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AUFA COMMUNICATOR

Acadia University Faculty Association Newsletter

AUFA Homepage: <http://www.caut.ca/aufa/>

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THE AUFA PRESIDENT COMMUNICATES

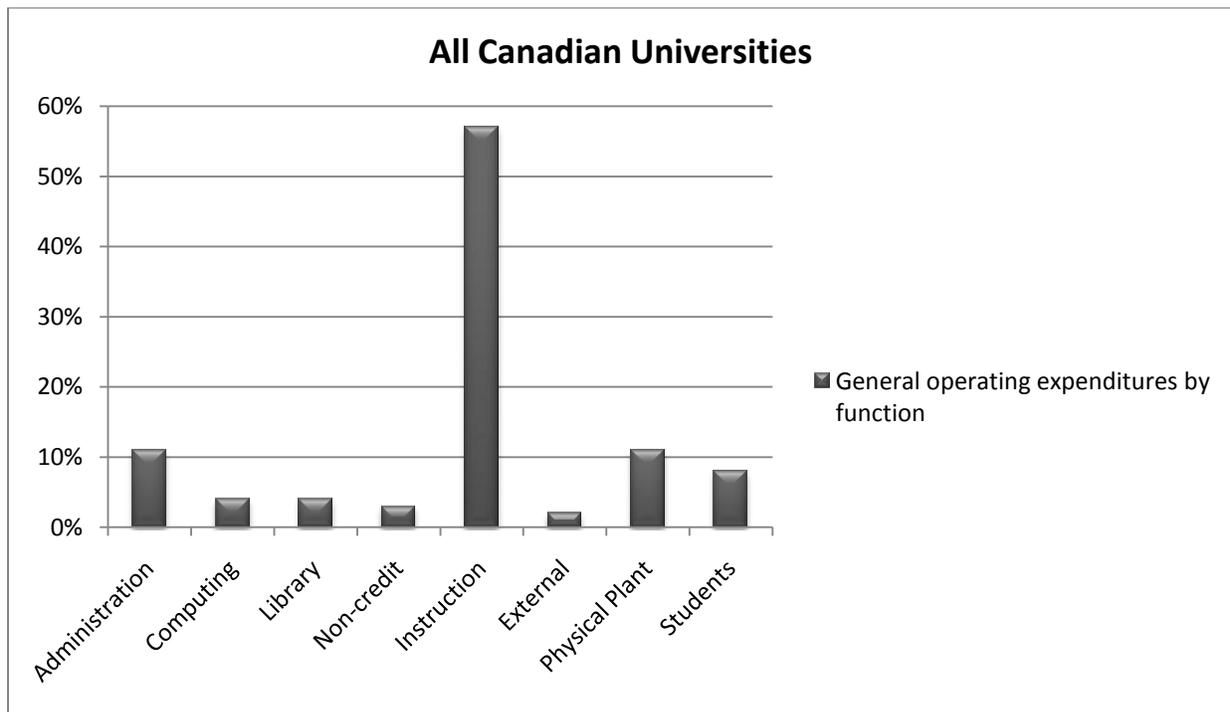
Budget Priorities

Every year, the Canadian Centre for Educational Statistics (Statistics Canada) provides analyses of data obtained from the Canadian Association of University Business Officers (CAUBO) on how universities in Canada spend their money. General operating expenditures are reported as a percentage of the total budget, broken down into the following categories: administration, computing services, library, non-credit courses, instruction, external, physical plant, and students. These financial statistics are in turn reviewed by the Canadian Association of University Teachers (CAUT) and provided to faculty associations across Canada. The data are reported, for comparison purposes, in several different groupings. The first group compares all universities and colleges in Canada. Further reports group universities and colleges into the categories used for the annual MacLean's magazine rankings, as well by province, and individual institution.

