

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

April 2008

Vol 3. No. 3

Welcome to the Final Issue of "the FABric" for 2007-2008

Welcome, all, to the final issue of *the FABric* – the newsletter of the University of Prince Edward Island Faculty Association – for the 2007-2008 academic year. It's another bumper issue to update you on the activities of the UPEIFA both currently and during the 2007-2008 academic year.

In this issue you'll find...

- *Notice of the upcoming AGM*
- *Important dates from the Collective Agreement*
- *A report on the CAUT Defence Fund and Settlements from Other Universities*
- *The State of the Union report from UPEIFA President, Wayne Peters*
- *Advice on How (Not) To Argue with Administration*
- *Comments on articles from previous issues*
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- *Annual Reports from Faculty Association Committees*
- *In Memoriam: Dr. Robert I. Haines*

... and much more..!

State of the Union: The President's Report

by Wayne Peters



UPEIFA President,
Wayne Peters.

Hi everyone!
It never ceases to amaze me just how fast a 13-

week semester can fly by here at UPEI. With the end of the winter semester upon us, we are busy finishing our term's course work with final exams on our minds. Thoughts of spring, though, begin to creep into our daily routine as the days get longer and longer. In line with this, the Union's year is also coming to a close. Our Annual General Meeting will be held on Thursday, April 24, just a few weeks away. So, it is my opportunity to report to you briefly on some of the activities of the Union which were carried out over the past year and on some of the initiatives for the upcoming year. I encourage you, however, to read through the articles and reports in this issue of *the FABric* and to visit our website to get a better picture of just what your Union has been doing.

Certainly, one of the greatest benefits I derive as the Union President is getting to meet so many colleagues from right across campus. This includes many academic staff members within our membership but also many other non-academic staff members who make significant contributions to the University in a variety of ways. I hope you have been noticing and taking advantage of the many opportunities the Social Committee has been creating for you to get out and meet your colleagues. This Committee has been very busy working to build a strong sense of community within our membership. Despite the fact that we seem to be a small university and campus, our academic staff ranks are over 400 strong so each of us has to make the effort to get out of our offices and labs to meet new people.

The Union has also been working hard to build relationships with other groups on campus. Currently, we are cooperating with the three other unions on campus (CUPE 1870, CUPE 501 and IBEW 1432) to negotiate much-needed improvements to the University's employee pension plan. Recently, you would have received a memo entitled *Negotiating a Better Pension Plan for UPEI Employees* which was jointly issued by the four campus unions. It provides some background information on some of the more critical shortfalls in our plan and explains the improvements we are seeking. This memo can be found on the Union's website if you have not seen it. Updates on this issue will be provided as the four unions continue to negotiate for new collective agreements which contain these improvements.

At last year's AGM, the membership created two ad hoc committees—one to carry out a constitution and by-law review and one to consider membership issues for sessional instructors. The membership issues for Sessional Instructors primarily involve the situation where an individual is on the Sessional Roster but does not currently have a sessional contract to teach. The Union wants to ensure that the rights of such individuals are protected and that they have the ability to

participate in Union governance as much as is appropriate. The work of these committees continues and will be reported at the AGM.

You may recall that the Union held *Fair Employment Week* activities in November 2007 which included the release of a daily fact bulletin and a booth display in the Murphy Student Centre concourse. The intention was to highlight issues surrounding the exploitation by universities (UPEI included) of contract academic staff in hiring them to do the work formerly performed almost exclusively by full-time, tenure-track faculty members. These days, fully 40% of the academic staff represented by CAUT are contract staff with little commitment or security provided by their employers.

In continuing to work to improve this situation at UPEI, the Executive Committee recently initiated discussions regarding the *regularization* of contract academic staff positions. This refers to a process whereby part-time, contract positions, including sessional instructor positions, may be converted to more secure continuing positions under certain circumstances. The goal of this initiative would be to reduce the University's overall dependence on contract staff and to increase the full-time complement of academic staff at UPEI. In light of this, the membership will be asked at this upcoming AGM to consider the creation of a new ad hoc committee to study *regularization* and to make recommendations to the Executive Committee in preparation for the next round of negotiations. More information will be provided at the AGM.

Of course, the other significant agenda item at the AGM is the election of new Union officers. A call for nominations has recently been issued. I strongly urge you to consider allowing your name to stand for a position on Executive or to fill one of the many committee positions within the Union.

After serving for four years as President of our Union, I will not be re-offering for this position

for the coming year. Instead, I will be taking a much-needed sabbatical leave. While on sabbatical, I will, however, continue to sit on the Executive Committee as Past-President, a position which has not been filled for the last several years. I am looking forward to continuing to work for you on the Executive Committee and to working with a new President and Executive Committee in my new role.

