

the FABric

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

September 2008

Vol. 4, No. 1

Welcome to a New Term ...

"The freedom of universities from market constraints is precisely what allowed them in the past to nurture the type of open-ended fundamental research that led to some of the most important (and least expected) discoveries in history. Today, as the line between academic and commercial science dissolves, as the openness of the academic culture gives way to a proprietary one, as professors are encouraged to think more like entrepreneurs, a question arises: Will the [professoriate] of the future have the freedom to explore ideas that have no obvious and immediate commercial value? Only, it seems, if universities cling to their traditional ideals and maintain their independence from the marketplace. Only, that is, if higher education is appreciated not only for its potential use value but for its intrinsic worth."

Jennifer Washburn, University Inc.: The Corporate Corruption of Higher Education (New York: Basic Books, 2005), p. 241.

And Welcome to the FABric, volume 4

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State of the Union: The President's Report



by David Seeler
UPEIFA President

I would like to extend my warmest regards to all of our Members and in particular to those who are new to UPEI as we begin yet another academic year. If I, or any other member of the Executive, may be of help please do not hesitate to get in touch.

Each year the Faculty Association awards two scholarships to graduating high school students on PEI. This year Cheralynn Corney of Charlottetown Rural and Kayla MacRae of Colonel Gray were the deserving recipients of these awards. This month the Association presented Gold and Silver Medals to two students with the top GPAs in third year at the Deans' Academic Honours and Awards Ceremonies.

Over the summer we have been preparing for the upcoming academic year. Association committees are in place and many have been active over the summer months. The Association has 14 committees in place to deal with issues of importance to its Members as well as five other University joint committees on which there is

Association representation. This work could not be completed without the help of Members who have come forward and participated in the governance of the UPEIFA. I would like to thank every one who has contributed and those who continue to do so.

I would strongly urge you to consider participating in the Association's work. Such activities are recognized by the collective agreement as University Service, and an active Association benefits all Members in the long run as different perspectives, interests and skills are brought to bear to the issues facing the organization.

On July 10th the UPEIFA hosted and chaired the inaugural meeting of the Atlantic Canada Council of Faculty Associations. In addition to delegates from Prince Edward Island, representatives from Newfoundland, Nova Scotia, and New Brunswick were in attendance. This group represents approximately 4000 academic staff members in the Atlantic Region. The goal of the group is to coordinate efforts that will benefit university students and academic staff members in the region. The inaugural meeting focussed on issues of common concern, including occupational/environmental health and safety, the status of mandatory retirement in the various provinces, pension plans, academic staff member workloads and salaries. ACCFA will meet again this fall in preparation for a regional conference that will bring together representatives of all Faculty Associations in Atlantic Canada in the spring of 2009.

With a new slate of Grievance Officers in place the Association held a two day workshop on grievance processes, attended by the Officers and other interested members. By all accounts the workshop was well received. The Association owes CAUT a debt of gratitude for making these workshops available to us.

In respect to past grievances, I am very pleased to report that the issues surrounding IP rights of our members were finally dealt with at an arbitration hearing in which a mutually acceptable Board-imposed resolution was reached. This allowed the Association, in conjunction with the Employer, to

deal quickly with most of the outstanding issues. Some work remains to be completed, but this is well underway. In a sign of good faith, the Association agreed to withdraw its Unfair Labour Practice Complaint that was before the Labour Board. More details concerning the Board-imposed order and its implications for you as a member of the Faculty Association are included in this issue of *the FABric*. I do wish to thank Wayne Peters and Bob O'Rourke for all their efforts to bring this to a suitable conclusion.

The complaints that five of our members have filed with the Human Rights Commission after being forced to retire have yet to be heard. As of this time, it appears that the Commission will not be hearing their complaints until well towards the end of the fall semester or perhaps in 2009. The first complaints were filed late in the fall of 2005 by Professors T. Nilsson and R. Wills. This delay clearly is not in the best interest of these members who have legitimate concerns about mandatory retirement as a human rights issue. The Association will continue to provide support to them as they work to get their complaints heard and resolved by the Commission in a timely fashion. We will keep the Membership apprised of the situation as it unfolds.

