

THE NUFA NEWS

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Murphy / Owens / Peters / Winters

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FASBU meet CASBU

Nathan Kozuskanich, Associate Professor of History and President of NUFA

I could almost hear a collective sigh of relief echo across the campus when the news broke that the Collective Bargaining Committee had reached a tentative deal with the Employer. At long last, bargaining was over. Except that bargaining was not, and is not, over. NUFA's contract members have been without an agreement since May 1 because the Employer would not meet with the bargaining team to discuss the terms of a renewal collective agreement until FASBU bargaining was done. It's another way our contract workers are marginalized here at Nipissing.

Contract labour is pervasive and yet almost invisible at Nipissing. Students are unaware of the terms of the employment of the professor named at the top of the syllabus. Full time faculty are usually cognizant of the contract faculty in their own department, but outside of that the picture gets less clear.

So, FASBU meet CASBU.

This academic year we have 265 contract members who combined teach the equivalent hours of 1000 courses. 16% of those members work in Arts and Science (AS), the remaining 84% in Education and Professional Studies (EPS). Of those in EPS, 63% are involved in the Nursing Program: 55 members are clinical instructors teaching online in the blended Nursing program; 62 are clinical instructors in the collaborative on campus Nursing program; 12 are instructors for a college partnership course (usually taught on campus at that college); and 11 teach prepackaged online courses in the RPN to BScN Blended Learning Program.

Outside of Nursing, Education (27 faculty), Business (26 faculty), and Physical and Health Education (22 faculty) employ the highest numbers of contract faculty. 79% of AS contract faculty teach on campus; in EPS about 50% of our

contract members teach online or somewhere other than North Bay.

Base salary for a contract faculty member is \$6550 per 3 credit course. If a member earns the right of first refusal on a course after three years, they get an extra \$200 on one section of that course. If contract members could teach a standard 3-2 load (they are capped at 2-2) it would bring in a base salary of \$32,750. But that number is elusive—Deans may cancel a course without any compensation two weeks before the course begins. Any service contract faculty do for the university (Open House, anyone?) is free because the university refuses to recognize service as part of the job.

Needless to say, the members of the CBC have their work cut out for them. But it's not just them. We are all part of NUFA and we all bear the responsibility of ensuring that every member is treated fairly and equitably. Keep your "I Support NUFA's Collective Bargaining Team" posters on your door. If you don't have one—talk to Angela and get one. Talk to your contract colleagues and understand their situation. Ask what you can do to help CASBU get a fair deal. The only way we can achieve progress is by working together.

NUFA to OCUFA and Back Again

Gyllie Phillips, Associate Professor of English and Past President of OCUFA

The last two years at the Ontario Confederation of University Faculty Associations have been full of change. While I was president (2017-2019), the Ontario government changed from a Liberal austerity regime, slowly squeezing the life out of university budgets, to the Fordista regime, launching a full-on attack on public education, especially professors and students.

We went from advocating for increases in per-student funding with Kathleen Wynne to being entirely shut out from Queen's Park by Doug Ford, fighting battles against the so-called "Free Speech" policies, the so-called "Student Choice Initiative," the cuts to OSAP, the attacks on faculty working past 65, the wage-cap legislation, and the continuing erosion of tenure through the replacement of tenure-track positions with the precarious professoriate.

My experience as Vice President and then President of OCUFA revealed to me how well a collectively and democratically run organization can respond to the needs of its members and how effectively it can act as a voice for faculty, university research and teaching in Ontario. OCUFA has 30 member associations who represent collectively more than 17,000 faculty across Ontario. If you've ever had the sense of how challenging it is for a small association like NUFA to speak with a

unified voice on an issue, imagine how that challenge is magnified at OCUFA.

The remarkable thing to me about seeing the organization in action was how the same processes that work in a local association also work at OCUFA. I saw a seemingly inexhaustible reserve of patience for listening and considering members' strong opinions on difficult issues; I saw a highly skilled, creative and politically committed staff who worked to turn those voices into workable policy; and I saw an impressive network of highly dedicated faculty volunteers who commit many hours to the goals of improving working conditions for academic staff and keeping tertiary education as a public good, maintaining the central missions of teaching and generation of new knowledge.

