

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

February 2015

www.upeifa.org

Vol. 10, No.2

State of the Union: The President's Report

We are now well into the Winter Term. (No, I can never refer to this period as the Spring Term, and certainly not this year when we've been facing days of minus 24 degree temperatures, or lower).

We started the busy term off with an announcement about the Presidential Review process. The FA Executive immediately wrote to request the Terms of Reference under which the review will be conducted, and to express concern about the short amount of time provided to submit comments. We did receive the Terms of Reference, but the Review Committee noted that it was "confident that thoughtful comments can be prepared in a few days and so the time allotted is appropriate, sufficient and reasonable."

We would disagree. The review of a University President is vitally important, and the process must be

seen to be fair, and one where the Committee is seen to welcome comments to inform their decision-making process. A deadline of a little over two weeks—especially at the beginning of Term—does not signal this. The Committee eventually extended the deadline for submissions from the FA Executive, the CUPE 1870 Executive, and the UPEISU Executive, leaving Members to shake their heads as to why a committee would set two separate deadlines for submissions. The question heard from many people was: will the Committee ignore the submissions received by the first deadline, ignore the submissions received by the second deadline, or just ignore all the submissions?



Betty Jeffery,
President, UPEIFA

In late November the Employer distributed a "UPEI Pension Update." While we appreciate that there are always challenges and issues in funding a pension plan, this update painted what we—and the other three on-campus employee unions—regarded as an overly pessimistic picture of the state of our Plan. Since then, we have met with the Administration twice (including one meeting at which the University's Actuary was present). We believe that these meetings proved useful for all in attendance. We have made it clear that that we will not accept the Employer making unilateral changes to our pension plan.

Another issue occupying the Executive's attention since the last issue of the FABric has been the

In this issue:

President's Report (p. 1-2)

AGM Notice (p. 2)

What We've Been Watching (p. 3, 7)

Welcome to New Members (p. 3)

Dear FAbby (p.4)

From Talk to Action (p. 4)

Call for Award Nominations (p. 5)

Social Calendar (p. 6)

impact of the provincial Drug Cost Assistance Act. This act has resulted in private health plans now being the payor of first resort, necessitating large increases in premiums. We have been exploring ways to minimize the impact of this Act, while at the same time ensuring that our Members requiring expensive drugs do not face prohibitive costs.

I also want to update you on a few outstanding matters.

As reported previously, a joint committee devoted much time and energy to working on a revision to the Fair Treatment Policy, and agreed on a document that was subsequently approved by the FA Executive in December 2012. We understand that this was passed on to the Human Resources Committee of the Board of Governors. After periodic enquiries, we were told last summer that some concerns had been identified and that the Policy would need to go back to the joint committee. We were not provided with a list of these concerns, but at a meeting of the joint committee in early October our representatives were presented with a rewritten policy. Moreover, this revised document did not make clear what changes had been made; nor did it provide any justification for the changes. It is completely unacceptable to have a policy developed through a collegial process be rewritten—and re-named—unilaterally by the University's lawyer. We have asked to be provided with the December 2012 version of the revised policy, annotated with the specific concerns identified by the University lawyer, including an explanation of each concern.

One of the Memorandum of Understandings signed as a result of our 2012 BU #1 negotiations was to set up a joint committee to "Address the clarity of language and the appropriateness of procedure referenced in F6.4 to F6.20 " – that's the discipline Article in the Collective Agreement. The committee completed its work, and we notified the Employer in July that we are prepared to sign a subsequent MoU putting the revised language into force. However, we have recently been informed that the Employer has issues with this language—once again, this is language that was developed through a collegial process.

Both the Fair Treatment Policy and the Discipline Article in the Collective Agreement are mentioned in several of the recommendations of the CAUT Report concerning AVC. In November CAUT Council was provided with a status report on the Administration's actions in response to the Report, and will be expecting to hear at the next Council meeting in April that substantial progress has been made in the implementation of the outstanding recommendations.

Elsewhere in this issue you will find calls for nominations for the Hessian Teaching Awards and for the Scholarly Achievement Award. Please consider nominating a worthy colleague. These awards will be presented at the Faculty Recognition Night on 6 May. Put this event in your calendar, as well as the Coffee Times and FA Times listed in the schedule of upcoming social events in this issue. At the FA Time on 6 March we will be honouring the student recipients of the FA scholarships and the FA Gold and Silver Medals. We may be in the "dead of wintertime" but we do have occasions to celebrate with each other!

Annual General Meeting

Thursday, 23 April, 2015,

2:00 – 3:30 p.m.

