

THE NUFA NEWS

Issue 13
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A Production of the
Communications Committee:
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Cameron McFarlane & Wendy
Peters

MESSAGE FROM THE PRESIDENT

Thank you, Communications Committee, for putting together this Fall 2011 issue of the NUFA News. I am pleased to have the chance to let you, the Membership, know about some of the things NUFA has been up to on your behalf. My first few months as new President have been full of activity but on the whole it has been productive and positive activity. Thanks in large part to Todd Horton, past-President and currently Vice-President and to Angela Fera, Executive Assistant, the NUFA machinery is running smoothly (at least, as smoothly as it ever does!).

New NUFA Initiatives

Maybe it's just the unseasonably warm and sunny weather, but the academic year seems to be off to a positive start. The NUFA Executive has launched a few "firsts" this year aimed at increasing awareness of NUFA and Faculty engagement. In the spring, NUFA and the Administration jointly held the first ever Tenure and Promotion preparation workshop. It was very well attended—the room was at capacity—generated a lot of questions and we hope a few answers as well. This annual event should go some way to providing support to Faculty, consistency of advice and some level of university-wide mentoring. This fall, we invited all the Chairs and Directors (now Members of NUFA) to meet with some of the NUFA Executive and discuss issues and information that might help them do their jobs more easily. We are also hoping that this will enhance interest for department members to connect with NUFA. Both the T&P workshop and the Chairs/Directors session are designed to communicate with Faculty in the areas of career development and awareness of the Collective Agreement. In an effort to reach another important group in the University, I attended the October 6 Board of Governors meeting and gave a short presentation on the membership and mandate of NUFA. Again, this presentation was a positive out-reach and education opportunity—going over familiar ground (i.e. the Collective Agreement) with, possibly, a fresh, Faculty-oriented perspective. Finally, on a purely practical level, a NUFA "first" is a long-anticipated new website (nufa.ca) which will be officially launched at the October 20, GMM.

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- A MESSAGE FROM THE PRESIDENT
- SOLIDARITY BEYOND OUR BORDERS
- AN UPDATE FROM THE SCHOLARSHIP COMMITTEE
- MEET THE EXECUTIVE

PLUS, A NEW EDITION OF:
*ASK THE "ACADEMIC"
ADVISOR!*

Business as Usual

As we do every fall, NUFA welcomed new faculty in FASBU and CASBU as part of our participation in New Faculty Orientation (thanks to Joe Boivin, for his part as CASBU Officer). Though it was delightful to meet the new Members, only eight new Faculty signed up for NFO. So, if you are a new faculty Member please let us know how we can improve NFO to encourage more participation. The standing committees of NUFA have all met, elected their Chairs and have begun their work for the year. One of the first results, of course, is this publication. However, even earlier we had the first Fall social for NUFA, hosted by the Social Committee and attended by at least 70 Members and guests. Held at Granitti's on September 15, it was a good party. The Grievance Committee meets regularly to share information, move grievances forward and problem-solve. At this point most of the Grievances are Association- not Member-driven. In many cases, this is the result of increased efficiency in information gathering and

organization (thanks Angela!) and always results in tireless work from the two Grievance Officers (Sal Renshaw and Jeff Scott) and the CASBU Officer, Joe Boivin. Of course, the “big three” that remain on our plate are the grievances on two tenure denials and one deferral. These continue to move slowly through the arbitration process, but we are hopeful of a result sometime in the next few months. The Bargaining Committee has been meeting regularly over the last year and into this year, in anticipation of a new round of negotiations when our Collective Agreement expires April 30, 2012. A new co-Chair, Hilary Earl, has taken over from Rob Breton as the FASBU Chief Bargainer. Mark Crane remains as the other Chair, thankfully providing the committee with a wealth of knowledge from his experiences as a very successful Chief Bargainer for CASBU. The committee is nearing its completion of the package that we will be taking to the table in the spring of 2012. A full package will be presented to the Membership as we get closer to bargaining. One exciting feature of the October 20 GMM is that Donna Gray from the Ontario Confederation of University Faculty Associations (OCUFA) has kindly agreed to come and speak to us about bargaining in Ontario—at the moment it’s hard to call anything with the political sands shifting constantly underfoot.

