

the FABRIC

UNIVERSITY OF PRINCE EDWARD ISLAND FACULTY ASSOCIATION

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State of the Union: The President's Report

As the proverbial expression goes, "hope springs eternal." As I write this column it is once again snowing, but classes have ended and final exams are about to begin—surely that will trigger spring-like conditions. I think you will all agree with me that it is about time.

Along with the hope of a new season, I am watching for signs that the Employer intends to work cooperatively with the Association to improve the working conditions of Members—and to safeguard the University's reputation as a respected institution of higher learning. It is not helpful when the Employer chooses

to use precious funds in apparent attempts to circumvent collective agreements, in apparent attempts to impede the working conditions of Members, and in apparent attempts to "play ostrich." Who benefits from such behaviour? Certainly not our Members. Certainly not our students. Certainly not our University.

Let me update you on the situation in the Faculty of Veterinary Medicine. As you know, there have been serious problems there for quite some time. These problems have badly affected the working conditions of our Members in the AVC, and have damaged the reputation of the School. Ultimately CAUT (the Canadian Association of University Teachers) launched an investigation into the situation. And on 18 March, the Ad Hoc Investigatory Committee's report was made available to me, along with the University President and Interim Vice-President Academic. It does not make for uplifting reading. The Committee found serious problems, confirming that the concerns of the UPEIFA were "well-founded." The investigators concluded "that there was a total disregard of collegial decision-making; and as a result, the existence of a pervasive, oppressive atmosphere in the AVC. " In accordance with the findings, the Committee made 22 recommendations. Several faculty who met with the investigators noted that colleagues were reluctant to meet with the investigators out of fear of retribution.



Betty Jellery,
President, UPEIFA

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Several had written to me for assurances that their meetings would be held in confidence. The investigators saw these concerns “as indicative of an atmosphere that has no place on a university campus, where faculty, particularly junior faculty, should be free to express their views on matters relating to them without concern for retaliation from administration.”

Unfortunately, the Employer chose not to participate in the CAUT investigation, and in response to the Report stated “The University adheres to its own processes and policies when dealing with issues of administrative and management practices.” Neither CAUT nor the UPEIFA is looking to take credit for improvements in working conditions at the AVC. If the Employer wishes to take the credit for instituting its own investigations, and makes changes as a result of that, that is fine. But the point is, changes need to be made—and they need to come in a timely manner, for the current situation is intolerable and must be remedied. “Hope springs eternal” at this point, but you can be assured that the UPEIFA and CAUT will be monitoring this closely.

Of course, there have been lots of other efforts occupying the attention of your Executive over the past couple of months. Make sure to read the Annual Reports in this issue of *the FABric* for some idea of the work that many of your colleagues are doing on behalf of all of us. At our Annual General Meeting on 23 April, I will be reviewing the FA’s work over the past year. You will also have the opportunity to hear about grievance activity, and our financial situation. And, of course, plan to join your colleagues for FA Time immediately following the AGM!

But mark your calendars for Faculty Recognition night on 7 May, too. And join with FA colleagues as we honour the recipients of the 2014 Hessian Merit Awards for Excellence in Teaching and the Merit Awards for Scholarly Achievement.

Awards and Scholarships Committee Report

By Lori Weeks, Chair

The purpose of the Awards and Scholarships Committee is to oversee all of the student and faculty awards and scholarships sponsored or co-sponsored by the Faculty Association and any associated events. Committee members this year were Spencer Greenwood, Collins Kamunde, Barry Linkletter, Nassar Saad, John VanLeeuwen, Qiang Ye, and Betty Jeffery (ex officio).

We currently sponsor or co-sponsor these annual student awards, scholarships and events:

- Gold and Silver Medals awarded to the students with the highest and second highest standing in third year;
- Two full tuition renewable entrance scholarships awarded to Island high school students;
- A gift of a book to the graduating class that is placed in the Robertson Library;
- The convocation awards ceremony.

We currently sponsor or co-sponsor these annual faculty awards and events:

- Merit Award for Scholarly Achievement awarded to three full-time Faculty members;
- Hessian Merit Award for Excellence in Teaching awarded to 3 full-time Faculty members and 1 sessional instructor;
- Organizing and co-sponsoring an event to recognize recipients of the Hessian Merit Award for Excellence in Teaching and the Merit Award for Scholarly Achievement.

This year, we recognized the student recipients of the Gold and Silver Medals and the two entrance scholarships at a FA time event on 28 February. Thank you to all FA members who came out to congratulate these very deserving UPEI students.

There are two subcommittees of the Awards and Scholarships Committee that adjudicate the nominations for our faculty awards.

This year, Fred Kibenge chaired the Merit Award for Scholarly Achievement subcommittee. The other members were Rabin Bissessur, Reuben Domike, Carlo Lavoie, Kate Tilleczek, John VanLeeuwen.

Greg Doran chaired the Hessian Merit Award for Excellence in Teaching Subcommittee. The other members were Don Desserud, Reuben Domike, Inge Dorsey, Peter Foley, Rebecca Reed-Jones, and Karen Samis.

FACULTY RECOGNITION NIGHT

Culinary Institute of Canada
4 Sydney Street, Charlottetown
Wednesday, May 7, 7:00 p.m.
Reception: 6:30 p.m.

Plan to come out to celebrate the scholarly and teaching accomplishments of our Members.

Tickets are \$25 each for FA members and their guests; all others are \$50 each.

