

Issue 4

September 2008

Issue Editor: Rob Breton

THE NUFA NEWS

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WELCOME



Welcome to the fourth issue of the *NUFA NEWS*, and the first issue of the 2008-09 year. NUFA—Nipissing University's Faculty Association—consists of all full-time and contract academic staff. The *NUFA News* is one of the ways NUFA shares information. Most of the *News* in the months to come will have something to do with informing the membership about the upcoming round of collective bargaining. As you will see, however, our newsletter includes other important articles that affect NUFA members as well. To start, we've included below lists of this year's NUFA Committee members.

THE EXECUTIVE

Todd Horton	President
Roman Brozowski	Vice-President
Ilse Mueller	Treasurer
Bill Dew	CASBU Officer (Secretary)
Warnie Richardson	Grievance Officer (Education/ Applied & Professional Schools member representing Arts and Science)
Susan Srigley	Grievance Officer (Arts and Science member representing Education/Applied & Professional Schools)
Aroha Page	Member at Large for Applied and Professional Schools
Murat Tuncali	Member at Large for Arts and Science
Susan Elliott-Johns	Member at Large for Education
Catherine Murton-Stoechr	CASBU Member at Large

FULL-TIME BARGAINING SUB-COMMITTEE

Larry Patriquin, Co-Chair of CBC, Chief Negotiator, FASBU
Bill Dew, Co-Chair of CBC, Chief Negotiator, CASBU/CASBU Officer
Todd Horton, President (ex-officio)
Dean Bavington, (Canada Research Chair)
Rob Breton, Arts and Science (English)
Roman Brozowski, Arts and Science (Geography)
Hilary Earl, Arts and Science (History)
Jennifer Barnett, Education
Blaine Hatt, Education
Jim McAullife, Education

CONTRACT ACADEMIC STAFF BARGAINING SUB-COMMITTEE

Bill Dew, Co-Chair of CBC, Chief Negotiator, CASBU/CASBU Officer

Larry Patriquin, Co-Chair of CBC, Chief Negotiator, FASBU

Roman Brozowski, Vice President (ex-officio)

Jennifer Barnett, ABQ

Joe Boivin, Laboratory Instructor

Natalie Dunn, Seminar Instructor

Colin Mang, CCBE

Catherine Murton-Stoeher, Seminar Instructor

Chad Thompson, Part-Time Instructor

Joanne Valin, Service-Course Instructor

Please contact the Chair of Collective Bargaining (Larry Patriquin) if you have any inquiries or suggestions for improvement in the collective agreement. There will be more formal mechanisms for faculty input implemented during the year.

Communication Committee

Joseph Boivin

Rob Breton

Corina Irwin

Uldis Kundrats

Constitution Committee

Adam Adler

Bill Dew

Derek Neal

Jonathan Pitt

Grievance Committee

Roman Brozowski

Bill Dew

Todd Horton

Warnie Richardson

Susan Srigley

Pension and Benefits Advisory Committee

Hilary Earl

Keith Topps

Scholarship Committee:

Alison Bell

Mark Crane

Christina DeRoche

John Nadeau

Women's Caucus

Jennifer Barnett

Christina DeRoche

Ilse Mueller

Sal Renshaw

Vacant (FASBU)

Social Committee:

Corina Irwin

Nancy Maynes

Ilse Mueller

Vacant

Vacant

Reps on Other Committees

Ilse Mueller: CAUT Defence Fund:

Roman Brozowski: CAUT Council and OCUFA Rep:

Susan Elliott-Johns: University Personal Harassment and Discrimination Committee:

Bill Dew, Aroha Page: Joint Health and Safety Committee:



WOMEN'S CAUCUS

SAL RENSHAW

Perhaps the most disturbing trend is the stall, and more recently, the slight decrease, since 1994, of women at entry level positions.