Location: TBA

All Members encouraged to attend!

And the AGM will be followed immediately
by FA Time in the Faculty Lounge, SDU
Main Building.

What We've Been Watching

See any good films lately? For this issue we polled FA Members, asking them to recommend films that they've seen recently. Here are the results. Now- where's the popcorn?

Anne Furlong (English): *Le Passé* (The Past), Asghar Farhadi (2013). I saw it in London in early 2014 at the Renoir Cinema, and was enchanted. I loved the writing, acting, mise-en-scène, and in particular the open-endedness and fluidity. At any given point in the film I was struggling to follow the emotional and psychological currents and relations, utterly convinced of what I was seeing and hearing, frustrated with and charmed by the characters, and saddened and curiously uplifted by their persistence in the face of insoluble, even agonizing difficulty.

Sacro Gra, Gianfranco Rosi (2013). I saw this at Riverside Studio in London in early 2014, at a screening followed by an interview with the director. (The interviewer was rubbish but the director turned out to be great). It's a weirdly compelling documentary about the ring road that circles Rome—hardly a promising subject—but as ever, the infinite eccentricities of human beings, and their willingness to expose themselves to a filmmaker, provide us with views of life in contemporary Rome that are, to say the least, various. Delightful and riveting, and presented without narration.

Shelley Burton (Pathology and Microbiology): I enjoyed *Philomena* for both the story and incredible acting (as always) by Judi Dench. I expected a sad but interesting adoption tale, but it surprised me with touches of humor and an appealing relationship dynamic between Philomena and the reporter who travels with her to look for her son.

Callum Beck (Religious Studies): *Departures* (Japanese, sub-titles, 2008). A very funny but serious drama about an unemployed cellist who takes a job preparing the dead for funerals. If any movie can move you to

think of undertaking as a highly honored profession that you might even consider doing, it must be great. Can be found on Netflix I believe.

Richard Raiswell (History): *Unsere Mütter, unsere Väter* (Germany, 2013). This is one of the best, most humanising, films I have seen about the Second World War. It begins in Berlin in 1941 and follows the experiences of five friends—3 male and 2 female—for the duration of the war. It is brutal stuff but shows how ordinary Germans responded to the situation in which they found themselves during this terrible period. While the film was well received when it was shown in Germany, American critics have been less sympathetic—the criticism has centred upon the fact that none of the characters are fanatic Nazis, and a Polish resistance group is depicted as being as anti-Semitic as the SS. The last scene is contrived, but after more than 4 hours, the writers did have to find a way to end the drama. A sub-titled version is available as *Generation War*—an exceptionally free rendering of the German.

continued on p.7

Welcome to New Members

Devon Adams, Nursing

Sadegh Babaii, Engineering

John Harpur, Psychology

Graham Lea, Education

Terrieliess MacAdam, Education

Heather McIver, Applied Human Sciences

Amanda Rodgerson, Applied Human Sciences

Natalie Williams-Calhoun, Music

Cindy Wood, Applied Human Sciences

Dear FAbby

I thought that each eligible Member would get \$500 per year for a Health Spending Account for the term of this contract. Last week I went to put claims in and was told there was only about \$60 available to us this year. What's up with this?

Check the wording in the MoU on p. 185 of the BU #1 Collective Agreement and p. 63 of the BU #2 Agreement. The Health Spending Account (HSA) is funded entirely by the reserve in the Supplementary Health Care Plan, provided the reserve remains at a minimum of 25% of premiums collected. While the reserve has not completely disappeared, it has been whittled down. So, for 2013/14 the amount per eligible Member was \$480.50 (\$500 minus the Medavie Blue Cross admin fee). For 2014/15 the amount per person is \$58.62 (\$61 minus the admin fee).

It's also important to note that each person has until June 29, 2015 to use the 2013/14 HSA amount. The 2014/15 funds will be forfeited June 29, 2016. A Memo went out from Human Resources about this on May 15, 2014, and can be found at: http://files.upei.ca/hr/faculty_hsa_memo_may2014.pdf

From Talk to Action: Building Successful Campaigns

By Betty Jeffery

I spent the Halloween weekend in Ottawa attending the CAUT Librarians' and Archivists' Conference. This conference is normally held biennially, and is organized by CAUT staff and the CAUT Librarian's and Archivists' Committee. As a member of this committee I had been involved in planning and mounting the previous three conferences, as well as in the initial planning stages for this conference. My term on this committee came to an end in May 2014, though, so I was 'merely' an attendee at this conference without any committee responsibilities.

