

AUFA Communicator

Acadia University Faculty Association Newsletter

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The AUFA President Communicates

I suppose it is inevitable that the first year with a new collective agreement is somewhat less than smooth sailing but we have managed implementation and are on our way to fine tuning. Most of the questions around the per course appointment process have been cleared up and the fair and open process envisioned by the negotiators is in place. Implementation of this new appointment process has no doubt tested everyone's patience but the goal is a worthy one and I thank all of you for your efforts in making the new process work. The hiring deadlines for per course appointments as noted in the CA were extended this year but should not need to be extended in the future. Deans should be able to provide academic units with permission to hire such that units can meet the CA timelines (11.11b)

Over 100 faculty members attended an employment equity workshop as required by the CA for those serving on appointment committees. There was terrific discussion at many of these workshops and it was encouraging to see the amount of expertise on equity issues within our faculty. The workshop 'curriculum' was both

developed and delivered and no doubt received under tremendous time pressure following the signing of the CA last August. Shortly I hope to pull together a group of faculty members

who can further develop workshop content for the required equity workshops for both those serving on appointment committees and for members of DRCs/LRCs.

On June 30th we saw the retirement of twelve of our members and a loss to Acadia of several hundred years of experience collectively. AUFA honoured its retiring members at a year-end dinner on April 28th. It was a wonderful event and one that perhaps will become an AUFA tradition. Both the accomplishments of our individual members and of our Association are worth celebrating.

"The hiring deadlines for per course appointments as noted in the CA were extended this year but should not need to be extended in the future."

The AUFA President Communicates (cont'd)

I am surprised, honoured and grateful to find myself AUFA President for a second year and hence able to think about what we can and should accomplish in 2011/12. I will miss Darcy Benoit, Herb Wyile, John Colton and Peter Little who have been terrific contributors to the AUFA Executive but look forward to working with Eva Currie, Stephen Ahern, Claire Jewell and Cyndie Trudel. Darlene Brodeur is taking a much deserved break from the constant pressures experienced by our Association Grievance Committee. Everyone at Acadia owes Darlene a huge vote of thanks. We are fortunate to have Jessica Slights take on the role of Senior Grievance Officer for us. AUFA held a productive crossover meeting of the incoming, the outgoing and the continuing on June 10th and have agreed that we will use this neither-preparing-to-negotiate-nor-recovering-from-negotiating year to further develop our organization, its procedures and activities. I am looking forward to working with AUFA members for another year.

Have a wonderful and productive summer.

Respectfully submitted by Wendy Bedingfield, AUFA President

Sara Story is this Year's Valley-Fischer Award Winner

The AUFA Award Committee met to consider the truly impressive nominations for this year's Lois Valley-Fischer Award for Democratic Student Citizenship. The award is named for Dr. Valley-Fischer, long time Dean of the Faculty of Arts and a founder of AUFA.

As the committee members reviewed a number of excellent nominations, we concluded that one in particular stood out. The nomination of Sarah Story, an Honours BA student in History, jumped out for two main reasons: for the diversity of the causes in which she is engaged in, and for the importance of the challenges she takes on. Sarah works with a number of formal organizations such as the Canadian Centre for Policy Alternatives, Acadia Students for Democracy, the Canadian Federation of Students and the NDP, and is an active member of the Women and Gender Studies community. In addition, she participates in ad hoc groups that coordinate around specific issues. A significant example of the latter is the work she conducted for her Honours thesis. Through interviews with victims and opponents of irresponsible garbage disposal policies,



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This Year's Vallely-Fischer Award Winner (cont'd)

Sarah has constructed an analysis of environmental despoiling in the Meadowview community which shows how waste management practices have only reinforced historical racial and class inequalities. Her study challenges the way things have been done in the past and will have far-reaching impact. The nominators particularly praised Sarah's fearlessness in tackling issues that attract criticism and opposition as well as her capacity to engage others, particularly other students, in the causes she champions.

When Sarah humbly accepted the award during AUFA's AGM on April 19th, she not only thanked those present, but she also took the opportunity to promote an event she was organizing around the importance of the student vote in the upcoming federal election. Laughter ensued as the audience joined in applauding her ongoing efforts at democratic student citizenship.

Congratulations to Sarah!

Respectfully submitted by The AUFA Award Committee

Association of Nova Scotia University Teachers (ANSUT)

ANSUT is an organization that represents the common interests of several faculty associations from across Nova Scotia. Its member organizations include Acadia University, the Atlantic School of Theology, Cape Breton University, Mount Saint Vincent University, the Nova Scotia College of Art and Design, St. Francis Xavier University, St. Mary's University, and l'Université Sainte-Anne. ANSUT is a member of the Canadian Association of University Teachers (CAUT) as an officially recognized provincial association. Jamie Whidden was the previous AUFA representative at ANSUT (until summer 2010), with Anna Kiefte representing us since September 2010 and Robert Seale joining as of March 2011. Robert Seale and Anna Kiefte will continue to represent AUFA for the upcoming 2011-2012 year, with Robert Seale as the Vice President of ANSUT. Chris Ferns from MSVU will continue to act as the President of ANSUT.

The main activities of ANSUT centre on advocating for quality and accessibility in post-secondary education and assisting members in maintaining and improving working conditions for faculty. ANSUT advocates for stronger university funding policies and for making post-secondary education a priority on the provincial government's agenda. ANSUT also partners with organizations such as the Canadian Federation of Students-Nova Scotia (CFS-NS) on issues related to accessibility of post-secondary education in Nova Scotia. ANSUT member associations regularly discuss the contents of their collective agreements and the status of any ongoing or pending negotiations. ANSUT maintains a strike fund to assist associations during labour disputes.