In May 2008 NUFA inaugurated the first faculty association Women's Caucus at Nipissing. A committee with representation from Education and Arts and Science has been struck and we are in the early stages of researching comparable caucuses. Early in this semester we are planning to call a general meeting of women faculty to get a sense of their concerns and priorities. So get your thinking caps on folks! For those more generally interested in Gender Equity news the CAUT website is a fabulous resource. Two reports released in March 2008 and drawing on Stats Can research, are of particular interest. One, a complex survey of sex differences in enrolments between 1992 and 2003, confirms the longstanding trend in the increase of women across all university programs and at all levels. At the same time as it reveals that the spread continues to cluster around the gender normative disciplines for women: education, communications, visual and performing arts. Women remain under represented in Mathematics, Computer Science, Engineering and Architecture. Just as interesting is the report "Narrowing the Gender Gap" which provides an analysis of sex differences in faculty between 1984 and 2004. As we would expect, there has been a dramatic improvement in the representation of women faculty, and indeed there has been improvement in gender non-normative fields. However, they overwhelmingly remain clustered in the gender normative disciplines such as the arts, humanities, education and social sciences. Women continue to be under represented by academic rank although here too there have been substantial gains. In 1984 women made up just over 5% of the professoriate. By 2004 this had risen to just under 20%. Perhaps the most disturbing trend is the stall, and more recently, the slight decrease, since 1994, of women at entry level positions. For those interested in the details of these reports visit CAUT's website at <http://www.caut.ca/uploads/EquityReview3-en.pdf> and <http://www.caut.ca/uploads/EquityReview3-en.pdf>. Please feel free to contact one of the women's caucus member with your questions or issues. We would love to hear your thoughts and responses.



THE STATUS OF COLLECTIVE BARGAINING

LARRY PATRIQUIN, CO-CHAIR
COLLECTIVE BARGAINING COMMITTEE
AND CHAIR, FASBU SUB-COMMITTEE

As most of you are no doubt aware, the collective agreement for NUFA's Full-time Academic Staff Bargaining Unit (FASBU) will expire on April 30, 2009. The Collective Bargaining Committee's (CBC) FASBU Sub-committee has been working diligently over the past eight months, researching and preparing proposals. We met on January 29 (for two hours), February 19 (four hours), March 19 (two hours), April 16 (four hours), September 4 (three hours) and

September 11 (three hours). We conducted a survey of FASBU Members in April, and we had a collective bargaining training session over two full days (May 5 and 6) with Peter Simpson from the Canadian Association of University Teachers (CAUT). The Executive was given an update on our activities on August 29.

We are planning to hold two meetings for NUFA Members on Thursday, September 25, at 2:30 p.m. in Room H104 and Friday, September 26, at 2:30 p.m. in Room A236. The same information will be given out each time, so you need attend on one day only. E-mail reminders will be sent out in advance of the meetings.

The purpose of the meetings will be to inform the membership of the main issues that have emerged in the course of our research and discussions. You will be given a handout that will list articles and proposals, organized thematically. There will be a bit of white space under each article/proposal, so you can take notes (all you need to bring is a pen).

Note: While these meetings most directly affect FASBU Members, those who are Members of the Contract Academic Staff Bargaining Unit (CASBU) are more than welcome to attend, especially those of you who are members of the CBC.

At the meetings, we will highlight proposals that we feel are particularly important and/or proposals that we want you to read closely. The language that we put into our proposals is critically important. As we have seen in the past, a simple phrase like ‘As of July 1, 2007 ...’ can be used to deny our Members benefits which we thought we had successfully negotiated. We need *all* faculty to spend a few hours reviewing our proposals (and if you think it takes too much time to read them, keep in mind how much time it took to research and write them!).

How will you do this? After the meeting on Friday, September 26 (or as soon as possible thereafter), NUFA will post the draft proposals on our Web site. If you can, please review the proposals on-line, in order to save paper. In each Article, ‘normal’ font is current language for which we are not proposing changes; ***bold/italic font is language we are proposing to add***; and ‘struck through’ language is language we are proposing to delete.

After the September meetings, and after you have had time to read through the major proposals, we will undertake detailed consultations with the membership. This will occur by academic unit between early October and early November. We will attempt to get on the agenda (right after approval of the previous minutes!) for a regular meeting of your academic unit. The following is a schedule of academic units and members of the FASBU Sub-committee who will attend meetings (pending their availability).

Education

Primary/Junior	Jennifer Barnett
Junior/Intermediate	Blaine Hatt
Intermediate/Senior	Todd Horton
Graduate Studies	Todd Horton
Physical & Health Education	Jim McAuliffe

Arts and Science

Biology & Chemistry	Bill Dew
Computer Science & Mathematics	Larry Patriquin
English Studies	Rob Breton
Fine & Performing Arts	Jim McAuliffe
Gender Equality & Social Justice	Hilary Earl
Geography & Geology	Dean Bavington
History	Hilary Earl
(including CLAS and POLI)	
Psychology	Roman Brozowski
Religions & Cultures	Rob Breton
(including PHIL and NATI)	
Sociology	Larry Patriquin

Applied and Professional Studies

Business & Economics	Larry Patriquin
CHFS, CRJS, NURS, and SWLF	Larry Patriquin

Based on faculty input, the FASBU Sub-committee will revise the proposals. We expect that the bargaining mandate will be approved by the CBC in late November, by the Executive in mid-December, and by the members of FASBU in early January. We will take that bargaining mandate into our negotiations with the Administration, which will begin around February 1 and will likely continue for five or six months.