Pre-order your tickets at the Faculty Association Office, 315 Main, or by contacting Susan Gallant sgallant@upeifa.org, 566-0438.

Social Committee Report

By Colleen MacQuarrie, Co-Chair

The Social Committee held regular monthly events throughout the year. On alternating Wednesdays and Thursdays our coffee time attracted Members for freshly baked goods, hot drinks, and conversations.

Each month we held a FA Time with complementary beverage, lots of munchies and appetizers, and Members from across the University.

Bargaining Unit #2 Joint Committee Report

By Nola Etkin

The Association was represented on the BU2 Joint Committee by Andrea Bourque and Nola Etkin. The Committee did not meet this year.

Questions Committee Report

By Nola Etkin

The Questions Committee is constituted as needed (according to Article E1.3.2 of the Collective Agreement) to consider (among other things) revisions to the Student Opinion of Teaching Survey (SOTS), alternate forms of evaluation, and modifications to the procedures in Article E1.3.1 for electronic surveys.

The Association was represented on the Questions Committee by Cezar Campeanu, Sue Dawson, Nola Etkin and Catherine Innes-Parker. The Committee met three times, and approved changes to Department-specific questions for several courses as well as alternate forms of evaluation for laboratory and tutorial instructors in Physics. The Committee is still considering submissions regarding electronic delivery of SOTS.

Bargaining Unit #1 Joint Committee Report

By Nola Etkin and Betty Jeffery

Article A-14 of the Collective Agreement provides for a Joint Committee to “review matters of concern from the application of this Agreement. This Committee shall attempt to foster better communication and more effective work relationships between the Parties and shall attempt to maintain a spirit of cooperation and respect between the Parties.” The Committee met three times this year. Two issues arose in connection with Article B3.3. Issue one was whether an Associate Vice-President should be considered in the same category as a Dean who is a member of the department (and eligible to participate on the elective committee) or as a Vice-President (who can not participate on the elective committee). Issue two was what should take place if there is a tie after an initial vote for a Chair.

The Committee agreed that an Associate Vice-President will be considered in the same category as a Dean for the purpose of this Article, and if there is a tie after an initial vote for Chair, another vote shall take place (instead of a deadlock being declared). The Committee also discussed Article D9.9, and what that means in terms of the eligibility age for tuition waivers for dependants (this has not yet been resolved). At present, visiting scholars and those on sabbatical from another university are not able to apply for a sessional contract to enable them to teach here. To change this, as well as to allow those holding positions specified in the Memorandum of Agreement on page 186 of the Collective Agreement to do so, would require a joint application to the Labour Board. Further consideration of this will take place.

Representing the Association on the Bargaining Unit #1 Joint Committee were Nola Etkin and Betty Jeffery; the Employer is represented by the Interim Vice-President Academic and the Director of Human Resources.

CAUT Council Delegate Report

By Betty Jeffery, Delegate

CAUT (Canadian Association of University Teachers) Council meets twice a year in Ottawa. This is a great opportunity to learn about, and participate in discussions on, issues affecting academic staff across the country and threats to post-secondary education, in general. Attending CAUT Council has also given me a better appreciation for CAUT’s investigations and responses to threats on academic freedom, as well as its extensive lobbying efforts on the federal front, and work on the international front.

CAUT is facing the loss of several senior personnel, including its Executive Director, James Turk, who is retiring after many years of service. CAUT will also be changing Presidents this year, when UPEIFA Member, Wayne Peters, finishes his third year in that position. During his time in that role, Wayne has spoken at numerous gatherings of academics, and has always noted that he is a proud member of the UPEIFA. I’m sure that Members of the UPEIFA have also been proud to have “one of us” serving as CAUT President.

Each year, the UPEIFA benefits directly from some of the services provided by CAUT. Foremost this year, of course, was the establishment of the CAUT Ad Hoc Investigatory Committee that examined the situation at the Atlantic Veterinary College. We also benefitted from a CAUT Grievance Handling Workshop here on campus last summer. The UPEIFA also took advantage of CAUT workshops/conferences held off-Island – the Forum for Presidents, the Workshop for Senior Grievance Officers, and the Equity & Diversity Forum.

CAUT Defence Fund Trustee Report

By Larry Hale, Trustee

The CAUT Defence Fund is a federally-registered corporation that provides unionized academic staff associations at Canadian universities with a unified strike fund to provide financial support in the event of strikes (or lock-outs) by their members. UPEIFA was on strike once in 2006, and drew upon the resources of the Defence Fund for approximately two weeks. This support was crucial to our goal of achieving a collective agreement that gave us “parity” with other Atlantic universities. Each UPEIFA member pays \$5.25 (tax-deductible) each month into the Fund, and would receive \$84 (tax-free) each day of a strike or lockout should one take place. The total value of the fund currently stands at approximately \$23 million.

The 2013-14 fiscal/academic year was a very busy one for the Defence Fund. The By-Law governing the operation of the corporation had to undergo a fairly thorough overhaul in order to make it consistent with the Not-for-Profit Corporations Act of 2009. The only real consequence of this change at the local level is that the single trustee from UPEIFA to the Defence Fund Board of Trustees will have to be elected in a slightly different way than before.

