

THE NUFA NEWS

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Murphy / Owens / Peters / Winters

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Connections and Coronavirus

Gyllie Phillips, Associate Professor of English and Vice-President of NUFA

In this time of remote teaching, remote meetings and remote socializing, E. M. Forster's motto "only connect" seems especially poignant. Maybe it needs a little updating though: If only my internet connection were stable. Connect only with six feet of space between us. Jokes aside, we *do* feel disconnected, and maybe dispirited, but we also have a lot to be proud of and to think about for the weeks and months ahead.

Responding to Crisis

The COVID19 crisis has been a hard time for everyone, most of all for those directly affected by the virus, or their loved ones, and if that's you, we offer our compassion and sympathy. What has struck us, has been the way faculty have been working hard and creatively to balance understanding for students and the responsibility to deliver the academic content of their courses. So, congratulations to you, our members, for stepping up and finishing this term heroically.

For the future, the NUFA Executive has been following developments in other associations provincially and nationally as well as beginning to track the consequences for our members locally, of the change to our workplace and workloads.

Precarious Faculty

One effect of the pandemic has been to show starkly the social fault lines between those who live with income and job precarity and those who have relative security. In our sector, the most powerfully affected members have been contract faculty who, this term, have had their working conditions and workload dramatically changed overnight, and, for the future, may be losing thousands of dollars in income. Even before the COVID19 crisis, we saw only a skeleton set of course offerings for this Spring and Summer term. At this point in the term, the employer has issued contracts to about 54 instructors versus 195 for Spring and Summer 2019. The value of the current contracts to date is just over \$300,000 whereas last spring/summer, the value was \$1.7 Million. As it stands now, contract faculty don't have PER accounts and have been cut off from campus resources. On top of that, they face bleak job prospects for the summer.

In response to both the present and future challenges for CASBU members, the Executive has established an emergency fund supported by member contributions. Details are available in the e-mail sent on April 14th **and summarized on Page 11 of this edition of the *NUFA News*.**

If you have questions about the impacts of COVID19 on faculty and students, OCUFA has a bank of resources which might be helpful:

<https://ocufa.on.ca/members-area/mandate/resources/covid-19-response-on-campus/>

Letter of Understanding

Across the province and the country, faculty associations are drafting Letters of Understanding to address possible confusions or gaps in our current collective agreements that might be in play during the time of this crisis. Building from the experience of others, the NUFA Executive has done the same and will be negotiating this LOU over the coming weeks. This will address issues stemming from the winter-term change of delivery mode, including issues such as technical support for faculty moving online or the suspension of Student Opinion Surveys, and for the future, including negotiating flexibility in Tenure and Promotion, Annual Reports and Sabbatical Reports, and conditions of work if remote course delivery remains in effect for the fall semester.

NUFA AGM and Elections

As you know, the closure of the university space has meant moving all business online, and this includes NUFA business. So regular NUFA meetings are taking place in virtual space. Looking ahead to the AGM, the Executive has determined to go ahead with a meeting and elections in late May, and this will be over Zoom if necessary. The constitution allows for email voting for Executive and Standing Committee positions. More information will be coming to you including the usual call for nominations to serve on the Executive and Standing Committees.

Now more than ever you, as NUFA, need robust member engagement and representation. We've been lucky as an association to have strong, responsible and effective Executive, Bargaining and Committee teams, but now is not the time to be complacent that this will always be so. Please consider stepping up to help keep your association vibrant and responsive.

Stay connected and stay well.

(Food) Banking on Bald

Robin Gendron, Professor, Department of History



Newly Shorn Robin Gendron



Freshly Shaved

Richard Wenghofer

With tempers beginning to fray after being cooped up together for a couple of weeks, I made my boys a deal. Get along, even for a couple of days, and I'll shave my head. To my surprise, it worked, as you can see from the picture. I should have asked for more, much more.