I want to close by emphasizing two points. First, it is very important that, unless you are teaching on both September 25 and 26, you attend one of the two meetings. We need to see more than the 'usual suspects' at these meetings. Members have an obligation to become fully informed on negotiations, including how the process of negotiations is likely to unfold and what proposals will be put on the table. The FASBU Sub-committee and the Negotiating Team will draw their energy from the membership. If it is clear that Members are not interested in the process or its outcomes, then

The second point is one I mentioned at our Annual General Meeting in April and again at the NUFA New Faculty Orientation (NFO) in August. At NFO, the host of the event Jack Jones said: 'Larry Patriquin is the most organized person on the planet.' Jack was right. I *am* the most organized person on the planet. But being organized will get us next to nothing. The only way we will end up with a very good collective agreement, one that finally addresses a number of lingering problems at Nipissing, is for us to be strong. If we are not prepared to exert our strength, then we will be without options when the Administration pleads poverty and says 'no' to our proposals. If we choose not to stand firm, then

Okay, that's enough ellipses for one newsletter. If you have any questions, please do not hesitate to contact us.

AN INTERVIEW WITH DEAN BAVINGTON, NU'S CANADA RESEARCH CHAIR

Tell us something about your background.

I grew up in a small town of five thousand called St. Anthony on the northern tip of the Great Northern Peninsula on the island of Newfoundland. Before my 20th birthday the cod fishery collapsed. Everyone who grew up in Newfoundland during this time couldn't help but be affected by the collapse and subsequent crisis. Initially, I went to university to learn what happened to the cod fishery and what could be done to fix it from a natural science perspective and completed a B.Sc. in biology at Acadia University. After my undergraduate degree I decided that I wanted to learn more about the social sciences and humanities. From 1995-97 I was a masters student at York University's Faculty of Environmental Studies. After working and traveling for two years in Pakistan, the UK and the US I decided to return to Canada to complete a PhD in Geography & Environmental Studies at Wilfrid Laurier University. It was during this time that I became interested in the environmental humanities, specifically environmental history, geography and philosophy.

Tell us something about your area of study.

I am interested in studying the history of ideas. Specifically, I am interested in the history of the idea of "management" as it relates to Nature. I study how, when and why particular categories of people and other forms of life become constructed as manageable objects. I tell stories about the changes that are induced when people and other forms of life become managed. And I look at the uneven consequences when management efforts fail. The collapse of the Newfoundland and Labrador cod fisheries has been the focus of my work to date.

How do you combine teaching and research?

I am extremely lucky to have the freedom with the Canada Research Chair to combine teaching and research in interesting ways. I teach a third year special topics seminar in History in the fall semester and a graduate History seminar in the winter. These classes will develop and change from year to year but always maintain a focus on environmental history. This fall my third year seminar explores the history of management, as it has been applied to people (human resources) and nature (natural resources). In the winter my graduate seminar will examine several Canadian environmental histories. We are going to read and discuss Canadian histories of wildlife, fisheries and forest management. The contested development of hydro-electrical projects, water resources and the Alberta oil industry will complete the graduate seminar topics this year.

As my local research gets up and going I plan to integrate local environmental histories into my teaching and involve interested undergraduate and graduate students as research collaborators and assistants. I always cherished the research and teaching assistantships I had as an undergraduate at Acadia university in Nova Scotia. I would like to involve undergraduate students as much as possible in my research at Nipissing. The size of this university helps to create opportunities for students to become part of research activities before they reach graduate school.

I am particularly interested in the environmental history of Lake Nipissing fisheries. Over the last decade the Nipissing First Nation has reclaimed governance of the walleye fishery and now takes the lead

on scientific fisheries management for its commercial fishery. I would like to work with Nipissing university, North Bay high school, Dokis and Nipissing First Nation students to collect and preserve oral histories from fishermen and women in the communities around lake Nipissing.

Overall my goal is to work together with faculty and students from different university departments and community organizations to develop critical studies of natural resource and environmental management.

So you think Nipissing will prove to be a good place for you to pursue your research interests?