Bargaining Unit 2 (clinical veterinary professionals) are in the process of negotiating their second collective agreement. At this time, pension and monetary issues remain to be negotiated. Recently, the Employer has agreed to discuss pension issues with a team made up of members from each of the five unions currently negotiating a new collective agreement for their Members. The joint Union Team has met with the Employer and presented our collective proposals. The Employer is presently examining these proposals and has committed to returning to the table with its response(s). Further information regarding pension issues can be found at the UPEIFA website (www.upeifa.org).

At the Annual General Meeting in April the membership approved the formation of an Ad-hoc Committee on Regularization. Regularization is best defined as a process which would allow

part-time, contract positions, including sessional positions, to be converted into more secure, longer term positions. The Association is committed to improving the working conditions for sessional instructors and the Regularization Committee is just one of a number of initiatives the Association has in that regard.

The Fall General Meeting will be held on Friday, October 17 at 1:30 PM. Please plan to attend. A FA Time will be held after the meeting in the Faculty Lounge.

If you have any concerns or questions regarding your rights, privileges and obligations under the Collective Agreement, please get in touch with either myself, or Gordon MacDonald, your Chief Grievance Officer.

In closing, I would like to remind you to check the UPEIFA website regularly. Visit www.upeifa.org for details about Association events and issues that affect you.

NOTICE TO ALL MEMBERS OF THE UPEI FACULTY ASSOCIATION

General Membership Meeting

Friday, October 17, 2008
1:30-3:00 p.m.

Atlantic Veterinary College, Lecture Theatre A

AGENDA

1. Approval of Agenda
2. President's Report
3. Treasurer's Report
4. Grievance Officer's Report
5. Other Business

To be followed by a FA Time
Faculty Lounge, Main Building

Collective Agreement Dates to Remember, September 2008 - February 2009

In 2006, a new collective agreement was negotiated by the UPEI Board of Governors and the UPEIFA Bargaining Unit 1. The Collective Agreement 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). The 2006-07 Communications Committee summarized dates from the Collective Agreement that are important for FA members to know. Dates important for the time period covered by this edition of *the FABric* through to the subsequent edition to be published in late January are outlined as follows. A complete list of significant dates from the "Red Book" is also posted on the UPEIFA website.

Prior to October 15

Initial vote [for tenure/permanency] of URC sub-committee (*Article E2.10.5*)

Prior to November 1

Unless a DRC has already been constituted under E2.5.2.4 the Chair assures that a properly constituted DRC is assembled [to consider applications for promotion] (*Article E2.5.3.2*)

On or before November 1

Posting of Sessional Instructor Positions for winter semester (*Article G1.4*)

By November 1

Each academic unit must update its Sessional Instructor Seniority Roster (*Article G1.6.1c*)

By November 1

Faculty Member submits promotion file to Chair (*Article E2.5.3.4*)

Prior to November 10

Final vote [for tenure/permanency] of URC sub-committee (*Article E2.10.7; Article E2.10.10*)

Prior to November 15

Full URC reviews sub-committee decisions [re: tenure/permanency] to ensure consistency (*Article E2.10.9*)

Prior to November 15

URC reports recommendations [re: tenure/permanency] to President (*Article E2.10.10*)

By December 15

DRC/LRC completes meetings on all promotion applications and recommends to URC (*Article E2.6.2; Article E2.8.1; Article E7.8.9; Article E7.10.1*)

By January 5 of the year of application for tenure

Dean sends letter to each Chair with names of respective Faculty Members eligible for regular consideration of tenure. Chair then seeks confirmation from each Faculty Member that tenure file is being collated (*Article E2.5.2.2; Article E2.5.2.3*)

Prior to January 15

Dean/UL includes letter in candidate's file and forwards the complete file to URC Chair (*Article E2.9.4; Article E7.11.4*)

Before January 31

A seniority list of all permanent Clinical Nursing Instructors shall be posted (*Article G2.12 a*)

By February 1 of the academic year prior to the one in which consideration would take place

Faculty Member seeking early consideration [for tenure] as an exceptional case requests in writing to the Dean (*Article E2.4.2.4*)

