

# the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

January 2017

[www.upeifa.org](http://www.upeifa.org)

Vol. 12, No.2

## **State of the Union President's Report**

In my last column I spoke of the critical importance of solidarity. The events of the ensuing months have only served to reinforce that importance, both here at UPEI and across Canada and beyond.

By now you all know that following an exceptionally difficult round of negotiations, our team was able to reach an agreement with the Employer that will ensure another four years of labour peace. The agreement followed the ratification of a deal between the Employer and all four campus unions that will see the creation of a Jointly Sponsored Pension Plan, and will finally provide the unions and our membership with some measure of control over what happens to our pension plan.

At the BU1 ratification meeting in November, Chief Negotiator Sharon Myers acknowledged the role of President Alaa Abd-El-Aziz in helping us reach this agreement. Following what Sharon characterized as an “unusual” round of negotiations, the “unusual” resolution process showed, not for the first time, that we have what it takes, right here on campus, to resolve our differences. The time and care that we have taken over the past several years in building a rela-

tionship with Administration based on trust and respect allowed us to navigate through some very tricky situations.

The support and confidence of our membership throughout this process was critical to our success at the negotiating table, as was the support of our colleagues in CUPE and IBEW. I have spoken many times this year of the unprecedented level of solidarity among the campus unions—it is this solidarity that allowed us to hold firm to our positions and to fulfill our mandat



Nola Etkin,  
President, UPEIFA

I was pleased this month to hear that our colleagues in CUPE 1870 and IBEW 1928 have reached tentative agreements of their own. I am sure you have heard of the difficult negotiations that, for CUPE 1870, were resolved only after the breakdown of conciliation. Rest assured that the FA executive provided as much support to our CUPE colleagues as we had received. I am sure that you all join me in wishing our CUPE 1870 and IBEW 1928 colleagues all the best as they prepare to ratify their tentative agreements.

I hope you will join me, too, in thanking our negotiating teams for their hard work and perseverance. Those individuals include the BU1 and BU2 bargaining team—Sharon Myers, Udo Krautwurst, Geoff Lindsay, and Jason Stevens, who were joined by Dave Groman and Andrea Bourque for BU2 matters. We were very well represented on the Joint Union Pension group by spokesperson Wayne Peters and Jason Stevens who, together with the other union representatives and our legal and actuarial team, crafted a proposal that maintains our pension benefits while making us full and equal partners in the plan's management.

I ask also that our Members stand in solidarity with our colleagues at Cape Breton University, who had set a strike date of 23 January: as of 20 January, agreement in principle had been reached with the aid of a conciliator. You may have

### In this issue:

President's Report	p. 1
CAUT Conference and Forum Reports	p. 3
In memoriam	p. 6
What's new in the new CA	p. 7
The Big Question	p. 10

heard that CBU President David Wheeler was dismissed following his intervention in negotiations which resulted in the tentative agreement, leaving the CBU Faculty Association in an untenable situation.

On a more positive note, I am pleased to report that, after a year of effort by our grievance team, the AVC "Equity and Succession Planning Distribution of Effort" grievance has been resolved to the satisfaction of the FA. You may recall that this grievance identified 11 Collective Agreement violations including violations of academic freedom and the processes around faculty review, tenure, and promotion. As part of the resolution the Employer has agreed to withdraw the proposed process, and has identified a process to involve the FA in developing a plan to ensure equity in workload at AVC.

The Association continues to work on addressing our concerns around the mandatory migration of email to Gmail. We reported to you in September that in response to our concerns about Members' privacy, security, and academic freedom, the Employer has stopped the mandatory migration, and is exploring other potential providers. We continue to actively monitor the situation, and I hope to have more to report to you in the near future.

In September I brought to your attention the situation of Homa Hoodfar who, at that time, had spent 100 days in an Iranian jail after being arrested on unknown charges including "dabbling in feminism." Happily Dr. Hoodfar was released a few days later and has returned safely to her home in Montreal. Dr. Hoodfar's release was secured through efforts of not only the Canadian government, but several other countries including Oman. Just this week Dr. Hoodfar sent a letter of thanks to CAUT and its member associations, including the UPEIFA, who contributed to the efforts to secure her release. In her letter, Dr. Hoodfar acknowledges the importance of the support and solidarity of the Canadian and international academic communities in the success of those efforts. You will find an interview with Dr. Hoodfar in the January issue of *CAUT Bulletin* which arrived in your mailboxes last week. In that issue you will read, also, of the threats to academic freedom and the precarious situation of academics in many countries including Egypt and Turkey.