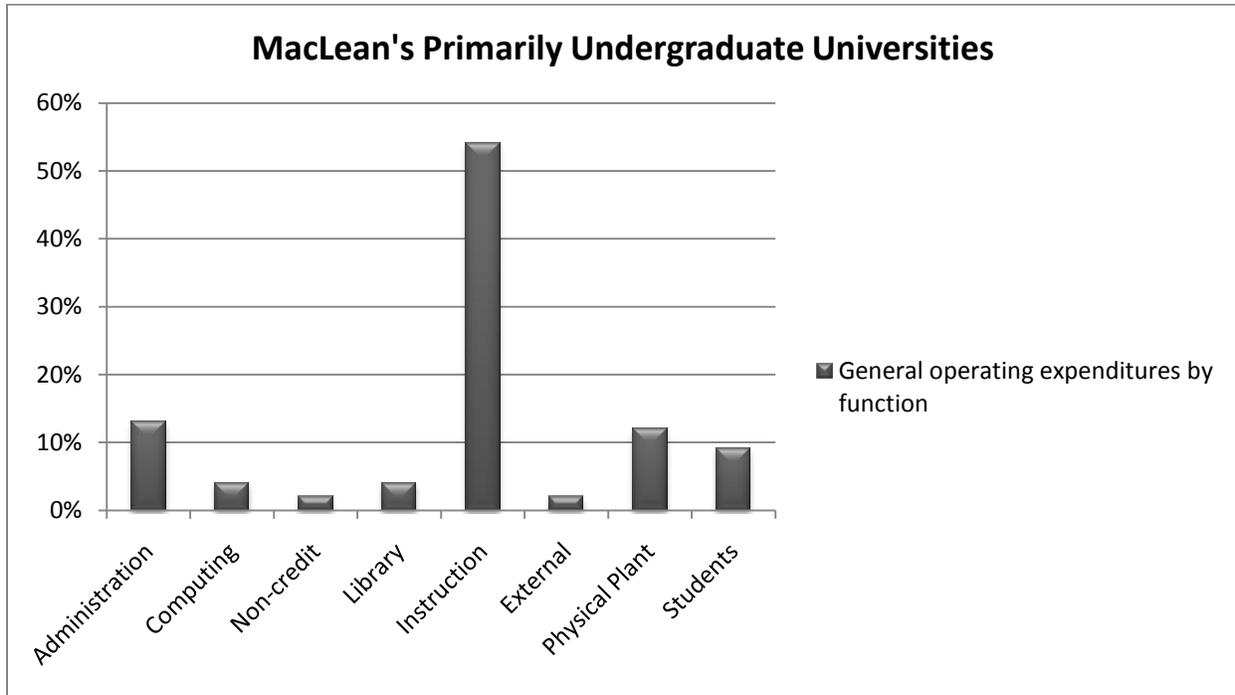
I recently received the statistics from CAUT for 2007 – 2008. (Data are not yet available for 2008 – 2009). Those of you who attended our October general membership meeting will have already seen some of these results, but they are

worth repeating because I believe that they offer some insights into Acadia's current budgetary difficulties.

