

# AUFA Communicator

Acadia University Faculty Association Newsletter

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## The AUFA President Communicates

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The term is half over but I am not half way through the content of the course. I don't know everyone's name when I am in the classroom and am not sure that I recognize all of my students when I see them on the street. It's either old age or the fact that my class has 80% more students than it had last year. Either way, I guess I just need to learn to cope. I have a feeling that lots of you are in the same boat: peddling as fast as you can and trying to cope. It's a bit of a miserable place to be. How are we going to get through the more-students-fewer-faculty reality of the present and near future? Of course the obvious solution is to hire more of us to offer more courses with fewer students in them; we just aren't able to get to that solution yet.

I have been looking with envy at some of the resources available to colleagues on other campuses and pondering Acadia's options in offering concrete signs of support for our faculty. If nothing else, we should all find support for our efforts within our own academic units. We should delight in opportunities to discuss and debate the great ideas of our discipline. We should find excitement in

exploring curriculum, in searching for the leading edge. We should seek help from our colleagues and share war stories as we experience this teaching of the masses. We should, and surely some do. More often of late I hear from faculty members who are battered and bruised, have largely withdrawn from life in their Department or School and simply hope to get through to the end of term. This reality is where we should begin to create Acadia's future.

Culture in academic units, as in any organization or group, can be established deliberately by that group's leader. The leader has to believe that no work is more important and that no work leads to better results, than creating a vibrant, welcoming, healthy workspace for the group's members. Secondly, the leader has to know *how* to create that kind of place. My envy this week has been focused on the University of Alberta's 'Chairs' School' designed to support "Chairs and other Chair-like staff" as they "develop capabilities needed for effective leadership today and in the future within a complex higher education environment." Do you suppose Acadia could develop a plan to de-

## The AUFA President Communicates (cont'd)

velop our leaders to give us a fighting chance here? Some sign of support for the folks in the trenches?

Respectfully submitted by  
Wendy Bedingfield, AUFA President

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See <http://www.academicleadership.ualberta.ca/>

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## Librarians and Archivists on Strike at Western

Librarians and archivists at The University of Western Ontario were on strike in September for nearly two weeks. They were attempting to negotiate a third collective agreement, but talks broke down over compensation and benefits, pay equity, and complement. For many years, Western had the worst paid librarians—bar none—at any research institution in the country, and with most of these positions held by women, pay equity was a significant issue. 100% of members who voted (who represent 80% of the bargaining unit) voted in favour of a strike, and librarians and archivists hit the streets on September 8.

Before Western's librarians and archivists organized, Ontario's labour laws were changed by Mike Harris so that new employee groups could join an existing bargaining unit only with the agreement of the employer. Not surprisingly, the employer did not agree to allow the librarians and archivists to join the 1,000-member strong faculty bargaining unit, leaving this group of 51 to form their own small bargaining unit (UWOFA-LA).

During the strike, Western's administration tried to minimize the impact by insisting that all libraries would remain open and most services would be unaffected. Indeed, the libraries could and did stay open: staff unlocked the doors every morning as usual, circulation staff checked out library materials for students as usual, stacks assistants re-shelved library materials as usual, staff provided directional assistance as usual, and maintenance staff looked after the building as usual. Of course, none of this is the work of librarians and archivists. Their services which were withdrawn include providing research assistance; providing curriculum-embedded, subject-specific library instruction; evaluating and selecting print and digital materials to support research and teaching; negotiating

## Librarians and Archivists on Strike at Western (cont'd)

and managing licenses for digital content; developing and overseeing projects and programs such as collection digitizations, open access initiatives, and systems innovations; providing significant service commitments across campus; and, of course, pursuing their own research programs.

While it is not surprising that the administration would attempt to play down the effects of a strike, in doing so they also denigrated the role of academic librarians and archivists, which is damaging to the credibility of the institution, and especially of its library school! Western is home to one of Canada's few Master of Library and Information Science programs, so it is especially distressing that Western's administration would be so dismissive of the profession for which that program's graduates are training, and that Western's librarians were for so long some of the lowest paid in the country. Members of the Faculty of Information and Media Studies (in which the library program resides) hung a banner on the outside of the FIMS building on campus proclaiming support for UWOFALA. The banner was promptly taken down by UWO administration, but not before reporters from the *London Free Press* were able to take photos that were later posted online.

The UWOFALA strike has raised concern among many academic librarians across the country about the lack of a professional librarians' association that could provide support for librarians and archivists. The Canadian Library Association (CLA) refused to offer even a statement of support for UWOFALA members, instead reiterating that the CLA is a *library* association, not a *librarians'* association, and thus could not take sides in collective bargaining between library administrations and librarians. However, part of the CLA's stated mission is to "build the Canadian library and information community and advance its information professionals." Remaining neutral in a labour dispute is one thing; using neutrality as an excuse for failing to respond to the belittlement of the role of librarianship is quite another. The CLA's response was disappointing, but not surprising: its leadership is made up of library administrators, and its lack of connection with library professionals and their issues has been a long-standing problem with the association.