As we celebrate our successes in defending our own academic freedom and improving our working conditions, we must remain vigilant of outside threats to academic freedom, and indeed to freedom itself. We will all be watching the fallout from the American presidential election, which will doubt-

less impact our colleagues in the United States in ways that we can only imagine.

In closing, I wish you all a productive and rewarding (and much less eventful and stressful!) year ahead. In solidarity...

Nola Etkin, President



## ***The FA Bids Farewell and Thank You to Susan Gallant***

Susan Gallant, who served as the FA's Office Administrator for over 20 years, retired in December. Those who know Susan well will be unsurprised to hear that she wished to leave quietly, without fanfare or a public celebration of her contributions to the Faculty Association or the University more broadly. Despite her modesty, her contributions were real and significant.

Susan began working at UPEI in 1974 when she joined the steno pool. In the years that followed, she worked in AVC, Biology, Personnel, Economics, and Conflict Resolution. After a brief sojourn in Ontario, she and her husband, Donnie, returned to the Island.

Susan's contribution to the Faculty Association began in 1996, before the Association was certified as a union. She worked with three Association Presidents prior to certification and six since, numerous Executive Committees and other committees that have come to constitute the FA's administrative structure. And, of course, Susan has been the point of contact for the many members of the Association who have reached out for information, assistance, or support.

Those who have had the immense pleasure to work with Susan came to know her as practical, sensible, down-to-earth, and kind. And those of us who dropped by her office to visit will miss those pleasant occasions. She will be missed, as will her deep institutional and FA memory spanning over 40 years.

Susan's retirement plans include time with her children, Joanna, Greg, and Patricia, and undoubtedly carefully following her beloved Toronto Blue Jays.

We wish Susan the happiest and most pleasant of retirements, with deep gratitude to her for her contributions to the FA.

## Welcome Heather Penny

Heather Penny joined the FA community as our new Office Administrator and Professional Officer in December. Heather is a graduate of CDI College in Ottawa where she earned a Business Diploma in 1998. She has since gone on to complete 30 education or training modules in subjects ranging from computer application suites, communications and writing, and performance planning. Most recently on staff at UPEI's Human Resources office, Heather has also worked for the Department of National Defence in Ontario, Innovatia Inc., in New Brunswick, and Nortel Networks in Ontario.



Heather Penny

Heather brings not only impressive skills and experience to the redefined FA staff position, but also great enthusiasm and energy. The FA Executive is excited to be working with her, and we are confident the FA membership will be equally so.

Drop by to say hello and introduce yourself! Heather's office is room 315 Main Building. You can also reach out by phone at (902) 566-0438, or contact her at [upeifa@upeifa.org](mailto:upeifa@upeifa.org)

## Larry Hale Flying the UPEIFA Flag with the University of Manitoba FA

On 1 November, the 1200 members of the University of Manitoba's Faculty Association went on strike over issues of workload, collegial governance, and the use of performance metrics.

On 4 November, UPEIFA's Larry Hale joined a CAUT flying pi ket in solidarity with striking Members.

A new collective agreement with the University was reached on 22 November.



UPEIFA's Larry Hale (Biology) at the University of Manitoba.

## It's Awards Season Again! Faculty Association Awards

This is the time to consider nominations of deserving colleagues for the 2017 FA Awards, which will be presented at Faculty Recognition Night on Wednesday, 10 May. Being part of a nomination process does take effort, with no guarantee of recognition through receipt of an award. However, being involved in nomination of especially deserving colleagues can be a meaningful and valued process in itself.

The deadline for **FA Hessian Merit Awards for Excellence in Teaching** (full-time and sessional awards) nominations is Friday, 3 March. These nominations must be made collaboratively by three or more students, staff, alumni, or faculty, including no more than one sessional or full-time faculty member.

The deadlines for **FA Merit Award for Scholarly Achievement** nominations and for **FA Merit Award for Outstanding Service** nominations is Friday, 17 March.

Complete nomination guidelines are available at:

[www.upeifa.org](http://www.upeifa.org)

Our thanks to the chairs and members of the selection committees for each of these three awards. Please help make sure they have a challenging job in working through multiple worthy nominations.



