

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

January 2007

Vol 2. No. 2

Welcome to a new year...and another issue of "the FABric"!

Welcome, all, to the commencement of the new year and the second issue of **the FABric** – the newsletter of the University of Prince Edward Island Faculty Association – for the 2006 - 2007 academic year.

In this issue you'll find...

- *News from SCENT*
- *Notice of upcoming meetings*
- *Important dates from the Collective Agreement*
- *News of the Arbitration Award Ruling*
- *Information about the Sessional Instructor roster*
- *The State of the Union report from UPEIFA President, Wayne Peters*
- *A report from the FA Social Committee*
- *A report on the Faculty Recognition Reception*

... and much more..!

State of the Union: The President's Report

by Wayne Peters



UPEIFA President,
Wayne Peters.

Hi everyone! We are now well into the semester and February break looms just ahead. The days march past quickly. I hope you have been able to keep up with your intended schedules. I just wanted to provide you with a brief update regarding some of the activities of your Faculty Association and then let you get on with reading the rest of this issue of the FABric.

One of the strong and common messages that came from you as a membership following our strike last spring was that we needed to create more opportunities for us to come together to socialize. With thanks to our Social Committee, I hope you have been enjoying our new *FA Times* and our *Show Your Mug Fridays*. We really encourage you to attend these events for a chance to meet and chat with your Association colleagues. These opportunities are essential to

building our sense of community. Additionally, I would like to report that our recent Faculty Recognition Reception was very well attended. Early reports are that people very much appreciated the less formal approach compared with the format we have used in the past. Congratulations once again to all of our award winners and other honourees.

At our Fall General Meeting, the membership approved a motion for the Association to join NUCAUT, the *National Union of the Canadian Association of University Teachers*. As there are still some faculty associations across the country which are members of CAUT and which are not unionized, CAUT as an organization found itself limited in the role it could play on the national labour front. As a result, NUCAUT was formed by CAUT to be the national voice of the "unionized" faculty associations within its membership. NUCAUT is a member of the Canadian Labour Congress and works within that organization, at the national level, to promote the interests of academic staff and to improve the quality and accessibility of post-secondary education in Canada. These are interests we share with all member partners in the Canadian Labour Congress. You can find out more about NUCAUT on its website. You can find the link on the Association's website.

As we move forward, some of the new work in which I see the Association engaging includes a review of its constitution and bylaws. A committee will be struck soon to start this work. Also, I will be working to promote the creation of a new equity committee for the Association. This is an area in which the Association must be active. Stay tuned for more on these activities.

As I have reported to you frequently in the past, though, the most significant portion of time, energy and resources committed by the Association continues to be our grievance work. I simply cannot stress strongly enough just how important it is to defend the rights for which the Association and YOU, its membership, fought at the negotiating table and on the picket line.

Again, it is disappointing that more diligence is not taken by the Employer in following a collective agreement to which it has agreed. Presently, we are involved in well over a dozen grievances at various stages.

On this front, the Association will be focusing significant effort to communicate the details of these grievances to the membership. It is important that you understand the important principles that are being defended when a grievance is filed either on behalf of a member or the Association itself. Soon, we will be launching a new electronic grievance database in conjunction with our website. It will be a valuable resource for communicating information about our grievance activity. In the meantime, a new issue of the *Grievances: At-A-Glance Bulletin* was just distributed. Feel free to contact me if you have any questions regarding grievances.

Finally, I hope you take the time to read the articles in this issue of the FABric and to explore the Association's website. Remember that the Association will only be what its members make it. Please consider getting involved and helping out in some way. There are lots of ways to do so.

Take care and have a great semester.

Wayne

Career Expo, 2007

by Ghislaine O'Hanley

Career Expo 2007 will be held on March 8th, 11AM -7PM at the Sports Centre. The Expo is a great opportunity for students to meet potential employers in their field. Please encourage all your students to attend this event. For more information, please contact Ghislaine O'Hanley at Student Services, 566-0792, gtohanley@upe.ca

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

General Membership Meeting

**Thursday, April 5
3.30pm-5.00pm
AVC Lecture Theatre "D"
followed by
FA Time
Faculty Lounge, Main**

Important Advisory for all Current/Past Sessional Instructors and Term Contract Faculty Members

Article G1.6.1 c) of the BU #1 Collective Agreement states that:

The Employer shall maintain a central, electronic site to which the Department Chair, or Dean, in cases where there is no Chair, shall post and maintain a seniority list recording the seniority of any Sessional Instructor on the Sessional Roster of their academic unit. By March 1, August 1 and November 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.