So, I want to take this opportunity to tell you that I have felt extremely privileged to have been able to work with so many wonderful people in this Union over the last four years. The level of effort, commitment and dedication that has been given so freely by so many people will not be surpassed anywhere. I am sure of this. This says something given the challenging times we have had during my term as President. Additionally, the friendships that I have made along the way will always be important to me.

I want to specifically thank the members of the Executive Committee for their hard work and loyalty to a great cause. I want to thank all those who served on the many Union committees or as a Union representative involved in some University activity. I want to thank Bob O'Rourke with whom I have worked closely on grievances and, of course, I want to thank Susan Gallant for her efforts in the office. Indeed, thanks to everyone!

I would like to conclude by reporting that the state of the Union at UPEI is wonderful!

Best wishes,
Wayne Peters
UPEIFA President

Did You Know

Each year the UPEIFA funds two full-tuition scholarships for incoming UPEI students?

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

Annual General Meeting

Thursday, April 24
3:30 p.m. - 5:00 p.m.
Duffy Amphitheatre

AGENDA

1. Approval of Agenda
2. President's Report
3. Treasurer's Report
4. Grievance Report
5. Report on Ad Hoc Committees
 - a) Constitution and By-Law Review
 - b) Sessional Membership Issues
6. Motion to Establish Ad Hoc Committee on Regularization
7. 2008-2009 Elections
8. Other Business

**followed by
FA Time
5.00 p.m. - 7.00 p.m.
Faculty Lounge, Main**

**UPEIFA
A Great Small Faculty**

Call for Nominations for the UPEIFA Executive Committee and other Association Committees

Elections will be held at the Annual General Meeting on Thursday, April 24, 2008. Nominations are being sought to fill the following Executive Committee and other Association Committee positions:

Executive Committee

President

Vice-President

Secretary-Treasurer

four (4) Members-at-Large

Other Association Committees

Awards and Scholarships Committee

Communications Committee

Equity Committee

Finance Committee

Social Committee

Members of both Bargaining Units are eligible.
At least one (1) Member-at-Large must be elected from each bargaining unit.

Nominations, in writing, to be forwarded to the Returning Officer, Derek Lawther, Physics, dlawther@upei.ca, 566-0338.

Nominations will also be accepted from the floor at the Annual General Meeting.

Why We Don't Just Get Along: A Reply to Wayne Peters' Question in the Previous Issue

by Thomy Nilsson

The main reason is that UPEI as a whole has ceased to be a "community of scholars". That term now refers only to academic staff—full-time and otherwise. At the end of Willie Elliot's presidency in 1994, UPEI turned a critical corner. Our administrative managers stopped seeing themselves as persons whose duties were to support the scholars by maintaining the campus and doing the clerical work required to operate a large organization. A business-oriented Board of Governors aided and abetted a new President and other managers to applying a big corporation perspective to how UPEI should operate. Even as advanced corporations were already changing to more collaborative management styles, their thinking was that corporations do not ask their employees how to run the business.

Suddenly, and without precedence, a number of changes were unilaterally imposed on faculty, students, and staff. These included mandatory retirement and parking fees. Salary and benefit discussions between the then non-unionized Faculty Association and the managers soon became strained. Previous understandings were no longer honoured by the managers. Eventually the Faculty Association was told that the Administration did not even have to follow standard labour negotiation procedures because the Association was not a union. In other words, faculty were told to take what was offered and shut up. The line had been drawn. Faculty had to unionize to be accorded even civil respect and courtesy.

As Wayne Peters points out, the new reality at UPEI is a Board of Governors and management on one side versus a community of scholars comprising faculty, students and staff. Rather than being advisors to the University as a whole on matters of public interest, the Board of

Governors has taken on the role of a corporation's board of directors -- to maximize profit. In this model, the administrative managers are the bosses, the faculty and staff are their employees, and the students become customers.

We can see the consequences of this corporate mentality in the first academic staff strike ever held at UPEI, in the growing number of complaints filed against management, in management's refusal to honour the settlement of complaints, in the increasing numbers of expendable and cheap sessional lecturers to cope with increasing enrollments, in demands for ever larger minimal class sizes, in management hiring someone to teach a course unknown to the department responsible for the course, in a fundamental change to UPEI's curriculum orchestrated by management after making it impossible for the English Department to meet the demand for English 101, and in the President's recent redefinition of "scholarship" in terms of outside funding -- as so aptly pointed out by Jane Magrath and Ann Braithwaite in the same issue of *the FABric*.

Much of this has been implemented by management gradually suborning Senate's role to guide academic matters and packing that assembly so that 38% of its members represent management. Even 4/5ths of the faculty representatives supported by 100% of the student representatives can no longer decide issues in Senate.

