

THE NUFA NEWS

Issue 10
September 2010

A Production of the
Communications Committee:
Nathan Colborne, Cameron
McFarlane & Wendy Peters

COLLECTIVE BARGAINING IN ONTARIO

Todd A. Horton

From the early years of the 20th century, unions have worked tirelessly to create, implement and change labour law while entrenching and extending rights in employer-employee contracts. As well, unions have struggled to affirm their right to bargain collectively with employers—to freely, honestly, and openly negotiate the terms and conditions under which employment shall rest. After many years of court-imposed limitations, the Supreme Court of Canada finally confirmed that collective bargaining is indeed a protected charter right under its freedom of assembly provision as outlined in its decision *Health Services and Support – Facilities Subsector Bargaining Assn. v. British Columbia* (June 8, 2007).

However, rights are never secured for all time. Citizens must always be vigilant to their erosion, undermining or revocation by challengers who see opportunity in changing power dynamics. The Ontario government appears to see an opportunity to make political hay by appearing to attack its financial deficit and debt problems while weakening unions across the province. Specifically, they seem intent on undermining unions' collective bargaining rights by first legislating a wage-freeze on non-unionized public sector workers (Schedule 25, March 24, 2010) followed by efforts to “persuasively” extend it to unionized workers who receive partial or full public funding, including university professors, lecturers and instructors.

Interestingly, the Ontario government has not put forth a full-frontal attack by legislatively amending Schedule 25 to include unionized workers nor has it introduced new legislation to such effect. Instead, it tried to “consult” with stakeholders to develop a “framework for bargaining” as a means to best implement the government’s wage-freeze policy. The important sub-text here is that the consultations were pre-ordained to result in a wage-freeze while simultaneously co-opting unions to work against the interests of their own members and ultimately sacrifice their right to collectively bargain with employers.

Fully aware of this, NUFA participated in these consultations along with all other university faculty associations across Ontario. Our representatives went to Toronto to hear the government’s proposals and to ask questions of their scope, intent and reasoning. We also went to clearly inform government officials that true consultations are always possible but that we will not and cannot be complicit in working against our memberships nor weaken our collective bargaining rights. The message was received, university associations withdrew from further talks and thus far the consultations have produced no net results.

That said, the very initiation of the consultation process highlights the tenuous nature of rights and the subtle but significant threats to which they can be exposed. What seems like a minimal sacrifice here or a minor alteration there, can lead to a distortion of original intent and the eradication of what had been possible. It is unknown where the government’s wage-freeze efforts will lead but for the time being our CASBU negotiating team is back at the bargaining table trying to obtain a fair and honourable deal for our membership. Let’s all work together to support them in their efforts. Negotiations for the Fulltime Academic Staff Bargaining Unit (FASBU) are just around the corner.

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PLUS, A NEW FEATURE:

ASK THE “ACADEMIC”
ADVISOR!

CASBU BARGAINING UPDATE

After several long and sometimes frustrating months of waiting, the CASBU bargaining team has finally made it to the table to negotiate a new Collective Agreement for our members. The old Collective Agreement expired on April 30, though its terms remain in force until a new agreement is ratified.

The last six months have felt something like an emotional roller coaster for the bargaining team. We invited the administration to begin negotiations back in March, but it was nearly four months before we were able to actually meet with them to establish a protocol to govern the negotiations. We agreed to a protocol fairly quickly and scheduled our first bargaining meeting for Tuesday 27 July. We were all geared up and ready to go, but on the Friday before our initial meeting was to take place, the administration requested a pause in order to comply with a request by the Ontario government to suspend bargaining while they held consultations on the implementation of the *Public Sector Compensation Restraint Act*. Though we declined the administration's request, bargaining was indeed paused for another month. Shortly before the Labour Day weekend we received word that the administration was ready to come back to the table, and our first session was scheduled for 09 September.

