

the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

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The State of the Union: The President's Report

*by David Seeler,
President, UPEIFA*

As 2009 wound to a close it signaled the beginning of change for the Association. Recommendations affecting our Members are forthcoming from two of our Committees which have been diligently working to carry out the responsibilities that they were charged with at past Annual General Meetings. The recommendations from one Committee are now in hand, while the other will report within the month.

The Constitution and Bylaws Committee has been working on developing recommendations which would bring our Constitution and Bylaws up to date and in line with the Association's responsibilities as

a certified union. These recommendations include language which will ensure that all of our Members are able to participate fully in the governance and affairs of the Association. The Committee's recommendations are now in the hands of the Executive and we intend to provide Members with the Executive's recommendations once that review is complete. The Membership will have the opportunity to comment on the proposed changes prior to any mail-in ballot being held.



Additional information on the Committee's recommendations may be found elsewhere in this issue. I wish to thank Nola Etkin, Jo-Ann MacDonald, Glen Melanson, James Moran, and Wayne Peters for their work on behalf of the Association in this regard.

Similarly, the Regularization Committee was formed to study regularization and to make recommendations to the Executive Committee in preparation for the next round of negotiations. Regularization was defined as a process whereby part-time contract positions, including sessional instructor positions, may be converted to more secure, continuing positions under certain circumstances and where desired. The

Committee conducted the most comprehensive employment survey that the Association has ever carried out in the Winter Semester of 2009. The Survey was distributed to Sessional Instructors, Clinical Nursing Instructors, and Term Contract Faculty. The Committee was pleased with the participation rate of those Members.

Since that time the Committee has been working to develop recommendations for the Executive which are consistent with the Survey results. A member of the Committee, Reina Lamothe, was able to attend the CAUT Conference on Contract Academic Staff in Ottawa to discuss the issues affecting regularization with colleagues from other institutions across Canada. The recommendations of the Committee will be in the hands of Executive shortly, where they will be reviewed and used in the development of bargaining positions which will ultimately be taken to the Membership for approval. Members of the Regularization Committee include Jean Davis, Brenton Dickieson, Kay Diviney, Jason Doiron, Reina Lamothe, Charlene Van Leeuwen, Wendy Shilton, and David Seeler. I wish to thank the Members of the Committee for a job well done.

Last Semester I requested to meet with Vice-President Gary Bradshaw and members of the "Joint Committee for Sessional Office Space" as part of our ongoing follow-up on their December 2006 report. Overall progress has been made with office space being made available to all but five Sessional Instructors who requested space. Office space availability does not necessarily equate with a space that is well equipped and provides the conditions necessary to discuss issues with students or allow the Member to carry out their work undisturbed. The Association will continue to work towards improving these issues where it can, both informally as well as at the bargaining table. In the meantime, if you have concerns about the

space you have been allocated I strongly advise you to bring it to the attention of your Chair or Dean. Vice-President Bradshaw indicated that all space assignments are made by the Deans and, as of that meeting, he had not received any major complaints about office space from the Deans.

I wish you all the best for the current semester and I look forward to your participation as we continue to improve upon our ability to represent our Members.

Welcome to New Members!

Anilkumar Belvadi, Business
John Cameron, Business
Dawn Wickstrom, Business
Soraya Sayi, Pathology/Microbiology
Janet Honsberger, Education
Eunice MacIntyre, Education
Xiaoqiang Han, Religious Studies

Proposed Bylaws Now Before Executive Committee

*by Wayne Peters
Chair, UPEIFA Adhoc Committee on Constitution and
Bylaw Review
UPEIFA Past-President*

The Association's Adhoc Committee on Constitution and Bylaw Review has recently completed its work and has recommended to the Executive Committee a new set of Bylaws for its consideration. These represent a complete re-write of the Association's governing document and capture many current practices while creating some new ones. In recent years, the existing Constitution and Bylaws has been revised several times mostly reflecting changes and growth in the Association's business due to its new standing as a labour union. It was felt, however, that a more comprehensive review of this document was needed in light of the Association's new status.