## CAUT Librarians' & Archivists' Conference, 24-26 Oct. 2016

By Simon Lloyd (Library)

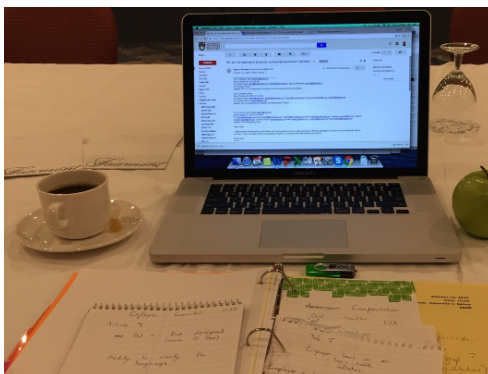
With rain clouds rolling over Ottawa like water bombers, roughly 100 academic librarians and archivists from across Canada gathered in the elegant (but labour-friendly) premises of the Chateau Laurier for the 2016 offering of CAUT's annual Librarians' & Archivists' Conference. There was much to discuss: as the opening speaker remarked, while "Sunny Ways"--buttressed by recent Supreme Court rulings recognizing collective bargaining as a Charter right --may signal a lull in direct attacks on organized labour by

the federal government, the climate for Canadian academic unions remains generally difficult. Unhappy trends o note include:

- The continuing decline in public funding for post-secondary education, which increasingly treats academic institutions as “private spaces” and students as clients/customers;
- Increased and disproportional spending on university administration and ancillary services;
- Heavier dependence on precarious employment (i.e., sessional and contract positions);
- Collegial governance eroded in favour of corporate management, which can even extend to policing dissent through measures such as “civility policies”), and;
- A general aura of financial crises and austerity (ofte manufactured by university administrators).

Although most Canadian academic librarians and archivists are part of faculty unions--and happily so--a few challenges more particular to information professionals were noted, including extra difficulty obtaining and e exercising the right to sabbaticals and study leaves, the traditionally hierarchical structure of many libraries, and the demographic fact that librarianship remains a gendered profession (~60% female). Such factors can leave academic librarians and archivists especially vulnerable to the now-familiar avenues of attack against faculty unions generally, including the reduction of tenured/permanent positions through attrition, and the erosion of professional roles and status through piecemeal deskilling and casualization.

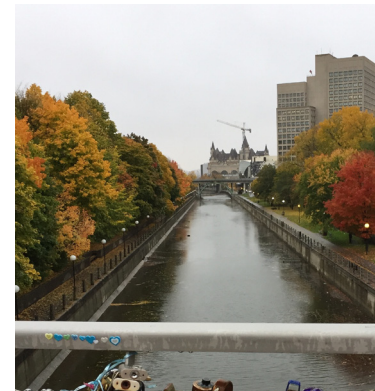
All of this underscores the ever-greater importance of an engaged and mobilized union, ready to defend collective bargaining rights, using public appeals/protest and political action where necessary. As the lone attendee from UPEI, I was proud to hear our FA’s stressful-but-successful resistance in Spring 2016 cited as a sterling example of such action.



Don't mess with Simon Lloyd's binder!

And with that, we were given a primer on bargaining fundamentals by CAUT’s excellent professional staff, and divided into teams for an intensive day (plus) of simulated negotiation. Despite my inexperience, I was appointed as the Chief Negotiator for GNUASA (Great Northern University Academic Staff Association), squaring off--under the expert eye of CAUT mentors--with “administrators” on several contentious clauses, including Academic Freedom and Grievance and Arbitration. Had I twice the space available, I could not begin to do justice to the experience, though I must confess that I thought often of Detective Amy Santiago’s nerd-brag on *Brooklyn Nine-Nine*: “The **real** hero here is ‘The Binder.’” Levity aside, I can tell you that I came away more awed and appreciative than ever of the heroic work of our FA Executive and negotiating team. I would warmly recommend this sort of table-top simulation exercise to any colleague, and am heartily thankful to the UPEIFA for this opportunity.

Ottawa’s lovely in the fall--as UPEIFA delegates to CAUT events found out.