Earlier this year, the Defence Fund provided strike pay to the academic staff unions of two of our sister institutions in the region, the University of New Brunswick and Mount Allison University. Both strikes lasted three weeks. Richard Raiswell (History) and I represented UPEIFA at the “Flying Picket” event for UNB at Fredericton in mid-January. Along with other trustees and supporters from universities around Canada, we marched through the streets of Fredericton with UNB professors, librarians and sessional instructors to press home the point to the UNB administration (and NB government) of the need to treat academic staff fairly. The highlight of the march was the viewing of the new \$170,000 “porch” on the official home of the UNB President, Eddy Campbell.

Yes, they had lots of money for a new porch, but pleaded poverty when it came to filling vacant academic staff positions. “Nice porch, Eddy!”

I represented UPEIFA at two flying pickets for our colleagues at Mount Allison (conveniently located only an hour and a bit away, making for a quick day-trip after my 8:30 class). This was the fourth time Mount Allison faculty and librarians have taken strike action since the early 1980’s. This vigilance has resulted in a very good collective agreement being shaped over the years, and they weren’t about to let it be undone.

Sometimes the mere approval of strike benefits by the Defence Fund for a union in the midst of a difficult set of negotiations can be the tipping point that leads to a deal at the bargaining table. This year, strike benefits were approved for academic staff unions at the University of Manitoba, the University of Winnipeg, l’Université de Saint-Boniface, Wilfrid Laurier University, and Cape Breton University, all of which were then able to achieve a tentative agreement before having to hit the bricks.

I am very pleased to continue to represent UPEIFA on this important body. Anyone interested in being a “flying picket” at some point should give me a call.

Communications Committee Report

By Betty Jeffery, Chair

The Committee met four times this year. The website was completely re-designed, with Sandy McAuley, Website Coordinator, guiding those efforts. It has received positive feedback since going live in early July, and is proving easier to manage, and generating fewer technical problems. Three issues of “*the FABric*” were produced, under the editorship of Richard Raiswell (two issues) and Richard Lemm (one issue). Mark Barrett served as Layout Editor. The Committee also reviewed the Guide for New Members, the Standard Information Package for Candidates, and the UPEIFA Personal Information and Privacy Policy.

Elected members of the 2013/14 Committee were Mark Barrett, Joanne Currie, Richard Lemm, Sandy McAuley, Sandra McConkey, and Richard Raiswell. I thank them most sincerely for their work.

Also deserving mention are our 26 departmental Communication Reps who play a role in facilitating the two-way flow of information between the Membership and Executive. The names of these individuals can be found on our website.

Equity Committee Report

By Nola Etkin, Chair

The UPEIFA Equity Committee works to promote and advocate for equity in its broadest sense and to advance equity issues in University and Association policies, practices and activities. In October, the Committee organized events commemorating Fair Employment Week, which included a display in the Student Centre highlighting the contributions of the “invisible academic”—contract academic staff who labour without job security, benefits, and fair compensation—and a special FA Time celebrating contract academic staff.

The Equity Committee also advised the Executive on equity issues, including the need to urge the Administration to provide access to all-gender washrooms and to develop policy around gender identity issues.

In February, two members of the Committee represented the UPEIFA at CAUT’s National Equity & Diversity Forum. Their reports are included elsewhere in this issue. Committee members this year were Nola Etkin (Chair), Ann Braithwaite, Brenton Dickieson, Wendy Duckett, Catherine Innes-Parker, George Jia, and Blake Jelley.

The Value of a Perpetual Crisis: My Report from the CAUT Equity and Diversity Forum

By Brenton Dickieson, Delegate

I am told that the Chinese character for the word “crisis” is made up of two parts, one meaning “danger” and the other meaning “opportunity.” My basic understanding of Japanese, which uses Chinese characters, leads me to suspect that this is probably an oversimplification. But it might be a helpful one. We typically understand the word “crisis” in our conversation as an emergency, something negative we need to face. We have been living in a “financial crisis” now for more months than I can count. Environmental crisis, social crisis, crisis in health care: We are a culture of perpetual, unresolving crisis.

But if I remember my Greek rightly, “crisis” comes to us from the word for “judgment,” and eventually takes on the idea of a turning point. Dietrich Bonhoefer, imprisoned by Hitler for resisting the Nazi regime and teaching others to do the same, saw his work as a “Theology of Crisis”—not just an emergency, but a point of decision. His letters and writings from prison are not just about the crisis of World War II and the Holocaust, but are about a transition in understanding of personal and corporate identity. He constantly speaks of opportunities that come from the danger of their context. Some of his ideas contain tantalizing hints of possibility, unfortunately cut short. He was executed just days before the collapse of the Third Reich.

This year’s theme of CAUT’s Equity and Diversity Forum was “Perpetual Crisis? Diversity with Equity in the Academy.” It was a pleasure to represent the UPEIFA at the Forum as a member of our Equity Committee. The Forum was made up of a series of world-class speakers who are front-running academics and leaders on the question of equity and diversity

in the academy and society at large. These sessions were followed by break out groups of Forum participants from across the country, where we fleshed out the ideas from the main sessions, moving towards practical suggestions for ensuring equity and encouraging diversity in the Canadian academy.