The Adhoc Committee's objective was to develop a simple and clear set of rules to govern the Association's business which would provide transparency and accountability in how it operates. The Adhoc Committee believes that, if adopted, this new document will ensure that all members of the UPEIFA can participate fully in Association governance and activities and that the Association's elected body operates in a manner that is fully responsible to the membership.

The proposed Bylaws contain 22 articles covering a wide range of topics such as membership and dues payment; membership rights and responsibilities; the structure and duties of the Executive Committee and Officers; standing and adhoc committees; nominations and elections procedures; operation of meetings; appeals and conflicts of interest.

One of the most significant departures from past practice is in regards to membership eligibility. Previously, the Adhoc Committee on Sessional Membership Issues recommended to the Executive Committee that individuals on a Sessional Roster at UPEI, but who may not hold a current teaching contract, should be allowed full participation in Association activities and governance, including election to the Executive Committee. This recommendation was adopted by the Executive Committee and passed on to the Adhoc Committee on Constitution and Bylaw Review for implementation.

Accordingly, the proposed Bylaws include two categories of full membership for individuals represented by the Association. They are: 1) automatic membership for those individuals with employment contracts and, thus, those who are members of a certified bargaining unit represented by the Association; and 2) membership, upon request, for those individuals listed on a

Sessional Roster at UPEI but who do not currently hold employment contracts and thus are not part of any certified bargaining unit represented by the Association. In either case, the same rights and responsibilities in regards to participation in Association governance and activities are extended to both categories, except as limited by the PEI Labour Act for non-bargaining unit members. These members would not have the right to vote in regards to the ratification of a collective agreement or the authorization of strike action.

Another area of change is in regards to the operation of general membership meetings. In the past, the Association President chaired all such meetings. These new Bylaws provide for a Speaker, elected by the membership, to preside over all general membership meetings, ensuring that meetings are run in accordance with accepted rules of order and allowing the President to participate fully in discussions without the responsibility, and potential conflict, of presiding over them.

Under these new Bylaws, as well, the Association would have a three-person Nominating Committee responsible for all aspects of soliciting nominations for all elected positions within the Association and for overseeing all elections to these positions. The Committee would be chaired by the Past-President and include two other members elected by the general membership.

Presently, these proposed Bylaws are being reviewed by the Executive Committee and the Association's legal counsel. Following this, the Executive Committee will provide them to the general membership for review in advance of town hall meetings to be held in order for members to have an opportunity to provide comment and feedback to the Executive Committee. In the end, a mail ballot will be held to consider the question of adoption of the new Bylaws. The Executive Committee intends to carry this out in

sufficient time so that, if they are adopted, the new Bylaws could be in place for this spring's AGM elections.

Dear FAbby

I'm a Sessional Instructor, and it's costing me a lot to buy supplies. Is there any way I can get some help with this?

Answer: You should not be purchasing any supplies needed to support your teaching. Supplies are to be provided by the Department. Speak to your Chair.

Sessional Teaching Award Created

The Faculty Association is pleased to announce the creation of the Hessian Merit Award for Excellence in Teaching by a Sessional Instructor. This Award honours a sessional instructor for outstanding performance in teaching. The Employer has agreed to cost-share with the Association the cost of providing this Award.

The Awards are adjudicated by the UPEIFA Hessian Merit Award for Excellence in Teaching Committee, whose members are appointed by the Faculty Association Executive. Nominees must be sessional instructors at UPEI who are, or have been, teaching during the current academic year.

The call for nominees was issued in January, along with the call for nominations for the Teaching Awards for full-time faculty, with a February 8, 2010 deadline for receipt.

Further information can be found on the Association's website.

**Annual General Meeting of the
UPEIFA**

April 30, 1:00-2:30 p.m.

AVC Lecture Theatre A



**Call for Nominations
Merit Award for Scholarly
Achievement**

The UPEI Faculty Association invites nominations of candidates for the University's 2009-2010 Merit Awards for Scholarly Achievement. These prestigious awards consist of a cash prize of five hundred dollars (\$500.00) and a plaque. There are three awards, one in each of the following categories:

1. Arts, Business, and Education
2. Science
3. Atlantic Veterinary College, and Nursing

Nominees should possess clear evidence of significant achievements in the areas outlined in Article E2.2.1c of the Collective Agreement between the University of Prince Edward Island Board of Governors and the University of Prince Edward Island Faculty Association, Bargaining Unit #1. Nomination may be made by any member of the university faculty, including the nominee. Only faculty at UPEI who are currently teaching full-time are eligible for the awards.