## **CAUT Forum for Senior Grievance Officers**

**9-10 Dec. 2016**

By Mike Arfken (Senior Grievance Officer)

Every December, representatives from the various faculty associations across Canada descend on Ottawa for the Canadian Association of University Teachers (CAUT) Forum for Senior Grievance Officer . The aim is to bring grievance officers to ether to discuss the most pressing labour issues of the day and to provide a space for exploring the challenges we face enforcing our various collective agreements. The theme for this year was “Building Towards Arbitration.”

The central idea animating this gathering was that grievances are best pursued with an eye towards arbitration. To the extent that grievance officers are kn wledgeable about the procedures and potentials surrounding arbitration, they are in a much better position to develop a solid case in the event that it needs to be escalated. Many of the keynotes for this

forum were labour lawyers well-versed in the intricacies of the arbitration process. Their presentations largely focused on explaining existing labour law, outlining the process of arbitration, and helping grievance officers develop the skills they need to succeed in arbitration.

As always, the forum was an excellent opportunity to learn both from experts in the field and grievance officers who are often dealing with many of the same issues that we face at UPEI. As a grievance officer, it is extremely rejuvenating to spend time with colleagues from other institutions who bring a fresh perspective on many of the same issues that we encounter on a day-to-day basis. This has often proven invaluable for bringing grievances and arbitrations to a satisfactory conclusion. It is also a potent reminder of our connection to a national labour organization that is working tirelessly to create a climate for each of us to reach our full potential.

## ***PD and Travel Funding for Sessional Instructors***

Did you know that sessional instructors (Step 2 or 3) can access Research, Professional Development, and Travel funds?

- \$6,000 available to support scholarly activity, including development of sessional instructors' portfolios. Grants administered by the Research Advisory Committee. For more information, contact Leslie Cudmore in the Research Office: [lcudmore@upei.ca](mailto:lcudmore@upei.ca).
- \$10,000 available for professional development and travel. Sessional instructors who hold at least one contract in a given term can submit eligible receipts by the last day of classes of that term. The fund shall then be dispersed, on a pro-rated basis, to a maximum of \$300 per sessional instructor per term. For more information, contact Melanie Peters in HR: [mdpeters@upei.ca](mailto:mdpeters@upei.ca).  
  
([http://file.upei.ca/accounting/sessional\\_professional\\_development\\_claim.pdf](http://file.upei.ca/accounting/sessional_professional_development_claim.pdf))
- Sessional instructors are also eligible for other internal research funding programs: the Internal Research Grant and the Research Travel Funding program. Further details are available at <http://www.upei.ca/research/internal-funding>. For more information, contact Leslie Cudmore in the Research Office: [lcudmore@upei.ca](mailto:lcudmore@upei.ca).

## ***Welcome New Members!***

Mandy Acorn, Nursing  
Sobia Farheen Ali-Faisal, Psychology  
Kevin Barnes, Business  
Karen Biggar, Nursing  
Sara Doucette, Nursing  
Darrell Evans, Engineering  
Daniel Harris, Philosophy  
Laura Rae Kelly, Diversity and Social Justice Studies  
Mathias Kom, Music  
April Lavigneur, Nursing  
Crystal MacEachern, Nursing  
Donald Rodd MacFadyen, Music  
Rick MacLean, Journalism  
Maisa Mardini, Business  
Travis McIsaac, Kinesiology  
Sue Norquay, Biology  
Ariana Patey, Religious Studies  
Guy Perry, Biology  
Amy Dawn Simon, Music  
Tracey Singleton, Business  
Katelyn Smallwood, Nursing  
Dale Sorensen, Music  
Michael West, Companion Animals  
Shelley Woods, Nursing  
Liufang Yao, Business

## ***Save the Date!***

**FA Coffee Times**, 9:30-11:30 a.m, Faculty Lounge, SDU Main Building

Friday, 10 February

Thursday, 16 March

**FA Times**. 4:00-6:00 p.m

Friday, 3 March- Schurman Market Square

**AGM / FA Time**, Friday, 21 April

Location & Time. TBD

We look forward to seeing you!

## ***In memoriam***

### **Ralph Manning (1965-2015)**

By Katie Beck  
(Applied Human Sciences)



Ralph Manning was as equally large in personality as he was in stature. Of those who had the pleasure of meeting Ralph (however briefly), it would be rare to find someone who doesn't have a favourite story or memory of him. It was impossible to chat with Ralph without laughing, or leaving the conversation feeling a little lighter than you were before. My favourite memory was meeting him one day in the Sport Centre. I was pregnant (my belly had just become obvious) and when Ralph saw me, his eyes lit up and he grinned from ear to ear. He came right over and put one big hand on my shoulder. He congratulated me, asked how I was feeling and when was my due date? At the time I thought it slightly curious but extremely sweet that he would be so outwardly excited about my pregnancy. I realized the importance later when he announced he and his wife were expecting twins. Ralph always wanted to be a father and his dream was finally coming true. His death before their birth made his passing even more poignant.