At press time we have had two meetings. Since we are in the middle of bargaining I don't want to go into too much detail, but here's what I can say: our team has tabled all of our most significant proposals, and we have heard back from administration on many of them. We have already agreed in principle to four important articles. Though the major issues—compensation, appointments, and workload—still remain to be negotiated, we are making substantial progress after only two meetings. Happily, we can report that there is lots of positive energy in the room, a boon to an otherwise challenging process.

The credit for this progress is owed largely to the perseverance and solidarity displayed by the members of the Collective Bargaining Committee. They have managed to keep spirits high and stay focused despite the long delay in getting to the table. Without the determination of committee members Joe Boivin, Rob Breton, Rhiannon Don, Angela Fera, Stephanie Hevenor, Todd Horton, Corina Irwin, Joanne Kmiec, Colin Mang, Rebecca Mulligan, Catherine Murton-Stoehr, and Joanne Valin, we would not have made it this far. They remain committed to negotiating the best deal possible for you, our members.

We invite all CASBU members to keep up to date on negotiations on our blog (<http://www.caut.ca/NUFA/Blog/2010/06/default.aspx>)

Mark Crane
Chief Negotiator, CASBU

UPDATE ON THE PRESIDENT'S TASK FORCE ON CIVIL DISCOURSE

Following the retraction of the "Policy on Protests, Demonstrations and Disruptions on Campus" [printed below], President Lesley Lovett-Doust convened a task force to advise her on how to address the issue of civil discourse on campus, and to help decide whether a policy on political actions on campus would be prudent. She selected the membership of the taskforce, including students and staff, with faculty representation approved by a vote in the June meeting of Senate. The taskforce resolved first to answer the question of whether a policy on protest would be well-advised. We decided to begin by researching around this question, and struck working groups to address the following relevant areas:

- 1) Protests on campus at Nipissing University and responses to those actions
- 2) Protests at other Canadian universities, with a focus on administrative responses and how police were involved
- 3) Existent policies at other Canadian universities and relevant legislation

All of this is intended to more fully realize the rights to free expression and freedom to assemble at Nipissing University, adding to our institutional knowledge within an awareness that the capacity to dissent is a cornerstone of a healthy civic discourse. Indeed, the acknowledgment that difference matters is crucial not only for the protection of private liberties, but also so that there can be progress towards a more enlightened and just society.

The taskforce has four months to compile its research and present its advisements to the President, after which the report will be presented to Senate and made available to the University community.

Toivo Koivukoski, co-chair- President's Task Force on Civil Discourse

THE RETRACTED POLICY CONCERNING "PROTESTS, DEMONSTRATIONS AND DISRUPTIONS ON CAMPUS" FROM JUNE, 2010

OBJECTIVE

The objective of this policy is to establish the rights and responsibilities associated with protests and campus disruptions.

SCOPE

This policy applies to all members of the Nipissing University ("the University") community including students and employees, as well as guests and visitors, where there is a material disruption of, or interference with, instructional activities, other University business and campus events.

POLICY

The University recognizes the rights of members of the University community to freedom of peaceful assembly and freedom of speech. The University believes in fostering discourse and the free exchange of ideas. However, as a matter of law and policy, these rights and interests are restricted and must be exercised in a manner consistent with the University mission and operational guidelines and by observing the rights of other members of the University community.

The University also respects the right of each member of the academic community to be free from coercion and harassment. It is recognized that academic freedom is no less dependent on ordered liberty than any other freedom. The University maintains that harassment of others is especially reprehensible in a community of scholars. The substitution of noise for speech and force for reason is a rejection, not an application, of academic freedom. A determination to discourage conduct that is disruptive and disorderly does not threaten academic freedom; it is, rather, a necessary condition of its very existence. Therefore, disruptive or disorderly conduct that interrupts proper operation will not be allowed on the premises of Nipissing University.

GUIDELINES

The Office of the Vice-President, Academic & Research issues the following guidelines for responding to demonstrations on University property. These guidelines must be interpreted on an individual basis, depending on the circumstances of the event. These guidelines are intended to support the above mentioned freedoms. They do not supplant existing University policies. They apply to all members of the University community including students and employees, as well as guests and visitors. The guidelines should be implemented as consistently as possible, recognizing that special circumstances may on rare occasion require limited and judicious deviation from these guidelines. Please contact the Vice-President, Academic and Research Office for interpretation or guidance for these guidelines.