Winners of the award within the past five years are not eligible for nomination.

A candidate's standard file will include a letter of nomination of not more than 500 words outlining the rationale for the nomination, an up-to-date curriculum vitae, a list and samples of up to five (5) of the most significant contributions to research and/or to practical applications, a list of other indicators of the impact of the nominee's work, and contributions made to the advanced training of scholars and/or artists. For this nomination file, you may use NSERC, CIHR, or SSHRC format if desired.

Complete files should be submitted by **March 8, 2010** to:

Chair, Merit Award for Scholarly Achievement Committee
c/o Faculty Association Office
Room #214, Main Building

You are strongly encouraged to consider making a nomination, so that UPEI's outstanding scholars will receive the recognition they deserve.

FA Members Honoured by CAUT

CAUT Dedicated Service Awards recognize individuals who have an exceptional record of service to their local faculty associations. Eight UPEIFA members were recognized in this way at the October 30th General Meeting.



L. to R.: Don Gillis, Wayne Peters, Betty Jeffery, Larry Hale, Doug Dahn. Missing from photo: Sheldon Opps, Jennifer Taylor and Sharon Myers.

Faculty Association Supports Student Achievements



Each year the Faculty Association supports students through two awards presented at the Deans' Academic Honours and Awards Ceremony. The winner of the UPEIFA Gold Medal for the student with the highest standing in third year was

Jonathan Murley (pictured with UPEIFA Member-at-Large Nola Etkin). The Silver Medal for the student with the highest standing in third year in a Faculty other than that of the gold medal winner, went to Matthew Cassidy (pictured with Member-at-Large Jim Sentance).



Did You Know ...

Human Resources is to provide the Chair of each selection committee with copies of the Standard Information Package for distribution to candidates being considered for appointment as a Faculty Member or Librarian?

Collective Agreement Dates to Remember, January 2010 - April 2010

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, and available from the Faculty Association Office). 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. Important dates from the "Red Book" related to tenure/permanency and promotion are posted on the UPEIFA website.

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**.

G1.6.1 c) **By March 1** ...the Chair, or the 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 15:

E2.5.2.4 The Department Chair shall assure that a properly constituted Departmental Review Committee will be assembled prior to **March 15**.

E2.5.2.5 The candidate shall submit a tenure file containing the required elements as specified in Articles E2.6.1 a)-d) to the Department Chair by **March 15**.

March 31:

E2.10.1 f) iii) elections to the URC shall be completed by **March 31** in any given year or as soon thereafter as practicable...

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**.

Recollections ... Ron Collins

*remiscences of Ron Collins
collected by Gerry Mahar
Member-at-Large, UPEIFA*

Ron Collins served five years on the UPEIFA Executive Committee, including as Treasurer, President (in 1979/80), and Past-President. He came to UPEI in 1975 to teach Business, and retired in 2008 after 33 years of service. He is one of five faculty members who have filed complaints with the P.E.I. Human Rights Commission, alleging that the University's mandatory retirement policy discriminated against them when they were forced to retire at age 65. Since 'retiring', Ron has continued teaching in Europe and Asia. He recently sat down with Executive Member-at-Large and Communications Committee Member, Gerry Mahar, to share some recollections.



Five years after the founding of the University of Prince Edward Island, Ron Collins arrived to take a position in the Department of Business Administration in the Faculty of Arts. His first office was in the Main Building when he taught a summer course in 1974.

He felt that there was less isolation and more interaction due to the office locations. You had more interaction with faculty members outside your department.

The Administration worked hard in those early years to bring the Prince of Wales and Saint Dunstan's employees together, and there were very cooperative working relationships between faculty and administration. Enrollment increased each year. In those early years, Mike Hennessey was the Registrar, Louise Gay the Associate Registrar, Dennis Clough the Comptroller, and Murray Stevenson the Business Manager. These individuals were in similar positions in the predecessor institutions. Many academic departments had faculty members with overlapping specializations due to the merger.