The Conference, with the theme "From Talk to Action: Building Successful Campaigns," was a very practical one, aimed to prepare delegates to take an issue and launch a successful campaign. On the first day we heard how to build alliances and also learned practical concept, design, and communication tips. Campaign case studies (such as CAUT's Get Science Right campaign and CUPE's fight to save home mail delivery) illustrated the steps taken to transform an issue into a campaign. The second day was certainly a working one, where each small group designed a campaign around a pre-assigned scenario. The scenarios included a librarian suspended without pay for gross insubordination for a blog posting which characterized a new university policy in less than flattering terms, one where lack of action on crumbling facilities might be connected to discriminatory treatment, and one where a non-librarian was hired to perform work previously done by an academic librarian. Each group presented their campaign, including posters and press releases. Members of the CAUT staff and Executive then played journalists and asked tough questions that a faculty association may face in any campaign (or issue) that receives media attention.

All the attendees (approximately 60) felt this was an extremely useful conference. The Librarians' & Archivists' Conference—this one and previous ones—tends to be a conference that any academic staff member (and their associations) could benefit from attending, and I hope in the future to see more non-librarians/non-archivists there.

Mark your Calendar for:

Wednesday, May 6

Faculty Recognition Night

Details will be announced shortly and
made available on the FA website:

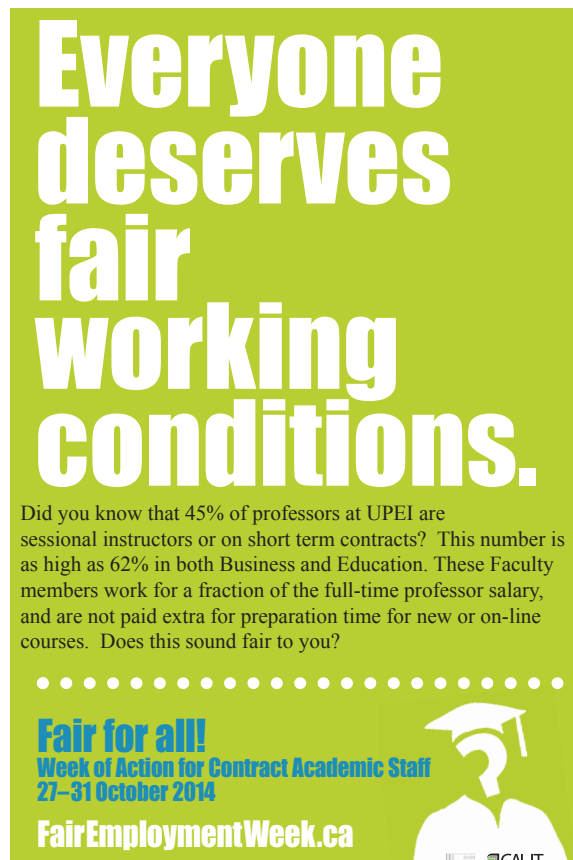
www.upeifa.org

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

The University of Prince Edward Island's "Hessian Merit Awards for Excellence in Teaching" AND "Hessian Merit Awards for Excellence in Teaching by a Sessional Instructor" publicly acknowledge individuals whose work has contributed to instructional excellence at UPEI.

The UPEIFA's Hessian Merit Awards for Excellence in Teaching Committee is currently calling for nominations for these awards. The deadline is **noon, Friday, February 20, 2015**.


Information about the awards and nomination forms are available at the Faculty Association Office (SDU Main Building, Room #315) and also on our website: **www.upeifa.org**.



Everyone deserves fair working conditions.

Did you know that 45% of professors at UPEI are sessional instructors or on short term contracts? This number is as high as 62% in both Business and Education. These Faculty members work for a fraction of the full-time professor salary, and are not paid extra for preparation time for new or on-line courses. Does this sound fair to you?

Fair for all!
Week of Action for Contract Academic Staff
27-31 October 2014
FairEmploymentWeek.ca



This poster appeared on bulletin boards across campus as the UPEIFA joined CAUT in recognizing Fair Employment Week, which highlights the precarious situation of Contract Academic Staff on our campuses.

Call for Nominations ... Merit Awards for Scholarly Achievement

The UPEI Faculty Association invites the nomination of candidates for the University's 2014-2015 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 receipt of complete files is **March 16, 2015** and should be forwarded to the Faculty Association Office, Room #315, SDU Main Building.

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

Looking For?