Overall, it was an exhausting and rewarding experience. Certainly, there was a tenor of “crisis” in the conversation, as campuses across the nation face economic challenges, targeted austerity measures, an increase in administration control, challenges to the tenure system, rapid internationalization, and, in some cases, the looming threat of job action. Some of the phrases that floated in the Forum atmosphere included: “fraught,” “institutional pressures,” “environment of fragility,” “nexus of resistance,” “secularity of solidarity,” “rocky road,” “increasing challenges,” “difficult processes,” “equity is a messy business,” “diversity is work,” and the question of whether this would be a “bitching session” or a moment for “seized opportunities.” “Crisis,” at least in the sense of danger and emergency, was the word of the weekend.

One might question the value of a Forum on diversity from UPEI’s perspective. After all, particularly in the area of ethnic and cultural diversity, UPEI has been a community leader for a generation. One of the speakers suggested that “a twenty-first century university should reflect a twenty-first century society.” In Charlottetown, at least, UPEI has been ahead of the curve. Moreover, our Women’s Studies programme has recently renamed itself “Diversity and Social Justice Studies.” Does this not point to a promising future for the campus in the inclusion of many voices and the equitable treatment of colleagues?

Perhaps. Each of these is a good thing. But we have some reason to stop and ask difficult questions about the value of diversity on campus and the current reality of equity. In 2012, the Diversity Office was put on the chopping block. The appeal to austerity measures demonstrates that of the University’s core values, diversity—the inclusion of many voices in the community—

is viewed as a luxury, a thing one talks about in times of riches and abundance. And we are left with questions in other areas. Does our Faculty represent gender diversity as we see it in the broader community? Are sessional and contract academic staff treated equitably? Is our campus accessible year round for people with physical limitations? Are we meeting the educational and personal needs of our international students—students we target intentionally in our recruitment? When our diverse student body engages the University’s front-line staff, are they able to recognize themselves in that staff, whether their “self” is expressed in gender, sexual identity, faith perspective, or cultural identity? We need to ask these questions, or else the questions themselves will disappear in the mundane reality of the day-to-day operation of a University.

In particular, at UPEI we have seen a targeted campaign of inequity as staff and faculty were required to retire at a particular age, as if a professor’s date of manufacture was the most important factor in his or her employability. Brave individuals and the UPEIFA led a fight against the policy of Mandatory Retirement, and we eventually won. It is worth asking, however, whether the return of Faculty who had been forced into retirement has been a good experience. Does targeted discrimination on the basis of age continue, either overtly or discreetly? As the UPEIFA has noted, there is a disturbing trend regarding members who had once filed complaints with the PEI Human Rights Commission. Discrimination can take the form of outward action, but there can often be a systematic or bureaucratic violence well hidden within the layers of institutional operation. To quote one of the Forum keynote speakers, Philomena Essed, “silencing is one of the most effective forms of repression.”

Following Dr. Essed’s assertion, she suggested that in universities much attention is paid to “underlying values validating the working of the normative and the normal.” By this, we are to identify often unspoken operating procedures in our departments and across our campus.

When identifiable patterns emerge, we need to ask whether these patterns are impediments to equity, and whether they represent the best of what we value as a campus community.

And this is where the strategy of “diversity” fits with the core value of “equity.” At first glance they appear to be in tension. But it takes diversity, it takes our multivalent experiences and a spectrum of voices, to truly identify often imperceptible patterns in the community. Frankly, I do not know what it would be like to experience UPEI as a transgender staff or as a fundamentalist Mormon student or as a female black professor at the beginning of her career. Targeting diversity strategically in our campus development and including the diverse perspectives we already have will give voice to those often unheard in our conversation on equity. The tension between diversity and equity can, then, lead to profound creativity.

This is why I think that the idea of a “Perpetual Crisis” is itself a good thing. True, as long as we consider crisis an unresolvable problem, a dialectical tension without synthesis, an emergency with no emergence, then we will miss the opportunity that the current crisis presents for us. Let’s face it: the crisis is now. Not only do we face dire economic challenges, but there is exponentially increasing entropy in organizations under pressure. When faced by challenges on all sides, it will be easiest for us just to put our heads down, do our jobs quietly, and find the easiest solutions to each of the problems we face at work. But we must fight this organizational entropy, the institutional lethargy that will always work itself to the exclusion of some for the sake of the protection of most.

Where do we go from here? Since we began with a study in words, I think we should turn to the world’s most famous philologist, J.R.R. Tolkien. He once coined the term “eucatasrophe,” attempting to capture that great good bad thing that happens to characters in a story. In fiction that great bad thing often turns out to be the thing that makes all things good. It is the

hinge of history, a crisis where opportunity emerges from danger in a decisive moment. I think the catastrophe of our era can be that hinge, that today’s challenges are actually the eucatastrophic momentum that will define the University for the next generation. And we will define the university of the future, whether we do it actively or passively.

It is the task of everyone on campus to be asking these sorts of questions. This report only represents my experience at the CAUT Equity and Diversity Forum. As a member of the Equity Committee, though, I would be interested in hearing your story. Have you witnessed systematic or overt discrimination on campus? Is there anything we could do to address inequities or monocultural voices in the community? Do you have a personal story of inequity or exclusion that might not emerge from a consideration of employment trends or departmental reports? If so, feel free to contact me in confidence. The academy’s “Perpetual Crisis” need not be your own unending struggle.

CAUT Equity Forum Report

By Nola Etkin, Delegate

Last month I was privileged to attend CAUT’s second Equity and Diversity Forum, both as a UPEIFA representative and as a member of the Forum’s organizing committee.