Extra Resources

If you are interested in trying to make sense of the provincial and national climates regarding post-secondary education, we encourage you to go to OCUFA and the Canadian Association of University Teachers (CAUT) websites— NUFA is a member in both and their sites are linked through ours—to find research, policy documents and discussion papers on a wide variety of academic issues. As well, give those OCUFA bulletins a quick read when they come through on the e-mail. They don’t take long to read and are a big help in staying informed. Currently, we send regular reps to OCUFA Board of Directors meetings, Bargaining and Grievance committees, and we have reps on the CAUT Council and the CAUT Defense Fund. The next OCUFA Board meeting is Oct 22-23, and I will be attending on NUFA’s behalf. Much of the discussion will focus on the recent Ontario election and its implications for post-secondary education. The agenda includes a presentation from Henry Jacek, professor of political science at McMaster University, an expert on Canadian politics, and a former OCUFA president.

We need you!

All this activity brings me to my last point. NUFA is run almost entirely by volunteers (with the exception of our angelic EA) and we need constant refreshing of our pool to avoid burning out (something’s wrong with the metaphor, can’t quite put my finger on it). Please consider getting involved, even in a small way, to help support those of us who are keeping the gears turning on your behalf. Over the years, we have all worked hard to get NUFA to the strong position it currently occupies, as it speaks on behalf of the Membership and enjoys positive working relations with the University. Please help keep the organization vital!

Gyllie Phillips October, 2011

NUFA GENERAL MEETING



**Oct 20th at 4:30 pm
Nipissing Theatre (F 213)
With Special Guest Donna Gray,
OCUFA Research Director**

NUFA Union Supports Labour & Human Rights Activist Overseas

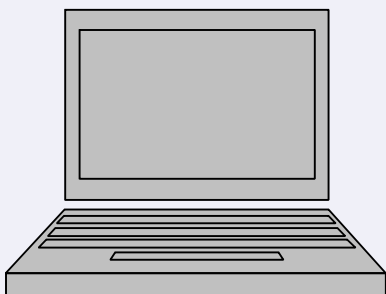
There are instances of injustice where the conscience recoils even at a distance. While it is true that calls of conscience gain power from their attachments to discrete interests, natural right in itself bears a certain force of reason, and this, when coupled with righteous indignation may move us collectively to do what is required in order to make things right.

In the spring of this year your union executive was contacted by student organizers from York University, themselves responding to a call to action from Amnesty International, requesting support for a group of human rights and labour activists in Zimbabwe who were and still are suffering oppression by the state. Their supposed crime was their gathering as part of their college studies to watch and discuss video of the uprisings in Tunisia and Egypt, for which they were detained and tortured. Upon their release with charges of treason pending, one of the student activists, Eddson Chakuma was fired by his union and employer for time lost without cause. While his detention may have been without just cause, it must boggle even the most robust imagination to suggest that being imprisoned and tortured are insufficient reasons for missing work. In reality, what was done to this man and what continues to this day is a pattern of intimidation and economic punishment intended to keep an activist from pressing for democratic change. This is why we felt that some kind of assistance had to be offered, both for Eddson and the extended family he supports, and for the sake of sponsoring grassroots activism in a place where it is desperately needed.