Together with the CFS-NS and the Nova Scotia Government and General Employees Union (NSGEU), ANSUT is part of the Post-Secondary Education Coalition. The Coalition conducted a public poll in December 2010 on the state of Post-Secondary Education in our province. A brief on

ANSUT (cont'd)

the results of the poll from January 2011 can be found at <http://ansut.ca/poll-on-post-secondary-education-issues/>. Following this, in May 2011, a report entitled "Fairness, Funding and Our Collective Future" was released by the Coalition, in conjunction with the Canadian Centre for Policy Alternatives. This report is a response to the O'Neill Report and challenges some of O'Neill's results and assertions. It can be found at <http://ansut.ca/pse-coalition-report-fairness-funding-and-our-collective-future/>.

A significant amount of work has also done on further developing ANSUT's Strategic Plan. A special meeting focusing on the Plan will be held in October 2011 and the hope is to finalize and release it shortly thereafter. Much work was also done on revising and clarifying the accounting and budgeting practices within ANSUT. The fiscal year period was adjusted to better line up with the commonly used April 1-March 31 period, so ANSUT had a transitional 13-month fiscal year in 2010-2011. Edits have also been made to the ANSUT By-Laws, among other internal ANSUT works.

Should you have any questions or wish to discuss ANSUT matters, or if there are issues or topics you would like to have discussed by and/or acted upon by ANSUT, please do feel free to contact either of your ANSUT representatives at any time.

Respectfully submitted by Anna Kiefte



Workers Unite! The 2011 Convention of the Canadian Labour Congress

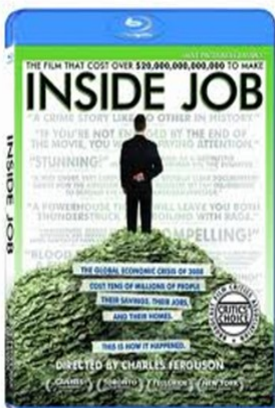
The 26th Constitutional Convention of the Canadian Labour Congress (CLC), held in beautiful Vancouver from May 9-13, 2011, attracted 2600 delegates and guests to the world's "most livable city". But why attend an almost week-long Convention of discussing and debating resolutions and policy papers? Here are a few highlights as seen through the eyes of a first-time delegate, representing NUCAUT (National Union of the Canadian Association of University Teachers).



Upon arrival on May 8th, I registered two delegates: myself and a junior delegate, my toddler, whose CLC badge claimed a budding union activist. The CLC provided bilingual on-site childcare services during programmed hours to ensure the full participation of women delegates. As we know, women still bear the primary responsibility for child care, especially those with children under 5. In providing quality care during the Convention, including evening events, the CLC attempted to equalize opportunities for delegates and their children, benefitting us all.

Photo courtesy of Laura A. Thompson

The Opening Ceremonies began with a First Nations welcome by elders of Musqueam Nation, whose message of "We are one" set a positive tone emphasizing how brothers and sisters can come together for the common good. Following numerous upbeat welcomes, a message of warning was sounded by Charles Ferguson, the Academy Award winning director of the hard-hitting documentary film *Inside Job* (about the 2008 financial collapse). Ferguson cautioned the Canadian and international delegates about another financial meltdown of equal magnitude by 2025. In his words, "The sheer concentration of wealth and political power among a very few people, and the ongoing social and educational distress among so many, does not bode well." Given his pessimistic vision of the future, Ferguson assured the audience that his film was more entertaining than his talk. Later that evening, Ferguson greeted delegates and the general public during a special screening of his film.



Between discussions around resolutions, debate was enlivened by panelists of political pundits, policy analysts and professors. Moderators such as Wendy Mesley had their work cut out for them! Notable panelists included Allan Gregg, Jim Stanford, Armine Yalnizyan and Trish Hennessy along with academics Pierre-Antoine Harvey and Alex Himelfarb.

Sharan Burrow, the General Secretary of the International Trade Union Confederation (ITUC)¹, and the first woman to lead an international labour organization, spoke fervently about working people around the world. Specifically, she acknowledged the role labour activists and unions played and

¹The ITUC represents 148 million workers in 231 affiliated organizations across 150 countries.

2011 Convention of the Canadian Labour Congress (cont'd)

continue to play in Tunisia, Egypt and across the Middle East. She praised the work of the strong Canadian labour movement in its ongoing attempt to organize working people and improve working conditions here. Overall, she called for international solidarity on “jobs, decent work and social protection” and the crucial importance of creating green jobs.



Photo courtesy of Laura A. Thompson

Labour has so much to gain by leading the change to a green economy. “Building a Green Economy in Canada” was one of the evening sessions with keynote speaker Tony Clarke from the Polaris Institute along with union activists. They spoke of the Blue-Green alliance in Canada which will be launching the Green Economy Network (GEN) in 2011 because “we need to build a new relationship with nature.” The common platform between labour unionists and environmentalists, highlighted during this session, advocates for renewable energy, green buildings and public transportation.



Photo courtesy of Laura A. Thompson

In the wake of the last federal election results and given our globalized world of increasingly conflicted messages, it is important to find better ways to communicate that unions do make a difference in people’s lives. In participating at the 2011 CLC Convention, I learned that unions must embrace social media to connect with their base and the general public, that meeting with the other 25 delegates from NU-CAUT was informative regarding issues in other post-secondary education locals, and that Jack Layton didn’t need to fly to Vancouver because he is still walking on air.

2011 Convention of the Canadian Labour Congress (cont'd)

Overall I had an exciting week at the Convention, and look forward to bringing my growing son to the next CLC Convention in 2014.