I believe it will be a great place to pursue my research interests. First and foremost the connection to Nipissing First Nation (in both the name and land which the university presently occupies) provides unprecedented opportunities to compare and contrast settler and first people's environmental histories.

What other advantages might it have, and what drawbacks?

Many of the advantages that I associate with Nipissing have to do with its size. I have always been interested in talking to people from diverse disciplines and browsing journals and books from areas outside my specialization. The size of Nipissing makes this easy and offers the potential for exciting and unexpected collaborations.

The drawbacks as I see them now involve the turn over rate of faculty. If faculty and colleagues do not have security in their jobs they cannot reach out across the disciplinary divide as easily, since they must be anticipating where their next job will be and what the position will require them to do.

And North Bay?

North Bay is a very interesting place historically and environmentally. Given that the city spans two watersheds, houses a NORAD military installation, was on several historic canoe trade routes, and historic, commercial, recreational and subsistence fisheries on Lake Nipissing, I couldn't ask for a more fitting and exciting place to conduct my research.

Can you tell us something about the Canada Research Chair position from your perspective? How did the process work for you?

The Canada Research Process worked out in the end but was a very long process that involved a lot of work on my part as well as on the part of several people at the university in the administration and in a number of departments over several years. The program is intended to recruit and maintain Canadian academics who may have been tempted to leave the country or are already outside. It is also intended to promote research activities at Canadian universities.

One of the main parts of the process that surprised me was the many levels of assessment you go through and how long the candidate and the university have to wait before the Chair is announced for a five year term. After my visit to the campus for my interview I knew I really wanted the position and to work at Nipissing. The hardest part after putting together the nomination was waiting to hear from the Canada Research Chair Program.

You have been here for only a short time and yet already you are active in NUFA, a member of the CBC. What made you get involved?

I am very happy to be given the opportunity to become an active member of NUFA. When I learned from a member that there

were opportunities to get involved with the union I jumped at the chance out of a sense of obligation and solidarity. I know from other friends and colleagues working on university campuses around the country that our starting salaries at Nipissing are on the high range of the scale. I know that this makes a large difference in quality of life and that salary and benefits only come through struggle and collective organization.

Coming from the United States, I know that that without unions academic life for students and faculty becomes extremely difficult and degraded. I supported a graduate student union strike this year at the University of Michigan. It only lasted one day but resulted in huge gains for the students. I have always supported academic unions and have benefited from them as a student and sessional lecturer. I had the pleasure of supporting a long faculty strike at York University when I was a graduate student and saw the benefits in the form of tuition rebates and health benefits when I

was a member of the teaching assistants union at York.

From your perspective, what are the kinds of things that NUFA should work for? (Generally speaking -- I'm not sure if you've been in the H140 photocopy room...)

Generally speaking I think NUFA needs to work for better health benefits for members and to ensure that tenure track full time positions get emphasized over limited term contract positions. Perhaps even beyond any particular issue, I think it is important for those of us who are members of the union to explain to our friends, students, colleagues and ourselves the importance of organization and collective action. We, and I most definitely include myself in this category, need to recover and remember the history of workers movements worldwide up to the present. I think taking the opportunity to re-inject the political into our lives, wherever possible is always positive. I see NUFA as one way for me to do just that.



DOES THAT COME WITH FRIES?: THE PROFESSIONAL EXPENSES REIMBURSEMENT ARTICLE (SORT OF, KIND OF) EXPLAINED

Recently I got together with Larry Patriquin and Todd Horton to discuss the PER, mostly because I never know what form to fill out when I want to claim an expense, or for that matter, when to fill it out, who to give it to, and what I'm expected to put on it

Rob: The collective agreement states that, "Professional expenses must be incurred for the purposes of University business and must be customary and reasonable under the circumstances." But what does this include and what does it not include? I can understand that if I were to hire a babysitter for when I teach, the administration would say that this is not customary. But how does one determine the customary and reasonable?

Todd: Well, the first thing to do is look at the article [29.5] which gives you the parameters of what is customary and reasonable. You want to make sure that you are using the item for work, and that should give you a good starting point.

Larry: The questions you have to ask yourself is “does this contribute to my professional development?” “Does this directly help me do my job?” “Does it help me with a research project or does it help me teach in the class.” Getting a gown for convocation or buying a fridge for your office does not contribute to your professional development; books, however, do. The important word here is “directly”: the childcare expense indirectly helps you, but I don’t think it directly helps you and your professional development.