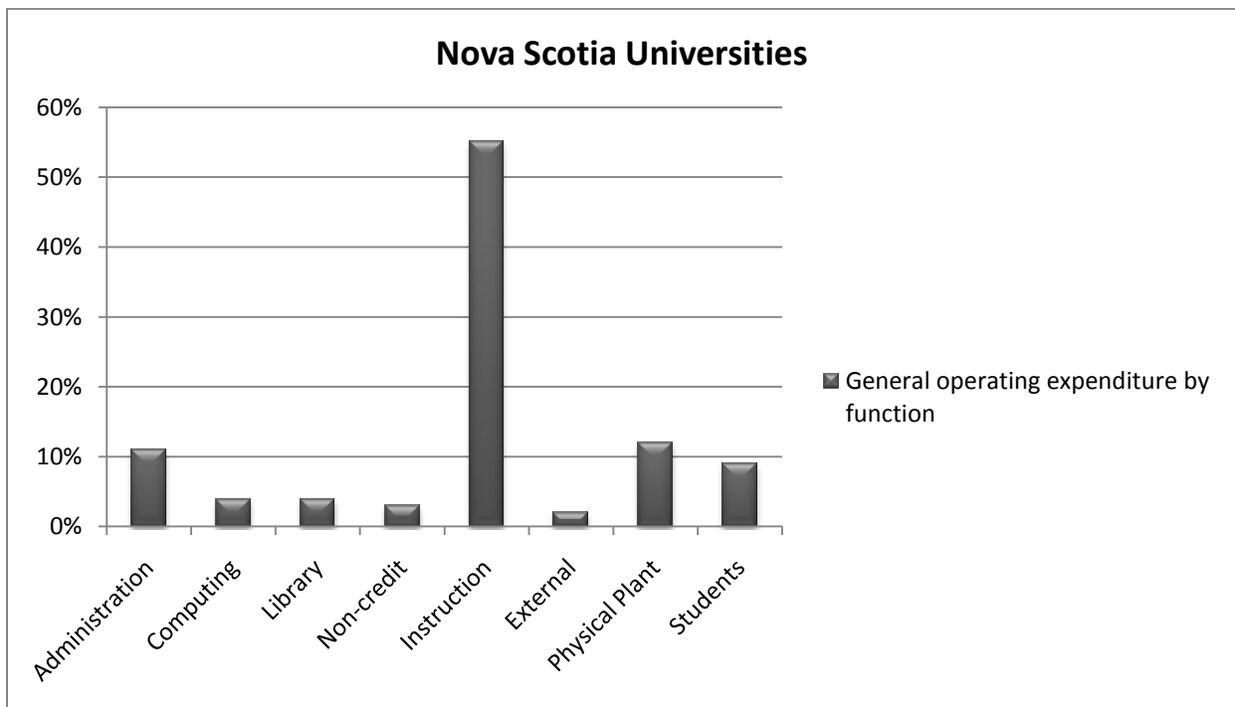
The following chart shows how Canadian universities on average spent their money in 2007 – 2008. Of total general operating expenditures, 11% was spent on administration, 4% on computing, 4% on library, 3% on non-credit, 57% on instruction, 2% on external, 11% on physical plant, and 8% on students. It makes sense, and is reassuring to see, that the largest percentage of expenditures in Canadian universities is in the category of instruction as this should indeed be the top priority in any institution that has education as its main mission.



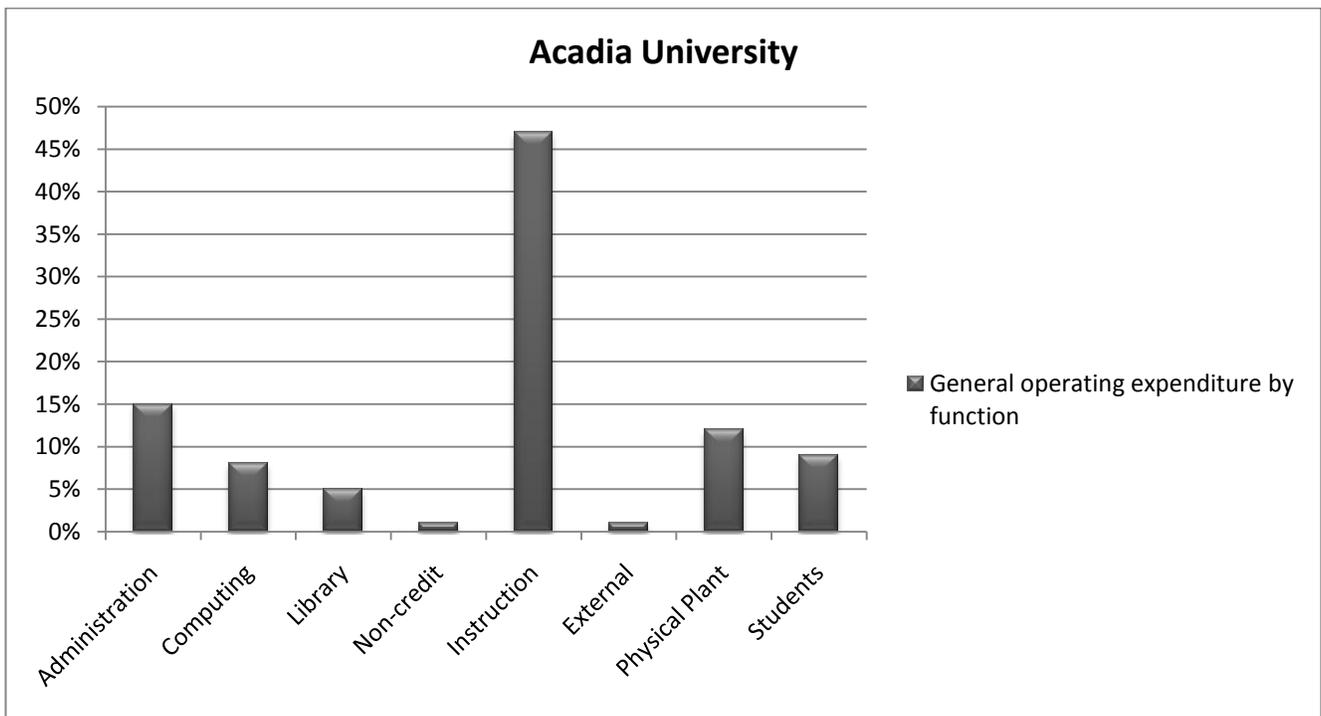
The data shown below for Acadia's comparison group in the annual MacLean's ranking of universities — the primarily undergraduate group — repeat the trends we see in Canadian universities in general, with some variations, notably in the total percentage of the general operating expenditures devoted to instruction. Here, the percentage has fallen from 57% to 54%. In this group, administration now accounts for 13% of expenditures, while computing and library remain at 4% each. Physical plant has risen to 12%, non-credit has dropped to 2%, and the amount spent on students has risen to 9%.