Respectfully submitted by Laura A. Thompson

In Minority: The Status of Women at Acadia University, 2009-10

The Acadia University Faculty Association's Women's Committee (AUFA-W) has been tracking the status of women faculty members at Acadia University since 2007. Access to this information is supplied by Human Resources to AUFA's membership in compliance with Article 28.10 of the *Thirteenth Collective Agreement*.

Overview

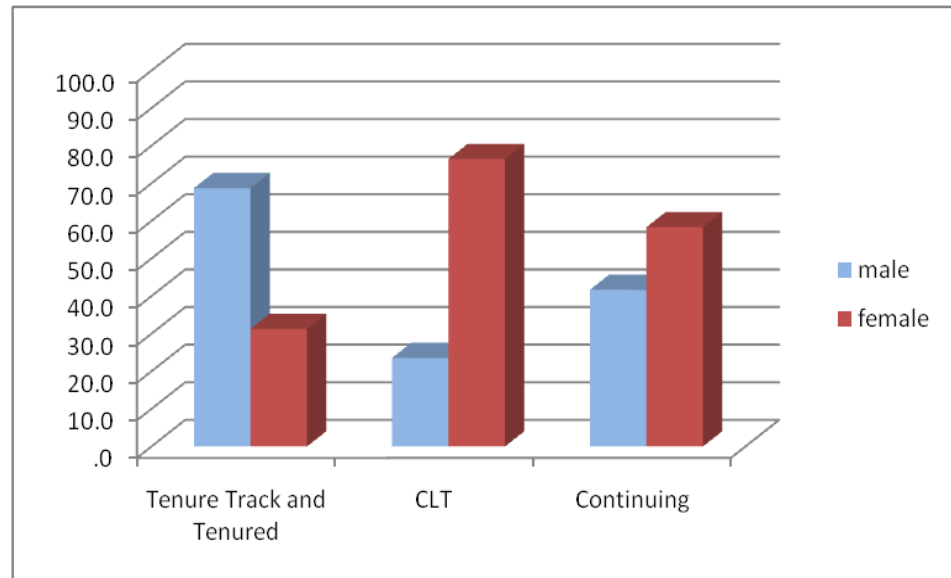
Table I, which examines the status of women faculty at Acadia University as of October 2010, shows that 38.6% of faculty are women. However, most women are located as librarians and at the lower ranks as Assistant Professors, Instructors, and Lecturers. For example, 61.9% of Lecturers are female compared to 25.4% of full Professors. This is further compounded by the fact that women are disproportionately hired into the lower paying and less stable contingent work force as CLTs and part-time faculty, as shown in Figure 1.

Table I Percent of Faculty by rank and gender at Acadia University 2010

Rank	Sex		Total
	Male	Female	
Professor	74.6	25.4	100.0
Associate Professor	73.4	26.6	100.0
Assistant Professor	55.3	44.7	100.0
Librarian	20.0	80.0	100.0
Instructor	37.5	62.5	100.0
Lecturer	38.1	61.9	100.0
Lecteur/Lectrice	33.3	66.7	100.0
Total (n=251)	61.4	38.6	100.0

The Status of Women at Acadia University, 2009-10 (cont'd)

Figure 1 Appointment Status by gender (%)



Additionally, the proportion of women faculty is not evenly distributed across faculties (see Table 2). The Faculty of Professional Studies has the highest percent of women faculty at 34.8%, followed by the Faculty of Arts at 32.9%, and the Faculty of Pure and Applied Science has the lowest at 26.0%.

Table 2 Gender by Faculty (%)

Faculty	Gender		Total
	Male	Female	
Arts	67.1	32.9	100.0
FPAS	74.0	26.0	100.0
Professional Studies	65.2	34.8	100.0
Library	33.3	66.7	100.0
Total (n=195)	68.7	31.3	100.0

The Status of Women at Acadia University, 2009-10 (cont'd)

What is particularly discouraging is that an examination of hirings over the last ten years (see Table 3) reveals that only 28.7% of tenure-track hires at Acadia have been women. This does not, however, correspond to a shortage of female PhD graduates in Canada at large. According to CAUT's Equity Review, in 2003 women made up 58.2 percent of undergraduate students, 51.4 percent of Master's students, and 45.6 percent of doctoral students (CAUT 2008).

Table 3 Tenure-track hires by gender at Acadia University, 2000-2010

Year Hired	Gender		Total Hires
	Men	Women	
2000	6	3	9
2001	12	2	14
2002	11	2	13
2003	6	3	9
2004	7	2	9
2005	10	4	14
2006	1	3	4
2007	5	1	6
2008	3	3	6
2009	3	3	6
2010	3	1	4
Total hires	67	27	94
Percent	71.3	28.7	

Experiences within the academy

Once hired, women faculty members confront numerous obstacles in their career trajectories. To examine whether there is a difference in pay between male and female tenured and tenure-track faculty, we ran a regression analysis that controlled for rank, date of hire, and gender (see Table 4). In Model One, the raw gap for *all* full-time faculty demonstrates that men earned \$5128.57 more than women ($r^2=.02$). Model Two controls for year of hire, and shows that male faculty earned on average \$2535.58 more than female faculty ($r^2=.63$). A third regression was run (Model 3) that added rank (Assistant, Associate and Full) to assess the effect of sex and date of hire by respective rank on salary and found that pay difference between male and female faculty was reduced to \$1265.79 ($r^2=.798$). The final model examined controlled for faculty. In this model, the gap was slightly reduced to \$1114.04 ($r^2=.801$). Although some may argue that the wage gap of \$1100.00 may appear small, over a lifelong career trajectory, the cumulative effect can be very large.