When Ron arrived at UPEI there was free tuition for dependents. Faculty Association meetings were not well attended. A small group of professors decided that free tuition was not "egalitarian." This was tacked on to negotiations as part of the Faculty Association position and the Administration accepted it immediately. This benefit was given up by the Faculty Association and we got nothing in exchange for it! Ron thought this benefit was a great one, and it upset him that it was given up without any benefit being received in its place. That shows that you should not miss a Faculty Association meeting.

The year Ron was Faculty Association President, the Chief Negotiator for the Faculty Association was Gerry Perry from the Psychology Department, while the Chief Negotiator for the Administration was Will MacInnis. Negotiations were settled in one evening. After being informed of the outcome, the UPEI President at the time, Peter Meincke, said to Ron, "let's go down to Fitzroy (where the President's residence was located) for a drink to celebrate."

Relations between the Faculty Association and the Administration were quite informal at the time. Often Faculty Association meetings did not get a quorum. The membership was a little apathetic, but it seemed that the faculty was satisfied with the results of negotiation. The negotiations were held on the basis of being merely a contract to negotiate wages and benefits, since we were not a union. Because the Faculty Association was not a union, we did not have the right to strike. As Ron recalls, the process was very simple and went this way:

- a) September 1, the Faculty Association gave its negotiating position to the Administration.
- b) The Administration had to respond by September 30.
- c) During the month of September, the Faculty Association and the Administration would choose a "Selection Officer" who would be empowered to determine the contract for both parties if the two negotiating teams could not come to agreement.
- d) Negotiations began in early October and lasted for two business weeks. If agreement was reached, then the contract was settled.
- e) If agreement was not reached, the Selection Officer would come in, and for the next two weeks would act as a conciliator to see if agreement could be reached. If agreement was reached, the contract was settled.
- f) If this process failed, the Selection Officer would then act as a mediator for the next two weeks. If agreement was reached, then the contract was settled.
- g) If agreement was not reached, the Selection Officer would take the final position of the Faculty Association and Administration and within two weeks had to

decide which positions he/she determined and that was the final contract.

Note that the entire process lasted only twelve weeks. The actual negotiations took only six weeks. The beauty of it all was that faculty always knew by the end of November what they would be making the next July 1. The Administration always knew what it needed from the P.E.I. Department of Education before it held its budget discussions with the government. Some of the things from the good old days were really good!

Ron remembers that in one negotiation, the Selection Officer awarded more than the Faculty Association thought it would get. The UPEI President at the time said "you got more in the negotiation than you bargained for".... and a year later the FA, in another negotiation, was able to say "we're now even!"

It should be remembered that the Faculty Association was considered by the Administration to be an integral part of the institution. One time the Administration went to the Board of Governors and said "*what we negotiate with Faculty is what we get, too*" -- an apparent "conflict of interest". However, both sides negotiated fairly and reasonably. Today it may well be perceived to have been a conflict of interest, but it worked!

As an example of how the rules and regulations evolved over time, Ron recalls that during his time as a member of Senate, a faculty member was convicted of a crime and sentenced to prison. At that time, the University had formulated its rules and regulations on hiring, promoting, tenure, etc. but had yet to develop any rules or regulations regarding dismissal. It took approximately a year to put all the regulations in place before the faculty member could be properly dismissed without the possibility of a wrongful dismissal case being filed by the

faculty member, who was about to become a former faculty member. Those were the early days, and with the passage of time, things became more formal and some might say more bureaucratic at UPEI. It was apparent that we needed some rules and regulations, but back then, many things could be done more informally.