1. The University shall hold demonstrators accountable for improper actions that violate University policies, procedures and guidelines.

Such improper actions include but are not limited to:

Material disruption of, or interference with, instructional activities, other University business and campus events;

Actual or implied threats of physical violence or other forms of harassment, or destruction of University or other public or private property;

Material interference with free entry to or exit from University facilities and free movement by individuals; and

Interference with the rights of other members of the University community to freedom of speech and peaceful assembly.

2. Demonstrations are limited to appropriate areas or public forums that do not include, among other locations, faculty and administrative offices, classrooms and other instructional facilities. The University will designate areas for speeches and demonstrations. These areas will be designated as "Free Expression Areas". Use of these areas for speaking, demonstrating and other forms of expression will be scheduled through the Vice-President, Academic and Research Office to best accommodate all interested users.

Fire exits must not be blocked.

The roadway between the Main Campus and Monastery Hall and certain surrounding areas outside of the buildings make up the property of the City of North Bay and are therefore under the jurisdiction of the City of North Bay.

3. The University shall endeavor to maintain open lines of communication with demonstrators and to provide opportunities for discussion of matters in dispute so long as the demonstrators act consistent with University policy and the rights of others. However, as a general rule, the University shall not negotiate with individuals who unlawfully occupy any University facility or with associated demonstrators while any such occupation continues, and shall not negotiate within an occupied facility.

Effective Date: June 2010

Ask the “Academic” Advisor....

The “Academic” Advisor answers questions related to professional academic life, providing unparalleled advice and unassailable wisdom. Please send your questions to nufaoffice@gmail.com

DEAR “ACADEMIC” ADVISOR:

Help! The Campus Shop has only half my book orders on the shelves, and my students are anxious about getting their required material. What should I do?

STUDIOUS READER:

The “Academic” Advisor prides himself on being a team player – and so he congratulates you. What an opportunity! We are in the midst of an exciting Revolution in Pedagogy®, and the Campus Shop has brought you to its first barricade. Before the New Learning, professors were expected to designate specific class readings and topics in advance, and even, if you can believe it, to write down these readings and topics on a “course outline.” Everyone arrived *already knowing* what to expect! The Campus Shop has relieved you and your students of this tedious and outmoded method; indeed, the “Academic” Advisor can see that you have been placed upon the cutting edge of education today. Together, you and your students will go on a Voyage of Discovery®: what, if anything, will anyone learn? What, if anything, can you talk about? Who, if anyone, will even show up now? Who knows? The “Academic” Advisor envies your having such a relatively untrammelled path of Critical Inquiry®.

DEAR “ACADEMIC” ADVISOR:

I’ve been trying to increase my efficiency by multitasking, but I don’t want to make an embarrassing *faux pas*. What is the etiquette for making phone calls, texting, and e-mailing while lecturing?

STUDIOUS READER:

The “Academic” Advisor salutes your dedication to indeterminate busyness, but he wonders if your question might be addressed more satisfyingly by the newly formed Centre for Bendable Learning. For the “Academic” Advisor regrets to inform you that most technology in the classroom is simply, undeniably rude. Presumably, your students have signed up to hear and learn about a particular subject; presumably, you are in the room as an acknowledged expert in that subject. Therefore, even in the best-case scenario, when everyone fires up his or her laptop and turns to the web, it forms the pedagogical equivalent of the Cocktail-Party Scan – you know, that distressing over-the-shoulder-into-the-distance look one grimly encounters in cocktail-party conversations: “Surely there’s someone more interesting/more important/more informed/more hot than *you*” the look seems to suggest. We all know that this is rude. When students turn to technology, they’re saying (rudely), “We wish someone else would talk to us.” When you turn to technology, you’re saying (rudely), “*I* wish someone else would talk to you, too.”

On the other hand, if your question falls into the category of if-you-can’t-beat-‘em-join-‘em, then the “Academic” Advisor assures you that you can phone, text, and e-mail until your heart’s content, and no one will ever notice.