The Forum came amid CAUT’s reform of its Equity and Diversity Working Group and Council structure, and following a year of at-times difficult reflection on how Equity work is accomplished at CAUT. I have been a member of CAUT’s LGBTQ2S Working Group and a rotating member of Equity and Diversity Council since their establishment three years ago. This work has given me the opportunity to meet and work with leaders in equity work from across the Canadian Academy, and I have learned much about the rewards and also the challenges and messiness of equity work.

The Forum followed directly on the final meeting of the Equity and Diversity Council (E&DC), which will be replaced by the standing Equity Committee, supported by “networks” of members of equity-seeking groups. At the E&DC meeting, the Forum Planning Committee finalized plans for the Forum, with the goal of developing a concrete action plan for Equity work within CAUT and within our Associations, supported by CAUT.

Centered around this goal was a series of Keynote and Plenary speakers, interspersed with facilitated discussion groups.

The Forum itself began with an inspirational and engaging keynote by Camille Nelson, the first woman and first racialized Dean of Suffolk University Law School. Dean Nelson described her astonishing success in increasing and supporting diversity among faculty and students (albeit backed by significant resources) through “Critical Race Deaning” (I will admit that it took me about half way through her address to clue in to her use of “deaning” as a verb!). She spoke eloquently on how our diversity of experience makes us best suited to lead: “Who you are as a leader makes a compelling difference,” and the importance of identifying and encouraging “non-traditional” people to move into leadership positions (and to consider these opportunities ourselves).

This was followed by the first of three discussion groups. Each group was facilitated by a member of the planning committee, and the groups stayed together throughout the forum—allowing us to build a level of comfort with each other. This first introductory session allowed participants to identify issues and priorities for the forum, and included a lively discussion in reaction to Dean Nelson’s keynote.

The second day began with an excellent keynote address by Philomena Essed, Professor of Critical Race, Gender and Leadership Studies at Antioch University, in the PhD in Leadership and Change Program. Dr. Essed is renowned for her

conceptualization of “everyday racism”— the “often unconscious assumptions and reactions of well-meaning people in ordinary interactions.” She spoke of silencing and self-silencing as one of the most effective forms of everyday oppression, and provided examples of how some are silenced more than others. She spoke of how refusing to be silenced restores dignity, but how objection to this everyday racism is often seen as worse than the original oppression. “How dare you call me racist?” A message echoed by later speakers.

Referring specifically to the Academy, Dr. Essed spoke of “Cultural Cloning and Durable Inequalities”—how our notions of excellence privilege likeness, and how the corporate education model and its associated pressures leave less time to reflect, less space for intellectual growth. She then went on to detail the underlying values that need to be changed—beginning with the vision of the University as a learning community, and valuing the usefulness of knowledge rather than numbers of publications.

The following discussion groups brought out our own experiences of everyday oppression at our institutions, highlighting inequities within the Canadian Academy. Particularly compelling were stories from untenured, contract academic staff, who remain particularly vulnerable. The group that I facilitated also focussed considerable attention on the intersection of equity and academic freedom—a theme that I wrote about in the last issue of *the Fabric*, and that recurs whenever we talk about equity in the unionized academic staff context. At the centre of the discussion was the recent CAUT investigation and subsequent proposed censure of King’s University College in a case that places at odds the academic freedom of one faculty member with the right to freedom from harassment of two colleagues. Members of the King’s Faculty Association have spoken out against the CAUT report, which led to an “interesting” dynamic in our discussion group.

The afternoon plenary featured a panel including, among others, David Newhouse—Chair of Indigenous Studies at Trent for the past 20 years, who spoke

eloquently of his experiences as an aboriginal academic. He spoke of how foundational aboriginal values of respect for diversity and life are at odds with the neo-liberal values of efficiency, conformity, and corporatization, and how aboriginal academics have to leave part of themselves at the door in order to conform. He spoke of the “red person’s burden” —the added work of always having to educate others about aboriginal realities—much like the added workload faced by other minority academic staff.

The Panel concluded with Sarita Srivastava, Associate Professor of Sociology at Queens, and author of the upcoming “You’re Calling Me a Racist?” focussing on emotional encounters about race. Dr. Srivastava described her years of anti-racist efforts in women’s community groups, and how often pointing out racist assumptions leads to an emotional, indignant response “You’re calling me a racist?”, which deflects anti-racist efforts. Well-meaning people are afraid to be labelled racist, and therefore can’t change. Her message echoed much of what we had heard throughout the forum, and hit close to home for many of us who had been involved in equity work within our associations and within CAUT.

The final discussion group of the Forum, and the following plenary focussed on developing concrete actionable answers to the questions: What can CAUT do? What can Faculty Associations do? What can individuals do? The highlights as synthesized by Forum (and E&DC) co-chair Doreen Fumia:

CAUT can: collect data on diversity; have a dedicated equity staff person; develop bargaining language; and perform an equity audit of its own structure. Faculty Associations can: collect data and perform equity audits, and provide the data to CAUT; ensure equity training is provided to hiring committees; bargain for equity language in collective agreements; and have equity representatives or caucuses with a vote on Executive.

Individuals can: be active, be brave, recruit and elect diverse members; get on committees; and have mechanisms to support vulnerable faculty.

There is a lot of work yet to be done, but it is my hope that this Forum has provided a framework for that work to begin anew. I have expressed my own concerns about changes to the Equity structure at CAUT, but I have felt myself re-energized, and will respond to Camille Nelson’s call to “do” rather than to “critique” lest we “abandon the site to others”. I have recently been informed that CAUT has recommended my appointment to the new standing Equity Committee, and I look forward to continuing to serve CAUT and our own Association in this capacity.