By February 1 of the academic year prior to consideration

Faculty Member's request, or Dean's recommendation, for deferral of tenure consideration is communicated (*Article E2.4.3.2*)

Prior to February 1

Faculty Member sends a letter to the Chair indicating plans to apply for tenure. Chair then

informs Dean that the tenure file is in preparation (*Article E2.5.2.3 a*)

February 1

Subject to exceptional circumstances, if a Faculty Member does not have tenure by February 1 of the fourth year of full-time probationary appointment here, 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 (*Article E2.5.2.3 b*)

On or before February 1

Posting of Sessional Instructor Positions for both summer sessions (*Article G1.4*)

FA Social Calendar

in the Faculty Lounge, Main Building

October 17

3:00 p.m. - 5:00 p.m., FA Time

October 30

9:00 a.m. - 11:00 a.m., Show Your Mug Coffee

November 19

9:00 a.m. - 11:00 a.m., Show Your Mug Coffee

December 6

8:00 p.m. - 1:00 a.m., FA Holiday Party

January 22

9:00 a.m. - 11:00 a.m., Show Your Mug Coffee

February 13

4:00 p.m. - 6:00 p.m., FA Time

February 25

9:00 a.m. - 11:00 a.m., Show Your Mug Coffee

March 20

4:00 - 6:00 p.m., FA Time

April 1

9:00 a.m. - 11:00 a.m., Show Your Mug Coffee

Arbitration Confirms Union's Right to Represent Members on Intellectual Property

by Wayne Peters, Past-President, UPEIFA

An award recently issued by an arbitration board has solidly confirmed the UPEIFA's right to represent its members' interests on intellectual property issues. This award comes three years after a grievance was initially filed by the Union in July 2005 and after a previous settlement of the issue with the Employer had failed to be implemented.

Through this entire process, the Union has maintained that the Employer does not have the right to engage members directly to require them to agree to alterations of their own intellectual property rights when it enters into research funding agreements with third-parties. It has been the Union's position that it is the sole and exclusive bargaining agent for its members on intellectual property rights and other issues covered by the collective agreement. The Union has contended that the Employer must deal with the Union when its members' rights are being affected by third-party research funding agreements. This recent arbitration ruling confirms these principles with the Employer's agreement and orders the Parties to comply with its terms.

The Union has never sought to restrict what its members can do with their own intellectual property. It has only fought to ensure that it is able to protect its members' rights and that it is able to advise members about any implications for their rights from any third-party agreement. This ruling provides the Union with these abilities and puts in place a process with the Employer to deal with third-party funding agreements while ensuring that there are no delays to the research work.

Accordingly, once the Office of Research and Development receives a third-party funding agreement which it is willing to accept and which seeks to alter the rights of the member(s) involved, it must forward the proposed agreement to the Union. The Union then has 10 working days to

consult with the faculty member(s) involved and to advise the Office of Research and Development if the third-party funding agreement may be executed.

It is very important to note that the Union has agreed that if a member wants the contract to be executed, the Union will not arbitrarily decide otherwise. Normally, the only time that the Union would advise the Office of Research and Development that an agreement must not be executed would be if that is the direction provided to it by its member(s) after being fully advised by the Union of their rights under the collective agreement.

The Employer has agreed that in any instances where intellectual property is assigned to the University for commercialization purposes and commercialization does not occur, the University will release its assignment back to the member(s) involved.

A further aspect of this ruling will deal with those members who met with the Union during May/June 2007 and indicated their desire to have the Employer re-visit their third-party research funding agreements. Meetings will be scheduled soon between the member(s) involved, the Union, and the Office of Research and Development to provide an opportunity to resolve the outstanding issues. Should this not be possible, the University is required to contact the third-party directly to seek its agreement to amend the intellectual property terms to recognize the member's interests under the collective agreement. If the matter is still unresolved after this step, a voluntary mediation process has been established with a final recourse under Section H4.8.1 of the collective agreement.