For those who didn't have the pleasure of knowing him, Ralph was a part of the UPEI community, playing several roles including being the Panthers' head physiotherapist. During clinic hours he worked to ensure that all those needing his services were cared for and, sometimes more importantly, heard. Ralph's clinic was always buzzing with student athletes and trainers, as well as coaches, support staff, and Panther supporters. His personality was magnetic as he easily joked with everyone who came through the door. Although it was not in his job description, Ralph often offered support in academic and personal realms. He listened to students' fears, frustrations, and dreams, and he remembered the personal details of each athlete or trainer and asked questions that showed a genuine interest in their lives outside of the clinic.

Ralph also taught an extremely popular course in Applied Human Sciences. *Care and Prevention of Athletic Injuries* (or "Ralph's course," as it was commonly known) taught students how to treat acute, and manage chronic, injury. He effortlessly maintained student interest in class by providing example after example of real-life scenarios

which he gathered over his long career caring for athletes. Many Kinesiology students who took this course went on to become student trainers with Panther teams, and continued learning under the instruction of Ralph.

Ralph gave freely of himself: of his time, his talents, and his friendship. He didn't miss an opportunity to connect with a friend, even if it was as simple as a big pat on the back as he walked by. His legacy will live on in the Panther community, but, most importantly, in his son and daughter.

## ***In memoriam***

### **Bert Tersteeg (1928-2016)**

By Andrew Zinck  
(Music)



On 6 December 2016, one of UPEI's Founders—Hubertus "Bert" Tersteeg—passed away at the age of 88. Bert had already retired when I arrived at UPEI in 1997, but, over the years, he made occasional appearances in the Steel Building, not just to attend concerts, but to check up on us. When I became chair of the Music Department, Bert frequently made a point of stopping by my office to ask how "his department" was doing and to offer advice. At first, I was unsure how to handle these uninvited conferences. Gradually, however, I learned that this was not a case of someone who couldn't let go in retirement; rather, it was the embodiment of a continuing love and care for a department, a discipline, and an Island community that he had nurtured for decades. I soon looked forward to Bert's surprise check-ups. This was a man who established the music program at Saint Dunstan's and continued to shape the Music Department in its early years at UPEI. This was a man who generously dedicated his time, instruments, and compositional talent to foster a love for music in young musicians. This was a man who deeply understood how music shapes and binds community. Now, as I reflect on Bert's death, I am comforted by the fact that his legacy will continue to breathe and flourish in the musical life of the Island, from the tentative bow strokes of a beginner cellist, to the confident cadenza of a UPEI music student in a senior recital, to the collaboration of orchestral musicians in the PEI Symphony. I'll miss Bert's visits, but I'm sure I'll still hear his crackly voice in my ear each fall as I welcome a new crop of music students beginning their study of the subject that he held so dear.

# ***What's New in the New Collective Agreements?***

## **Bargaining Unit I (Faculty, Librarians, CNIs, Sessional Instructors)**

### **Changes Throughout the Collective Agreement**

- All references to Vice President Academic have been changed to Vice President Academic and Research
- Gender neutral language has replaced the use of him/her and she/he
- All reference to “referees” have been changed to “assessors”

### **A-7 Non-Discrimination**

The list of grounds for which discrimination is prohibited have been expanded to include the following:

- Ethnic origin
- Gender expression
- Gender identity
- Marital status
- Family status
- Disability
- Source of income of any individual or class of individuals
- (Political) Belief
- Conviction of a criminal or summary conviction offense that is unrelated to employment or intended employment of the individual

Additionally, a Joint Equity Committee will be established and maintained with equal representation from the FA and the Employer. The Committee will consider and recommend policies and procedures for equity related matters and ensure training around those policies and procedures for members of selection committees and the DRC and URC.