The Status of Women at Acadia University, 2009-10 (cont'd)

Table 4 Regression analysis of annual income on sex, year of hire, rank and faculty for tenured and tenure-track faculty, Acadia University 2009-2010.

	Model 1	Model 2	Model 3	Model 4
Men	5128.57 (2662.37)	2535.58 (1646.20)	1265.79 (1234.05)	1114.04 (1236.62)
Year of Hire		0.00 (0.00)	0.00 (0.00)	0.00 (0.00)
Rank¹				
Assistant			-22326.80 (1874.94)	-22082.21 (1879.76)
Associate			-14255.79 (1477.96)	-14063.41 (1485.47)
Faculty²				
Arts				-1436.67 (1294.24)
Professional Studies				-2187.46 (1467.20)
Constant	94946.43 (2225.79)	670674.13 (33143.67)	4496919.78 (30532.34)	454493.26 (30900.14)
R²	.020	.630	.798	.801

¹ Contrast category is Professor

² Contrast category is FPAS

N=186

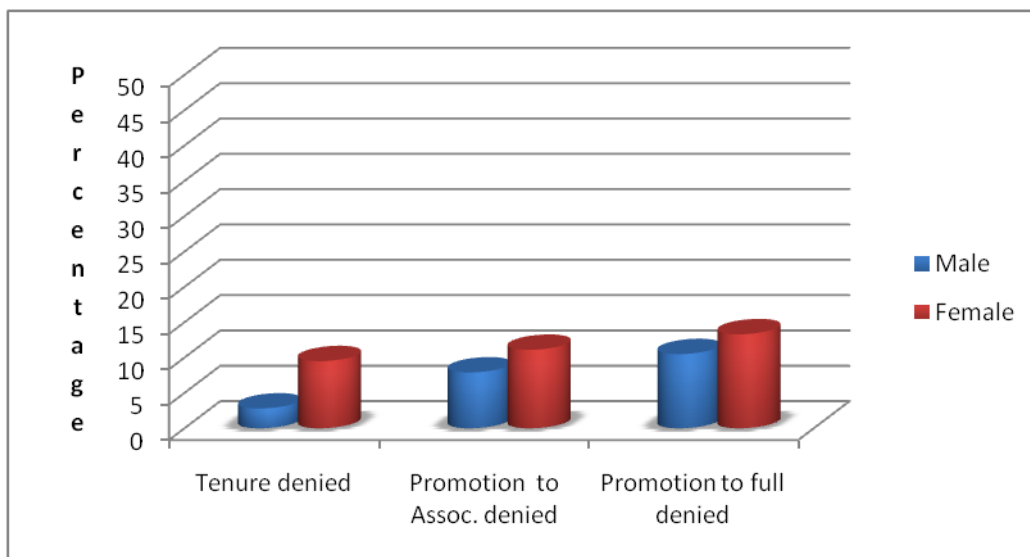
It is puzzling why such differences exist. The faculty union has fought hard to address inequities in pay structures, yet there are notable differences. Although it is beyond the scope of this analysis to definitively answer the question of why differences exist, we nevertheless would like to put forward some possible explanations. One explanation that has received a lot of support in the literature is that salary differences may be explained in part by women negotiating lower salaries at the time of hire¹. This is difficult to assess at Acadia as negotiations during the hiring process are not documented.

¹Baron, Lisa A. 2003. "Ask and You Shall Receive? Gender Differences in Negotiators' Beliefs about Requests for a Higher Salary." *Human Relations* 56: 635-662.

The Status of Women at Acadia University, 2009-10 (cont'd)

Another possible explanation that we do have data on and for which there is evidence in the literature² is that it may be that women progress through the ranks at a slower rate than their male counterparts. Figure 2 compares the percentages of male and female faculty members who were denied tenure and promotion. Although numbers for both men and women are quite low, male faculty fared better than female faculty in all three areas. For example, whereas 2.8% of male faculty were denied tenure, 9.5% of female faculty were denied. Although differences are not as great in the cases of promotion, substantial differences do exist and there are no examples at Acadia in which women outperform men.

Figure 2 Tenure and promotion denied by gender, 2004-2010 (%)



It is all too easy to justify differences between men and women in hiring practices, the awarding of tenure and promotion, and pay, by claiming that the disparate treatment is based on differences in merit. However, the criteria used for hiring and promotion are seen by many researchers as faulty and discriminatory against women scholars. There is a literature that illustrates the often-subtle ways in which women are disadvantaged in the academy.³ This occurs from the time they enter graduate school.⁴ Briefly, whereas male students tend to be mentored by senior faculty members by being included in large-scale research projects, female stu-

²Ornstein, Michael, Penni Stewart, and Janice Drakich. 2007. "Promotion at Canadian Universities: The Intersection of Gender, Discipline, and Institution." *Canadian Journal of Higher Education* 37(3): 1-25.

³Roos, Patricia, A. and Mary L. Gatta. 2009. "Gender (In)equity in the Academy: Subtle mechanisms and the production of inequality." *Social Stratification and Mobility* 27 (3): 177-200. Bird, Sharon, R. 2011. "Unsettling Universities' Incongruous Gendered Bureaucratic Structures: A Case-study Approach." *Gender, Work and Organization*, 18 (2): 202-229.

⁴Dua, Priy. 2007. "Feminist Mentoring and Female Graduate Student Success: Challenging Gender Inequality in Higher Education." *Sociology Compass* 1/2: 594-612.