Did You Know ...

there are three UPEIFA members serving CAUT: Wayne Peters as Vice-President of CAUT, Larry Hale as President of the CAUT Defence Fund, and Betty Jeffery as a member of the CAUT Librarians' Committee?

NUCAUT Update

by Jim Sentance, UPEIFA NUCAUT Representative

This past May I traveled to Toronto to represent the UPEIFA at the third convention of the National Union of CAUT:

“The National Union of the Canadian Association of University Teachers (NUCAUT) is the national union of Canada's post-secondary academic staff. It promotes within the Canadian Labour Congress the interests of academic staff and seeks to improve the quality and accessibility of post-secondary education in Canada. NUCAUT is committed to the promotion of equity and opposes harassment and discrimination of any sort. NUCAUT contributes to building and unifying the labour movement by working with labour councils, provincial federations of labour and other national unions.”

About a third of CAUT's member Associations are now part of NUCAUT. As noted, one of its primary purposes is to give us a link to the broader labour movement, which both gives us a vehicle for broader support of our lobbying on behalf of post-secondary education, and links to the local labour scene which can be helpful in generating support for our bargaining efforts. It meets every three years in conjunction with the triennial CLC convention, and a good bit of our time was spent preparing for that.

Electing a new executive was another order of business. Dileep Athaide from the Federation of Post-Secondary Educators (BC) was voted in as president, while Ginny Stroehrer, past president of the Association of Professors of Bishop's University, was chosen as vice-president, and Tom Booth from the University of Manitoba Faculty Association was named treasurer. Maureen Shaw (FPSE), Brian Brown (University of Windsor Faculty Association) and Suzanne Dudziak (Faculty Association of the University of St. Thomas) were elected members-at-large to the board.

We also established a new award to recognize

members who have made an outstanding contribution to the advancement of equity in the post-secondary community.

The Patricia Baker Award for Union Activism honours the late Patricia Baker, who worked tirelessly to promote equity for women in post-secondary education through her work as an associate professor in Mount Saint Vincent University's departments of sociology/anthropology and women's studies, her research on women and unionization and her involvement with the MSVU faculty association. Baker was also a member of NUCAUT's executive board until her death in December 2007.

The next NUCAUT convention happens in three years in Vancouver.

We Asked, And You Responded

What is the most noticeable change on campus over the summer?

Two events tie. The opening of the new School of Business+the makeover of the "quadrangle." Both give UPEI a new, more academically appealing image which already has helped pick up the footsteps of students and will help in the recruiting of new staff. I am pumped that the image now matches the great students.

Glenn Sinclair, Business

The loss of Vianne Timmons ... she made a significant impact on the campus community. (Mostly for the better in my opinion.)

Susan Graham, Political Studies

For me there's no question but that the biggest change on campus is the construction of the new Athletics field. My only regret is that I'll not likely ever get a chance to check out the track 'cause of the arthritis in my hip. :-)

Sandy McAuley, Education

The departure of Vianne Timmons. :-)

Nola Etkin, Chemistry

News From the CAUT Defence Fund

by Larry Hale, President, CAUT Defence Fund

I write this report from the University of Windsor, where the members of the Windsor University Faculty Association (WUFA) have taken strike action against their administration. Earlier today, there was a spirited rally in front of the Chrysler Building, where a large group (at least 1,000) consisting of WUFA members, students and staff from the university were joined by a dozen supporters from other unionized faculty associations in Canada, sponsored by the CAUT Defence Fund. The Defence Fund (of which I am honoured to be both the President, and the representative from UPEIFA) provides significant support to striking academic staff unions in the form of strike pay and of low-interest loans to help cover strike-related expenses. The issues facing WUFA are significant, and it is in the interest of all CAUT members that they come to a successful conclusion at the table. On your behalf, the CAUT Defence Fund will stand with them for as long as it takes to realize that outcome.