This Sessional Instructors' Seniority List and Rosters database is now posted on the Human Resources website at <http://www.upei.ca/humanres/html/generalpolicy.html>

As required, these lists will be updated next on March 1, 2007. At that time, all historical information will be considered accurate, and no further changes to reflect past Sessional Instructor activity will be considered after that point. Therefore, it is critical that all affected individuals review these lists to ensure that they are correct.

- All **current and past Sessional Instructors** are advised to review these lists to ensure that they correctly reflect your activity as a Sessional Instructor in all departments in which you have taught.
- **Term Contract Faculty Members** will be included on these Rosters so that they can be considered for Sessional Instructor positions once their Term Contracts expire. All current Term Contract Faculty Members are advised to review these lists to ensure that they correctly reflect your teaching activity in all Departments in which you have taught.

Any corrections/concerns about the lists now up on the Human Resources website must be passed along to Virginia Wickstrom (vwickstrom@upei.ca, 894-2855) ASAP. The 'complete/accurate' list will be posted on March 1/07; **at that time all historical information will be considered accurate.**

The UPEI Senate Committee on the Enhancement of Teaching (SCENT)

2007
INSTRUCTIONAL DEVELOPMENT
GRANT COMPETITION

Amount of Grants: Normally not to exceed
\$800.00

Application Deadline: 4 p.m. on **Monday,
April 9, 2007**

Eligible Applicants: All full-time, part-time, and sessional faculty

Instructional Development Grants are intended to foster efforts to improve teaching and learning and to encourage the development and implementation of innovative methods of instruction. Awards may be granted for various kinds of projects, but all should produce practical benefits for teaching and learning at UPEI – in a particular course, subject, or discipline. Successful applications may be funded in whole or in part. The grant competition will be adjudicated by the Senate Committee on the Enhancement of Teaching, which includes representatives from all faculties and schools. Acceptance of SCENT Instructional Development funds implies a commitment to share with the UPEI community the benefits of the research.

Application Procedure

There is no formal application form but your proposal should include:

1. a statement of objectives.
2. a rationale for the project, focusing on expected benefits.
3. a description of the methods used.
4. a project time-table.
5. an explanation of ways in which the project will benefit students.
6. a plan for evaluating the project and reporting on its classroom benefits.
7. an itemized budget.

Please submit six (6) copies of your application to:

Barb Campbell, Director
Faculty Development Office
The Webster Centre for Teaching and Learning
566-0743 / bcampbell@upe.ca

Projects funded by a SCENT Instructional Development Grant should be completed within the 2007-2008 fiscal/academic year (i.e., by Apr. 30, 2008).

Attention Sessional Instructors

We want to be sure that you are receiving FA communications. All Sessional Instructors are asked to contact the Association office as soon as they are hired to ensure the Association has your correct department and contact information. The FA email distribution list is set up to send messages to your upei.ca address. If you do not use that account, or check it only irregularly, please either "autoforward" your messages to the email account you use, or contact the FA Office (ph. 566-0438; email. Facultyassociation@upe.ca) to arrange for email communications to go to your non-UPEI account. Also, remember to check the FA website on a regular basis.

Collective Agreement Dates to Remember, January 2007 - April 2007

by Wendy Duckett, Laurie McDuffee, & Betty Jeffery

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.) Wendy Duckett, Laurie McDuffee, and Betty Jeffery of the Communications Committee have perused the "Red Book" and summarized dates that are important for all FA members to know. (Thanks Wendy, Laurie, and Betty for the hard work!) 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**.

H1.5.5 Applications for [teaching release] for the following academic year shall be submitted...by **January 31, 2007**.

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**.

February 10:

H1.5.5 The Chair shall forward the application and the Department's recommendation and review [for teaching release] to the Dean by **February 10, 2007**.

February 28:

H1.5.6 The Dean shall forward the application, the Department's and/or Faculty's/School's recommendation and review, and his or her recommendation regarding the request for teaching workload reduction to the President to be received no later than **February 28, 2007**.

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**.

Scholarship Fund Makes Progress

by Kay Diviney

So far, UPEI's Faculty Association members have pledged payroll deductions amounting to \$151 per pay in support of the Faculty Association Scholarship Fund. At this rate, in one year's time our Fund will have grown by almost \$4000. Interest from the Scholarship Fund pays for two entrance scholarships for incoming UPEI students, but the shortfall in the last few years has been significant. Would you like to join your colleagues in contributing as little as \$2 per pay to this worthy cause? If so, please contact Susan Gallant (566-0438) for further information.