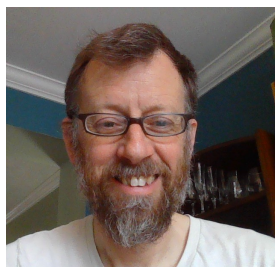
As I stared at my newly shaven head, though, I thought that perhaps it wasn't too late to gain some greater good from my shorn locks. People cut their hair to raise money for a good cause all the time. Usually, they collect money or pledges before picking up the scissors but that ship had sailed. Still, maybe others in the NUFA family could be induced to join me in embracing bald if it were to raise money for the North Bay Food Bank, as good a cause as there is in these challenging times. And so a message went out, mostly to colleagues in the Faculty of Arts and Science (sorry EPS but I blame the

decision to discontinue the 'Everybody Nipissing' email address): on top of my own donation to the Food Bank, I would add \$25 more for each additional shaved head.

Several things quickly became obvious as the responses started coming in. First, NUFA members are tremendously attached to their hair. There was a remarkable dearth of offers to join me in my shaven glory, though I was welcomed into the brethren of the follicly challenged by Matti Saari and Dave Hackett. Richard Wenghofer shared a picture of his own bald pate, though I should have specified no pre-existing conditions. His shave had come before my challenge but a deal is a deal. Honourable mentions



Dean Hav with his new buzz cut



Jamie Murton goes the other way

too to our own NUFA President and Dean Hay for their buzz cuts. There was a suggestion that dyeing one's hair green or fuchsia should qualify for the challenge as well, though I have yet to see any photographic evidence that that option proved any more popular. We're still waiting, Rosemary.

Despite the almost total lack of enthusiasm for picking up a razor – Jamie Murton is going the opposite direction, as he noted – the second thing I learned is that Nipissing faculty have great senses of humour and, more importantly, are very generous. Though there won't be many more bald heads roaming the halls, assuming we're ever allowed to roam the halls again, NUFA members made at least 24 donations to the Food Bank (and a few other worthy local causes) totalling, at a rough estimate, well over \$1,000. These donations will go some way towards helping the Food Bank meet the needs of our community as it weathers a very tough time. If you would like to join the fun, there is still time. To keep up the look, I'll have to do it all again every week or so. And the Food Bank will take all donations.

Well done NUFA members!

An Interview with Jane Barker, NUFA Chief Negotiator

Interviewed by Sarah Winters, 3 March 2020

Did your academic background prepare you in any way for being Chief Negotiator?

That's an interesting question. I think, probably, it did in some respects because my PhD is in clinical psychology and that enabled me to use some of the skills that I had learned, not only in interacting with the employer but also in making sure that we worked effectively as a team on our side—being aware of what the dynamics of the room were, at various points.

What was the biggest challenge for you in this last round of bargaining?

The very steep learning curve, because I hadn't been involved in bargaining at the table previously. I had worked as co-chair of the strike preparedness committee so I was familiar with the day-to-day activities of that committee and, once we went on strike, making sure the lines worked effectively and other pragmatics associated with the strike line, but I hadn't actually been at the table. I was very fortunate that NUFA provided a lot of training: I attended the OCUFA meetings in Toronto, which were great, and the CAUT forum for Chief Negotiators in Ottawa, which was also very helpful; we had our own training onsite; and of course the members of the team were amazing because they had all had a lot of experience at the table, and so they were a great resource as well. So I think that was the biggest challenge: the steep learning curve.

What was the worst thing about being Chief Negotiator?

Oh goodness—that's actually a tough one to answer. I think, for me, the worst thing was right at the very end when we were working with the conciliator and we got very little sleep in that last weekend, so it was really, physically, very difficult. But we had to forge ahead as we had momentum going, but if I had my druthers I would prefer *not* to be up until three in the morning negotiating.

Yeah, it seems strange that that's the culture of negotiation.