The Status of Women at Acadia University, 2009-10 (cont'd)

dents typically are not.⁵ Such opportunities for male students translate into publications, presentations at conferences and networking. Male students therefore are better situated for funding from such agencies as SSHRC and NSERC.⁶

What then follows is young male PhD graduates are immediately better-positioned to compete in the academic job market. They are able to negotiate better salaries because their CVs are “more impressive.” Also, because they have a record of funding, they are more likely to get more funding. So, the opportunity gap widens quickly and continuously and women play catch-up not very successfully throughout their academic careers. However, research also has shown that there are actually negligible differences in men’s and women’s rates of publications, when controlling for type of university, rank, and when examining men’s and women’s records over a three year period (rather than over their lifetimes). This indicates that women’s lower publication rates are due to the types of academic positions they hold rather than their scholarly abilities.⁷

A recent case in point at Acadia is the Harrison McCain awards. Of the 14 awards that were given to Acadia faculty only 4 (29%) were awarded to women. However, on a percent basis, women were almost as successful as men: 25% of all women and 28% of all men applicants were awarded a grant. Although this might look like a story of increasing gender parity, achieving equality through percentage designation is highly problematic as it does little to address the preexisting inequities on this campus and masks the reality, as was the case with the McCain awards, that there are very few women applicants competing for academic awards. It is puzzling why more women faculty did not apply, and perhaps this speaks to a defeatist attitude —“why bother; I am not going to get the award” — which is prevalent among many female faculty members.

Over the past four years, AUFA-W has reported on the status of women faculty at Acadia. Each year we put forth that more needs to be done to address gender inequities at Acadia University. The most recent data (October 2010) reveal that little has changed. The new language in the *Thirteenth Collective Agreement* provides some hope that there is a way forward. We stress that in order for the university to be more equitable in its hiring practices, promotional practices, and the scholarly opportunities it provides, policies need to be set in place that are rooted in a fundamental belief that inequities are structural and systemic.

Respectfully submitted by: Zelda Abramson and Phyllis Rippeyoung

⁵Nakhaie, M. Reza. 2002. “Gender Differences in Publication among University Professors in Canada.” *Canadian Review of Sociology/Revue canadienne de sociologie*, 39 (2): 151–179.

⁶Bornmann, Lutz, Mutz Rüdiger and Daniel Hans-Dieter. 2007. “Gender Differences in Grant Peer Review: A meta-analysis.” *Journal of Informetrics*, 1 (3): 226-238.

⁷Nakhaie, M. Reza. 2002. “Gender Differences in Publication among University Professors in Canada.” *Canadian Review of Sociology/Revue canadienne de sociologie*, 39 (2): 151–179.

Do you need to
contact someone
on a committee?
Find her or him at
acadiafaculty.ca/committees

Report on CAUT Council

The Canadian Association of University Teachers (CAUT) Council was held from May 5th to May 8th in Ottawa, with AUFA Past President Janice Best and AUFA Vice President Karmen Bleile attending. At the start of Council, two new member associations were welcomed into CAUT: Kings College joined and Université Laval returned to CAUT after an absence. Council then continued and included a series of presentations and lots of discussion and voting. The highlights of the meeting are described below.

One theme of this Council was the growing assault on collective bargaining rights and unionization. On the first day of Council, Wisconsin's Director of the National Education Association reported on the recent events that occurred in his state. Britt Hill informed us about how the newly elected republican governor of Wisconsin went after collective bargaining rights as one of his first actions in office. This attack was focused on public sector employees, which included public school, college and university teachers. Unfortunately, apathy had crept into their union and they failed to recognize many of the signs that such attacks on their rights were about to take place. As a result, initially they were not prepared to address the actions of the governor and they had to work to re-engage their members in the union. However, when it became evident to the members that the governor's plan would leave no protections for public sector employees, people did come together and begin to protest. Their protests have continued to build and they have gained much support from community members and other unions. As a result, their protests grew in size every day; their most recent protest was estimated at approximately 100,000 people. They continue the fight to protect their collective bargaining rights as they see that their success or failure has serious implications for other states and potentially for other countries.

Mr. Hill also warned us that we are likely to see similar types of policies filtering up to Canada in the next three to five years. He urged those of us at Council to take heed of the situation in Wisconsin and ensure that our members stay engaged in their union. Apathy is dangerous. He told us to remember the power of the collective and that staying vigilant and engaged in the union is the best way to ensure that we do not get caught "flat-footed" the way they did.

Another talk that was of particular relevance focused on the state of post-secondary education in the US. Gary Rhodes, the General Secretary of the American Association of University Professors, presented what he called a "cautionary tale" regarding post-secondary education. He spoke of how academics in the US have bought into the idea that it is their responsibility to deal with the economic hardships of the university. He noted that academics in his country have been too quick to play along with the "survivor game" by looking at different departments, deciding who could go and picking each other off. He indicated that this approach distracts us from what he sees as the bigger problem. He suggested that the most serious challenge to universities today is not the short term financial problems facing the institution but rather the priorities of these institutions. He cites the shifting of resources from instructional to non-instructional personnel and programs to be highly problematic. Many universities in the US look more like shopping malls than institutions of higher learning. Universities are willing to spend millions of dollars on sports, leisure, and food facilities but are not willing to hire faculty into permanent, tenure-track positions. The majority of appointments in the US now are contract-based not tenure or tenure-track. On-time graduation rates in many

CAUT Council (cont'd)

of these institutions are also poor. He also focused on the plight of working class students who are finding it increasingly difficult to pursue higher education as governments in many states are backing off on financial aid and shifting from grants to student loans. Essentially, students have to mortgage their future to obtain an education. He also cited survey results that suggest that it is the Baby Boomers who are unwilling to pay for the education of the next generation through their tax dollars. He pointed out that we must consider those who are different from us and ensure that individuals from all walks of life have access to affordable education. Universities cannot simply fundraise or rely on private donors for financial support to survive; public monies are still essential for colleges and universities if this is to happen. Finally, he stressed that academics cannot wait for political parties to take up our cause. We must be the ones who begin the discourse on higher education and it is up to us to frame the issues and make them public. Clearly, many of his points are applicable to post-secondary institutions in Canada.