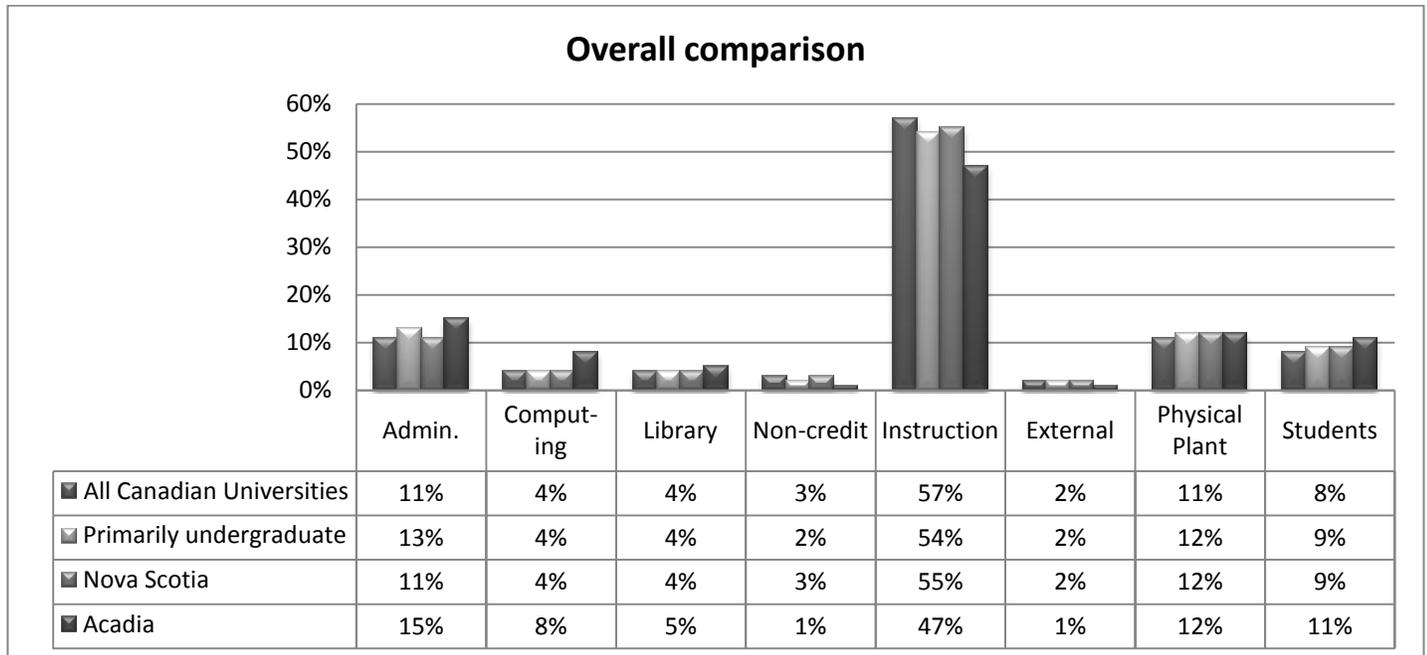
What happens when we look at the percentages for universities in Nova Scotia? Once again, the results are similar. Instruction accounts for 55% of general operating expenditures, while library and computing remain consistent at 4% each. Administration accounts for 11% of expenditures, non-credit for 3%, external for 2%, physical plant for 12% and students for 9%. There are currently 11 universities in Nova Scotia, and the data from Acadia are of course included in the percentages reported in the following graph:



If we take a look at how we spend our money at Acadia, you will notice some surprising, and quite frankly alarming differences. At Acadia, instruction accounts for less than half of general operating expenditures. In fact, in 2007 – 2008, only 47% of our expenditures were devoted to instruction. What accounts for this difference? As the chart below demonstrates, at Acadia we spend more money on administration (15%) and on computing (8%) than almost any other institution in Nova Scotia, in the MacLean's group of primarily undergraduate universities, and in Canadian universities in general. We also spend more on students (11%), slightly more on the library (5%), slightly less on external (1%) and non-credit (1%), and roughly the same on physical plant (12%).



Here is a chart which shows how Acadia fares with its three comparison groups. It is easy to see where the main differences are: more is spent on our campus on administration and computing, but less on instruction.



Clearly, a university that allocates less than 50% of its total expenditures to instruction does not have its priorities right. Was 2007 – 2008 an anomalous year? Unfortunately, this is not the case. I have looked back over the data reported for the past four years to see what the trends in spending have been. The percentage of money we have spent annually on instruction has been steadily falling, from 50% in 2005 to our current low of 47%. The percentage of money spent on administration has risen during that same time period, from 12 or 13% to our current high of 15%. The amount of spending on students has also risen, from 9 to 11%, even though enrollment has fallen over that same period.

Four year trend at Acadia

	2005	2006	2007	2008
Administration	13%	12%	13%	15%
Computing	8%	8%	9%	8%
Library	4%	5%	5%	5%
Non-credit	2%	1%	1%	1%
Instruction	50%	51%	49%	47%
External	2%	1%	1%	1%
Physical Plant	12%	11%	11%	12%
Students	9%	11%	11%	11%

AUFA members have fought hard over the past few contract negotiations to ensure that appropriate resources go to support the core service of the university: instruction. It is disheartening to see this chronic underfunding of the academic sector continue, and in fact worsen. Rather than reversing this trend by committing a larger percentage of its financial resources to instruction, the BoG has made a series of decisions in the past few months that further undermine the academic sector and the instructional mission of the University. Support staff in both SEIU and AUPAT have been forced to take 6 days of unpaid vacation, which has resulted in office closures and reduced services to faculty

and students. Our departmental secretaries play a central role in our efforts to recruit and retain students. Forcing secretaries to take unpaid vacation and close departmental offices is a short-sighted effort at cost reduction which ignores the importance of the interaction between support staff, students and their families in our overall recruitment efforts.

I recently received the financial information the Board is required to provide AUFA under the terms of article 28.10. Among the reports the BoG must make available is a list of employee complement for all non-academic units. The total number of employees working in non-academic units in 2009 is 144.7. Here is the break-down of the units and the number of employees:

Non-Academic Unit	Employee Complement
VP Administration / Office	2
Facilities Management	2
Financial Services (Business Office, Student Accounts, Financial Aid, Post Office, Print Shop, Purchasing)	24
Human Resources	8
Safety and Security	7
Technology Services	33
Varsity Athletics	9
VP Advancement/Office	2
Alumni Affairs	3
Development	3
Communications & Marketing	4
Hospitality & Events	3
Student Recruitment	9
Cooperative Education & Career Services (<i>dept. no longer exists</i>)	0
BoG Office/FOIPOP Administrator	1
Chaplaincy	1
Equity Office	0
K. C. Irving Environmental Science Centre	5
President /Office	2
Student Affairs (Residence Life, Student Health, Resource Centre)	13.7
Registrar's Office/Admissions	13
TOTAL	144.7

The number of employees at Acadia in non-academic units seems to me to be relatively high, when we compare it with the total number of tenure-stream professors (182) and Librarians (8) required under the Collective Agreement. Given the BoG's recent refusal to honour its commitment to maintain minimum numbers of Professors and Librarians, it seems unlikely we will see a reversal of the trend of diminishing percentages of resources devoted to instruction at Acadia. These numbers explain the

discrepancies we have seen in the CAUBO data, and suggest an imbalance in spending priorities at Acadia.