A university so divided cannot be expected to "get along". UPEI needs to be reunited as a community of scholars that includes the Board of Governors, the President and other managers, students, and staff. In particular, the Board of Governors should be as closely allied with faculty as with administrative managers. UPEI's President should be the key to this renewal. For that to happen the President must be a scholar himself or herself and accountable first to the other professional scholars. That accountability requires a president elected by faculty not appointed by secret committee recommendations censored by management itself.

Thanks....

The Association would like to extend sincere thanks to Robert O'Rourke who has served as the Association's Chief Grievance Officer since January 2005. During his time in this position Bob has committed much time and effort to ensure that the Association's rights and those of its membership have been protected. Bob will be stepping down from this role effective April 30, 2008.

Collective Agreement Dates to Remember, April, 2008 - September, 2008

The collective agreement for Bargaining Unit #1 is outlined in what has become known as the "Red Book" (a copy of the collective agreement is also available on-line from the UPEIFA website, www.upeifa.org.) Dates important for the time period covered by this edition of *the FABric* through to the subsequent edition to be published in September are outlined as follows. Important dates from the "Red Book" are listed in chronological order on the UPEIFA website. You will also find there lists of dates related specifically to tenure/permanency and promotion.

April 15:

E2.10.9 Full URC reviews sub-committee decisions [re: promotion] to ensure consistency prior to **April 15**.

E2.10.10 URC reports recommendations [on promotion] to President prior to **April 15**.

May 1:

E2.10.1 f) iii) Newly elected members of the URC begin their terms on **May 1**.

H3.7 Members engaged in external employment shall, by **May 1** each year, inform their Department Chair and Dean, or University Librarian, as appropriate, of the nature and time devoted to these activities conducted in the previous calendar year.

Prior to May Board meeting:

E2.11.1 The President makes recommendation [on promotion] to Board **prior to the May meeting of the Board.**

Following May Board meeting:

E2.11.1 **Following the May meeting of the Board** the President will notify the candidate [for promotion] in writing, of the Board's decision.

May 30:

E2.6.2/E2.8.1 The DRC must complete its meetings on all tenure applications and combined tenure/promotion applications and make recommendations to the URC by **May 30.**

E7.8.9/E7.10.1 The Librarian Review Committee must complete its meetings on all permanency applications and make recommendations to the URC by **May 30.**

May 31:

E1.4.3/E6.1 By **May 31** each year, non-tenured Faculty Members and term and probationary Librarians shall provide to their Chair or Dean or University Librarian, as appropriate: a current curriculum vitae and a concise, written report of their activities for the past year.

E1.4.3/E6.2: By **May 31** every third (3rd) year, tenured Faculty Members and permanent Librarians shall provide to their Chair or Dean or University Librarian, as appropriate: a current curriculum vitae and a concise written report of their activities for the past three (3) years.

June 1:

B3.1 b) ...Department Chair to assume duties on **June 1.**

June 15:

E2.5.3.1 Applications for promotion shall be made in a letter to the Department Chair no later than **June 15** of the year in which consideration is initiated.

June 30:

E1.4.4/E6.5 By **June 30** of the year in which the report [of activities] is received, the Chair or University Librarian, as appropriate, shall meet individually with the Member to discuss the report and directions that might be taken by the Member and the Department/Library for continued professional development.

July 1:

E2.5.3.1 The Chair shall advise the Department, the Dean and the Vice-President, Academic Development of any application for promotion or accelerated promotion by **July 1.**

August 1:

E2.4.3.3/E7.8.12.3 The decisions regarding deferral [of tenure/permanency] must be made prior to **August 1** in the year in which the candidate's consideration is to come before the URC.

G1.6.1 c) By...**August 1**...of each year, 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.

September 1:

E2.9.4/E7.11.4 The Dean/University Librarian includes letter in candidate's [tenure/permanency] file and forwards the complete file to the Chair of the URC before **September 1.**

September 15:

C2.14 Applications for sabbatical leave shall be sent to the Dean or to the University Librarian with a copy to the Department Chair, as appropriate, by **September 15** of the year prior to the contract leave for which the leave is planned.

CAUT Hot Spots....

Recently added to the CAUT website (<http://caut.ca>):

- CAUT Analysis of the 2008 Federal Budget
- Education Review – The Copyright Act and Academic Staff (Feb. 2008)
- Equity Review – Narrowing the Gender Gap: Women Academics in Canadian Universities (Mar. 2008)
- Equity Review – Women’s University Enrolments (Mar. 2008)

Added to the CAUT Bulletin (March, 2008) (<http://www.cautbulletin.ca>)

- Article by Frank Furedi: Is there no room for reflection?