DEAR “ACADEMIC” ADVISOR:

Each day I walk passed the “Harris Learning Library” and feel deeply ambivalent. It’s a lovely building, but isn’t “Learning Library” redundant? Don’t the “Harris” and the “Learning” in the name cancel each other out?

STUDIOUS READER:

The “Academic” Advisor observed the bruhaha surrounding the naming the new library with great interest. While remaining scrupulously neutral, the “Academic” Advisor nonetheless keenly understood the longing for bygone days when libraries were graced with names of unimpeachable character – say Carnegie, for example.

It is true that, in the early days, “Learning Library” seemed an egregious solecism: what did the namers imagine had taken place in libraries for the previous two millennia? Only with the addition of “Harris” did the wisdom of the namers become clear; only with the addition of “Harris” did the “Academic” Advisor understand that “Learning” is not a redundancy, but a necessary reassurance.

NUFA Welcomes Angela Fera

NUFA News sent Cameron McFarlane to meet with Angela Fera, NUFA's new Executive Assistant. They met in Nipissing's unpretentious, even understated, upstairs café. Members can visit Angela in the NUFA Office, A239 (good coffee and dark chocolate are welcome); Members can also contact Angela at ext. 4499 or at nufaoffice@gmail.com

NUFA News: Angela, you're a familiar face to many, even most, NUFA Members. However, now you're here in a new position, so welcome to NUFA!

Angela: Thank you so much, Cameron. I can't begin to describe how very excited I am to be back at the university, and most especially to be working with and for the Nipissing University Faculty Association. For many, many years I've enjoyed such wonderful working relationships with full-time and part-time faculty, so this feels like an honour and a privilege.

NUFA News: You probably have more institutional memory than many of us do. How long have you been at Nipissing University?

Angela: I've been at Nipissing since 1991 – actually since 1990 when I was a student in the Faculty of Education (now the Schulich School of Education). I wasn't certain what to expect then, as a student, since I'd not studied as a full-time university student for about eleven years. I have to say, however, it was one of the best years of my university career. When a good friend of mine from Nipissing told me that they were hiring for the new position of "Academic Advisor", I immediately applied. The new Dean of the Faculty of Arts and Sciences at that time was Ted Chase, and he likes to tell the story of how, as Dean, I was the first person he offered a job – and I turned him down. Yes, it's true, I did turn him down. Except, at that moment, I knew I'd made the biggest mistake of my working career. I remember spending the rest of that weekend in June 1991 trying to get him, or someone, on the phone to tell them I'd changed my mind, and did the offer for the position at Nipissing still stand. Lucky for me, it did, and I've never regretted it. I can honestly say that I *loved* this place from the moment I arrived. Some may say that's too strong a word, but I can still remember my very first day as the new Academic Advisor. It was a beautiful sunny August day in North Bay. In the very early morning, the air was fresh, and there was a quiet stillness about the place. I remember thinking what a wonderful place this was, and I thought then, as I do now, what tremendous potential there was for this institution of higher learning – for my university. (Of course, I also remember that I was in a temporary office with just a phone, and no working computer, and a line-up of about 30 students waiting to speak to me...)

As for the institutional memory, well, as far as I was concerned, I was just doing my job. It was my job to know the rules and regulations, to know the academic and administrative processes, and the academic governance structure of the university, because it was my job to help students navigate through the system, to explain to them the framework within which they could set their goals and make their choices, and assist them in assessing the options available. If I were to be someone they could go to, then they needed to trust that I knew what I was talking about. And, over time, I had the good fortune to work with deans and faculty, not to mention my extraordinary staff. You really need to know and understand the past in order to guide the future.

NUFA News: That's a long and serious commitment to the institution. What do you like about Nipissing? What's changed the most in the time you've been here?