Yeah, and that was something that we talked about at the beginning of negotiations and I was very firm, I said "I don't want to be doing that," and then we ended up doing that. But I don't think it could have gone any differently. We did a lot of work over the course of that three or four days. We were working as much as we could and as efficiently as we could and yet we still ended up staying here until three on Sunday night with some of us having to teach the next day.

What was the best thing about being Chief Negotiator?

I learned so very much about what was involved. I always like new challenges so I found that personally rewarding. I *loved* working with the team: they were absolutely amazing; we couldn't have had a more efficient or collegial group of individuals. I mean, just the relationships you develop over the course of bargaining—you learn more about people and what their strengths are and it was just great to be involved working as a team.

What advice would give anyone considering the job of being Chief Negotiator in the future?

Don't go in with any preconceived ideas about what you might be able to accomplish! Going into this round we received membership feedback via the survey and had those one-on-one meetings with each department and it was clear that most people were behind the idea of joining the CAAT DBplus pension: it was a no-brainer to us, it made sense. All the work that had been done previously to set that in motion in terms of the research that was done—Larry Patriquin had been working years on it—it was just absolutely astonishing to us that the employer refused to discuss

anything about that pension. That was the part that was mindboggling to us. So, don't assume that just because something makes sense to us on our side that it's going to make sense on the other side. If I was going to give any advice to a future Chief Negotiator it would just be don't make any assumptions about what you think is reasonable because it might not be perceived that way by the employer.

Do you think it's harder for people who are very logical and rational?

Absolutely . . . because that's the way we're trained to think and so when something seems illogical, it's very difficult and you just have to keep reminding yourself that negotiations aren't always about what's logical—and that's, again, one of those things you learn.

Is there anything you would like to add to this, about the whole experience?

It was critical at certain points that the support of the membership was displayed in a palpable way—obviously when it is time for a strike vote that support is critical, but it is needed at other times as well. It was wonderful when people came by and offered words of encouragement. Some people even brought in food or beverages if they were going by Tim Hortons, you know, “You guys need coffee?” Just that—you know, it doesn't seem like much but it really did make a big difference, because I think it is natural at some points during the process where you're wondering “Are people behind us?” and it's good to be reminded that they are. I think it is fair to say that everyone on the Collective Bargaining Team, and all of the NUFA Executive do the work they do because they want the best working conditions for all of us, so it is appreciated when the membership actively supports our efforts.

Manifestos in Motion

Nathan Kozuskanich, Associate Professor of History and President of NUFA

On February 20, 2020, Active History published the anonymous “Precarious Historical Instructors' Manifesto” (<http://activehistory.ca/2020/02/precarious-historical-instructors-manifesto/>). As any good manifesto should, it calls for a serious re-evaluation of the way universities, and departments within those universities, have been doing business for at least the past 15 years.

For tenured faculty the conversation is sure to be an uncomfortable one, but they can afford to be uncomfortable. “With respect and without acrimony,” the manifesto reads, “we submit that history departments have benefitted to an unseemly degree from universities' use of contract academic labour as a cost-cutting mechanism. The function of contract work is to externalize risk from institutions and onto individuals. History departments have adopted this practice, however reluctantly, to their benefit.” In response, the Canadian Historical Association quickly closed ranks. In a statement released on March 5, the CHA Council and Executive informed its members that they had “established a sub-committee to examine and highlight the progress that has already been made toward addressing the concerns expressed in the calls to action.”

This is no time to pat ourselves on the back and perpetuate a culture of complacency with regard to precarious faculty who now teach over half of the courses at Ontario universities. The truth is this: no matter what gains NUFA has made for precarious faculty, there is still an incredibly long way to go. Contract faculty at Nipissing can have a course cancelled two weeks before it starts with no compensation. Pay does not begin until the first day of class which means all prep work is done for free. No contract is a guarantee of another which can mean applying for a new job every four months. Although contract faculty have a right to research recognized in the Collective Agreement, the university offers no funds to do so and such faculty are ineligible to be primary

investigators on tri-council grants. A pot of \$15 000 is available to some contract faculty for professional development, but the money is distributed at the discretion of the dean in a non-transparent and non-grievable process. And the list goes on.