Arbitration Award ruling strongly upholds grievance!

A January 24, 2007 Arbitration Award ruling strongly upheld a grievance filed by the Association. The Award declared that the Employer violated the Recognition Article A-3 of the Collective Agreement when it appointed a faculty member to a management position which is specifically excluded from the union's Bargaining Unit, while allowing the individual to simultaneously continue his Bargaining Unit

faculty member duties.

The Recognition Article of a Collective Agreement is an essential and fundamental component of collective bargaining between the parties because it sets forth who will be and who will not be members of the Bargaining Unit, the very essence of the Union's Certification Order. Actions by the Employer to challenge this represent serious challenges to the integrity of the Bargaining Unit.

The full text of the Arbitration Award can be found on the Association's website.

The Teaching Professor

*by Dr. Barbara Campbell, RN
Director of the Webster Centre & Faculty
Development
Assistant Professor School of Nursing*

http://www.magnapubs.com/issues/magnapubs_tp/

"Edited by respected scholar and expert Dr. Maryellen Weimer of Penn State Berks Lehigh, *The Teaching Professor* is a forum for discussion of the best strategies supported by the latest research for effective teaching in the college classroom. From tips for class discussion to mentoring fellow faculty, *The Teaching Professor* stretches from the theoretical to the highly specific. Typical topics include assessment and evaluation, engagement of student interest, faculty time management, and the learner-centered classroom."

Over the last few years, the Faculty Development Office (FDO) has subscribed to a hard copy of this publication but we have found that it may not be reaching as many faculty as we think it could. In 2006 we funded 20 faculty to receive the electronic copy of *The Teaching Professor*. The good news to let you know about

is that all faculty can now access it through Academic Search Premier, a licensed subscription database available on the Robertson Library's website. You can also set up an Alert to be automatically notified when a new issue becomes available. Access is available off-campus using your UPEI username and password. For further information on accessing *The Teaching Professor*, or setting up an Alert, contact your liaison librarian.

*The UPEI
Senate Committee on the
Enhancement of Teaching (SCENT)
2007
TRAVEL
GRANT COMPETITION*

Amount of Grants: Normally not to exceed \$1000.00

Application Deadline: 4 p.m. on **Monday, April 9, 2007**

Eligible Applicants: All full-time, part-time, and sessional faculty

SCENT Travel Grants are designed to facilitate the participation of UPEI faculty members in conferences and workshops that focus on teaching in higher education.

SCENT gives priority to those who will be presenting papers or workshops, to new faculty, and to faculty with a record of contributions to the scholarship of teaching. You may apply before a proposal has been accepted, but funding may be tentative until acceptance is received. Successful applications may be funded in whole or in part. Decisions on funding will be made by the Senate Committee on the Enhancement of Teaching

shortly after the deadline. Acceptance of SCENT travel funds implies a commitment to share with the UPEI community the benefits of the conference.

Application Procedure

There is no formal application form but your proposal should include:

1. the conference name and date, or a copy of the conference brochure.
2. a copy of your acceptance letter, if you will be presenting a paper;
3. an itemized budget;
4. an indication of what other sources of funding you are pursuing;
5. if you are presenting a paper or workshop, a description of the project and its significance.
6. if applicable, an indication of how this travel will contribute to the development of your own teaching or your research in the scholarship of teaching.

Please submit six (6) copies of your application to:

Barb Campbell, Director
Faculty Development Office
Webster Centre for Teaching and Learning
566-0743 / bcampbell@upei.ca

Projects funded by a SCENT Travel Grant should be completed within the 2007-2008 fiscal/academic year (i.e., by Apr. 30, 2008).



**What do you wish your mother
had told you???**
**OK, what did you wish you had
known when considering your
position at UPEI ?**

Part 2

by Fiona Papps

During our latest round of negotiations, the UPEIFA won the opportunity to provide a standard information package to candidates being considered for a faculty or librarian position (see Articles B2.4/B5.10). On behalf of the Communications Committee and the Faculty Association, Marva Sweeney-Nixon has compiled information provided by UPEI Faculty Association members into this package. The package is now finalized, and is available both in print and via the UPEI Faculty Association website (www.upeifa.org). Human Resources will also provide the Chair of each selection committee with copies for distribution to the candidates. If you are serving on a selection committee, you may wish to confirm that candidates have this package. The UPEI Faculty Association would like to thank Marva for her hard work in creating this package, which is sure to be a valuable resource for candidates applying for positions at UPEI.