Angela: As I said, I liked Nipissing from the moment I arrived. To me, it had such potential as a young, small, undergraduate, liberal arts and sciences university, which is not to discount the education, graduate, or professional programs, but rather to create a strong foundation in which those programs were complement parts. I have a varied university background, beginning with science and social sciences, then business, and then last but certainly not least, the humanities, with English Literature as my major. If I recall correctly, when I arrived in 1991, the Faculty of Arts and Sciences had about seven or eight majors (mostly three year programs and only a BA degree that you could complete in its entirety) with about 200 first year students. The Faculty of Education had maybe 300-400 students. Now, the university has thirty or so majors (in BA, BSc, BBA, BComm, BScN, BPHE, BEd, MEd, MA, MSc) with about 4000 students (and over 300% growth in full-time course equivalent registrations). Well, we certainly did have

potential, didn't we! I used to joke that I couldn't possibly keep track of all of the academic, as well as physical changes (residences, student centre, computer-science wing, athletics centre, library expansion, science wing, theatre, etc. etc.) that were occurring. Every year there was something new. It was so exciting for me to be a part of all of this, to witness "firsts" and to have been fortunate enough to be the "first" to do so many things in the university. If you know the poem by John Masfield, "The University", then you know how I feel about working here. If you don't know the poem, drop by my office. I've had it on my office wall for many, many years.... Well, you might want to wait a few weeks until the painting is completed, the many boxes are emptied, files are off the floor, and furniture moved out of the centre of the office...

NUFA News: The position of Executive Assistant is a new one. Could you describe your position and what you do for NUFA?

Angela: Yes, the position of Executive Assistant of NUFA is a new one, and as I just mentioned, for me, it is exciting to be the "first" in a brand new role. As it was for me when I was in the Faculty of Arts and Sciences as the first academic advisor, program coordinator for the CCBE, Manager of Academic Services, co-ordinating NSO, or Chair of ARCC, it's both exciting and maybe a little daunting. It's exciting in that you get to be a part of building something new, but also daunting in that you hope to be able to meet expectations in a situation where there is no precedent.

Specifically, as the new EA, I will be the liaison and contact for NUFA, its members, its committees, as well as other labour groups and associations; I will be responsible for coordinating the functioning of the association's office including responding to member and committee questions, providing and updating information, managing the elections process, and serving as secretary for committees and meetings; I'll be involved with research and negotiations; assist the executive and members with the grievance process and the maintenance of records; and finally with public relations, communications and promotion of the association. As I recently said at the NFO, I've been in the job three short months now. There's been a lot to do and a lot to learn, but you can ask me anything. If I don't know the answer, I'll either get it for you or contact someone else who will be certain to have an answer.

NUFA News: In your former position at Nipissing, you worked with both students and faculty, but students were the primary focus. Now faculty will be your primary focus. Do you see that as a challenge? As an opportunity? As maybe not so much of a change after all?

Angela: I see it as all three. How's that for a definitive answer! First as a challenge, in that although I have a strong interest in labour relations and social justice, I have so very much yet to learn, but I also appreciate that the faculty themselves are such a tremendous resource; second, as an opportunity for personal and professional growth, so even though I'm still working at the university, I get to see the university and the faculty from a different perspective; and lastly, as I said earlier, I've enjoyed such wonderful relationships with so many of the faculty over the years, I'm thrilled to be able to continue to work with you, and to continue to contribute towards building a strong university, by assisting to build a strong and vibrant faculty.

NUFA News: What else do you think Members should know about you and the position of Executive Assistant?

Angela: What else should the Members know about me and the position? Well, unlike my previous positions where there were always people at my door, I find myself doing a lot of work in this position through the internet. So, my point is...*please* drop by and see me, whether or not you have a question. It will be great to see new and "old" faces.

Oh, and I love a good cup of coffee, I like a little dark chocolate now and again, and I'm always looking for the titles of good books to read, in my spare time of course, when I'm not hard at work for you!

Seriously, though, I am attempting to establish regular office hours. They may vary quite a bit in the next few months, but I will post them on my office door, and on the website.

And, if I may take this opportunity...