In its March 2020 meeting, the Executive voted unanimously to endorse the Precarious Historical Instructors' Manifesto and commit to implementing its recommendations for faculty associations. I ask that all members read the manifesto and its recommendations for departments. We are all responsible for faculty working conditions and ensuring that everyone is treated with dignity and respect.

Employment Accommodations: A Brief Overview

Kathy Mantas, Associate Professor, Schulich School of Education, Chair of the Gender Equity and Diversity Committee; and Members of the Grievance Committee

Nipissing University must provide accommodation(s) in accordance with the *Ontario Human Rights Code* (OHRC) and the *Accessibility for Ontarians with Disabilities Act* (AODA) and NUFA will gladly provide you with support, should you need it, in negotiating a workable accommodation plan

The Human Rights Code forbids discrimination against people based on what they refer to as protected grounds.



The protected grounds are: age; ancestry, colour, race; citizenship; ethnic origin; place of origin; creed; disability; family status; marital status (including single status); gender identity, gender expression; receipt of public assistance (in housing only); record of offences (in employment only); sex (including pregnancy and breastfeeding); and sexual orientation. For details on the OHRC and the AODA, including statutory definitions, please visit the following links: <http://www.ohrc.on.ca> and <https://www.aoda.ca>.

Accommodation plans are always tailored to your individual needs and they tend to be reviewed annually. The employer is legally entitled to and will ask for supporting medical/relevant documentation, and this will vary depending on the type of accommodation being sought. In almost all instances related to medical accommodations, they are not entitled to know things like your diagnosis. This information is protected by privacy legislation.

Accommodation is an entitlement built on the notion that the Employer must do everything in its power to assist you in doing your job, hence the information it is entitled to is limited to specific information around restrictions. What things can't you do in your job that are a consequence of, for example, your medical condition or your family status? So, while family status is a protected ground, you have to apply for a specific accommodation if you are claiming child or elder care as a reason for why you can't have classes scheduled at 8:30am. The Employer is entitled to ask for supporting documentation of this restriction. But once the Employer knows what you can't do (i.e., what your limitations are) they are in a position to put in place a remedy that will allow you to fulfil those tasks without compromising you. For instance, if you have mobility issues, you might need your classes to all be on an accessible floor and/or as close to an elevator as possible. You might also need a special chair in each classroom in which you are assigned teaching, an accommodation supported by documentation saying something like, 'cannot stand for prolonged

periods' or 'cannot walk long distances.' You might have a preferred room, which you can request, but the employer is not obligated to grant that request. They are, however, obligated to find you a room that meets the requirements of the restrictions outlined in the supporting documentation. In short, while you can propose remedies (i.e., you'd like to teach online), neither you, nor your registered health practitioner can insist on those specific remedies if a different one will also meet the restriction.

Do be aware that all accommodation related documentation can be kept on file for a minimum of seven years, is confidential and is kept separate from your personnel file. Accommodation is under the purview of Human Resources, and not the Dean's office. Below, we offer a brief overview of the process.

1. Accommodation request (in writing) and documentation to support accommodation request is provided to Human Resources (additional documentation may be requested, if needed)
2. Documentation is reviewed by Human Resources
3. Individual is informed about the status/result of the review regarding the requested accommodation (others might also be involved in this process e.g., the supervisor, the Registrar's Office)
4. Once a formal accommodation has been agreed upon, a formal letter is drafted
5. Supervisor is notified and the individual is notified via email (the formal letter is also attached)

NUFA strongly recommends you contact us if you have any concerns or want more information about your rights and responsibilities regarding accommodation. We have lots of experience negotiating with and on behalf of our Members in order to come to a workable accommodation plan and, as with the Employer, your information is treated in the strictest confidence. For a more detailed look at Nipissing University's *Employment Accommodation Policy (revised 2020)*, please go to <https://www.nipissingu.ca/departments/human-resources> (also, see "Policies and Procedures"/Human Resources). Additionally, you are welcome to contact NUFA at nufaoffice@gmail.com.

