthropology: Charles
Adeyanju
University 100: Vickie Johnston
Women's Studies: Ann Braithwaite
Professional Veterinary Service Providers
(BU #2): Carmencita Yason
Retired Members: Roger Black*

Call for Nominations ... Merit Awards for Scholarly Achievement

The UPEI Faculty Association invites the nomination of candidates for the University's 2011-2012 Merit Awards for Scholarly Achievement. These prestigious awards consist of a cash prize of \$500 and a plaque. There are three awards, one in each of the following categories:

- i. Arts, Business, and Education*
- ii. Science*
- iii. Atlantic Veterinary College, and Nursing*

Nominations may be made by any member of the university faculty, including the nominee.

The deadline for nominations is March 9, 2012.

For information on the nomination procedure, follow the links at <http://www.upeifa.org>

Collective Agreement Dates to Remember, January 2012 - April 2012

The Collective Agreement for Bargaining Unit #1 is outlined in what has become known as the "Red Book" (a copy of the Collective Agreement is also available on-line from the UPEIFA website, www.upeifa.org). Dates important for the time period covered by this edition of the FABric through to the subsequent edition to be published in April are outlined as follows.

January 31:

G2.12 a) A seniority list of all permanent Clinical Nursing Instructors...shall be posted by the Employer before January 31.

February 1:

E2.4.2.4 A Faculty Member who seeks early consideration [for tenure] as an exceptional case shall so request in writing to the Dean of the Faculty or School by February 1 of the academic year prior to the one in which consideration would take place.

E2.4.3.2 The date by which the Faculty Member's request, or the Dean's recommendation [for deferral of tenure consideration], must be communicated is February 1 of the academic year prior to consideration.

E2.5.2.3 a) Prior to February 1, each Faculty Member shall send a letter to the Chair indicating that he or she plans to apply for tenure.

E2.5.2.3 b) Subject to exceptional circumstances set out in this Agreement, if a Faculty Member does not have tenure by February 1 of the fourth (4th) year of full-time probationary appointment at this University,

and if the Faculty Member has not initiated procedures for consideration of tenure, the Department Chair will direct the Faculty Member to submit his or her file for tenure consideration.

G1.4 Posting of Sessional Instructor Positions: b) Notices for both summer sessions shall be posted on or before February 1.

March 1:

E2.4.2.4 The Dean, in consultation with the Chair, shall decide whether the Faculty Member should be considered as an exceptional case [for early consideration of tenure] by March 1.

E2.10.5 The URC sub-committee shall decide whether or not a Faculty Member or Librarian is to be recommended for tenure, permanency or promotion. For promotion, the initial vote shall normally take place prior to March 1.

G1.7.1 c) By March 1 ...the Chair, or the Coordinator or Director of an Interdisciplinary Academic Program, or Dean, in the case where there is no Chair, of each academic unit shall update the seniority of each member of the Sessional Roster of that academic unit.

March 31:

E2.5.2.4 The Department Chair shall assure that a properly constituted Departmental Review Committee will be assembled prior to March 31.

E2.10.7 For promotion, the final vote of the URC sub-committee shall take place prior to March 31.

April 1:

G1.4 Posting of Sessional Instructor Positions:

b) Notices for fall semester and winter semester courses and two-semester courses shall be posted on or before April 1.

G2.10 d) Clinical Nursing Instructors who want to work in excess of their contracted hours shall notify the Dean in writing prior to April 1.



*Great Moments in University
History...*

Early helicopter parenting—an uncle helps his nephew (1780)

“I propose to save you much time and trouble, by pointing out to you such books ... as will carry you the shortest way to the things you must know to fit yourself for the business of the world, and give you the clearer knowledge of them, by keeping them unmixed with superfluous, vain, empty trash such as the Masters teach.”



Welcome to Our New Members!

Valerie Abd-El-Aziz, Nursing
Jamal Al-Saedi, Physics
Pierre Amsellem, Companion Animals
Farid Al Behadili, Business
Stephanie Berry, Companion Animals
Peter Blackwell, Psychology
Paul Boutilier, Business
Darrell Evans, Engineering
Billie-Jean Flynn, Psychology
Edward Hansen, Psychology
Katie Harris, Sociology/Anthropology
Margaret Joyce, Education
Maggie Kuniliusie, Education
Ellyn Lyle, Business
Mary-Ellen MacMillan, Education
Wade G. Merrett, Business
Kathleen Martin, Education
Sabyasachi Moulik, Biology
Oriana Raab, Companion Animals
Selvi Roy, Education
Cyrylla Saunders, Business
Kathryn Sawyer, Religious Studies
Bonnie Stewart, Education
Robin Sutherland, English

We want your input

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Richard Raiswell, if you are interested in contributing a piece to the FABric, rraiswell@upei.ca, 566-0504. The Newsletter Editor would like to thank all those who contributed to this edition of the FABric.

the FABric Editorial Policy

The FABric is the newsletter of the University of Prince Edward Island Faculty Association. The primary intent of the FABric is to keep all members of the UPEI Faculty Association up-to-date and informed. It is also the intent of the FABric to communicate UPEI Faculty Association activities and perspectives on issues to a wider community. The FABric is published three times per year: September, January, and April, and serves the following purposes:

to provide a means for the exchange of ideas, views, and issues relevant to the Association and its members;

and to provide the Association's membership with information relevant to the operations of the Association;

and to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.

Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. Under special circumstances, however, the FABric may agree to withhold the author's name. The UPEI Faculty Association Executive retains the right to accept, edit, and/or reject contributed material. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the UPEI Faculty Association.

The UPEIFA Executive

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Betty Jeffery, Robertson Library

Vice-President:

Nola Etkin, Chemistry

Past-President:

David Seeler, Companion Animals

Secretary/Treasurer:

Debra Good, Business

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Susan Brown, History

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Lori Weeks, Applied Human Sciences

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Susan Gallant

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*the FABric
January 2012
Vol. 7 No. 2
Published three times a year
ISSN 1718-3022*