How (not) to Argue with Administration

by Malcolm Murray

Faculty and administrators may not see eye to eye. Administrators have their view. We have ours. Sometimes these views may overlap. When they don't, and when we have good reasons for believing our views are better, our goal is to persuade the administrators to shift their focus. Meanwhile, they would like to do the same with us. So each side is reticent to acquiesce. Such a situation tends to produce bad ways of arguing. I am not immune to these bad habits, by the way, so feel free to treat these as public reminders to myself.

1. Remember that our administrators are intelligent, moral, people with genuine desires to not muck up the university. They have families and friends who love them despite

their job ... just like you have.

They are not idiots. They are not immoral schemers. They are not in conspiracy to end academia. If you believe that they are any or all of these things, you should vow not to be our spokesperson. Your arguments will be tainted. In fact, you will not even deign to give an argument, for what is the point in arguing against idiots or the immorally entrenched? You will snort, and spit, and condemn. The effect: you will give a bad name to what academia is striving to teach.

2. Give clear, succinct, and lynch-pin reasons.

Don't simply say that you are against the proposal. Say clearly what part of the proposal is the problem and why. Moreover, when you give an argument, stick to the main point. Administrators, like any of us, have short attention spans. Plan ahead: avoid peripheralities (and perhaps made-up words like "peripheralities.")

3. Reasons, not passion.

You can be passionate, but remember: that you're passionately opposed is no different than that you're opposed – except passion is often used in place of argument. But if you really have a good argument that you want the administrators to see, why be shy: give it. If you don't have a good expressible argument, why all the passion?

4. Listen.

It is one thing to give your argument; but if you haven't heard the reasons for why the argument given is not sufficient to alter their views, respond to this new level of argumentation, don't just repeat yourself as if the problem is merely auditory.

5. Authenticate.

Rumours fuel viewpoints just like in high school. Don't react to rumours – especially from people that weren't in the position to know. Authenticate instead. Failing that, never let

unauthenticated rumours move you.

6. Put things in perspective.

When you lie on your death bed, your fight with administration won't be one of the things you'll think about (I hope!).

FA Time – Thursday, April 24...

by Ann Braithwaite

Don't forget the FA Time after the AGM on Thursday, April 24, from 5:00 p.m. - 7:00 p.m. We'll have food, drinks, and music – plus a minimum of speeches and a great chance to get together and celebrate for all sorts of reasons. See you there!

Annual Reports from the UPEIFA Committees

Social Committee

by Ann Braithwaite, Chair

I can't believe it's the end of another academic year – and the end of another year for the UPEIFA Social Committee! Once again this year, we held a number of events, trying to vary both the type and the time of each as much as possible. We held several 'show your mug' coffee events during both semesters – alternating between Wednesday and Thursday mornings so we didn't consistently exclude people because of their teaching schedules. We had a really successful FA Time at the beginning of the academic year to welcome back existing faculty and welcome new faculty to UPEI – a great way to start the year! A joint Halloween party with SMG (Senior Management Group), under the theme 'come as your favourite title,' brought out some really wonderful and

creative costumes from colleagues across campus – which kept us all talking for days, and gave some people great prizes for That's Entertainment film rentals. A FABulous (get it?) Holiday Party in early December at the Benevolent Irish Society was also a terrific success – even given the snowstorm that raged that day! Music for that event was provided by several of our colleagues: Greg Doran as DJ and "From Away" (with Brian Wagner, Neb Kujundzic, and Gerald Wandio) as the band. And the dancing and the food were terrific! The winter semester saw us put on a 'film and happy hour' event, and several more morning coffee opportunities – which, as always, brought out a group of 'regulars' and several new faces every time. And now, as this goes to print, we're busily planning our final event – following the FA Annual General Meeting at the end of April! And we're always looking for new ideas that will get us together... so let us know your thoughts!

As Chair of this committee, I want to thank the ever energetic and enthusiastic members: Jason Doiron (Psychology), Richard Lemm (English), Colleen MacQuarrie (Psychology), Shannon Murray (English), Marina Silva (Biology), Jennifer Taylor (Family and Nutritional Sciences), and Andy Trivett (Engineering). And I look forward to another year of exciting Social Committee events – always a wonderful break from the rest of our busy days at UPEI!

BU#1 Joint Committee

by David Seeler and John McIntyre

The Committee continued to fine tune the Sessional Roster process in order to make it more transparent to Members of the Association. At this time that work appears to be complete. It continues to be the responsibility of each Member to check the Lists after they are posted in March, August and November to ensure that they are accurate. Discrepancies should be brought to the attention of the Department Chair or the Dean where there is no Chair.