Research and Advocacy Committee Report

By Laurie McDuffee, Chair

The UPEIFA Research and Advocacy Committee’s mandate is to collect and maintain a database of information relevant to issues of interest to the Association; prepare commentary on such issues for the information of Association Members or for advocacy efforts undertaken by the Association; and provide background information on issues as required from time to time by the Executive Committee or other Association committees. During the past year, members of the Committee have worked on several key projects for the Faculty Association and all our Members. Members worked with our FA President, Betty Jeffery, to research and better understand the “Freedom of Information and Protection of Privacy Act.” Two committee members served on the Government Education and Outreach Planning Group in preparation for “MLA Outreach Days.” Most recently, members of the Research and Advocacy Committee worked on preparatory material for the FA submission to the 2014/15 Provincial Budget consultation process.

Members include: Laurie McDuffee (Chair), Donald Moses, Shannon Fitzpatrick, Sean Wiebe, Carlo Lavoie, Kate Tilleczek, and Udo Krautwurst. The term has ended for Shannon, Carlo, and Sean. Much thanks to all of them for their time and effort.

UPEI Health and Safety Steering Committee Report

By H. Carolyn Peach Brown, FA Representative

The UPEI Health and Safety Steering Committee oversees the development and review of the UPEI Health and Safety Management System. The Faculty Association representatives on the committee are Carolyn Peach Brown (Environmental Studies) and Wendy Duckett (AVC), alternate. The committee typically meets on the third Wednesday of the month although some meetings were missed in the Winter due to snow days. Over the past few months some key items that the committee has focused on are a review of the storm closure policy, ensuring that the campus community is aware of the Safe Walk programme when working late on campus, and ensuring the provision of appropriate Standards of Practice (SOPs) for cleaning staff in AVC during special situations, such as quarantine. The committee also heard many concerns about the removal of the UPEI security presence at AVC and the risk it presents for faculty, staff and students. The Steering Committee sent a letter to the Administration expressing concern about the change and the increased risks it presents. Discussions are also ongoing with the Administration about the establishment of a Hazardous Chemical Review committee.

Details about the Committee: The committee makes recommendations of policy and general procedures, with respect to health and safety, to the President through the Vice-President Finance and Facilities in accordance with the PEI Occupational Health and Safety Act. According to the Terms of Reference, the purpose of the committee is to make recommendations to the employer and the workers for the improvement

of the occupational health and safety of the workplace. The committee recommends the establishment and enforcement of general health and safety policies; identifies health and safety hazards on campus and makes recommendations to correct them; implements and maintains a health and safety program for the education and information of members of the university community, and seeks to cooperate with departments to resolve complaints relating to the health and safety of members of the university community. They also receive and monitor all health and safety inspection summaries conducted on campus; receive and review summaries of incidents which occur on campus and where possible recommend actions to prevent reoccurrence. In carrying out their duties they cooperate with officers of the Occupational Health and Safety Division, consult experts in certain areas of interest; receive and review minutes and reports of the local health and safety committees and initiate any corrective actions; and review the Annual UPEI Health and Safety Report. More information about the committee can be found at <https://cab.upei.ca/health-and-safety-steering-committee>.

Healthy Campus Committee Report

By Jo-Ann MacDonald, FA Representative

Since my last update, the Healthy Campus Committee (HCC) has met on a quarterly basis. It is a distinct pleasure to work alongside a great group of people who are dedicated to doing the best they can in light of busy schedules and finite resources for such important work. Winter highlights and updates can be found at: http://projects.upei.ca/healthycampus/files/2014/01/healthy_campus_newsletter_winter_2014.pdf

Plans to conduct a follow-up UPEI Employee Engagement Survey are currently on hold and subject to funding. The committee is in the process of reviewing its mission, vision, values, and membership. On a go forward basis the membership remains committed to our purpose: Build capacity within UPEI

to apply an integrated, comprehensive and employee-centered workplace health model that highlights leadership engagement and a supportive workplace culture, the enhancement of employee well-being and the prevention of chronic disease and mental illness.

As the FA member, I represent the interests of the Executive Committee, the Association and its Membership in all Committee activities. As always, I am more than willing to bring forward issues from our membership that fall within the HCC mandate.

Thanks to HCC colleagues: Melissa Bruce, Leo Cheverie, Ryan Johnston, Charles Adeyanju, Jennifer Taylor, Gloria McInnis-Perry, Jo-Ann MacDonald, Ernie Doiron, Neil MacLean, James Stavert, Denise Bustard, Susan Kidd, and Angela Marchbank.

UPEIFA Nominating Committee Report

By Wayne Peters, Chair

The role and responsibilities of the Nominating Committee are described in Article 12.8 of the Association's Bylaws. The elections procedures are described in Article 13. The Bylaws stipulate that the Association's Past-President is the chair of the Nominating Committee and that two additional members are elected to the Committee at the Association's Annual General Meeting following all other elections and following a call for nominations from the floor.