The Social Pages

In the previous edition of the FABric, we introduced you to the newly formed Faculty Association Social Committee. These tireless individuals have put together some highly

successful social events during Fall semester, 2006 (most noticeably the *Show Your Mug Fridays*), with the aim of maintaining the sense of community and camaraderie that developed among Faculty Association members as they walked the picket lines. Ann Braithwaite reports on past and proposed activities of the Social Committee.

News from the Social Committee

by Ann Braithwaite

The FA Social Committee is once again back at it and hard at work creating events to help build community and FA solidarity across campus. We've once again started up regular "Show Your Mug Friday" coffee hours, and have extended the hours for this semester so that more people can drop by and aren't as pressed for time around their teaching schedules. Last semester's coffee hours were a huge success, and we're really pleased to continue them this semester – and into next year too we hope. We'd love to see this become a regular event that extends over the years – one that continues to give us all a chance to see each other and grab a few (however brief sometimes) minutes of conversation with people from across campus we don't get to see all that much. So far there's been a really good mix of people coming to SYMF, and each time new and different people have shown up – so if you haven't checked it out yet, do so soon!

We're also looking at starting up semi-regular happy hours on Friday afternoons – since not everyone is a coffee drinker, or morning socializer. Stay tuned to your email for more info on this event soon...

And later this semester we'll have FA coffee mugs for sale (you'll know where to use them [smile]), and FA calendars for next year – complete with pictures of colleagues and events

across campus. And of course, we're always willing to listen to other ideas, work with other volunteers, and continue to put on a range of events and activities that will speak to the interests of the entire Membership, and continue to build and strengthen our UPEIFA community.



Members of the UPEIFA Social Committee and a special guest hard at work – at rear: Santa [Miles Turnbull, Education], Jason Doiron [Psychology].

At front: One of Santa's elves [Jennifer Taylor, Family and Nutritional Sciences], Colleen MacQuarrie [Psychology], Ann Braithwaite [Women's Studies], and another of Santa's elves [Andrew Trivett, Engineering].

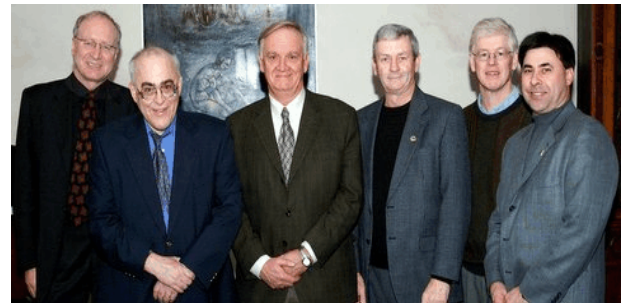
Faculty Recognition Reception Honours 2005 - 2006 Award Winners

by Kay Diviney

On December 1, 2006, the university community met for a gala reception in honour of several milestones for Faculty Association members, including retirements, long-time service to the university, and achievement in both research and teaching. Hosted by Faculty Association President Wayne Peters, the 2005-2006 Faculty Recognition Reception also gave those present the chance to unwind to the sounds of the Nick Howard Jazz Trio and enjoy some end-of-term conviviality with talented, dedicated, and interesting colleagues (a Great Small Faculty!)

Three faculty members retired from UPEI in 2006 – Drs. Elizabeth Epperly (English), William Ireland (Biomedical Sciences), and Lothar Zimmermann (Modern Languages). Their dedicated and distinguished service to the university was recognized and applauded; UPEI President Wade MacLauchlan presented Bill Ireland, the only retiree who could be present, with a gold watch in honour of his long association with the university. President MacLauchlan also presented a 25-year pin to Prof. Leonard Cusack, who has taught sessionally in the Department of History in 25 of the past 29 years.

Winners of Merit Awards for Scholarly Achievement – Drs. Herman Barkema (Health Management), Ray Doiron (Education), and Rob Haines (Chemistry) – were introduced by Dr. Martha Gabriel and presented with awards by President MacLauchlan.



From left to right: President Wade MacLauchlan, Dr. William Ireland (Biomedical Sciences), Dr. James Bellamy (Graduate Studies and Research), Leonard Cusack (History), Dr. Ian Dowbiggin (History), and Dr. Wayne Peters (Engineering, and President of the UPEI Faculty Association). Dr. Elizabeth Epperley (English) and Dr. Lothar Zimmerman (Modern Languages) could not be present.