Awards and Scholarships Committee

by Kay Diviney, Chair

On behalf of the Faculty Association, the Awards and Scholarships Committee is charged with overseeing awards for faculty, prizes, awards, and scholarships for students, and events that recognize faculty and student contributions to UPEI. During the 2007 – 2008 academic year, our main tasks have included:

Designing a Teaching Award for Sessional Instructors. The UPEI Hessian Award for Excellence in Teaching by a Sessional Instructor will be awarded in the 2008 – 2009 academic year. Funding for this \$500 award will come from the Hessian Fund, the Faculty Association, and the Office of the President.

Organizing the 2007 - 2008 Faculty Recognition Dinner, to be held on Saturday, April 5, 2008, at the Culinary Institute. We look forward to honouring this year's retirees, 25-year veterans, and award winners – whoever they turn out to be! – and spending an evening with colleagues.

Tending the Faculty Association Scholarship Fund Campaign. Since the interest earned by the Faculty Association Scholarship Fund has in recent years fallen short of the cost of our two full-tuition entrance scholarships, we've invited FA members to contribute through small payroll deductions. So far about \$10,000 has been pledged.

Overseeing the Convocation Luncheon. The Committee has begun to work with the Convocation Committee to review Faculty Association contributions to this senior class awards event.

Liaising with the Two Awards Committees. We would like to thank Andrew Zinck and Fred Kibenge, along with the members of these committees, for their commitment, hard work, and professionalism in overseeing the Hessian Award for Excellence in Teaching and the UPEI Merit Award for Scholarly Achievement.

As Chair of the 2007 - 2008 Awards and Scholarships Committee, I would like to thank the other members of the committee – Drs. John Burka, Stacey MacKinnon, Colleen MacQuarrie, and Balaji Ramanathan – for their cheerful and energetic dedication to the work of this committee.

Equity Committee

by Ann Braithwaite, Chair

Established during the Fall 2007 semester, the FA Equity Committee recognizes that attention to 'equity' means looking at the variety of often unseen or unacknowledged ways in which particular practices and policies can exclude some individuals or groups of people and restrict them from achieving their full potential or full academic freedom in their jobs. In this definition, equity is approached somewhat differently than the more traditional equality-seeking emphases in many other places: rather than start with the assumption that inequalities affect specific groups because of who they are, our focus on equity here starts by looking at how inequities are produced because of policies and practices that purport to apply to and for everyone. As such, our focus this year has been to begin to identify some of the places where this occurs on campus – and then to educate us all about these and respond to them. An FA equity committee looks at both university administrative policies – which we've done several times already this past semester, as well as at FA practices – especially as we begin to prepare for another round of negotiations in the next year or so. We're really excited by the possibilities to continue to rethink how an FA can approach the issue of equity – and welcome others to join us in expanding how we all think about achieving the greatest equity for all of us here.

Members of the Equity Committee this year were drawn from across the campus community: Ann Braithwaite (co-chair, Women's Studies), Jane

Magrath (co-chair, English), Susan Brown (History), Sarah Chandrasekera (Sociology/Anthropology), Nola Etkin (Chemistry), Fiona Papps (Psychology), Balaji Ramanathan (Biomedical Sciences), Jim Sentance (Economics), Melanie Thomson (Nursing), and Carmencita Yason (Pathology and Microbiology).

Communications Committee

by Betty Jeffery, Chair

The UPEIFA website and the newsletter you're reading (*the FABric*) are the two most visible manifestations of the work of the Communications Committee. These represent the public face of the Association; the website is not password-protected, and *the FABric* is distributed beyond the Membership to, for example, members of the Board of Governors and the presidents of other unions both on and off campus. Among other activities, we also prepared for Executive approval this year, Committee Terms of Reference, a Guide for New Members, and a Communications Policy.

Members of the 2007/08 Communications Committee were Sandy McAuley, Jane Magrath, Fiona Papps, Marva Sweeney-Nixon, and Betty Jeffery (Chair). The work of the Committee is supplemented by 26 Communication Representatives (who are listed on the website). Thanks go to all involved in communication efforts, with Fiona Papps deserving special acknowledgement as she concludes two years serving as Editor of *the FABric*. [*Thanks, Betty! Ed.*]

Did You Know

The Professional Development and Travel Reimbursement amount increases to \$1100 effective July 1, 2008?

In Memoriam: Dr. Robert I. Haines

by Nola Etkin and Brian Wagner

Dr. Robert I. Haines, Professor and former Chair of Chemistry at the University of Prince Edward Island, passed away suddenly on September 24, 2007. Rob was a tremendous driving force in our department and university. He was an award-winning teacher and researcher, who always put his students first. He served as Department Chair from 1996 to 2002, and in fact was recruited to UPEI as a departmental Chair. He was a Fellow of the Chemical Institute of Canada, a former member of NSERC Council, and Chief Research Officer of the PEI Health Research Institute. His impact and contributions to UPEI and Canadian chemistry will be greatly missed.