Your union executive offered letters of solidarity to Eddson, letters of censure to his union, and pleas to reconsider to authorities in Zimbabwe. That done, we felt that this was not nearly substantial enough. At this point the Nipissing University Peace Research Initiative (NUPRI) became involved, with student organizer Johanna Fraser offering a good part of her summer to coordinate with Eddson on what more could be done. As we talked back and forth, Eddson suggested that if some kind of means of sustainable income could be generated, he would be able to meet the charges against him in what has become a long drawn out trial, which is at the present time still ongoing, with judges having recused themselves due to discomfort with the case, and with regular delays in proceedings. The idea of a chicken farm arose, and NUPRI went about the fundraising work necessary to realize this initiative. Thanks to generous donations from members of the university community and an on-line network of like-minded peace-activists, the Chicken Project is now ready to go, with a plot of land donated and funds prepared for transfer. We're looking forward to reports on the construction of the coops, the growing up of the chicks and how the hens are laying, and are hopeful that this community activist will have a chance to keep on with his work in making his country a more democratic place.

Many thanks to all who supported this international effort on the part of your union and the university. We are looking forward to a just conclusion of Eddson's trial and a better future for him, his family, and his country.

Toivo Koivukoski



CHECK OUT THE NEW WEB SITE!

YOUR PICTURE MIGHT BE ON IT!

www.nufa.ca

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”

Who are these “millennials” I keep hearing about? Are there any in *my* classes?

STUDIOUS READER

The “Academic Advisor” thanks you for raising this important workplace issue. Once, so-called “millennials” were easily identifiable, even from a distance. Somewhat lethargic, unkempt, and sandal-wearing, these folk carried large signs bearing such slogans as “The End is Nigh,” and they could be found on the Main Streets of large cities when they were not eking out a living by appearing in *New Yorker* cartoons. Today’s “millennials” seem to have adopted a policy of blending in, but the “Academic Advisor” is confident that there are at least some in your classes. Look for these telltale signs:

- Exceptionally evolved opposable thumbs: Do not be alarmed. It is unlikely that the prodigious speed and force of these digits will be unleashed against you. Rather, they are directed toward small, hand-held devices that the “millennials” cunningly hold just below the level of their desks so you will never, ever notice them. It is hypothesized that the “millennials” use these devices to remain in constant contact with their entire world-wide network, referred to by fear-mongers as “The Web.”
- Sloganeering: Analysis of some devices recovered *in situ* suggests that today’s “millennials” still engage in sloganeering, though of a type inscrutable to the rightly calcified, middle-aged mind: “OMG! nd nr lol:-).” Philologists are at work. Other slogans – “wht r u doing?” “im on the bus” – appear to mimic standard syntax, but these seemingly mundane messages appear with such frequency that researchers are agreed they must be code.
- Submission to PowerPoint: Anthropologists and social psychologists remain divided about the nature of the hold this aptly named software exerts over “millennials,” but it has been consistently observed that simply switching to the next slide in a presentation will cause “millennials” to take their hands out of their laps and resume normal classroom behaviour for up to three minutes.

The “Academic Advisor” assures you there is no evidence that “millennials” pose any danger to others; however, should you feel threatened, he suggests backing away slowly while speaking in compound-complex sentences. This has been observed to produce a tranquilizing effect.

NUFA SCHOLARSHIP COMMITTEE

This year, the NUFA Scholarship Committee will be offering two possible opportunities for students to apply for financial assistance. The Learning Opportunity Awards are designed to encourage students to participate in educational opportunities outside of the classroom by helping to offset costs. This also marks the third year of the highly successful Textbook Bursary.

Applications for the Learning Opportunity Awards are available at <http://www.nufa.ca>, and there are four possible deadlines throughout the year: October 15, 2011; December 15, 2011; February 15, 2012; April 15, 2012. While these are intended primarily to assist students with conference expenses, they can be used for other learning opportunities as well. These applications require a letter of support from a faculty member as well as receipts to confirm expenses.

The Textbook Bursary application is also available from the NUFA website. These awards, valued at up to \$100, are designed to help offset rising textbook costs for students in a period of economic uncertainty. Students do not need faculty support for these bursaries but are required to submit receipts for textbook purchases and to write a short letter outlining their economic hardship. The deadlines for this application are November 15, 2011 and February 15, 2012.