Coming back to NUFA this year as Vice-President and to Nipissing as a full-time faculty member in English, has served to underline those lessons for me in a material way. The fall-out of Doug Ford's policies and distrust for universities was felt powerfully by NUFA at the Nipissing bargaining table. And the effort of the NUFA volunteers (plus our staff of ten—oh wait, ONE who does the work of ten!), who worked to represent *all* the members in their efforts to push back against that anti-education, anti-intellectual trickle-down

agenda, was staggering. I guess the thing that I am struck by at the end of it all is how everything we do as teachers, researchers, and volunteers is characterized, at its most effective, by a complicated combination of

“sheer plod,” idealism, humility, perseverance, inspiration and good-heartedness. Plod on, friends.

Spotlight on Research: Rosemary Nagy

Associate Professor of Gender Equality and Social Justice

Rosemary Nagy is co-Director of the Northeastern Ontario Research Alliance on Human Trafficking (NORAHT). Established in 2013, NORAHT is a research partnership between Nipissing University, the Union of Ontario Indians: Anishinabek Nation, the AIDS Committee of North Bay and Area, and Amelia Rising Sexual Assault Centre of Nipissing. Funded by a SSHRC partnership development grant, NORAHT seeks to identify gaps and barriers in service provision for trafficked persons and their families in northeastern Ontario.

“We wanted to identify strategies and needs that weren’t a simple cut and paste from Toronto,” says Nagy. “There is almost no research in Canada on human trafficking in remote, rural and underserved areas with diverse Indigenous communities.” NORAHT blends together feminist, decolonial and participatory action research (PAR) methodologies and highlights the agency and empowerment of trafficked persons. “We are very concerned about racialized representations of trafficked women as abject victims. We are equally cautious to

avoid ‘rescue narratives’ and instead focus on decolonial, trauma-informed approaches, harm reduction, and meeting people where they are at in their lives. This means we should not take moralizing approaches or insist that women exit from the sex trade altogether. It’s important to distinguish between human trafficking and sex work. It’s also important to recognize that the exploitation and coercion involved in human trafficking is not necessarily a case of women being bound and chained to a bed, contrary to what so many media images and anti-trafficking posters suggest. It’s a lot more complicated than that.”

NORAHT held eight PAR workshops with service providers and persons with lived experience across the region in 2017 and three follow-up conferences in 2018. NORAHT is now in its outputs phase, with webinars, policy briefs, toolkits and academic articles in the works. See <http://noraht.nipissingu.ca>

Trivia Quiz

Sarah Winters, Associate Professor of English

1. Which of these countries has the highest percentage of unionized workers, at 55% (in 2017)?
 - a. Mexico
 - b. Belgium
 - c. Canada
 - d. Ireland
 - e. South Korea

2. "Which side are you on?" is a union song written during a strike by which group of workers?
 - a. Dockers
 - b. Police
 - c. Miners
 - d. Teachers
 - e. Nurses

3. What are the disciplines of NUFA's last three Chief Negotiators for FASBU?
 - a. Chemistry, English, Physical Education
 - b. Education, History, Nursing
 - c. Religions and Cultures, Gender Equality and Social Justice, Geography
 - d. Criminal Justice, History, Social Welfare
 - e. Business, Mathematics, Philosophy

4. Who is this?: "[He] began a course in Trade Union Studies at [an educational institution] but left after a year without a degree after a series of arguments with his tutors over the curriculum"?
 - a. Bernie Sanders
 - b. Nicolas Maduro
 - c. Tommy Douglas
 - d. Pope Francis
 - e. Jeremy Corbyn

5. In which of the following did Gyllie Phillips address performance-based funding for universities in October 2019?
 - a. *The National Post*
 - b. *The Agenda with Steve Paikin*
 - c. *The National*
 - d. *The Current*
 - e. *The Chronicle of Higher Education*

6. The current Minister of Training, Colleges, and Universities in Ontario has a name that evokes which two sitcoms?
 - a. *Frasier* and *Brooklyn 99*
 - b. *Kim's Convenience* and *Cheers*
 - c. *The Good Place* and *Corner Gas*
 - d. *Friends* and *Everybody Loves Raymond*
 - e. *Father Ted* and *The Vicar of Dibley*

7. In what year did NUFA received its certification from the Ontario Labour Board?
 - a. 1992
 - b. 1994
 - c. 2000
 - d. 2002
 - e. 2007

8. "We'll march till we drop, the girls and the fellas / We'll fight to the death or else fold like umbrellas." This fictional protest song was written in response to a strike at which fictional workplace?
 - a. A nuclear power plant
 - b. A textiles factory
 - c. A community college
 - d. A coal mine
 - e. A transit company

9. How many people were killed and injured during the Miner's Strike of 1984 to 1985 in the UK?
- No deaths, 11 police and 280 miners injured
 - No deaths, 28 police and 40 miners injured
 - 5 deaths, 3 police, and 700 miners injured
 - 5 deaths, 51 police and 72 miners injured
 - 7 deaths, 58 police, and 22 miners injured
10. Which of the following lines is found in the poem "Bread and Roses"?
- The rising of the women means the rising of us all.
 - We will strike down the bosses!
 - They have the plant but we have the power.
 - One day longer, one day stronger.
 - Every rose has its thorn.