Rob served two terms as Chemistry Chair, from 1996 to 2002. Under his leadership, the Chemistry department experienced an unprecedented period of growth, in terms of research funding and productivity, national reputation, and most importantly, undergraduate and graduate chemistry student enrollments. He was one of the leaders of the successful effort to bring a graduate program to UPEI Chemistry. It is a direct result of his leadership and example that we are such a strong department today.

UPEI prides itself on being a student-centered university, but it was Rob who truly showed the rest of us what that means. For him, the students always came first, and were given every opportunity and encouragement to succeed. This was not only true in his teaching, but also in his research and administrative duties. For example, he taught a section of first year Chemistry every year, even when he had the tremendous responsibilities as Chair, because he knew how important it is to reach students as soon as they begin their university education. He also developed and solely taught Chem 001, a non-credit course for students who wish to take chemistry at UPEI but do not have the required

high school chemistry. He had a special concern and empathy for the success of mature students.



Dr. Robert Haines

Rob was the complete package. He was an absolutely top-rate teacher, as well as a world class researcher. His work on metal-based anti-cancer drugs earned him a national and international stature. In fact, he is one of a relatively small group of UPEI faculty to have been awarded BOTH UPEI teaching and research awards. (That several of the others in this group are also from Chemistry speaks to his leadership and example!)

In spite of all of this international research recognition, for Rob, his greatest research success was his students. One could rarely step into his office without hearing his excitement about the latest results, but it was always about the students... "Look what this student has found". Rob's students have often commented on how they want to complete their projects because he was so excited about the work, and they want to finish it for him, but really, it was the students themselves that excited Rob. Never did he describe any of his students as anything less than excellent.

We in the UPEI Chemistry Department only had the privilege of knowing Rob for 10 or 11 years at most (not nearly long enough), but in that time he was our friend, role model and mentor, and biggest supporter. When things were going well, Rob was never short of accolades, and when things were not going so well, he showed us how to celebrate the things that were good, and let go of what was not. Talking to Rob, you would always get the feeling that everything in life was wonderful, and when something was not, he

would shrug it off with an "I don't mind" or "I'm over it".

Rob always had a smile, and always made everyone, students, staff and faculty, feel welcomed to talk with him about anything. He had a unique sense of humour, and a well-known and expressed fondness for British humour, in particular that of Monty Python. He often bemoaned the fact that every year, fewer and fewer of his students "got" his Python references in class. He also had a fondness for British "cuisine", and always ordered fish & chips whenever we went out to a restaurant at conferences, during job interviews, or after student thesis defenses – a significant indication of his consistency and determination. He was a man who knew exactly what he wanted and how to get it.



Dr. Robert Haines (centre) with two students

Rob's passing has left a void in many lives that will not be filled. His students have lost a dynamic and enthusiastic teacher, story-teller, mentor. Rob's colleagues have lost a member of our Chemistry family, one that some of us have described as a brother or a father. His family has lost a much-loved husband, father and grandfather.

It is obvious that Rob can never be replaced. However it is our hope, and in fact strong belief, that because of his leadership, individuality and example, and the lasting and profound impact he has had on all of us, the Chemistry Department will continue to be strong and flourish in both teaching and research, and we hope to make him proud. As we move forward as a Department, it

will be with his vision in our eyes, and his example to follow.

Rob lived more in his too-short life than most would live in a century. He was dedicated to his work, always taking on new challenges with enthusiasm, yet he always found time to play (mostly golf as we all knew, but apparently he was also quite a card-player!). May we all live life as fully, and may we all remember Rob's most important lesson: Celebrate the things that are good, and let go of what is not.

Did You Know....

The UPEIFA sponsors the Convocation luncheon each May?

Report on the CAUT Defence Fund

by Larry Hale

Since 2001, the UPEIFA has been a proud member of the CAUT Defence Fund. The purpose of the Defence Fund is simple; to act as a central strike pay fund for unionized academic staff associations across Canada. Indeed, strike pay benefits flowing from the Defence Fund were a vital part of our own job action in 2006, through which we secured salary parity with universities in Atlantic Canada.

The academic year 2007-2008 has been a very busy one for the CAUT Defence Fund, and it's not over yet! In June and July of 2008, the Fund supported the full membership of the Association of Professors of Bishop's University (APBU) in a very difficult struggle against an administration that had badly mismanaged university finances, and expected the unionized staff, both academic and non-academic, to absorb the fallout of their errors. It was the first employer-initiated lockout of faculty and librarians in Canadian history, and in the summertime to boot!