I'd like to thank all of the faculty at Nipissing who have been so supportive of me over the last nineteen years, and most especially, in the last few years. I can't say enough, how grateful I am for your support, encouragement, and friendship, and I so much look forward to working with you again. Thank you for the warm welcome back!

IMPORTANT DATES AND DEADLINES FROM THE FASBU COLLECTIVE AGREEMENT

October 1 Members must submit to the respective deans an updated CV (except for those Members in their initial year), details in Article 18.7 a,b

October 1 Members must submit to the respective deans an annual report (except for those Members in their initial year), details in Article 18.7 c

October 7 Deans must provide Members with a statement of overload hours (for verification) for fall and fall/winter courses, details in Article 30.2

October 15 If Members would like a reduced courseload with pro-rated pay, they must submit a request in writing to their dean, details in Article 27.12 a

October 15 Research Achievement Awards Nominations to the VPAR, awards are \$5,000 each, details in 33, any member nominated must accept by October 31st, details of acceptance in Article 33.4

November 1 Sabbatical applications must be in, for six and twelve month sabbaticals, details in Article 28

Also, FYI,

Fair Employment Week is October 25 to 29, 2010.

"The overuse and exploitation of contract academic staff is one of the biggest challenges facing the academic profession. That's why CAUT has joined with a coalition of organizations, unions and activists across the US, Canada and Mexico to organize Fair Employment Week. The goals of the Week are to raise contingent academic labour issues nationally and locally in media and policy circles, and to stimulate organizing and support local collective bargaining initiatives. "

Details of the campaign may be found at <http://www.caut.ca/pages.asp?page=572>

NUFA COMMITTEES

Gyllian Phillips

With the start of the Fall term, NUFA Committees are beginning to do business, and this Fall issue of the NUFA news is one delightful result. As well, all of us attending the NUFA Social at Zorbas on September 1 will be well aware of the work of the Social Committee—more socials are in the works for this year. The Scholarship Committee is happy to announce the textbook bursary for students. Please find the application form at this link on the NUFA website and publicize to your students:

<http://caut.ca/nufa/Forms%20Applications/Textbook%20Relief%20Bursary%20application%20copy.pdf>

The Women's committee is working out its full agenda for the year and is pleased to note the upcoming talk by distinguished speaker Natalie Zemon Davis. Under the category of "continued vigilance," Pension and Benefits is a self-described "mystery" committee which meets periodically with the VP Finance and HR and watches out for our best interests while the Grievance committee is slowly memorizing both Collective Agreements.

The Nipissing University Joint Health & Safety Committee would like to remind everyone that switching from default fonts (Arial) to Century Gothic will cut down on the amount of ink used (save money) and go green! NUFA members are encouraged to complete the Online WHMIS training available through the Nipissing University E-Learning Portal. Our next JH & SC meeting is on October 14, 2010. If you have any new business for the committee, please contact Prof. Jonathan Pitt (Education Faculty) at: jonathap@nipissingu.ca

The full terms of reference and committee membership information are available on the NUFA website, and participation and interest in the committees are very welcome. NUFA depends strongly on the goodwill and hard work of the collective (obviously!) so get involved if you can.

NUFA EXECUTIVE & COMMITTEES

The members of this year's NUFA Executive were elected May 4, 2010 at the annual NUFA General Meeting. Terms begin June 1, 2010 and end May 31, 2011.

| POSITION | NAME |
|---|-------------------|
| President | Todd Horton |
| Vice-President | Gyllian Phillips |
| Treasurer | Ilse Mueller |
| CASBU Officer / Secretary | Joseph Boivin |
| Grievance Officer | Sal Renshaw |
| Member at Large: Applied & Professional Schools | Linda Piper |
| Member at Large: Arts & Sciences | Toivo Koivukoski |
| Member at Large: Education | Mike Parr |
| Member at Large: CASBU | William Ingwersen |

Grievance Committee:

The Committee is responsible for reviewing all grievances coming to NUFA and for ensuring that all deadlines are met and all grievance processes are followed. The current members of the committee are:

Todd Horton
Gyllian Phillips
Sal Renshaw
Joseph Boivin

In keeping with standard practices across the province, the NUFA executive recently made minor adjustments to the grievance process. Henceforth, there will be one official grievance officer for all three faculties rather than a representative from each faculty. The grievance officer will work closely with a grievance committee which will be made up of the Executive Officers of NUFA. It has always been the case that grievance officers at Nipissing have worked with a committee and so this is in fact only a minor change in the already established practices. The grievance officer is Sal Renshaw and she can be contacted on extension 4427 or by email at salr@nipissingu.ca. Enquiries can also be directed to Angela Fera, the NUFA office administrator at ext. 4499 or nufaoffice@gmail.com.