### **A-13 Release Time for Faculty Association Officers**

- The FA may purchase a release from teaching or professional practice duties equivalent to 1/5 of their responsibilities (e.g., one course) for the Vice President
- Release provision is now made for the inclusion of part-time and Sessional Instructors who serve as senior officers of the Association

### **B-2 Appointment of Faculty Members and B-5 Rank and Appointment--Librarians**

- Clarification that if a Dean (in non-departmentalized faculties) appoints a designate to serve as Chair of a Selection Committee, that designate must be a faculty member
- Provision for the FA President or their designate to meet with short-listed candidate for Faculty and Librarian positions
- The Dean or University Librarian shall provide candidates for Faculty and Librarian positions a copy of the FA's information package and any other information the Dean or UL considers appropriate

### **B-3 Department Chairs**

- Provides an additional step in the Chair election process; if all candidates remove their name from the list of those willing to stand as Chair, the call will be made again before the process moves to the Dean
- The elective committee for the selection of a Chair or interdisciplinary program Coordinator has been expanded to include an Assistant Vice President and/or Associate Dean who is a member of the department/program
- In the event of a tie between two remaining candidates, a second vote shall be conducted before a deadlock is declared
- Course assignments: following consultation with the faculty members, the Chair or Coordinator of an interdisciplinary program will “consult with the Dean on the workload of their department.” The Dean shall determine if the teaching workload is equitable and fair. In the event that it is not, the Dean will not approve the teaching workload
- The same language applies to the assignment of clinical duties

## **C-2 Sabbatical Leave**

- Date change: applications for sabbatical leave are due by August 1 of the year prior to the contract year in which the sabbatical is intended to be taken up
- Date change: Deans and the University Librarian must forward sabbatical recommendations to the VP Academic and Research (VPAR) by September 1
- Date change: the VPAR will inform the sabbatical applicant of the denial or approval of their application by December 31 or within 10 working days of the final decision, whichever is sooner

## **D-2 Administrative Releases and Allowances**

- Chairs in AVC will receive an additional \$6000 annually for career and professional development, which can be carried over to a maximum of three years
- All members who must belong to a professional association (by statute) in order to practice in their discipline within their role at the University may have up to \$500 of their dues reimbursed

## **D-5 Group Benefits**

- Members who are part of the Supplementary Health Care plan and who retire on or after July 1, 2017 will pay 45% of the cost of the plan

## **D-6 PDTR**

- Increased to \$1700 per year
- Carry-over is increased to a maximum three years

## **D-9 Tuition Waiver**

- Expanded to include the spouse and dependents of Faculty Members, Librarians and CNIs on term contracts of one year or more
- Expanded to include the spouse and dependants of Faculty Members, Librarians and CNIs on term contracts of less than one year who complete after July 1, 2016, three consecutive years of terms

## **E-2 Tenure and Promotion of Faculty**

- Scholarly endeavors are expanded to include manu-

scripts submitted or in press

- Scholarly endeavors are expanded to include clinical or diagnostic activities including but not limited to development or advancement of therapeutic or preventative modalities, publication of clinical methods or procedures and case reports, recognition by peers and the professional community
- Clinical and diagnostic service now included among those things that can be used to offset scholarly endeavors in promotion to the rank of Associate Professor or used to indicate clearly superior professional service in promotion to the rank of Full Professor
- A Faculty Member on a term appointment may apply for promotion during the term of their appointment
- Members on maternity, parental, study or leave of absence of six months or more have the option to include that as time served or not toward their tenure application

## **E-4 External Letters of Reference**

- Date change: In cases where external letters are required for promotion, the list of potential assessors shall be submitted to the Dean or UL by September 1<sup>st</sup>; for combined tenure and promotion file, the date is March 31<sup>st</sup>
- External assessors may ask to have their name and other identifying information redacted

## **F-5 Term of Agreement**

- The new collective agreement expires June 30, 2020

## **F-6 Discipline**

- At any time during the discipline process described in this Article, any party may make a proposal to resolve the matter and may propose alternative dispute resolution or mediation as means of resolving the matter

## **G-1 Sessional Instructors**

- Sessional Instructors who drop off the roster will



now maintain their step status when they return to the roster

- If two or more equally qualified Members apply for a recurring contract, the Member with more seniority shall be granted the contract
- The provision requiring that a second course must first be offered to other Members on the Sessional Roster shall not apply when a Member holds two Recurring Appointment Contracts
- If teaching has begun and a course is cancelled, the Sessional Instructor will now receive seniority credits for that course
- When a course is cancelled by the Department, that course or an additional section of it cannot be offered by a Faculty Member or another Sessional Instructor in that semester
- The PDTR fund available to Sessional Instructors will now have a carry-over of unused portions of the fund up to one year
- A workshop will be provided to Chairs and Deans concerning the procedures contained in G1