Although it is early, the WUFA dispute isn't even the first one of the 2008-2009 academic year! In late August, the members of the faculty union at the University of Sudbury (a federated institution within the Laurentian University system) took strike action against their administration and the patently unreasonable treatment they had been subject to. UofS members were in negotiations to address a rather large wage disparity between themselves and colleagues at Laurentian. In response, the administration declared the union contract null and void, and attempted to coerce their faculty to agree to work on a day-to-day basis outside of a union framework. Pay would only be given if you presented yourself to the Registrar's Office by 8:30 each weekday, and stayed on campus until the end of business hours! Such bizarre tactics are both insulting and unacceptable. Even though the UofS group is small (only 38 members) the support of the Defence Fund was just as strong as is now being provided to WUFA, which is 20 times as large. With that support, the UofS union was able to realize an



L to R: Dr. John Hudson, WUFA, and Larry Hale

acceptable collective agreement within a week and a half of taking strike action.

Regrettably, there are more university academic staff unions facing unnecessary bargaining challenges. There is no doubt that university administrations have a common game plan. The CAUT Defence Fund will be there to help academic staff stand against these plans, and for what is good for the future of Canadian universities.

UPEI Faculty Retirees Celebrated

The contributions of five faculty members who retired this summer were celebrated as part of the annual Faculty Recognition and Awards Banquet in May. The event, jointly sponsored by the UPEI Faculty Association and the Office of the President, honoured Terry Percival, Dept. of Psychology, Daryl Guignon, Dept. of Biology, Basil Ikede, Dept. of Pathology and Microbiology, and Ron Collins and Bob O'Rourke of the School of Business.

Terry Percival, a member of the Psychology Department at UPEI for 37 years, has taught and researched social developmental psychology, concentrating on the relationship between cognition and social development and theories of moral development. More recently his focus has shifted to creative and holistic psychology. His

colleague Philip Smith described Terry as “one of the most thoughtful people you will come upon. ... In conversation he is fully present, fully respectful of the dignity of others. When he does speak, people listen. When he teaches, students learn, colleagues learn.” Smith added “we need to make sure we save a place in our university for professors like Terry Percival, a scholar not much funded but a reflective and integrative scholar, a teacher not especially flashy but a conscientious and caring teacher, and a colleague not given to positions of formal leadership, but a contributing, fair-minded, gentle colleague.”

Daryl Guignion began his teaching career at St. Dunstan’s University. In over 40 years with the Biology Department, Professor Guignion has researched wildlife and their ecosystems, recently turning his attention to the variables that limit wild salmonid production on the Island. His career serves as a model of the socially engaged scholar. Daryl was a founder of the Island Nature Trust and continues his involvement with a variety of community groups dedicated to the implementation of watershed plans. Daryl has become a recognized and effective participant in local, regional and national committees and commissions on environmental issues. Christian Lacroix, Dean of Science, noted “many, if not all of the reports and studies he took part in have resulted in recommendations and action plans that have been implemented, especially at the level of the provincial government. Daryl’s name is synonymous with environmental stewardship and he is viewed by everyone as a credible and trustworthy biologist and professor.”

Basil Ikede joined the Department of Pathology & Microbiology as Full Professor in Anatomic Pathology in 1989. During his tenure at UPEI, Basil has led the development of the Master of Veterinary Science and Postgraduate Diploma in Path and Micro, programme models since adopted by other departments within AVC; he has supervised the establishment of AVC Diagnostic Services as a separate service within the College; and he has served two terms as Chair of the Department of Pathology & Microbiology since 2000. In addition to his substantive administrative accomplishments, Dr. Ikede has supervised a

substantial number of graduate students, provided professional services to clients throughout the Atlantic region, and has maintained an enviable publishing record, concentrating on diseases in livestock.

Ron Collins was honoured for his 33-year career in the School of Business. Dean of the School from 1991 to 1996, and UPEI Student Union Faculty Member of the Year in 2008, Ron has served as Director of International Programmes in his faculty for the last six years. In that role, and indeed in his longer involvement in internationalization efforts, Ron has arranged student exchanges and agreements with 14 countries and has taught in Finland, France, Malaysia, Poland, China and the Czech Republic. Ron has a deep and long-standing record of contributions to the development and growth of UPEI, including service on Senate, the Academic Planning Facilitation Committee, the Honorary Degree Committee, the University Review Committee, and the University Writing Council. His service has extended to his professional community, including his tenure as Chair of the Canadian Consortium of Management Schools.