Completed applications must be submitted to the NUFA Office in A239 or electronically to nufaoffice@gmail.com by the deadline in order to be considered.

OUR NUFA EXECUTIVE

The members of this year's NUFA Executive were elected May 4, 2011 at the annual NUFA General Meeting.

Terms begin June 1, 2011 and end May 31, 2012. Many thanks for all the work they do.

Title	Name	E-mail	Ext.	Office
President	Gyllian Phillips	gyllianp@nipissingu.ca	4334	H148
Vice-President	Todd Horton	toddh@nipissingu.ca	4384	H324
Treasurer	Ilse Mueller	ilsem@nipissingu.ca	4423	H328
CASBU Officer	Joseph Boivin	josephb@nipissingu.ca	4148	H239
Grievance Officer (Arts & Science)	Jeff Scott	jeffs@nipissingu.ca	4525	A301
Grievance Officer (Education/ Applied and Pro- fessional)	Sal Renshaw	salr@nipissingu.ca	4427	H107
Member at Large (Applied and Pro- fessional)	Linda Piper	lindap@nipissingu.ca	4902	A232F
Member at Large (Arts & Science)	Toivo Koivukoski	toivok@nipissingu.ca	4504	A316
Member at Large (Education)	Adam Adler	adama@nipissingu.ca	4432	A315
Member at Large (CASBU)	William Ingwersen	williami@nipissingu.ca	4475	A240
Chief Negotiating Officer (FASBU)	Hilary Earl	hearl@nipissingu.ca	4476	H321
Chief Negotiating Officer (CASBU)	Mark Crane	markc@nipissingu.ca	4181	H315
Executive Assis- tant	Angela Fera	nufaoffice@gmail.com	4499	A239

NUFA COMMITTEES

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

Hilary Earl, Chief Negotiator, FASBU
Jennifer Barnett
Natalya Brown
Mark Crane
Todd Horton
Christine Grandy
Gyllian Phillips, President (ex-officio)
David Tabachnik
Jennifer Barnett, Education

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

Mark Crane, Chief Negotiator, CASBU
Joseph Boivin
Rhiannon Don
Stephanie Hevenor
Corina Irwin
Colin Mang
Catherine Murton-Stoehr
Gyllian Phillips, President (ex-officio)
David Plouffe

NUFA Representatives on Other Committees:

CAUT Defence Fund

Robin Gendron
Susan Srigley (Alternate)

CAUT Council and OCUFA Representative

Todd Horton

University Harassment and Discrimination Committee

Gillian McCann

Joint Health and Safety Committee

Lynn Julien-Schulz (FASBU, North Bay)
Kelly Morris (CASBU, North Bay) (Co-Chair)
Christina Grant (FASBU, Brantford)
Robert Hemmings (FASBU, Muskoka)

NUFA Observers for Tenure and Promotion

Sean O'Hagan (URC -Primary)
Dana Murphy (URC - Alternate)
Warnie Richardson(FRC - Applied and Professional Studies)
Toivo Koivukoski (FRC - Arts & Sciences)
Laurie Kruk (FRC - Education)

Constitution Committee:

Adam Adler
Nancy Maynes (Chair)
David Borman
Vacant (CASBU)

Pension and Benefits Advisory Committee:

Hilary Earl
Richard Wenghofer

Scholarship Committee:

Adam Adler
Natalya Brown
Rhiannon Don
Jeff Nicol (Chair)

Communication Committee:

Nathan Colborne (Chair)
Rhiannon Don
Cameron McFarlane
Wendy Peters

Women's Committee:

Kurt Clausen
Christina DeRoche
Derek Neal (Co-Chair)
Kathy Mantas (Co-Chair)

Grievance Committee:

Joseph Boivin
Todd Horton
Gyllian Phillips
Sal Renshaw
Jeff Scott

Social Committee:

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