This past year, however, it has been my pleasure to once again serve as Chair of the Committee, having been appointed by the Executive Committee to fill the vacancy created as a result of the vacancy in the Past-President position. The other Committee members are Karem Simon (Music) and Simon Lloyd (Robertson Library). I would like to thank both Karem and Simon for their contributions toward a successful implementation of this process. As per the Bylaws, an initial call for nominations was issued to the membership at least six weeks prior to the Annual General Meeting for positions on the Executive Committee and the five

Standing Committees. I am pleased to report that a full slate of nominees for the 2014-2015 Executive and Standing Committees was received as a result of this initial call. Consequently, a second call for nominations was not required. This slate will be presented to the Association's AGM on Wednesday, 23 April for the membership's consideration.

Additionally, a separate call for nominations was issued for a by-election to fill the Past President vacancy for the 2014-2015 year. According to the Bylaws, this vacancy must be filled with an additional member-at-large position on the Executive Committee by an individual who has previously served on the Executive Committee for at least one year. I am pleased to report that one such nomination was received for this position.

A complete summary of all nominations received and of all continuing terms on the Executive Committee can be found on the Association's website.

NOTICE OF A GENERAL MEETING

The Annual General Meeting of the UPEI Faculty Association will be held on Wednesday, 23 April 2014, 2:00-3:30 p.m., in McDougall Hall 243.

Proposed Agenda

1. Approval of Agenda
2. President's Report
3. Grievance Report
4. Treasurer's Report
5. Awards & Scholarships Committee Report
6. Communications Committee Report
7. Equity Committee Report
8. Research & Advocacy Committee Report
9. Social Committee Report

Please note that under the Bylaws a quorum of 50 Members is required to hold a meeting.

The AGM will be followed by FA Time in the Faculty Lounge, Main Building.

NUCAUT Delegate Report

By Betty Jeffery, NUCAUT Delegate

NUCAUT (National Union of the Canadian Association of University Teachers) represents 24 unionized academic staff associations, with about 21,000 individual members. We have been members of NUCAUT since the fall of 2006. NUCAUT's objectives are "to promote within the Canadian Labour Congress: the interests of academic staff; to seek to improve the quality and accessibility of post-secondary education in Canada; to oppose harassment and discrimination of any sort and on any basis, and to strive for equality of treatment; and to build and unify the labour movement by working with labour councils, provincial federations and other national unions as an affiliate of the Canadian Labour Congress." Delegates from member associations have the opportunity to meet semi-annually the morning prior to the start of CAUT Council.

While representatives on various Canadian Labour Congress committees provide brief reports, the majority of the time is devoted to delegates sharing what is happening at their institutions. This proves to be very interesting and valuable. A NUCAUT Convention is held triennially. I look forward to attending the 2014 one in Montreal, immediately following CAUT Council.

You Can Donate to the UPEI Faculty Association Student Achievement Fund!

The UPEI Faculty Association provides two full tuition entrance scholarships to Island high school graduates with high academic standing. We fund the cost of tuition for the first year that these students are at UPEI. With the recent changes in the way that scholarship funds are being distributed, there will be far fewer full-tuition scholarships awarded to incoming students, making our scholarships very prestigious. Our goal is to raise enough money to endow these scholarships.

If you would like to donate to the UPEI Faculty Association Student Achievement Fund, you can fill out the form below and return it to Susan Gallant in the FA Office. If you would rather donate via payroll deduction, login through UPEI campus login and select "donation via payroll." Then, select the "other" option and write in "UPEI Faculty Association Student Achievement Fund," and complete the form about the particulars of the amount you will donate.

PAYROLL DEDUCTION REQUEST FORM

Name _____

Employee # _____

Home Mailing Address _____

Fund: UPEI Faculty Association Student Achievement Fund Start Date: _____

Payroll deduction amount: _____ Number of pay periods: _____

Total Pledge Amount (Payroll Deduction Amount x Number of pay periods) _____

Signature _____

Date: _____

I/We would like my/our name(s) to appear in the Annual Giving Report as:

This gift is anonymous.

Please forward to Susan Gallant – UPEI Faculty Association (Room 315, Main Building) for processing.

THANK YOU FOR SUPPORTING UPEI STUDENTS!

Benefits Advisory Committee and the Joint Benefits Management Committee Report

**By Laurie McDuffee and Gordon MacDonald,
FA Representatives.**

The Benefits Advisory Committee is an Employer's Committee which acts in an advisory role on issues in respect to Group Life Insurance, the Accidental Death and Dismemberment Plan and the EFAP which affect all employees on Campus. This Committee meets 2 or 3 times a year to review Actuarial Reports and make recommendations to the Employer.

The Joint Benefits Management Committee was formed as a direct result of negotiations and implementation of the Collective Agreement (Article D 5.3, Page 63).

The Committee has management jurisdiction over Supplementary Health Care Insurance and Long Term Disability Insurance. The Committee consists of 2 members from the Faculty Association and 2 members of Administration. The Committee generally meets yearly to review reports from Medavie and the Actuary Morneau Shepell as to how the two benefit plans are doing and then makes recommendations to their respective superiors in respect to changes to the plans or premiums associated with the plans. In the instance of the Association, the Executive formally approves (or not) the proposed changes.

Further details of the Committee and the Benefits you enjoy may be found in Article D-5 (Pages 62-64) of the Collective Agreement.

Students Honoured

Special guests at the FA Time on February 28 were the student recipients of the UPEIFA entrance scholarships, and the UPEIFA medals. The Gold Medal

is presented annually to the student with the highest standing in third year, while the Silver Medal goes to the student with the highest standing in third year in a faculty other than that of the gold medal winner.