Bob O’Rourke also began teaching in the School of Business in 1975, and served as Dean of the School from 1987 to 1990. He has served as Chair of the PEI Public Utilities Commission, has assisted interveners in the New Brunswick utility rate hearings, and has been an entrepreneur in the technology field. Bob has a rich service record at the University, including membership on Senate, the Admissions and Scholarship Committee, and the President’s Committee on Information Technology. With his retirement, Bob steps down as the Chief Grievance Officer with the Faculty Association. In that capacity, Bob led the charge in a number of cases that went to external arbitration ... and was successful every time. Thank you, Bob.
(<http://www.upeifa.org/html/grievances.html>).

Thank you, all.

UPEI Faculty Members Honoured for Achievements in Teaching and Research



L to R: Malcolm Murray, Donna Giberson, June Countryman

Three faculty members were recognized for their outstanding teaching and research achievements at the annual Faculty Recognition and Awards Banquet, jointly sponsored by the UPEI Faculty Association and the Office of the President. Dr. June Countryman, Department of Music, won the Hessian Award for Excellence in Teaching, and Dr. Donna Giberson, Faculty of Science, and Dr. Malcolm Murray, Faculty of Arts, received UPEI Merit Awards for Scholarly Achievement in recognition of their outstanding achievements as researchers.

June Countryman has been with the music department for only two years, but she has already made an indelible mark upon the program and her students. Her teaching repertoire includes courses in Elementary Music Education Methods, Philosophy of Music Education, and Aural Skills. She has added to this collection newly crafted courses in Global Musics and Musicianship.

At the awards ceremony, Dr. Andrew Zinck, Chair of the Hessian Teaching Award Committee, observed that “in each course she teaches, Dr. Countryman strives passionately to create a community of learners in which each member of that community is equally respected and accepted and is equally responsible for the learning

experience in the classroom. She is always willing to take risks in her teaching and creates a safe environment for her students to do the same without fear of judgement. As a result, her classroom is defined by vibrant activity, joy and laughter, allowing it to become a supportive space in which students help each other to grow and learn in positive ways that extend far beyond the limits of a single course. For her, it’s not just about academic growth; it’s also about personal and even spiritual growth—helping students to become more than just good practitioners of their craft, but also better people.”

A full professor in the Biology Department, Donna Giberson has been awarded the Merit Award for Scholarly Achievement for the second time. Dr. Giberson researches aquatic entomology, focussing on biodiversity in Canadian ecosystems. Such expertise has led to her recent work with the P.E.I. Department of Health where she has assisted with the identification of mosquito species and their breeding areas on the Island.

Giberson’s research is well published in peer-reviewed journals, books and conference proceedings. In 2007 alone, she published five peer-reviewed articles. She has supervised seven MSc graduate students and eleven BSc honours undergraduate students, thereby making significant contributions to the education of new researchers. Her research has been made possible, in part, through funding from federal granting agencies (NSERC – continually since 1993, Parks Canada Ecosystem Science Fund, Nature Discovery Fund) and local funders (PEI Departments of Health, and Aquaculture, Fisheries & Environment, and the UPEI Senate Committee on Research University Grant). Dr. Giberson is widely recognized by her peers. She is a member of the Biological Survey of Canada (Terrestrial Arthropods), and recently she was appointed Director of the Biological Survey Foundation. In 2004, she won a Distinguished Service Award from the North American Benthological Society. Dr. Giberson currently serves as Associate Editor of *The Journal of Arthropod Identification*.

Dr. Malcolm Murray is an Associate Professor of Philosophy who specializes in social and political philosophy, game theory, contractarianism, and 20th-century ethics. As evidence of his remarkable productivity, Murray has published four scholarly books within five years, as well as chapters in books, articles in peer-reviewed journals, and has delivered a series of conference presentations. One of the reviewers of his most recent book, *The Atheist's Primer*, describes Dr. Murray as "adept at using the uniquely analytical tools the philosopher can bring to these debates - the most important tool being sober and fair analysis and critique without invective, and rhetorical ideological warfare... ."