### **G-2 Clinical Nursing Instructors**

- The duties of CNIs are clarified to include clinical grading
- The Health Spending Account is now included on a pro-rated basis for CNIs on a less than 12-month term
- A new fund is created to support the scholarly research and development of CNIs

### **H-1 Workload**

- In departmentalized faculties, the Chair will “consult with the Dean on the workload of their department. The Dean shall determine if the teaching workload is equitable and fair. In the event it is not, the Dean will not approve the teaching workload”

### **H-5 Association Access to Information**

- Minutes of non-in-camera Board of Governors

meetings shall be provided to the FA and posted on the University website, once the minutes have been approved by the Board

### **Appendices Re. D-1 Salary**

- For Faculty, 2% per year for four years
- For Librarians, the removal of Librarian 1 Step 1 and the inclusion of a new step at the top of the Librarian 1 grid; after adjustment, 2% per year for four years
- For Sessional Instructors, 2% per year for four years
- For CNIs, a new placement on the PEINU grid from RNII to RNIV, with the result that year 1 (July 2016-) is 5.2%, and then 2% per year for the next three years

### **Other**

- Agreement to continue the Health Spending Account for the life of the Agreement
- Agreement to establish an ad-hoc committee of the VPAR (Chair), seven faculty members and three students to review existing practice and examine other procedures with the aim to continue enhancing teaching and learning. The Committee recommendations would require FA and Board approval
- Agreement to establish an ad hoc committee to review and consider the pre-tenure review process currently being conducted by Deans in departmentalized faculties; any recommendations would need the approval of the FA and Board and would then be formalized through an MOU

***Thank You to our Tireless  
Bargaining Team!***

Sharon Myers (History)  
Udo Krautwurst (Soc./Anth)  
Geoff Lindsay (English)  
Jason Stevens (Economics)

## The BIG Question

In recognition of the recent political events in a certain nation-state immediately south of the Canadian border, we asked UPEIFA Members, what are your favourite political novels, plays, movies, TV series, poems, and/or memoirs?

### Henry Srebrnik (Political Science)

Novel: The wonderful *All the King's Men*, published by Robert Penn Warren in 1946, which traces the career of an American politician who, much like the Louisiana demagogue Huey Long, becomes a corrupt and unscrupulous governor running a vicious political machine.

Film: It has to be Frank Capra's 1939 *Mr. Smith Goes to Washington*, in which a naive man appointed to fill a vacancy in the United States Senate takes on political corruption.

Play: *The Crucible*, Arthur Miller's 1953 play, in which the Salem witch trials become an allegory for the McCarthyist anti-Communism blacklisting campaign.

### Ed MacDonald (History)

*Mr. Smith Goes to Washington* (idealism) v. *Wag the Dog* (cynicism). All depends on my oil level of optimism in a given week.

### Shannon Murray (English)

I love the PBS miniseries *John Adams*, starring the wonderful Paul Giamatti and the equally wonderful Laura Linney. (We have it if anyone wants to borrow.) It has the distinction of winning more Golden Globes and Emmy Awards than any other miniseries. Warning: it features good, smart people trying to do the right thing under difficult circumstance, so it may depress those looking at how far off the rails the American experiment has gone. It is, though, a good cheap alternative if you can't get *Hamilton* tickets.

### Derek Lawther (Physics)

The HBO series, *VEEP*. If you binge-watch the series over the holidays, you will be amazed at the parallels between TV "fiction" and real-life events in US politics. Extremely funny, until you realize how "real" much of it is...

### Thomy Nilsson (Psychology)

For TV shows my favourite these days is *Madam Secretary*. They are so timely with their plots that sometimes they seem to be a week ahead of world developments. I am hoping

that *Occupied* will return to continue the story of Russia's attempt to take over Norway. It was reported that the Russian ambassador had officially complained to the Norwegian government that the show portrayed Russia in a bad light and could be considered "unfriendly." I hope that did not deter them from continuing the story. I found Terry Falis's books *The Best Laid Plans* and *The High Road* humorous depictions of Canadian federal politics. It certainly seems that much of the background is not fiction. Joseph Major's *A Man and a Plane* is a marvelous alternative history of Manfred von Richthofen (the Red Baron) and Germany during the period of the First World War and Hitler's rise to power.