From Left to Right: Dr. Wayne Peters (Engineering, and President of the UPEI Faculty Association), Dr. Martha Gabriel (Education), Dr. Ray Doiron (Education), President Wade MacLauchlan, and Dr. Rob Haines (Chemistry). Dr. Herman Barkema (Health Management) could not be present.

Dr. Andrew Zinck introduced and Mrs. Louise Hessian presented awards to the winners of the 2005-2006 Hessian Awards for Excellence in Teaching -- Drs. Susan Dohoo (Biomedical Sciences), Fiona Papps (Psychology), and Lori Weeks (Family and Nutritional Sciences).



From left to right: Dr. Wayne Peters (President of the UPEIFA), Dr. Susan Dohoo (Biomedical Sciences), Dr. Fiona Papps (Psychology), Dr. Andrew Zinck (Music, Presenter of the Awards), President Wade MacLauchlan, Mrs. Louise Hessian (Presenter of the Awards), and Dr. Lori Weeks (Family and Nutritional Sciences).

In addition to celebrating the achievement of such an impressive array of UPEI scholar/teachers, the 2005-2006 Faculty Recognition Reception

launched the Scholarship Fund Campaign, which invites FA members to support the Faculty Association's two student scholarships through payroll deductions.

The 2005-2006 Faculty Recognition Reception was a long-awaited event, deferred from last year owing to the difficulty of completing the awards deliberations during our foreshortened term. It was jointly sponsored by the Faculty Association and the Office of the President. While the Faculty Recognition Reception honoured many people for distinguished service of various kinds, the contributions of a few others also ought to be acknowledged: the brave and eloquent presenters who spoke on behalf of the award-winners, retirees, and recognizees; the hard-working members of the Scholarly Achievement and Teaching Award Committees; and the excellent nominees in both categories who continue to contribute in so many ways to the intellectual life of our community.

Faculty Association Supports Student Achievements

by Kay Diviney

Each year, the Faculty Association is proud to support students through two awards presented at the Deans' Honours and Awards Ceremony. The winner of this year's UPEI Faculty Association Silver Medal was Yixuan Teng of the Department of Economics. The Gold Medal went to Brodie Champion, an Honours student in the Department of Mathematics and Statistics. On behalf of the Faculty Association, FA President Wayne Peters and Executive Member-at-Large Kay Diviney presented the awards.



Photograph at left: Yixuan Teng of the Department of Economics and Dr. Wayne Peters (Engineering, President of the UPEIFA) and photograph at right: Brodie Champion (Mathematics) and Dr. Kay Diviney (English).

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, 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.

Welcome to new FA members, Winter 2007...

Guy Albert, Education
 Natalie Clark, Nursing
 Kathryn Dau-Schmidt, Biology
 Maxwell Harmon, Philosophy and Religious Studies
 Jim Killorn, Education
 Audrey Penner, Education
 Kevin Quinlan, Education
 Sharon Quinlan, Education
 Balaji Ramamathan, Biomedical Sciences
 Tony Sauer, Business
 Jennifer Slemmer, Chemistry
 Kathy Stuart, Island Studies
 Antony Sturz, Environmental Studies
 Kimberley Wood, Nursing
 Alejandro Zamora, Modern Languages

All new Faculty Association members are asked to contact the Association office as soon as they are hired to ensure the Association has your correct department and contact information.

the UPEIFA Executive

President:

Wayne Peters, Engineering

566-0495

wpeters@upei.ca

Vice-President:

David Seeler, Companion Animals

566-0886

seeler@upei.ca

Past-President:

Currently vacant. An additional Member-at-Large has been added as per the Constitution/By-laws.

Secretary/Treasurer:

Debra Good, Business
566-0348
dgood@upei.ca

Members-at-Large:

Ann Braithwaite, Women's Studies
628-4312
abraithwaite@upei.ca

Kay Diviney, English

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David Groman, Diagnostic Services

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Website: www.upeifa.org

**Last Words from the Newsletter
Editor**

Thank you to the following individuals for their contributions to this issue of the FABric: Ann

Braithwaite, Kay Diviney, Wendy Duckett, Shelley Ebbett, Susan Gallant, Wendy Henderson, Betty Jeffery, Laurie McDuffee, Wayne Peters. If you have ideas for future contributions, please contact me.

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