Concern regarding the recent election results was another common theme of Council. In particular, concerns were expressed by several individuals at Council regarding the new Conservative majority government's policies regarding funding for post-secondary institutions, copyright legislation, and the types of research that will be funded through the Tri-Council. Even the aforementioned speakers from the US commented on the fact that the change in the political landscape of this country is worrisome from both a union perspective and an academic perspective.

In addition to talks, there was also the regular CAUT business of voting and debate. One response to the issues that surrounded last Council's acclamation of an academic administrator to the Chair of the Women's Committee was that the CAUT bylaws were changed to ensure that a vote would take place even in the case of a single candidate. We mentioned at the April AGM that a motion was to be brought forward at the May Council that would prevent academic administrators who were not members of bargaining units from being part of CAUT. This motion was brought to the floor and discussion ensued. Those in favour of the motion cited that it was not in the best interest of CAUT to have academic administrators sitting on CAUT committees and the executive, as they would then be privy to bargaining strategy and other discussions. Those opposed to the motion observed that there are groups in CAUT that are not unionized (e.g., institutions in Alberta cannot be unionized) and there are academic administrators who have been good CAUT



Have any ideas for future newsletter articles? Drop us a note and let us know what's been going on.

CAUT Council (cont'd)

members and continue to be good members even though they are not members of a bargaining unit. They also said that the recent change requiring a vote to take place even for a single candidate will be the means by which Council can control who sits on the Executive. A two-thirds majority was required by both a head count and by weighted vote. Although AUFA voted in favour of the motion (as we mentioned we would do at the AGM), it failed to reach the two-thirds majority on both counts.

Elections also took place for various positions on the CAUT executive, including new positions (Francophone and Aboriginal member-at-large positions, Co-Chairs of the Diversity Council). In particular, we elected a new President (Wayne Peters) and Vice-President (Anver Saloojee), as Penny Stewart's term as President came to an end. Various policy statements, model clauses, administrative policies and new committee terms of reference were presented. New policy statements on team teaching and renewal of tenure-track appointments were approved. A proposed model clause on computer networks, internet and e-mail use asserting that employees remain in custody and control of all personal and professional communications, documents, files and records was, on the other hand, referred back to the executive committee for reconsideration. The restructuring of CAUT committees has resulted in several changes. Committees such as the Contract Academic Staff and the Francophone committee, which in the past were committees of the executive, have become committees with equal status to other standing committees such as the Collective Bargaining and Economic Benefits Committee or the Academic Freedom and Tenure Committee. Chairs of all of these committees are now elected, rather than appointed by the executive. The new Diversity Council, which replaces the former Women's and Equity committees, is also a standing committee with two elected co-chairs.

The Executive Director of CAUT, Jim Turk, presented information regarding some issues that are of particular relevance to academics. One important issue centered on "Cloud Computing". He suggested that cloud computing is problematic in the sphere of academic freedom. The primary problem stems from the nature of the agreements that universities sign with providers of cloud computing services. When administrations sign into such agreements, they may sign away your rights to your material depending on the nature of the contract. These are rights that are not theirs to give. Even when the contract states that the 'customer' owns the IP, since the university signed the contract, this implies that the university, not the faculty member, owns the intellectual property. The location of your data is also in question; depending on where the 'cloud' is housed, your material (e.g., emails, documents) may be subject to the US Patriot Act. There are also issues pertaining to data security and what happens to your material if the company hosting the 'cloud' goes bankrupt. Some institutions are currently in the process of moving towards cloud computing so we will have to watch closely to see how things transpire at these institutions.

Turk also focused on recent court cases and arbitrations concerning the implications of access to information legislation for the custody and control of records. According to Turk, faculty members, unlike most non-academic employees, can assert their right to retain custody and control of all of their personal files, including electronic ones, in order to protect their academic

CAUT Council (cont'd)

control of records. According to Turk, faculty members, unlike most non-academic employees, can assert their right to retain custody and control of all of their personal files, including electronic ones, in order to protect their academic freedom. In some recent cases, though, universities have been asked to provide access to email records and other documents belonging to faculty members. It is CAUT's opinion that faculty members, not the university administration, have custody and control of their records. However, several recent arbitrations have led to different and contradictory rulings on this matter. Access to information legislation seems to be challenging the traditional practice. Since the protection of academic freedom depends on the customary practice being upheld, CAUT is offering assistance to local associations where access to information requests are being used by university administrations to claim custody and control of files. If you have been asked by the administration to provide access to your records, please let AUFA and CAUT know immediately.

Finally, Turk focused on issues surrounding copyright. There have been some recent changes that make copyright provisions more restrictive. When the minority government was defeated, Bill C32, a new bill on copyright, disappeared as well. According to Jim Turk, this bill was problematic with respect to language on digital locks on information but also had improvements in other copyright language. CAUT has provided guidelines for the use of copyrighted material. We will be making this information available to members as soon as possible.

We also heard disturbing news regarding the state of libraries and the treatment of librarians at different universities across the country. Some administrations have reduced the number of academic librarians and removed librarians from supervisory positions so that they are not involved in setting library policy. We were informed that new hires will more likely be information technology people than actual academic librarians. Also, at institutions like McMaster, reference and circulation desks have been eliminated, as well as cataloguing services. This trend is disturbing not only for librarians, but also for faculty and students as well. These types of changes could have serious consequences for research and teaching at universities in this country and we must be aware of how changing policies in the library can affect us all.