Getting to Know ... James Rigney, our first Faculty Association President

*reminiscences of James Rigney,
collected by Betty Jeffery,
Vice-President, UPEIFA*

*James *Jim* Rigney served as the first President of the University of Prince Edward Faculty Association (in 1969-70) and was honoured as a founder of the University during the Founders' Day Ceremony on September 8, 2005. In the citation read at that time, it was noted that President Ron Baker recalled that Dr. Rigney was an effective bridge builder among colleagues and between faculty and administration. Jim Rigney began teaching in the Chemistry Department at St. Dunstan's University in 1967 and retired from the University of Prince Edward Island in 1992. While here he served in many roles, and in 1986-87 his teaching was recognized with the Annual Award for Excellence in Teaching. In retirement he keeps active with scuba diving and sailing. We are grateful to Dr. Rigney for taking the time to share some of his recollections of the beginnings of the UPEIFA.*

The news of the merging of Prince of Wales College (PWC) and Saint Dunstan's University (SDU) was announced in the spring of 1968. Each campus was quite abuzz. Some of the activities of the times were a faculty get-together at the PWC Faculty Club on Kent St. just across from the PWC main building, and a hockey game of the combined faculty at SDU's original rink. Another big party was held about this time at

the Tradewinds, currently Piazza Joe's, also on Kent St.

Of course, there were much more serious activities as well. SDU and PWC held a number of separate faculty meetings, which themes were the coming together of these two somewhat different groups. PWC had recently been granted permission to bestow degrees, and hiring there brought in a large number of young faculty members. On the other hand, SDU had been a degree-granting institution for many years, so their faculty were generally older, and as well there was a large percentage who were Catholic priests.



There was another very important difference as well. That was the attitudes of the administrations of the two schools. PWC's Principal Frank MacKinnon had worked very hard to raise his junior college to the level of a four-year degree-granting institution, and successfully obtained the approval of the provincial government in the spring of 1965. The enthusiasm for this brand new institution was quite high among the faculty, and especially so at the higher levels of

administration. Department expansions were also taking place at SDU, where many new appointments were made in 1967 and 1968.

However, the really major difference was at the highest levels of the administration. The government's insistence that the two institutions merge was considered a betrayal at PWC and foreboding at SDU for the possible loss of its religious milieu. To this scene came the threat that without a merger government funding to both institutions would cease. The two did acquiesce and the procession for this shotgun wedding then began.

The important committee for choosing the President was formed under the Chairmanship of Education Consultant, Dr. Sheffield, and each pair of departments began meeting for the melding of programs, staffing, budgets, and other requirements. All the meetings were conducted cooperatively and cordially with very few exceptions. Perhaps this was due in part to the general enthusiasm, tinted with some apprehension no doubt, of the faculty members at both institutions. This same spirit carried over in the formation of the UPEI Faculty Association.

Some time in the later spring or early summer of 1969, I was invited to stand for the position of founding president of that faculty association. A bilateral committee of about five individuals came to my home one evening. I have no recollection of how this group got together, but it did indicate strongly that there were those on each campus who really wanted the new university to succeed. After a good discussion, I agreed to the proposal with only one condition – that we all accept each other as we arrive in the merger, i.e., there was to be no carryover of any past personal disagreements of an academic nature. I had become aware of some such situations, and considered that a few could have very deleterious consequences. With agreement all around, the committee left, having

obtained its candidate.

The election meeting was held in the Duffy Auditorium, I think in mid summer. What occurred there indicated again that the faculty members in general were eager to have the new association succeed. There were at least two nominations for each office. I (from SDU) was elected President, Doris Anderson of PWC as Vice-President, Bob Ellison of SDU as Treasurer, and Eric Hillis of PWC Secretary. The alternation of the two groups in the election process seemed to strike many as a good sign of what was to come. Doris Anderson gave much appreciated maturity to the Executive. I was in my thirties and untried in many eyes, but with my fellow officers we succeeded in almost all we attempted. (A special mention of Eric Hillis should be included here. He was a very young man with quite a number of achievements. His BEd. Degree was from Dalhousie, where he was President of the Student Union, and I relied on him for many things, especially his knowledge of Robert's Rules. Unfortunately, he died a few years later, while he was on study leave for his doctorate.) For the rest of that summer there was work done for sure, certainly of an organizational nature, but all I can recall was a picnic/barbecue for the new association held at St. Peters Park up on the north shore. I definitely recall that the new President, Ron Baker, arrived and worked the crowd very effectively, considering that no one had ever met him, other than the two faculty members of the Sheffield Committee.

