



University of
Prince Edward Island
Faculty Association

NEWSLETTER # 7 June, 2004



In this issue:

- a message from the FA President
- faculty recognition night
- new Association dues structure
- post-secondary education and the federal election
- CAUT Council Delegate report
- tenure and promotion processes clarified

Hi Everyone,

The upcoming year will be an especially exciting and challenging time of **transition** for the Faculty Association that will see us continue to grow and mature as a labour union. During this time, as well, we will need to address a number of significant tasks before the term of the current Executive expires in May 2005. These include:

- refining our **governance model** to ensure the Association's business and responsibilities are effectively carried out;
- managing the challenges of **implementing the first collective agreement** for Bargaining Unit # 1 (faculty, librarians, sessionals and clinical nursing instructors);
- negotiating the first collective agreement for **Bargaining Unit # 2** (professional veterinary service providers); and
- preparing for negotiations for the **second collective agreement** for Bargaining Unit # 1.

We must be **proactive** and **aggressive** to make this an effective transition. The Executive sees our priorities as being in the areas of **governance, communication and bargaining**. Effective governance and targeted communication are the keystones to building relevance, credibility and support for the Association. Productive bargaining requires that we understand where we are, where we want to be and how we should get there. For the Association and its members, this depends on education, awareness and participation.

As the Executive moves forward, it will be encouraging membership participation and support for its initiatives. I look forward to working with the Executive and as many of you as possible during this exciting time for the Faculty Association at UPEI.

Wayne Peters, UPEIFA President

Faculty Recognition Night

The Faculty Recognition Night was held at the Fox Meadow Golf and Country Club on Saturday, May 8, 2004. The following individuals were honoured with awards or recognition:

The Hessian Merit Awards for Teaching Excellence

Ian Dohoo, Department of Health Management

Vickie Johnston, Department of Psychology

Jane Magrath, Department of English

Scholarly Achievement Merit Awards

Ian Dowbiggin, Department of History

Harry Hariharan, Department of Pathology and Microbiology

Kevin Smith, Department of Chemistry

Retirees Honoured

Colman O'Hare, Department of English

Richard St. Jean, Department of Psychology

G. Llewellyn Watson, Department of Sociology and Anthropology

25 Year Service Pin

Philip Davis, Department of Religious Studies

Additionally, a number of new faculty and mentors in the Teaching Partners Program were acknowledged and granted certificates. The Faculty Association extends its sincere congratulations, best wishes and appreciation to all. Well done!

New Association Dues Schedule

At the Association's April 23, 2004 Annual General Meeting, the membership approved the following dues schedule to be payable by all members effective on July 1st, 2004.

<u>Bargaining Unit #1</u>	Full Professor / Librarian IV	\$ 37.61 (per pay)
	Associate Professor / Librarian III	\$ 29.91 (per pay)
	Assistant Professor / Librarian II	\$ 23.76 (per pay)
	Lecturer / Librarian I	\$ 21.74 (per pay)
	Clinical Nurse Instructor	\$ 13.00 (per pay)
	Sessional Instructor	\$ 40.00 (per course)
<u>Bargaining Unit #2</u>	All classifications	\$ 23.76 (per pay)

Effective on this date, as well, all members of both bargaining units with an FTE of 0.5 or less will be assessed dues at 50% of the above levels. This does not apply to the "per course" rate for sessionals.

Post-secondary Education and the Federal Election

As we are all aware, a Federal Election will be held on Monday, June 28, 2004. The President of the Canadian Association of University Teachers (CAUT), Loretta Czernis, has said that **"This will be a pivotal election for universities and colleges."** In response, CAUT is requesting that all local faculty associations get involved to ensure that all candidates hear a **common message** during this election campaign about the state of post-secondary education in the country.

CAUT's non-partisan election strategy has two main goals: to build **local and national alliances** so that we can raise public awareness about the challenges facing universities and colleges in Canada; and to present its solutions to these challenges. It is important that political party candidates recognize post-secondary education issues as extremely important and that they be kept on the political agenda. To aid in this, CAUT has prepared an **election kit** that includes: suggestions on how this can be done; sample questions for candidates; election fact sheets on various post-secondary education challenges; and CAUT's proposed Post-Secondary Education Act. Have a look at CAUT's website for these resources (www.caut.ca/english/about/election.asp).

To support this, the Faculty Association will be preparing an information package consisting of some of this information to be forwarded to the candidates and the media. Additionally, the Faculty Association strongly encourages all members to **engage** the federal election campaign candidates in discussions regarding the challenges facing post-secondary education on PEI and across the country. **During an election campaign, each telephone call or email received by a candidate is logged by issue - the more calls or emails received on a particular issue, the more likely the candidate will see the issue as a priority.**

So, **make a phone call or send an email** to the candidates; all of the candidates across the Island, that is, not just those in the Charlottetown riding. Log your concerns. For links to the websites and contact info of PEI's election candidates, go to:

www.nodice.ca/election2004/ridings-princeedwardisland.html

The Faculty Association's website (www.upeifa.org) contains the information from CAUT's election kit. Visit it for background information on the issues. Let's **get involved** and make a difference. If anyone has suggestions on how the Faculty Association can best use its resources to this end, please let us know.

As a final note, be sure you are **registered to vote** and exercise your right to do so! If you want to confirm that you are registered, especially if you are a new voter in a federal election or if you have moved since the last federal election, call **1-866-204-7833**.

CAUT Council Delegate Report (Submitted by: Wayne Peters, CAUT Council Delegate)

The 56th Council Meeting of CAUT was held in Ottawa on April 29 - May 2, 2004. The following is a brief report on some issues discussed at the meetings. My full report to the UPEIFA Executive can be found on the Association's website at www.upeifa.org. Full CAUT Council meeting minutes can be found on its website at www.caut.ca. Feel free to contact me if you have any questions on any of the issues.

First, CAUT is the Canadian Association of University Teachers. It is the national voice that speaks for faculty associations across the country, including the UPEIFA, and represents some 35,000 teachers, librarians, researchers and other academic professionals. CAUT is an outspoken defender of academic freedom and works actively in the public interest to improve the quality and accessibility of post-secondary education in Canada. CAUT is governed by a Council that consists of delegates chosen by each of its faculty association members across the country.

As always, there is a wide range of issues addressed at CAUT that affect university faculty and academic staff at universities across the country. For instance, CAUT is initiating a campaign to protect the freedom of academic researchers to publish research results. This is primarily in response to cases in which the industry funder has fought to suppress the publishing of unfavourable research results. In line with this, CAUT seeks to ban universities from accepting or administering external funding that limits freedom to publish and to further enshrine the right to disclose information about risks to research participants or the general public that become known in the course of research. A new CAUT policy was adopted that reinforces that librarians should be recognized as full partners with faculty members. Other issues of note relate to intellectual property rights, outsourcing, occupational health and safety and pension management.

Tenure and Promotion Processes Clarified

The implementation of the tenure and promotion articles of the new collective agreement will be phased in over the next year.

Any candidates currently being considered for tenure whose names were posted by the Secretary of Senate on March 1, 2004 will have their files reviewed as per the old tenure process detailed in the Faculty Association Handbook. All future tenure candidates will be considered under the new collective agreement.

Any applications for promotion initiated subsequent to the signing of the new collective agreement shall be considered under the promotion terms of the new agreement. As per Article E2.5.3.1, all 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. Further, the Department Chair shall advise the Department, the Dean and the Vice-President Academic Development of any application for promotion or accelerated promotion by July 1.

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