If you have any questions or would like more details about CAUT Council, please feel free to contact Janice (Janice.best@acadiau.ca) or Karmen (karmen.bleile@acadiau.ca).

Respectfully submitted by: Karmen Bleile and Janice Best

Year End Celebration

AUFA hosted its first Year End Celebration dinner on April 28th. This event brought AUFA members together to celebrate the end of term. It also provided us with an excellent opportunity to honour retiring AUFA members. A number of retirees were able to attend the event and they were joined by their families, friends, and colleagues, as well as previous retirees, Deans, the VPA and the President. The evening began with an opportunity to mingle over



drinks, followed by dinner. During dessert, each table took part in a quiz about various events in AUFA's history; only Wendy Bedingfield would give a test at a party! At least it was group work and not an individual assignment. Short speeches about each retiring member followed, along with a posthumous presentation made to John Davies' wife Manu. It was impressive to hear about the contributions that these members have made to AUFA and to the university as a whole. Following each speech, the retiree was presented with a gift from AUFA. Each member received a framed Dick Killam photograph of their choice. The frames and matting were all the same but the choice of photographs was as diverse as the faculty members themselves. The retirees also addressed the group and it was interesting to hear what they had to say about their time at Acadia and their plans for the future. We also heard from the Retired Acadia Faculty



Association (RAFA), as they updated us on some of their activities and they extended an invitation to the new retirees to join their organization. Thanks to everyone who attended this event and made it a very special evening. I would also like to take this opportunity to thank Peter Little who worked so hard to coordinate the various aspects of the retirement gifts; they were beautiful.

Karmen Bleile

Photos courtesy of Brenda Robertson



Tell your friends

Know someone who would like to receive this newsletter? Let us know and we'll add her or him to our mailing list.

From the Archives

The following editorial appeared in *The Advertiser*, June 24, 1976 and is reprinted with the permission of Transcontinental Media.

An Unwise Choice?

Acadia University Faculty Association has applied to the Nova Scotia Labour Relations Board for certification under the Trade Union Act as bargaining agent for the faculty of the University. Hearings have been held by the Board and a decision will be published in due course.

This application by the Faculty Association' probably meets with the approval of a majority of faculty members, but by no means a wide majority. Nevertheless, one wonders whether it is appropriate, either in the best interests of the faculty or the public.

The Labour Relations Board will no doubt approve of the application. It is neither a judicial body nor an impartial body. The expansion of collective bargaining widens the scope of its jurisdiction. But whether from self-interest or a political rather than legal interpretation of its purpose, the Board is widely considered to maintain a union bias.

Thus the application by the Faculty Association will probably succeed. There is, in fact, a precedent. A similar application from the faculty of St. Mary's University in Halifax was approved by the Board. St. Mary's is the only Atlantic university where the faculty bargains collectively under labour legislation.

But success or failure goes merely to the question of practicability. It does not of itself indicate whether the chosen course of action is wise, and that is the point which seems to be in doubt.

The reason for forming a collective bargaining unit is in general to improve bargaining power. That increased power might conceivably be used by the Acadia faculty to obtain higher salaries, to limit the work required, to obtain a greater say in the conduct of university affairs, or to codify and standardize the terms of employment.

Yet it would appear that the faculty has little to gain in some of these areas. Given the financial circumstances of Acadia (or most universities today), the Administration has gone to the last possible dollar, and well beyond the last prudent dollar, in setting the salary scales offered in recent years. Will increased pressure get more? Or will it merely relieve the Administration of any moral compulsion to bend over backward?

From the Archives (cont'd)

The faculty at Acadia has now an almost complete jurisdiction over most phases of university affairs; planning, staff promotion, courses, standards, etc. There would appear to be little to be gained and much to be lost, if faculty rights in this sphere are put up for grabs at the bargaining table.

On the other hand; the faculty voice is exercised in general by the more senior members, by the tenured professors. Those who favour collective bargaining are very largely, but not completely, the juniors, the newcomers, people on the lower levels of academic standing.

Perhaps for them there is little to lose in applying collectivism to the determination of faculty management rights. But there may be little to gain. Collective action always seems to hold the promise of democracy—a voice for everyone—but tends to wind up with a few leaders and a large but impotent rank and file. The leaders, usually the politically adept, reap the rewards of power and consequence. The position of the followers remains unchanged.

Any effect of collective bargaining in setting and limiting the norm of work required must, because of financial limitations, result in a reduction of course offerings. It cannot increase the number employed, or improve the job security of incumbents (although that aspect might be negotiated separately).

The countervailing consideration is that the setting of norms may well limit the freedom now enjoyed by the faculty in the personal choice of working hours, apart from lectures.

Thus the advantages to be expected, from the staff point of view, appear to be rather minimal. For the sake of this modest prospect, it is surprising that the people involved would have attempted to place themselves under the classification of the Trade Union Act.

That Act applies to manual labour, clerical workers, and technicians. A University teacher who chooses to be so categorized might be very dissatisfied if the world took him at his word; if he found himself subject to the discipline and shop rules, the regular hours and the hourly pay of even a skilled technician.

We cannot help but think that the Faculty Association has chosen illogically, from the viewpoint of enlightened self-interest. We can only suppose that the voices of persuasion have been skillful, and that the motivation has been activist or ideological rather than rational. For some, the confrontation of authority would appear to be an end in itself.

The public interest will be considered in a forthcoming article.