The first year of UPEI seemed like a tight series of meetings after meetings, of large groups and small committees, on all levels of the University. Our association was of course part of that busyness. Our first meeting included introducing the members of the various committees which had been assembled by the Executive, and an accepted motion that the Association meet at least once a month. Little else can I assign to any particular Association meeting, but I can list

some of the accomplishments achieved by the accepting, always with modifications and amendments, of the motions of our subcommittees. These were documents which stated the Association's positions on Tenure, Promotions, Sabbaticals, Salaries, Fringe Benefits, and others which I cannot recall, although at the time there was considerable importance placed on them. Also at one meeting we passed a motion to encourage faculty members to donate to a scholarship fund for needy students. I do recall the last meeting of the academic year, perhaps in May or June of 1970, in which a very large report on a matter I don't recall, was discussed ad nauseam. When the vote was tallied, there was a tie. By then I suppose I had enough of all this discussion, and as well, I had also played a part in guiding the report's development. So I broke the tie in the motion's favour. Afterwards a few said I had broken protocol, but most were pleased that the matter was finally settled. I suppose the importance of the matter is indicated by the fact that I can't even remember what it was all about.

Two other particular incidences which involved the regular meetings do come to mind. Our new university had started with all upper level administrators teaching at least a course or two per year. The President himself taught at least one course each semester. I had to rely on this fact when his presence at our meetings was challenged by a couple of members in a "we vs. they" attitude. No repeat of this incident occurred after I reminded them of the President's eligibility.

The other incident involved the umbrella organization, CAUT. I think that it had asked us to include a check-off for each member to pay CAUT dues at the time our Faculty Association dues were being deducted from our pay. When few seemed to be interested in it, CAUT requested an invitation to a monthly meeting, where a few of its officers explained the benefits of a CAUT affiliation.

All was conducted cordially, with one exception. One of the CAUT officers was a little too strong in his approach to convince us to affiliate. There were critical words from the Chair and from some Members as well. The result of all this was a letter denying any of the benefits of CAUT affiliation to our faculty association. I can't recall what those benefits would have been, but I do recall that a few more knowledgeable than I in these matters recommended my repairing any relationship with CAUT, I suppose with the thought in mind that eventually CAUT might be of some help to us. I wrote to it explaining that a sufficient number of the faculty had agreed to the CAUT dues check-off. I thought that this would be satisfactory to it. CAUT did not accept my peacemaking approach, and eventually insisted that I make a presentation to the CAUT Board, before the UPEIFA would be approved for membership. Again cooler heads prevailed, and I was advised to go to Toronto to plead our case. The trip was a successful one, although my insistence on standing during the entire visit may have registered my feelings for having to make the trip under threat.

Other matters of high importance to any faculty association were also conducted during that first year. These included negotiations with the UPEI Board of Governors for salaries and fringe benefits. The first meeting concerned salaries, and was one that we attended ill prepared for such matters. Our team also suffered from not even having a common front. At least for that, I, as President, must take blame. We left that meeting angry at the Board, and of course angry at ourselves.

The next negotiation concerned pensions, and for this we were prepared. My members would have nothing to do with what was probably a Defined Contribution Plan, and argued very effectively for a Defined Benefit Plan. We carried the day, the pension consultant was assigned this new task, and UPEI had the best university pension in the

country at that time. In the years following UPEI's first year, St. Mary's University unionized, and I was amused to learn that their faculty used the slogan, "Parity with UPEI".

These items, some important and some trivial, are all that come to mind. However, in closing I need to add that as President of the new Faculty Association, I received great support from the faculty members. It will be noted that I am sparse with names of individuals, except for President Baker and my Association Executive. After so many years, I am sure that I would neglect including some individuals who were an important part of this wonderful and exciting formation of our new university, with very few of the difficulties others faced elsewhere. What the faculty did in its early years, and what UPEI has become, leads me to consider that "we build better than we knew".

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;
- ▶ to provide the Association's membership with information relevant to the operations of the Association;
- ▶ to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.

Contributions (letters, articles, article summaries, Dear FABby questions, 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. Letters to the Editor, questions for Dear FABby, and other pertinent materials may be sent to the Editor, Sharon Myers, at shmyers@upeii.ca

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