It is time for us to call upon the administration at Acadia to make instruction our top priority by realigning our spending so it is consistent with the trends in other universities across Canada. It is not unreasonable to insist that more than 50% of the yearly expenditures of an institution whose primary mission is education be devoted to the academic sector.

Janice Best

SMUFU CONTRACT SETTLEMENT

At a recent Association of Nova Scotia University Teachers (ANSUT) Council meeting a full report on the results of the last contract negotiations were made by the Saint Mary's University Faculty Union (SMUFU) representative, Marc Lamoureux. The negotiations achieved good and remarkably rapid results. Some mystery surrounds the causes of this success; however, the Administration, which arrived at the negotiations with nothing in hand, readily agreed to such advances as:

Full professors received a 2.9% per year increase, with additional benefits to assistant and associate professors amounting to an average increase of 3.15% (assistant and associate scales add \$200 to each step in the first year and 2.9% in the second and third years of the Collective Agreement).

The University will increase payment from 2.4% to 2.5% of salary mass to the Benefit Trust, which means that the University will contribute 2.5% of faculty and librarian salaries to help pay for health and other benefits.

A retirement incentive was agreed to whereby faculty with at least 20 years service who retire on Aug 31 following the 65th birthday will receive payment ranging from 60% to 70% of their final year salary, depending on length of service.

SMUFU negotiated a Lecturer Stream position according to principles based on responses to a membership survey; the salary scales for this position are almost identical to those of the Lecturer and Assistant Professor scales. The Lecture Stream positions will have two ranks: Lecturer I and Lecturer II. Upon promotion to Lecturer II, permanency of employment will be achieved. The Lecturer positions have a 3/3 (Fall and Winter) and 2 (Summer Term) load. The Lecturer ranks are restricted to 5% of faculty.

A new joint committee will be established to recommend a range of market supplements for new hires in disciplines that are in high demand.

The Collective Agreement has been stripped of all language suggesting that normal retirement takes place at age 65. There is a clause that Faculty and Librarians must indicate by January 1 if they wish to terminate employment the following August. This applies to resignations as well.

There is a new clause that Senate policies and actions cannot violate the rights of faculty protected by the Collective Agreement because of the trend in other provinces where some universities have attempted to enforce Senate decisions that were contrary to their Collective Agreements.

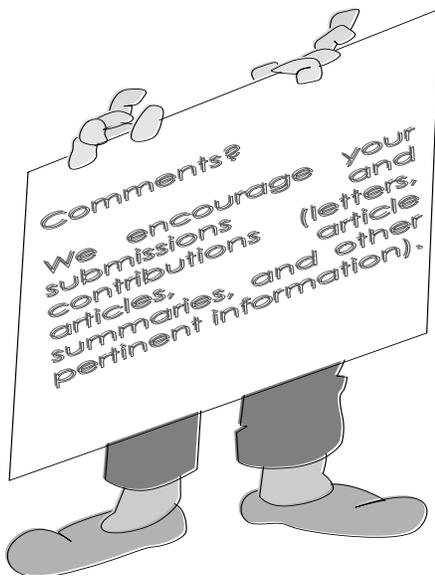
SMUFU gained more control and input over class sizes for Chairs but the final decision on size rests with the Dean, after consulting the

Chair. Changes cannot be made without consultation.

Appointment letters will now clearly spell out credit given for prior experience and its applicability to tenure and promotion. The appointment letter must also indicate the position on the salary grid, and any market differential or other adjustment that may have been negotiated. There is no longer a need for approval by the Dean or VPA before making application for advanced tenure. Also, the Union president receives a 1.5 course release and program coordinators, regardless of number of students in the program, receive 0.5 course release.

Perhaps SMUFU's good results in these negotiations, at least on salary, can be credited to the fact that NSTU received a 2.9% increase last year; or that SMUFU had an excellent negotiating team; or that the political-economic timing was right; or that SMU came out of the last MOU ahead of many other universities.