Spotlight on Research: Christine L. Cho

Associate Professor, Schulich School of Education.

Dr. Cho's research contributes to current educational conversations on racial, ethnic, linguistic and LGBTQ+ representation in schools, specifically exploring the constructions and understandings of teacher identity. Her most recent book chapter, *Listening to Counter-stories: Enacting Diversity and Inclusion* (2019) draws from two research projects: insights gleaned from work with students, who self-identify as immigrants, in the process of becoming teachers; and, research with 90 teacher candidates primarily from the dominant group, asked to implement anti-oppression lessons in a K-6 elementary school in Ontario, Canada. The two key questions explored are: first, what do the counter-stories of immigrant teacher candidates tell us about diversity and inclusion in schools; and, second, in what ways can the experience of implementing anti-oppression lessons lead to mobilizing critical learners and developing critical educators?

Currently, Dr. Cho, in coordination with Dr. Julie Corkett and Dr. Astrid Steele, is working on a new book project, *Global Perspectives on Microaggression in Schools: Understanding and Combating Covert Violence*. The book is a contemporary dialogue with global educators who critically scrutinize academic and practical approaches to address the universal challenges associated with microaggression. An array of international authors illustrate that microaggressions and lateral violence are world-wide educational phenomena that occur across all levels of education and must,

therefore, be addressed to ensure positive learning and teaching environments. This latest endeavor is a follow-up to a 2018 publication, *Exploring the Toxicity of Lateral and Microaggression in Multiple Contexts: Poison in the Watercooler*, which was among the top 25% of the Palgrave-McMillan's most downloaded e-books in 2019.

Spotlight on Teaching: Robin Alex McDonald

Adjunct Faculty, Faculty of Arts and Science

Robin Alex McDonald is an academic, arts writer and independent curator originally from Treaty 19 territory, traditional territories of the Haudenosaunee, Anishinabe, Attiwoonderon, and Huron-Wendat. Robin's research and teaching areas include modern art, contemporary art, and visual culture studies; gender studies; curatorial studies; and the intersections of art and activism. Their current SSHRC-funded research uses queer theory, trans theory, affect theory and psychoanalysis to explore representations of depression in contemporary art by LGBTQ2-identified artists. Within this research, Robin considers how queer aesthetic strategies of camp, humor, and abjection subvert psychomedical histories that have pathologized depression, shame, and dysphoria since the advent of European colonialism, through early twentieth century sexological research, and into present-day discourses of mental health.

Robin has been a part-time faculty member in the Fine and Visual Arts Department at Nipissing University since 2018, where they teach courses on topics such as Modern Art, 20th Century Art in Canada, Art and Critical Theory, and Museum Studies. Whether students come into Robin's classroom as practicing artists, avid gallery goers, seasoned critical theorists, or having never made or studied art in their life, Robin wants them to leave with a better understanding of how the things they create, paint, draw, curate, write, think, and watch are situated within far-reaching webs of historical, cultural, economic, political, and social relations.

NUFA Instagram Account Wants Your Charming Photos

NUFA is continuing to post photos on our Instagram account. We would love any excellent photos (i.e. not high resolution, just great photos) of NUFA members engaged in schooling, working or community-building activities from home. For example, we recently posted Robin Gendron's photo and story about shaving his head to promote family harmony and raise money for local charities. 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 just designed for members, but also students, staff and community members. The slogan is "We Live Here" and the goal is to showcase NUFA members as vibrant and committed to community. Search @nufacultyassociation on Instagram for examples. Instagram is an image-based platform with minimal text; if you have exceptional photos that showcase something notable about your daily life in social isolation or your involvement in our local community, please send them to nufaoffice@gmail.com with a short description or DM us on Instagram. We will not post all submissions, but we welcome your contributions.