Dedicated Service Awards To Janice Best and Erin Patterson



Photo courtesy of Jane Longley

Each year the Canadian Association of University Teachers (CAUT), on recommendation of local faculty associations, gives a Dedicated Service Award to one or more members who have made important contributions to the association and its work. This year Awards were given to AUFA members Janice Best and Erin Patterson. They received certificates at the general meeting on January 18.

Janice Best came to Acadia in 1984. She is a specialist in French literature, and was recruited into the French Department which was later enlarged to be the Department of Languages and Literatures.

Her contributions to AUFA, to AUFA–Management Committees and to CAUT have been, and continue to be, outstanding both quantitatively and qualitatively.

The breadth and scope of Janice’s contributions throughout her career include:

Dedicated Service Awards To Janice Best and Erin Patterson (cont'd)

- a. Grievance work as a member of the AUFA Grievance Committee (1990-1993) and as Grievance Officer on the AUFA Executive (1997-2000);
- b. Negotiations work as a member of the AUFA Negotiating Team in 2002-03 (part-timers), 2003 (full-timers), 2006-07, and 2009-10;
- c. AUFA-Management committee work as a member of the Joint Committee to Administer the Collective Agreement (2007-08) and the co-chair of the Acadia Employment Equity Committee (2009-10);
- d. AUFA Executive work as Vice President (2002-03 and 2006-08), President (2003-04 and 2009-10), and Past President (2004-05 and 2010-11);
- e. CAUT committee work as the Chair of the CAUT Equity Committee (2005-07) and member-at large on the CAUT Executive (2005-07).

But what really stands out is the quality of Janice's commitment to a truly level playing field in academia. Her deep commitment both to equity and to diversity has solidified our national reputation in equity-building and has provided a strong basis for leadership in diversity issues. Acadia, AUFA and CAUT are each stronger because of her focused effort and achievements.

Erin Patterson is an academic librarian who came to Acadia in 2001 to work in the Vaughan Library. She has a strong interest in issues of intellectual property, and joined AUFA's Patents and Copyrights committee. Over the next 10 years, Erin served the Association on a wide variety of committees including Working Conditions, Legal and Technical, Proposal Review Committee, Women's Committee, Media Committee, and Communicator Committee. She is currently a member of the Joint Committee to Administer the 13th Collective Agreement.

Erin was AUFA President in 2008-2009, at a particularly challenging time in the Association's history. A human rights case involving dismissal for cause led to a threat from CAUT to censure Acadia's Board of Governors and Administration. Erin handled this and other matters that arose during her presidency with skill and diplomacy.

She served on two successive negotiating teams, in 2006 for the 12th Collective Agreement, and in 2010 for the 13th. She was a valuable member of both teams, serving the vital function of minute and record keeper. In addition to other duties on the team, she was the designated negotiator for matters concerning librarians. She helped AUFA make substantial gains for librarians, and in the 2010 negotiations she led the successful attempt to bring the archivists into AUFA.

Erin has served on CAUT Council, and in 2010 was elected to CAUT's Librarians' Committee.

The Award Committee is made up of previous winners. In 2010 it was composed of Jim Sacouman and Pat O'Neill. In the coming year they will be joined by Erin and Janice.

Respectfully submitted by: Pat O'Neill and Jim Sacouman

2011-12 AUFA Executive

President:	Wendy Bedingfield
Past President:	Janice Best
Vice-President:	Karmen Bleile
Secretary:	Laura Thompson
Treasurer:	Eva Curry
Member-at-Large:	Stephen Ahern
Member-at-Large:	Mike Beazley
Member-at-Large:	Claire Jewell
Member-at-Large (pro tem):	Cynthia Trudel

Retirees

The Communicator Committee would like to extend its congratulations and best wishes to the following AUFA members who retired this year: Stephen Ash, Colin Bell, Richard Davies, Steve Enman, Malcolm Grieve, Linda Lusby, Henri- Dominique Paratte, Greg Pyrcz, Richard Sparkman, John Sumarah and Beert Verstraete.



Dates to Remember

August 31

Any questions regarding the accuracy of the [Part-time Faculty] precedence list shall be directed to the Department of Human Resources by August 31 of that year. [Art. 11.10(j)(vi)]

September 1

Professors wishing to be considered for renewal, tenure or promotion and Instructors wishing to be considered for promotion shall by 1 September provide the Head with a dossier. . . . [Art. 12.03]

Dates to Remember (cont'd)

A Librarian wishing to be considered for continuing appointment or promotion shall, by 1 September, provide the Head with a dossier. . . . [Art. 51.03]

A more comprehensive listing of dates can be found on AUFA's website: acadiafaculty.ca/calendar.

Editorial Policy

The *AUFA Communicator* is the newsletter of the Acadia University Faculty Association (AUFA) and is intended to keep its members and the Acadia Community up to date and informed. The *AUFA Communicator* is published quarterly during the academic year and serves the following purposes:

1. to provide a means for the free exchange of ideas, views, and issues relevant to the AUFA and the Acadia community
2. to provide feedback and information useful to the AUFA to maintain its effective operation in fulfilling the objectives of the AUFA and its membership
3. to provide documentary records of matters pertaining to the AUFA
4. to serve all the functions of a newsletter

The Communicator Committee, under the direction of the AUFA Executive, takes responsibility for the contents of the *AUFA Communicator*. The opinions expressed in authored articles are those of the authors and do not necessarily represent the opinions of the Communicator Committee. **We encourage your contributions (letters, articles, article summaries, and other pertinent information).** Anonymous material will not be considered for publication; however, under special circumstances, the *AUFA Communicator* may agree to withhold the author's name. The Communicator Committee retains the right to edit and/or reject contributed material.

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Jane Longley

Lisa Narbeshuber

Laura Thompson