This past fall, our colleagues in the Acadia University Faculty Association were on strike against their administration for three weeks, and came out with a very favourable collective agreement. Despite considerable pressure from many quarters, the membership of AUFA stood solidly behind their bargaining team, and were rewarded for their dedication.

The members of the Faculty Association at St. Thomas University had the dubious honour of being locked-out by their administration during the Christmas holidays, without having even taken a strike vote! The weather was often nasty, but the members of FAUST stared down several attempts by their administration to force a settlement on them, and achieved a negotiated settlement after five long weeks.

In every case, members of the CAUT Defence Fund Board of Trustees, and many others, faithfully visited members of the striking associations each and every Friday, walking with them and offering words of solidarity and encouragement. As trustee from UPEIFA, I had the distinct honour of presenting a financial donation from our own union to APBU, AUFA, and FAUST. The flying picket program is a very rewarding part of being involved in the Defence Fund. Participation is not limited to trustees. Any member of UPEIFA who would like to participate in a flying picket should let me know.

With so many job actions, it is easy to lose sight of the fact that, yes, negotiations do come to a conclusion without a strike or lockout. This past year, member associations at Mount Allison, Mount St. Vincent, Dalhousie, Manitoba, Guelph, the Nova Scotia College of Art and Design, and the Memorial University of Newfoundland have all concluded new collective agreements without disruption of classes. Their membership in the Defence Fund gave the added clout needed at the bargaining table to secure a fair deal.

But, as mentioned, it is not over. Deals are still to be secured at Moncton, Wilfred Laurier (Contract Academic Staff), St. Thomas More College, and Concordia. The CAUT Defence Fund stands at

the ready to support each of these unions in their efforts.

Twenty-Five and Counting

Have you served at UPEI for 25 years or more – or know someone who has? Perhaps you've already been recognized with a 25 Year Pin. But if you haven't – whether you've served as a librarian, sessional instructor, or full-time faculty member, or any combination thereof – please let us count you in. Contact Susan Gallant (566-0438; sgallant@upei.ca) to add your name (or that of someone else we may have overlooked) to our list.

Faculty Recognition And Awards Banquet: April 5

Let's celebrate! This year's gala event for faculty recognition and awards will be at the Culinary Institute featuring their special attention to details and taste! The event will kick off in feisty style with music by the Count and the Cuban Cocktail. Enjoy this fine music, an international cheese, cracker and fruit center table and cash bar from 6:00 - 7:00 pm. Then it's off to the Lucy Maud Dining room at 7:00 p.m. for a three course meal featuring:

Appetizer: Spinach & Mango Salad with warm mustard vinaigrette

Main Course Choice of:

- 1) Vegetarian
- 2) Pancetta Havarti Stuffed Chicken Breast with Apple Butter Sauce Dijon
- 3) Maple Glazed NB Salmon with Sweet Onion Jam

And a selection of desserts:

chocolate bombes

chocolate hazelnut mousse in a chocolate cup
fruit flan

Tickets for FA members and their guests: \$25.00

Don't miss the fun or the food! RSVP to Susan Gallant (566-0438; sgallant@upei.ca) today – or by April 3. Please indicate your main course choice at the time of ticket purchase.

FA Scholarship Fund

This year's Faculty Recognition and Awards banquet will also profile our Scholarship Fund campaign. Each year, the Faculty Association Scholarship Fund supports two incoming UPEI students through entrance scholarships. Bring your pens and your generosity to the Faculty Recognition Reception and sign up for a donation of \$2, \$5, or more per pay!

A Comment on Ann Braithwaite's and Jane Magrath's Comment on the University Update Address (see *the FABric*, 3[2])

by Robin Neill

When we were undergraduates we would say that we acquired our education despite the University. Alternatively, we would say, 'Never let your schooling get in the way of your education.' Now that we are in the professoriate, we find ourselves saying that we carry on our research despite the University. Alternatively, we can say, 'Never let grantsmanship get in the way of your research'.

Of course, this all depends on what passes as worthwhile knowledge in an institution with a given structure of funding. The exigencies of economic survival inevitably will be met.

Pedagogical Advances: The Quantifiable Individual Academic Profile, An Essential New Tool for Academic Hiring

by Henry Srebrnik

We live in an age of scientific measurement. We want precise, numerical data, not simply anecdotal evidence or mere hearsay. In academia, vendors and consumers alike now demand dependable, annual, foolproof rankings of universities. In the United States, this essential data is gathered and quantified by the U.S. News & World Report. Canadians turn with confidence to the annual Maclean's ranking of universities. These rankings, based on a comprehensive variety of weighted variables, are argument settlers when it comes to determining the excellence of individual institutions. Numbers don't lie!