### Nia Phillips (Psychology)

I can't say it's exactly my favourite, but I did enjoy a mid-aughts, one-off BBC Two series called *Party Animals*, focused on young researchers and lobbyists working in and around Parliament. Now it is perhaps best known for including Matt Smith in one of his few TV roles before being cast as the Eleventh Doctor (and why I sought it out in the first place)

### Kathy Ling (Veterinary Medicine)

*Scandal* is an excellent TV series available on Netflix. It is a political thriller based in Washington, DC, and a lot of it takes place in the White House with a fictitious American President.

### Stacey L. MacKinnon (Psychology)

*Designated Survivor*. What would happen if government was decimated and the only one left behind was unelected and unseasoned? How do you start "from scratch"? Power plays etc....

### Godfrey Baldacchino (Island Studies)

My all-time favourite is *House of Cards*—NOT the US 2013 version, but the original, four-episode 1990 UK drama, on which the US version was based. The series revolves around Francis Urquhart, a fictional Chief Whip of the Conservative Party, played brilliantly by Ian Richardson. He schemes his way to destroy each of his colleagues who are standing in his way to become leader of the governing party and, thus, Prime Minister of the United Kingdom. But: his unabashed Machiavellian tactics eventually catch up with him.

## Pamela Courtenay-Hall (Philosophy)

I would love to hear what our historians think of Oliver Stone's *The Untold History of the United States*. I found the film footage fascinating, and learned of some amazing people I had never heard about before; e.g., Henry Wallace.

## Ken DesRoches (Business)

My favourite political series on television is *Madam Secretary*—a fictional representation of the life of a female Secretary of State in the United States caught up in the exercise of power at a very senior level and balancing it with family life: three teenage children. It also demonstrates the challenge at the highest level of balancing executive, moral, and political considerations in highly charged situations where the outcomes are critical to the planet. Fiction, I know, but fascinating at the same time.

## Richard Raiswell (History)

Without a doubt, it's *The Thick of It*. I find it reassuring to think that the whole of government is actually in the hands of highly intelligent but exceptionally unprincipled civil servants who keep their politicians in line—given recent events, that's certainly preferable to the alternative. And I wish I could swear like Peter Capaldi's Malcolm Tucker!

## Nola Etkin (Chemistry)

I liked the short-lived *Commander in Chief* in which Geena Davis played the first woman to become President of the United States. More than a decade before Hillary Clinton's presidential campaign, the show portrayed the strong resistance to a woman becoming President, resistance that is clearly still just as strong today. Unfortunately the show lasted no longer than our dreams of a woman President in 2017.

## Laurie Brinklow (Island Studies)

Just finished watching all eight seasons of *24*, in which the great hero Jack Bauer serves under at least five different presidents, including an African-American president and a woman—only one of which has happened in real life since the series aired. Just as it was difficult in the series to separate the terrorist villains from the politician villains, with the events of the last few months it is hard to tell the fictional villains from the real ones.

PS It's quite the twist to see "Jack Bauer" as the US President in the new TV series, *Designated Survivor*.

## Can We Party!

(Errr, sort of ...)

On 2 December, the UPEIFA held its Christmas party at Mavor's Restaurant. These are the results ...



## ***We want your input***

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Laurie Brinklow, if you are interested in contributing a piece to *the FABric*, [brinklow@upei.ca](mailto:brinklow@upei.ca), 902-894-2881. 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. 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:**

Nola Etkin (Chemistry)

### **Vice-President:**

Malcolm Murray (Philosophy)

### **Treasurer:**

Debra Good (School of Business)

### **Members-at-Large:**

Mike Arfken (Psychology)

Sharon Myers (History)

Rebecca Reed-Jones (Applied Human Sciences)

Charlene Vanleeuwen (Applied Human Sciences)

### **UPEIFA Office Manager:**

Heather Penny

**FABric editor:** Laurie Brinklow

**Layout:** Richard Raiswell

*the FABric*  
*January 2017*  
*Vol.12 No.2*  
*Published three times a year*  
*ISSN 1718-3022*