Upcoming NUFA Events

- NUFA General Membership Meeting (GMM), Thursday, December 5, at 11 am in F210. A zoom link will be available as well as child-care reimbursement.
- NUFA Holiday Social: Wed., December 11, 5:30-8:30 PM, Sugar Daddy's Cupcakes and Catering
- NUFA Winter Social: Memorial Gardens VIP Lounge. Women's and Men's Hockey Doubleheader. January 31, 2020, Women's game, 5 PM. Men's game 7:30 PM
- NUFA Potluck Social: Watch for this event on a weekend in early March 2020.
- NUFA Spring Social: Watch for this event in early April 2020.

We Live Here: NUFA's Instagram

The NUFA Instagram account features photos depicting members' investments and activities in our local communities. It is an outward facing account, meaning that it is not designed *for* members, but for students, staff and community members. The slogan is "We Live Here" and the goal is to showcase members as vibrant and committed to community. So far we have featured members holding up the number of years they have lived in North Bay, a floor hockey team featuring many NUFA members, and NUFA-based activities on campus and in community. Search @nufacultyassociation on Instagram for more examples. Instagram is an image-based platform with minimal text, so if you have exceptional photos that showcase your involvement in our local community, please send them to nufaoffice@gmail.com with a short description. We will not post all submissions, but we welcome contributions.

Other ways to follow NUFA on Social Media

<https://twitter.com/NUfacultyAssoc>

<https://www.facebook.com/nufacultyassociation/>

NUFA WELCOMES NEW FULL-TIME FACULTY, PART-TIME FACULTY, AND LIBRARIANS

FALL 2019

Welcome to new 2019 faculty:

Heather Church in Sociology
Veronika Melhuish-Williams in Nursing
Renee Johnstone, Lab Instructor in Physical and Health Education

Welcome back to faculty returning in 2019:

Adrian Langdon in Religions and Cultures
Adam Langridge in Philosophy

And congratulations to returning faculty member Leslie Thielen-Wilson on securing the tenure-track position in GESJ!

Farewell to our 2019 retirees:

Darlene Brackenreed, June 8, 2019
Astrid Steele, June 30, 2019
Carmen Shields, June 30, 2019
Chris Sarlo, June 30, 2019
Uldis Kundrats, June 30, 2019
Lesley Lovett-Doust, September 1, 2019

Trivia Answers

1. Which of these countries has the highest percentage of unionized workers, at 55% (in 2017)?
b. Belgium
2. "Which side are you on?" is a union song written during a strike by which group of workers?
c. Miners
3. What are the disciplines of NUFA's last three Chief Negotiators for FASBU?
d. Criminal Justice, History, Social Welfare
4. Who is this?: "[He] began a course in Trade Union Studies at [an educational institution] but left after a year without a degree after a series of arguments with his tutors over the curriculum"?
e. Jeremy Corbyn
5. In which of the following did Gyllie Phillips speak about performance-based funding for universities in October 2019?
b. *The Agenda with Steve Paikin*
6. The current Minister of Training, Colleges, and Universities in Ontario has a name that evokes which two sitcoms?
d. *Friends* and *Everybody Loves Raymond* (Ross Romano)
7. In what year did NUFA received its certification from the Ontario Labour Board?
b. 1994

8. "We'll march till we drop, the girls and the fellas / We'll fight to the death or else fold like umbrellas." This fictional protest song was written in response to a strike at which fictional workplace?

a. A nuclear power plant (*The Simpsons*)

9. How many people were killed and injured during the Miner's Strike of 1984 to 1985 in the UK?

d. 5 deaths, 51 police and 72 miners injured

10. Which of the following lines is found in the poem "Bread and Roses"?

a. The rising of the women means the rising of us all.

NUFA



Nipissing University Faculty Association