Other ways to follow NUFA on Social Media

<https://twitter.com/NUfacultyAssoc>

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

NUFA LEARNING OPPORTUNITY AWARDS

We are pleased to announce that in the last two years, NUFA has provided over \$22,000 in Learning Opportunity Awards. These awards are designed to encourage the continuation of learning experiences and projects outside of the classroom. Forty-four students received awards with over two-thirds of students presenting at conferences. There is one more round of applications left in this fiscal year. The deadline is April 15, 2020 and the applications may be found on the NUFA website at www.nufa.ca.

Congratulations to the recipients!

First Name	Last Name	Degree and Major	Event Name
Sara	Abernethy	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Austin	Acton	MED	Graduate Students' Conference on Indigenous Knowledge and Research, Manitoba
Zachary	Camirand	BED	Ontario Band Association's Beginning Band Symposium, York University, ON
Ysabel	Castle	MESc	Canadian Association of Geographers-Ontario Division Conference, University of Guelph, ON
Doug	Chase	MESc	IAGLR's 61st Conference on Great Lakes Research, Toronto, ON
Douglas	Chase	MESc	International Association of Great Lakes Research (IAGLR) 62nd Conference, Brockport, New York
Miao	Chen	MESc	Association for Nonprofit and Social Economy Research (ANSER), Congress at UBC, Vancouver, BC
Benjamin	Cook	BSC/Bed(MATH)	Canadian Undergraduate Mathematics Conference, Saskatoon, SK
Benjamin	Cook	BSC(MATH)	42nd Australasian Conference on Combinatorial MATH/COSC, Sydney, Australia
Riley	Cormier	BSC(GEOG)	Canadian Association of Geographers, University of Toronto
Breanna	Craig	BSC(BIOL/GEOG)	Ontario Biology Day 2019, UWO, London, ON
Brent	Crane	BA(MATH)	Mathematical Association of America 2019 Conference, Cleveland, Tennessee
Calvin	Cressman	BA(CRJS)	Radius Child and Youth Services 2019 Continuum Conference, Toronto, ON
Melissa	Dash	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Jessica	Desrochers	MESc	Human Behaviour and Evolution Society (HBES), Boston, MA
Devanee	Dewey	MSc(KINE)	Canadian Society for Psychomotor Learning and Sport Psychology, Vancouver, BC
Brianne	Doyle	BA(ENVI)	Canadian Association of Geographers, University of Toronto
Ilham	Elias	BSCN - SPP	Undergraduate Research Conference- Biomedical Panel, Nipissing University
Chante	Ellis	BSCN-SPP	Canadian Association of Perinatal and Women's Health Nurses, Ottawa, ON