The most ambitious survey of them all is published annually in the authoritative Times Higher Education Supplement, based in London. This project ranks the top 200 universities worldwide, to provide an infallible assessment of educational excellence throughout the entire world. This year's survey, published in the November 8, 2007 issue, decreed Harvard to be the best university on the planet, while the University of Cape Town in South Africa and RMIT University in Australia tied for last place at 200. Altogether, 28 countries are represented in the 2007 THES rankings. The United States has the most schools on the list, with, 57. Great Britain is second with 32. Australia, Canada, Germany and the Netherlands each have 11; Japan has 10.

Here's where some institutions placed on this universal scale (I've included all the Canadian schools that made the list): Cambridge, Oxford, and Yale universities were all tied at 2nd place. Princeton University was 6th, California Institute of Technology and the University of Chicago were tied at 7th, University College London was 9th, and McGill University was 12th. The University of British Columbia was tied with the University of Queensland in Australia at 33rd. The University of California at Los Angeles was 41st, the University of Toronto 45th, and the London School of Economics and Political Science at 59th, Queen's University captured the 88th spot, while the Universities of Montreal and

Copenhagen tied at 93rd. The University of Alberta tied for 97th with the Georgia Institute of Technology, McMaster University captured the 108th spot, and the University of Waterloo tied for 112th with Nagoya University in Japan. The University of Western Ontario was tied with the Humboldt University in Berlin at the 126th spot, and Simon Fraser University weighed in at 139th. The University of Calgary was the last Canadian school to make the cut, at 166th. (The entire list can be accessed at http://www.topmba.com/fileadmin/pdfs/2007_Top_200_Compact.pdf).

Can lists such as these be utilized in the assessment of candidates for academic positions? Definitely. In fact, we can draw upon the THES annual rankings of the top 200 universities to calculate a "Quantifiable Individual Academic Profile" (QIAP, pronounced "kwee-ap") for any individual academic.

Here's how it works: In order to come up with an individual academic's QIAP, we first consult the THES to determine the ranking of the university or universities at which the candidate earned the MA and the PhD. I have reluctantly decided not to include rankings for the undergraduate degree, because any candidates (especially in the United States) will have attended a liberal arts college without a graduate program. Although such primarily undergraduate institutions – for example, Acadia, Amherst, Bates, Gettysburg, Kenyon, Swarthmore, Trent, Vassar, Wellesley, and Williams, not to mention our own UPEI – may be highly ranked by Maclean's or U.S. News & World Report, they do not make the THES list of top 200 world universities. Then, we multiply the rank of the institution that granted the MA by one, and the rank of the institution that granted the PhD by three. I have weighted the MA and PhDs differently because I assume that the PhD takes, on average, three times as long to complete as does the MA; I assume, as well, that the PhD research will be three times as relevant to the candidate's future scholarship. And it is, of course, the degree most closely examined at the hiring stage. Finally we are ready to calculate the Individual QIAP: We add the rank of the MA-granting institution (multiplied by one) to the rank of the PhD-granting institution (multiplied by three). It should be obvious, of course, that the lower the number, the higher the verifiable excellence of the individual candidate's education.

But what are we to do in the case of an applicant who did not attend one of the top 200 universities in the world, for either the MA or the PhD? In these cases, I have assigned, to any reputable university that failed to break into the top 200 – say, for example, Concordia, Dalhousie, or York here in Canada -- an honorary ranking of “tied for 201.” So, let’s say, for purposes of demonstrating how well the QIAP formula works, that the candidate under consideration presents an MA from McGill and a PhD from Birmingham. McGill’s #12 ranking gives the candidate 12 points at the MA level. Birmingham’s #65 ranking, multiplied by three for the PhD, yields 195 points. The total QIAP is thus 207.

The beauty of the “Quantifiable Individual Academic Profile” is that departments assessing job applicants will now be able to eliminate all subjective or extraneous considerations from their deliberations. The department simply hires the person with the lowest and therefore quantifiably best QIAP. No arguments, no second-guessing, no hard feelings!

Henry Srebrnik is a firm advocate of removing all criteria other than those that provide us with an ordinal numbers scale when judging people’s abilities.

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

We Want Your Input!

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Fiona Papps, if you are interested in contributing a piece to *the FABric*, fpapps@upei.ca, 566-0966. The Newsletter Editor would like to thank all those who contributed to this Edition of *the FABric*.

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 a faculty or librarian position?

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.

Last Words from the Newsletter Editor

Thank you to the following individuals for their contributions to this issue of *the FABric*: Ann Braithwaite, Nola Etkin, Kay Diviney, Shelley Ebbett, Susan Gallant, Larry Hale, Wendy Henderson, Betty Jeffery, John McIntyre, Malcolm Murray, Robin Neill, Thomy Nilsson, Wayne Peters, David Seeler, Henry Srebrnik, Brian Wagner.

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