Joint Health and Safety Committee:

Jonathan Pitt (FASBU)
Kelly Morris (CASBU)

Full-Time Academic Staff Bargaining Unit (FASBU) sub-committee:

Rob Breton, Chief Negotiator, FASBU
Todd Horton, President (ex-officio)
Dean Bavington, (Canada Research Chair)
Mark Crane, Chief Negotiator, CASBU
Hilary Earl, Arts and Science (History)
Gillian McCann, Arts and Science (Religions & Cultures)
David Tabachnik, (Political Science)
Jennifer Barnett, Education

Contract Academic Staff Bargaining Unit (CASBU) sub-committee:

Mark Crane, Chief Negotiator, CASBU
Rob Breton, Chief Negotiator, FASBU
Todd Horton, President (ex-officio)
Joseph Boivin, Laboratory Instructor
Catherine Murton-Stoeher, Seminar Instructor
Rebecca Mulligan, Laboratory Instructor
Rhiannon Don, Seminar Instructor
Stephanie Hevenor, Laboratory Instructor
Corina Irwin, Laboratory Instructor
Colin Mang, Part-Time Instructor

CAUT Council and OCUFA Rep:

Gyllian Phillips

Communication Committee:

This Committee shall be responsible for publishing a newsletter for members, and assisting the Executive and all committees with communications. The current members of the committee are:

Nathan Colborne
Cameron McFarlane
Wendy Peters
Vacant (CASBU)

Scholarship Committee:

The NUFA Scholarship Committee manages the NUFA Scholarship Fund and the Textbook Bursary Program. This committee not only adjudicates applications for these scholarships but also examines the existing roster of NUFA scholarships and other support funds with a view to ensuring that they are consistent with the wishes of our members. The current members of the committee are:

Natalya Brown (co-chair)
Rhiannon Don
John Nadeau (co-chair)
Jeff Nicol

CAUT Defence Fund

Dean Bavington
Ilse Mueller (Alternate)
Mike Parr (Alternate)

NUFA Observers for Tenure and Promotion

Chris Sarlo (URC - Primary)
James Murton (URC - Alternate)
Richard Wenghofer (FRC - Applied & Professional Studies)
Haibin Zhu (FRC - Arts & Sciences)
Dana Murphy (FRC - Education)

University Harassment & Discrimination Committee:

Colin Mang

Constitution Committee:

The Committee shall be responsible for reviewing the Constitution, making recommendations for amendments and considering proposals for amendments. The current members of the committee are:

Adam Adler
Rhiannon Don
Chris Hachkowski
Jonathan Pitt (Chair)

Pension and Benefits Advisory Committee:

The Pensions and Benefits committee works on our behalf in getting improvements to those benefits (such as our pension) that are not part of the collective agreement. The current members of the committee are:

Hilary Earl
Richard Wenghofer

Social Committee:

The Committee shall be responsible for organizing the annual NUFA party and other social events. The current members of the committee are:

Jennifer Straub (Chair)
Natalya Brown
Lynn Julien-Schultz
Nancy Maynes
Liz Ashworth

Women's Committee:

The Committee examines issues of inequity within the academy, particularly as they relate to gender, sponsor issue awareness events and communicate to faculty areas of concern.

Derek Neal
Kristen Ferguson
Katrina Srigley
Kathy Mantas
Vacant (CASBU)

REMEMBER! The NUFA General Membership Meeting is Wednesday, October 20 at 4:00 PM in R309. Please come and show your support!