- * Collective Agreement Dates to Remember:
Tenure/Permanency
- * Collective Agreement Dates to Remember:
Promotion
- * Collective Agreement Dates to Remember:
Other

They're on the FA website at www.upeifa.org
(under "Collective Agreements")

Social Calendar

Be sure to mark your calendars, and come out to join your colleagues from across campus for the following social events:

Wednesday, February 18, FA Coffee Time, 9:30 – 11:30 a.m., Faculty Lounge, SDU Main Building

Friday, March 6, FA Time, Schurman Market Square, McDougall Hall

Thursday, March 19, FA Coffee Time, 9:30 – 11:30 a.m., Faculty Lounge, SDU Main Building

Thursday, April 23, FA Time, 3:30 – 5:30 p.m., Faculty Lounge, SDU Main Building



David Robinson, CAUT's Executive Director, spoke at our Fall General Meeting.

Postsecondary Education

In January 2014, almost two-thirds of Canadians aged 25 and older reported having at least some postsecondary education.

34.0% indicated that they had received a certificate or diploma, while 17.5% reported a Baccalaureate and 8.3% reported a graduate degree.

Source: CAUT Almanac of Post-Secondary Education in Canada 2014 – 2015

Federal Transfers

Federal government cash transfers for post-secondary education in Canada, when measured as a proportion of GDP, have declined by 50% between 1992 – 1993 and 2013 -2014.

Source: CAUT Almanac of Post-Secondary Education in Canada 2014 – 2015

UPEI - Economic Activity

UPEI's economic activity on the Island generated an estimated \$19.5 million worth of tax revenue for the provincial government in 2013 and \$35.4 million for all three levels of government.

Source: The UPEI Economic Impact assessment, Jan. 2015

Worried about your Environmental Footprint?

Want to cut down on the amount of paper in your office? Well, now you can choose to receive your copy of the FABric through e-mail! With just one short e-mail to upeifa@upeifa.org you too can join the growing number of FA Members who receive their copy of the FABric through the miracle of modern electronic communications technology. The electronic FABric has the same great taste as the classic version you have grown to love over the years but without that papery aftertaste.

continued from p.3

Shannon Murray (English): We loved a documentary about street art called *Exit through the Gift Shop*. Now I don't want to give too much away, but it doesn't end up where it starts, with an obsessive filmmaker named Thierry finding his subjects. When he meets Banksy, probably the world's most famous street artist, things take an odd turn, and the filmmaker becomes a street artist, and Banksy becomes the director: maybe. Gerald and I spent the next couple of days trying to work out whether this was a real documentary or a hoax. Either way it's a fascinating look at the world of street art—and very funny at times. (Find it on Netflix.)

Richard Lemm (English): *Silk* is a three-season (2011-2014) British courtroom and law-firm drama, starring Maxine Peake as Martha Costello, who plays Hamlet in a new film version to be released this year. Martha is an intensely principled defense attorney. Vying with her for the coveted status of "silk" (Q.C. in Canada) is Clive, played by Rupert Penry-Jones (DI Chandler in *Whitechapel* and agent Adam Carter in *MI-5*). Clive is a golden-boy charmer, whose flirtations with ethical virtue are stopped short by his committed ambition. Neil Stuke plays Billy, the firm's wily chief clerk and ringmaster of the legal, financial, and amorous manoeuvrings. Elegant writing and acting, excellent cinematography, and compelling social issues and characterizations at the heart of the cases. Available on Netflix.

Employment at UPEI

UPEI directly employed over 1,100 people in 2014.

Source: The UPEI Economic Impact Assessment, Jan. 2015

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@upeif.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.*

The UPEI Faculty Association

Room 315, SDU Main Building, University of
Prince Edward Island
550 University Ave. Charlottetown, PE C1A 4P3
Tel: 1-902-566-0438; Fax: 1-902-566-6043
Email: upeifa@upeifa.org
UPEIFA Website: www.upeifa.org

Contributions (letters, articles, article summaries, and other pertinent information) are encouraged, but anonymous material will not be considered for publication. However, under special circumstances, *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.

UPEIFA Executive

President:

Betty Jeffery, Robertson Library

Vice-President:

Nola Etkin, Chemistry

Treasurer:

Debra Good, Business

Members-at-Large:

Cezar Campeanu, Computer Sci. / Info. Tech.

Malcolm Murray, Philosophy

Philip Smith, Psychology

Charlene Vanleeuwen, Applied Human Sciences

Bill Whelan, Physics

UPEIFA Office Manager:

Susan Gallant

***FABric editor Richard Raiswell;
Layout editor Mark Barrett.***

*the FABric
February 2015
Vol. 10 No. 2
Published three times a year
ISSN 1718-3022*