UWOFALA and the Western Libraries administration finally reached a tentative four-year agreement on September 20th, after a 13-day strike. UWOFALA members voted 36 to 7 in favour of accepting this new agreement.

Many groups across the country provided support to UWOFALA through financial donations and official statements. The AUFA Executive sent e-mail messages to Western's administration in support of UWOFALA members. AUFA also donated \$500 to UWO-LA's strike fund. In a letter of thanks, Chief Negotiator Aniko Varpalotai reported that the UWO President's office was "overwhelmed by the large volume of e-mails received in our support throughout the strike."

Respectfully submitted by  
Mike Beazley and Erin Patterson

## Think Before You Use That Laptop!

Over 150 delegates from three dozen unions packed the Holiday Inn in Dartmouth to participate in Labour Law Development Day on September 19, 2011. Staff lawyers at Pink Larkin reviewed changes in the Labour Law in Canada and Nova Scotia which directly affects union members.

One of the most surprising presentations was “Employee Monitoring: Email Accounts, Computers, and GPS Surveillance” by lawyer Jill Houlihan.”

There is no privacy legislation in NS that applies to the collection of employee information by provincially regulated private companies or organizations (i.e. Acadia). The employer’s power to monitor employees will depend on the circumstances and the collective agreement.

Recent case law has upheld the employer’s right to seize work computers and other electronic devices without notice and to access any information that was viewed on the computer. **This includes personal email (even though it was through a 3rd party server) and personal bank account information.** The employer is not allowed, however, to deliver the contents of the hard drive to police as this violates the Charter of Rights (against unreasonable search or seizure).

Facebook pages and personal blogs can also be used against you even if you have the privacy settings turned up to the max. Anything posted to any social media site, no matter what security is in place, is considered public domain. Think you have delete something off Facebook? Think again; it is still there. Facebook does not wipe out their backups (and the courts and employers have been successful at obtaining “deleted” posts and statuses to back up their case).

Ron Pink summarizes the main impact of recent legislation in the following manner: “If you don’t want your employer to know about it, don’t write it down.”

Find out how changing your status on Facebook to “in the City and ready to party” can get you fired. Come to the November general meeting to hear the presentation “Social Media and Labour Law.”

Respectfully submitted by  
Cindy Trudel



## World Women's Conference, University of Ottawa, July 4-7, 2011

In July, I was honoured to attend the World Women's Conference held in Ottawa-Gatineau at the University of Ottawa. The first World Women's (WW) Congress was held at Haifa University in December 1981. It was the first world wide interdisciplinary gathering to focus on research pertaining to women's issues and to be open to all interested researchers and activists. Since then, WW has taken place every three years in a different part of the world. The Ottawa location in 2011 was the 11<sup>th</sup> site to hold the Congress, and was the 30<sup>th</sup> anniversary of the first meeting.

The main theme of WW2011 was "Inclusions, exclusions, and seclusions: Living in a globalized world" because where globalization and women are concerned, provocative questions abound. WW 2011 was an opportunity to explore these complex matters through reflections, learning, and sharing a variety of ideas and experiences – especially those of women most deeply affected. There were four daily themes that the workshops concentrated upon: Day One – Breaking Cycles; Day Two – Breaking Ceilings; Day Three – Breaking Barriers; and Day Four – Breaking Ground. Three areas of emphasis guiding the programme were: facilitating intergenerational dialogue, honouring Aboriginal women's knowledge and culture, and rendering the event accessible to women with disabilities.

The plenary sessions held each day were tri-lingual (English, French and Spanish) and fully translated and featured speakers discussing their issues from Ecuador, India, USA, Switzerland, Haiti, Australia, Belgium, South Africa and Canada. I personally attended sessions entitled: "Combining Our Strengths: A Partnership Between Aboriginal and Non-Aboriginal Women;" "Medicine Bundles—Applying Indigenous Wisdom to Women's Health" (a discussion about the Wabano Centre for Aboriginal Health); and the "Importance of the Seal for Inuit Women." The Aboriginal workshops were very well attended and most were filled to capacity and beyond. CUPE, CAW and CUPW women at the conference engaged in organizing an impromptu "Labour Caucus" for all union women at the conference and we filled a large classroom with around eighty women who talked about their union concerns for women and how all unionists should work together to deal with the Conservative agenda of privatization and the imposition of back to work legislation – it was a very interesting session. It was an amazing experience and I met many new women contacts in order to continue the work of the issues dealt with at the conference. I felt the conference contained an excellent blend of academic/scholarly concerns twinned with the everyday realities of global women, their work, hopes and dreams and their struggles. Best brain candy that this academic has experienced is quite a while.