Chante	Ellis	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Lauren	Goodridge	BA(ENGL)	Society for Neuroscience, San Diego, CA
Sarah	Holt	BFA	McGraw Ceramics Studio Workshop, Cotuit, MA
Taylor	Hummel	BBA	Academy of Marketing Science's World Marketing Conference (AMSWMC), Edinburgh, Scotland
Alexandra	Hutchko	BSW	ASIST - Suicide Prevention Workshop at Nipissing U
Kasia	Krolak	BSCN	Canadian Mental Health Association, Montreal, QC
Alisha	Laciak	BPHE	Annual Eastern Canada Sport and Exercise Psychology Symposium (ECSEPS), York University
Ashley	Locke	BA(PSYC)	Human Behaviour and Evolution Society (HBES), Boston, MA
Jesse	Lopinski	BBA	MIT Sloan Sports Analytics Conference, Boston, MA
Rachel	McAllister	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Betty Jo	McCabe	PhD	Positive Leadership for Flourishing Schools Forum, Kingston, ON
Jordan	McVittie	BA(PSYC)	Society for Behavioural Neuroendocrinology, Bloomington, Indiana
Rachel	Morgan	BA(PSYC)	Human Behaviour and Evolution Society, Boston, MA
Melissa	Ntiamoa	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Raquel	Perdiagao	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Gryphon	Phillips	BA(PSYC)	Human Behaviour and Evolution Conference, Amsterdam, Netherlands
Susan	Picard	PHD (EDUC)	2018 International Dabrowski Congress, Chicago, Illinois
Rachel	Purcell	BA(PSYC)	Society for Behavioural Neuroendocrinology, Bloomington, Indiana
Kira	Schieck	BA(PSYC)	Radius Child and Youth Services 2019 Continuum Conference, Toronto
Julianne	Sevigny	BSW	Veteran's Affairs Canada Community Outreach, Northern Ontario
Edie	Shillum	BSC/BED(MATH)	Mathematical Association of America 2019 Conference, Cleveland, Tennessee
Kayden	Sim	BSC(GEOG)	Canadian Association of Geographers-Ontario Division Conference, University of Guelph, ON
Jessica	Sinki	BSC(BIOL)	Ontario Biology Day 2019, UWO, London, ON
Matthew	Sullivan	BA(ENGL)	Canadian Society of Digital Humanities (CSDH), Vancouver, BC
Katie	Talbot	BSC/BED(BIOL)	Ontario Biology Day 2019, UWO, London, ON
Elaine	Venditti	BSCN-SPP	Canadian Pediatric Society Annual Conference, Toronto, ON
Cassandra	Wood	BA/BED(MATH)	Mathematical Association of America 2019 Conference, Cleveland, Tennessee

CASBU Emergency Fund

The NUFA Executive has established a one-time CASBU Emergency Fund to help our contract workers who are experiencing financial hardship. NUFA has started the fund with \$500, and the Exec have all made contributions. We are now looking for contributions from FASBU Members to help build the fund. Contributions can be e-transferred to NUFA at nufaoffice@gmail.com. The suggested contribution to the CASBU Emergency Fund is \$25. The CASBU Emergency Fund's criteria are intentionally flexible--it may help with bills, food, rent, vet expenses, etc. The fund will provide up to \$50 a month, per Member, *but it could be more depending on your generosity*. Each application will be assessed by the Executive and an anonymized summary report on the accumulation and dispersal of funds will be made available to all NUFA members at the conclusion of the program. NUFA will soon begin accepting requests from CASBU members experiencing financial hardship. Please contribute now and show your solidarity!

In Memoriam – Dr. Heather M. Rintoul

Dr. Carmen Shields and Dr. Tiffany Roberts

Dr. Heather Rintoul was the consummate education professional who lived her values. Heather's passion for teaching was evidenced by all who came in contact with her in her role as Associate Professor of Graduate Education in the Schulich School of Education at Nipissing University. Heather's kind and generous student-centred approach was unparalleled. There was nothing Heather loved more than encouraging and supporting her students both personally and professionally.



A highly regarded scholar, Heather authored numerous articles and book chapters on values, ethics, and educational leadership. In 2017, she was the proud recipient of the Consortium for the Study of Leadership and Ethics in Education (CSLEE) Authentic Leadership Award where she was honoured for her contributions to the field.

At the time of her passing, Heather was serving as the Executive Director (International) for the *Consortium for the Study of Leadership and Ethics in Education*; the Director at the *Centre for the Study of Leadership and Ethics* at Nipissing University; was Editor-in-Chief of the *Journal of Authentic Leadership in Education* (JALE), and was a member of the *Paul T. Begley International Thesis Adjudication Committee*.

As colleague and a former student, we are left with a space; the magnitude of which we are just uncovering. For us, Heather was a teacher, supervisor, mentor, researcher, colleague, and above all else a dear friend. Heather was always generous with time, offering thoughtful advice in a caring and sincere manner. Her circle was comprised of a tight-knit and fiercely loyal, diverse group of individuals who loved, respected, and supported her. We are honoured to have been welcomed into Heather's circle.