Murray is a regular reviewer for *the Journal of Value Inquiry* and *Ethical Theory and Moral Practice*, is a member of the Aid to Scholarly Publications Programme Committee of the Canadian Federation for the Humanities and Social Sciences, and has recently completed his term as Chair of the UPEI Research Ethics Board.

The Merit Awards for Scholarly Achievement are given annually to one researcher in the Faculty of Arts, Business or Education; one in the Faculty of Science; and one in the Atlantic Veterinary College (AVC) or Faculty of Nursing. No nominations from the faculties of AVC and Nursing were received this year.

Did You Know ...

...the Professional Development and Travel Reimbursement increased to \$1,100 per annum effective July 1, 2008?

...the first complaints were filed with the Human Rights Commission about UPEI's mandatory retirement policy in the fall of 2005?

...that, according to the latest *CAUT Almanac*, in 2005-2006, 57.1% of tenure track faculty at UPEI were men, 42.9% were women; that 40% of "other" full-time academic staff (neither tenured nor tenure track) were men; 60% were women?

Welcome to Our New Members!

Cindy Amador, Education
 Darren Bardati, Environmental Studies
 Pamela Bastante, Modern Languages
 Melissa Belvadi, Robertson Library
 Amanda Brazil, University 193
 Laurie Brinklow, Global Issues 151
 Melanie Buote, Pathology/Microbiology
 Angela Carpenter, Nursing
 Wendy Carroll, Business
 Rick Covey, Music
 Bronwyn Crane, Health Management
 Eddie Curran, Business
 Alan Duncan, Business
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 Terence Frater, Education
 Amelie Fuchs, Modern Languages
 Philip Garland, Engineering
 Kimberly Goslin, Education
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 Austin Scales, Religious Studies
 Alireza Shayesteh, Chemistry

Jonathan Spears, Biomedical Sciences
 Susan Trainor Beaton, Nursing
 Sean Wiebe, Education
 Jarrod Wiener, Business

the FABric Editorial Policy

CAUT Hot Spots: Recently Added to the CAUT Website

<http://caut.ca/>

Almanac of Post-Secondary Education 2008

The Tenure Gap--Women's University
 Appointments, 1985-2005 (Sept. 2008)

U. S. Customs Searches of Electronic Devices at
 the Border and International Airports (Sept. 2008)

Retaining Copyright in Journal Articles (July 2008)

Ownership and Authorship of Collaborative
 Academic Work (July 2008)

We Want to Know ... We Really Want to Know

If you were the President of UPEI with a term lasting until 2011, what would you identify as the key priorities for the University and your administration in your remaining tenure? Send your responses to the Editor, shmyers@upei.ca.

We Want Your Input!

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Sharon Myers, if you are interested in contributing a piece to *the FABric*, shmyers@upei.ca, 566-0699. The Newsletter Editor would like to thank all those who contributed to this edition of *the FABric*.

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.

UPEI Faculty Association Student Achievement Fund

We provide FA entrance scholarships to two students. The fund needs to keep growing, and we're asking you to consider supporting its growth through payroll deductions (whatever you can afford--\$2, \$5, \$10 per pay). Some of you are supporting already (thank you!); some of you were supporting at one time, but your contribution period ended, and you're wondering how to start it up again; some of you are eager to become first-time supporters, but need to know how. It's simple: just copy, rip out, print off the form on the last page of this issue and fill it out.

**PAYROLL DEDUCTION REQUEST
FORM**

The UPEIFA Executive

Name:

President:

David Seeler, Companion Animals

Employee #:

Vice-President:

Betty Jeffery, Robertson Library

Home Mailing Address:

(Important for Receipt Purposes)

Past-President:

Wayne Peters, Engineering

Fund: **UPEI Faculty Association Student
Achievement Fund**

Secretary/Treasurer:

Debra Good, Business

Start Date:

Members-at-Large:

Nola Etkin, Chemistry
David Groman, Diagnostic Services
Jane Magrath, English
Jim Sentance, Economics

Payroll deduction amount:

UPEIFA Office Manager:

Susan Gallant

Number of pay periods:

The UPEI Faculty Association

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