Respectfully submitted by  
Barb Moore, Dept. of Sociology  
WGST and AUFA-W

## In Memoriam of Nancy Riche



Nancy Riche passed away on Saturday, October 1 at the age of 66, in St. John's. Apparently Nancy was suffering from heart problems and had been in hospital since the week before. Nancy served as secretary-treasurer for the Canadian Labour Congress and was also the Vice-President of the Newfoundland/Labrador Federation of Labour. Nancy spent five years as President of the NDP in Nfld/Lab from 2003-2008. Riche had been involved in campaigning efforts with the NDP for the October 11 provincial election prior to her hospitalization. Provincial NDP Leader Lorraine Michael called Riche an inspiring feminist and a strong promoter of human rights. "Nancy worked unstintingly to help the vulnerable and she believed in a better future for all of us in Newfoundland and Labrador," said Michael in a prepared statement. "I know she would not want us to be sad at her death, but to celebrate her amazing life with all the wonderful people that are her friends and to continue working on the campaign," Michael continued.

## In Memoriam of Nancy Riche (cont'd)

Premier Kathy Dunderdale offered condolences as well. She said “I was shocked and saddened to learn of her passing. Her contributions to this province were many, in her roles as activist, feminist and champion of workers’ rights. She has left a substantial legacy that will never be forgotten.”

Nancy was the recipient of many awards over the years, including the National Action Committee on the Status of Women (NAC) Woman of Courage Award, the Governor-General’s Award in Commemoration of the Persons Case and the AFL-CIO George Meary-Lane Kirkland Human Rights Award. In 2009, she received the Elijah Barayi award from the Congress of South African Trade Unions (COSATU) for her contribution to the struggle against apartheid. In 2003, she was awarded the Order of Canada.

From a personal perspective, when I was co-chairing the CUPE National Women’s Task Force in 2005-2007 with Brother Paul Moist, Nancy was often brought in to meet with us to discuss strategies and to teach us of the early struggles of women in the union movement in Canada. She was always encouraging and could put a smile on anyone’s face with her great sense of humour. In 2002, Nancy edited a book entitled “Dear Sister, Dear Sister: A collection of sisterhood letters from trade union women.” I used this text in the course “Women and the Modern World” (WGST 2906), something I was able to tell Nancy in 2006. Following that conversation, she gave me an autographed copy of the book, which I will always treasure.

If you ever want some inspiration about women’s struggles in the labour movement, I highly recommend reading anything you can about this remarkable woman who paved the way for so many of us.

Respectfully submitted by  
Barb Moore

## Fair Employment Week—October 24-28

Part-time faculty have become part of the backbone of Acadia University. Whether teaching courses on campus or through distance education, there are close to 100 individuals who provide contract academic support to the University.

Fair Employment Week is sponsored by the Coalition of Contingent Academic Labor (COCAL), a network of faculty and student organizations and unions representing contract academic staff across North America. Coordinated actions in both Canada and the United States highlight the contributions of our contract academic staff colleagues, making these colleagues feel more welcomed within our ranks, and reminding our administrations, students, and the public of the important role that contract academic staff play under often difficult circumstances. These professionals generally receive low pay, and are given little time or support to develop their teaching, research or service.

Under the leadership of Cindy Trudel, the AUFA Executive visited part-time faculty in their classrooms and gave them a small gift to recognize their efforts, and to encourage their students to give them a round of applause.

Respectfully submitted by  
Wendy Bedingfield



**Do you need to contact someone on a committee?  
Find her or him at  
[acadiafaculty.ca/committees](http://acadiafaculty.ca/committees)**

## Welcome New Faculty

AUFA extends a warm welcome to new faculty.

Pictured below are four new faculty at the KC Irving Centre.



(Photo: J. Longley)

From left to right: Catherine Morley, Martha Cheney, Mark Mallory, Michelle Boyd.



## Dates to Remember

### November 15

The DRCs shall review all applications . . . and make recommendations to the URC according to the following schedule: (a) Renewal: no later than 15 November of the academic year in which the appointment terminates. [Art. 12.21(a)]

Decisions shall be announced [research monies] by 15 November . . . . [Art. 25.55(c)]

The LRCs shall review all applications . . . and make recommendations to the URC according to the following schedule: Joint Continuing Appointment and Promotion or Promotion to Librarian III: no later than 15 November of the academic year in which the appointment terminates. [Art. 51.21(a)]

### December 1

The Employee shall submit his or her application [for a leave of absence] to the Dean or University Librarian, with a copy to the Head, by 1 December of the year preceding that for which leave is being sought. [Art. 24.71]

*A more comprehensive listing of dates can be found on AUFA's website: [www.acadiafaculty.ca/calendar](http://www.acadiafaculty.ca/calendar).*



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

## 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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