Jamie Whidden



ELEVEN AUFA EQUITY SCHOLARSHIPS / BURSARIES AWARDED

As I reported in the October issue of the *Communicator*, a call for applications for the newly created AUFA Equity Scholarships / Bursaries was issued in September with a deadline for submissions of October 31. I am pleased to report that twelve students answered the call for applications and eleven of those who applied have received funding for a total of \$18,000. The awards were made based on the approved criteria (full-time entering or returning Acadia students with a minimum average of 80% who are also students with childcare needs, children of SEIU local 902 members, Aboriginals, or African Nova Scotians) and in increments of \$1,000. If a student met two of the criteria (for instance, a scholarship level student who is an Aboriginal with child care needs) he or she received two awards for a total of \$2,000. It is gratifying to see that AUFA's generous gift has been used to help fund eleven deserving students and that it will continue to enhance Acadia's financial aid program in the future.

More awards from the original \$25,000 donated by AUFA may be given out to students in January 2010. Money donated by individual AUFA members (over \$33,000 to date) will be used to fund a second round of scholarships and bursaries in the 2010–2011 academic year. Citations for these awards are posted on the Acadia Financial Aid website: <http://www.acadiau.ca/prospective/finance/eguide.html>. The newly established AUFA Equity scholarships make clear our association's commitment to issues such as childcare and equity. It is my hope that these scholarships will help our efforts to recruit students from traditionally underrepresented groups and make our Acadia community more reflective of the diversity that exists in our society.

Janice Best

**AUFA DEPARTMENT/SCHOOL
REPRESENTATIVES****Biology**

Eric Alcorn (October 2009 - December 2009)
Phil Taylor (January 2010 - June 2010)

Library

Patricia Gallant

Business Administration

Ann Dulhanty

Mathematics and Statistics

Eva Curry

Chemistry

Vlad Zamlyunny

Music

Paul Lauzon

Computer Science

Tomasz Muldner

Nutrition and Dietetics

Connie Foote

Earth and Environmental Science

Ian Spooner

Philosophy

Paul Abela

Economics

Paul Hobson

Physics

Mike Robertson

Education

T.B.A.

Political Science

Geoff Whitehall

Engineering

Darrell Crooks

Psychology

Karmen Bleile

English and Theatre Studies

Andrea Schwenke-Wyile

Recreation Management and Kinesiology

John Colton

History and Classics

Beert Verstraete

Sociology

Barb Moore

Languages and Literatures

Christian Thomas



DATES TO REMEMBER



The following are some important dates to keep in mind as quoted from *The Twelfth Collective Agreement*:

◆ January 31

The President shall communicate the Board's decisions on renewal . . . no later than 31 January. . . . [Art. 12.75(a)]

◆ February 1

The Head shall write a letter to each part-time Employee commenting on the

discussion that was held regarding teaching development. For fall-term courses, this letter shall be submitted by 1 February. . . . [Art. 15.66]

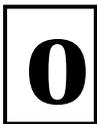
There shall be two deadlines per year for the receipt of [research monies] applications . . . 1 February. [Art. 25.55(c)(ii)]

Employees shall . . . confirm acceptance of an offered leave by 1 February.[Art. 24.20]

The Employee shall . . . accept or reject any offer [leave of absence] by 1 February. [Art. 24.71]

A more comprehensive listing of dates can be found on AUFA's website:
<http://www.caut.ca/aufa/dates.htm>

GREETINGS FROM THE UNIVERSITY CLUB



Our year has started off in a very socially rewarding way! Our membership continues to grow and we encourage all faculty and staff to consider a membership with us. The benefits are like none other.

We have been holding our regular TGIFs – you have seen the emails from our very witty Richard. If you haven't yet been to a TGIF, why not come on over and see what all the fuss is about. You do not have to be a member to join us for a TGIF.

On Friday, October 16, we hosted the members of the Board of Governors after their board meetings. It was a terrific opportunity to chat informally and welcome them to our digs.

This year we have started with some TGIFs being hosted by departments and/or groups on campus. Our first one was sponsored by AUFA - a great turnout. The second was this past Friday and was sponsored by the Office of Advancement. Keep your eyes peeled for the next one and if your department is interested in hosting, please let me know.

Our end of term holiday party was held on Friday, December 4. There was a terrific turnout and lots of merriment was had.

If you are interested in a membership, please visit our website to retrieve the necessary forms <http://uclub.acadiu.ca/> If you have any questions, please feel free to contact me at oonagh.holmes@acadiu.ca or 585-1252.

Oonagh Holmes

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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