Grace McCarvill: UPEIFA entrance scholarship recipient, Adrian Shojaei: UPEIFA Silver Medal and Prize, Kristen Callaghan: UPEIFA Gold Medal and Prize, Andrew Cameron: UPEIFA entrance scholarship recipient.

What is your dream research trip?

Richard Lemm (English)

I've been researching Gertrude Lowthian Bell (1868-1926), Oxford History graduate at age 17, expert mountain climber, explorer, archaeologist, ethnologist of the Bedouin tribes of Mesopotamia, the only female British political officer in the field during the First World War, intermediary with key factions in Mesopotamia, and the person primarily responsible for drawing up the boundaries of Iraq, Syria, and Jordan after the war. She was also an expert rider, camels and horses, and equal to the best Bedouin riders. The research outcomes will be poems and, perhaps, fiction. I've visited her childhood estate near Newcastle and perused her papers at Newcastle University (and climbed a few mountains). Therefore, my dream research trip, would be to go on a Bedouin safari. Following in her hoof prints in Iraq would be ideal. (Lemm of Arabia, right.) She did spend time in Egypt and Palestine, and there are Bedouin safari

tours in the less-hazardous southern Sinai.

Thomy Nilsson (Psychology)

Despite being the oldest illusion known to mankind, there is surprisingly little comprehensive data on the moon illusion. The seemingly best explanation concerns the apparent distance of the moon on the horizon and the moon overhead—the “vault of heaven” hypothesis. To test whether the illusion follows the predicted fundamental laws of symmetry, space-time complementarity, and scale invariance in the non-quantal domain, I propose a three-fold experiment that requires minimal instrumentation, but does entail significant travel:

1. To search for symmetry I will measure the moon illusion at a set of terrestrial antipodes—Prince Edward Island in the Gulf of St. Lawrence and Heard Island in the Southern Ocean.
2. I shall determine complementarity by ascertaining whether there is a simultaneous “earth illusion” when observed from the moon.
3. I will test for scale invariance by measuring the apparent size of a smaller moon as viewed from a smaller planet where the horizon is nearer Phobos as viewed from Mars. If UPEI is to achieve an international reputation in cosmology or maintain its reputation in any other academic field, we clearly need travel funds that enable us to go further than Moncton.

Shannon Murray (English)

In 1638, John Milton, the author of *Paradise Lost*, began a 15-month tour of Italy that took him from Genoa, through Naples, Florence, and finally to Rome. He was 30. Though so much of that tour must have been influential, it is his visit with Galileo, who had “grown old a prisoner of the Inquisition,” that fascinates me. We know he had the visit; we know that Galileo is the only one of Milton’s contemporaries to make an appearance in *Paradise Lost*; but we don’t know what they talked about. My dream research trip

would take me in Milton’s footsteps on that grand tour while I wrote a play based on the young revolutionary Milton meeting the old, blind, and disappointed Galileo. (Act 2, of course, would have the old, blind, disappointed Milton meeting with some mirror of his younger self).

Susan Graham

Because one of the research projects I am currently working on involves the branding of islands using elements of islandness, I would travel to some of the world’s most beautiful islands (excluding Prince Edward Island, because I have lived here essentially all of my life) including Bali, Maui, Iceland, Sicily, Santorini, New Zealand, Nantucket, Galapagos, Boracay, Bora Bora, Sanibel, Malta, Vancouver Island, Phuket,the list goes on and on.....It’s a tough gig, but somebody’s got to do it.

Karen Samis (Biology)

Sulawesi. Many people would expect an evolutionary biologist to say the Galapagos, but maybe because I know more people who have been there, and have seen more pictures I feel less need to see it. In contrast, I am in awe of the variation that used to exist in Sulawesi and might hope to catch some glimpse of it still remaining.

Carolyn Peach Brown

My dream research trip is to go to the Ituri rainforest of Central Africa to study the elusive okapi, sometimes known as the forest giraffe or the zebra giraffe.

Catherine Innes-Parker (English)

My dream research trip would be a sabbatical length trip to England, Wales and France. I would visit libraries and historical sites related to my research on English and French vernacular devotional literature, with plenty of time to linger in cathedrals and anchorhouses, and lots of time to peruse old tomes in libraries—preferably manuscripts with new and exciting texts!

We want your input

Feedback, comments, articles, letters, images, etc. for future issues are always welcome! Contact the Newsletter Editor, Richard Raiswell, if you are interested in contributing a piece to the FABric, rraiswell@upepei.ca, 566-0504. The Newsletter Editor would like to thank all those who contributed to this edition of the FABric.

the FABric Editorial Policy

The FABric is the newsletter of the University of Prince Edward Island Faculty Association. The primary intent of the FABric is to keep all members of the UPEI Faculty Association up-to-date and informed. It is also the intent of the FABric to communicate UPEI Faculty Association activities and perspectives on issues to a wider community. The FABric is published three times per year: September, January, and April, and serves the following purposes:

- to provide a means for the exchange of ideas, views, and issues relevant to the Association and its members;*
- and to provide the Association's membership with information relevant to the operations of the Association;*
- and to provide documentary records of matters pertaining to the Association; and to serve all the functions of a newsletter.*

The UPEI Faculty Association

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

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UPEIFA Office Manager:

Susan Gallant

***FABric editor Richard Raiswell;
Layout editor Mark Barrett.***

*the FABric
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