Todd: The other thing to consider is that when you start to stretch an understanding of *reasonable* to the point where even among ourselves we say “this is pushing it,” it’s a real signal for the administration to tighten up. And they would probably overshoot it, attack it, and attack it hard.

Rob: The Agreement also states, “It is the individual Member’s responsibility to ensure that the expenses charged against his/her professional development account are legitimate costs incurred for his/her professional development.” But how does a member go about ensuring his or her expenses are legitimate, since there is interpretive work involved? Is there someone who we can ask *before* making the expenditure?

Todd and Larry: The Dean, your Dean. They have to sign off on all of these things.

Rob: OK, but this raises another question. The form one fills out to claim a PER expense reads, “All Research related expense claims are to be authorized by Research Services *before* they are submitted to the Finance Office for payment.” I have never understood this, as teaching expenses are obviously teaching expenses and not research expenses. And there’s nothing about this in the collective agreement.

Larry: That’s not for a PER. I’m not entirely sure, but I think it is for an Internal Research Grant.

Rob: But this is the form [“Statement of Expenses Form”] you fill out if you have a PER research expense to claim, yes?

Todd: The form at that point does not refer to the PER, it refers to Internal Research Grants, Start-up grants, and so forth. If you have questions about your PER claim, go to your Dean. If you have a problem with the Dean’s response, you come to us. Research grant related expenses are processed out of the Research Services Offices. Expenses for professional development are taken from a separate account and are routed through the Deans’ Offices

Rob: So there’s a problem with the form, no? It drives me crazy that the form we are to fill out when making a claim has lots of room and many rules for travel expenses and only a tiny, it’sy-bitsy space for “other” expenses, as if to say that “Travel” was the only truly legitimate expense. This does not reflect the content of the Collective Agreement, which admits all sorts of expenses.

Larry: They need to update their forms. Pay attention to the list in the Collective Agreement.

Todd: Also, the member has to be very aware about where to make the claim: is the money to come out of a PER account, an Internal Research account, a SSHRC, a department account, and so on.

Rob: Sure, tho' it would be helpful if the forms themselves had clear and accurate information explicitly indicating what they are to be used for. But let's move on. What should we *not* buy with our PER?

Larry: I want to have in the new Collective Agreement an article that states that the employee should not be required or expected to buy what the university should provide, and an example will be computers. We have to have a phrase in the CA that says the University will provide us with a private office, ergonomic furniture and other materials that are customarily provided by an employer at a Canadian University. I would say that the university should be buying us working computers, and that we should not have to use our PER money for a computer.

Todd: I agree. There's the real danger as things exist right now that the University will only provide the barest minimum and expect the member to use the PER to get something decent for themselves.

(Horror stories follow about the barest minimum, or less, that we and other faculty members have, including the new computers we received that were "new to you." Laughter. Curses. Tears.)

Rob: What changes do you want to make to the PER article during the next round of negotiations?

Larry: We want members to be able to carry forward their money for up to three years. This is quite common in other universities. The Canada Revenue Agency would limit it to three years, but it is clearly acceptable to them to carry it over for three years. So if someone needs to go to Australia, or something like that, it would then be possible. There would essentially be a cap: you could have up to three full years of PER in your account and any additional money added to the PER would be taken away, and we're going to propose that unspent money go into the NUFA Scholarship Fund. We also want to propose that members will not be responsible to purchase materials, such as computer equipment, that it is the responsibility of the university to provide. And finally, we want an annual update on what's in our accounts, on March 15, and a member would have until an expiry date of June 30 to spend the money (or have it carried over).

Rob: Right now we have until the end of April to spend the money, or it goes into ... I don't know.

Todd: And we are proposing June 30, for everything.



CASBU CORNER

JOE BOIVIN

In this inaugural edition of "CASBU Corner" it seems only appropriate to inform the Membership of the devoted individuals who represent the interests of CASBU Members on various committees. CASBU, which stands for the Contract Academic Staff Bargaining Unit, represents the interests of Part-Time, ABQ, CCE, Service-Course, Seminar, and Laboratory instructors. The following is simply intended to make those Members aware of the people that are 'in their corner'.

Two positions on NUFA's Executive are dedicated to dealing with CASBU issues: the CASBU Officer and the CASBU Member at Large. Currently, the CASBU Officer position is held by Bill Dew, a Laboratory and Part-Time instructor in the Department of Biology. Any questions or concerns that CASBU Members may have about conditions of employment can be directed towards Bill. He can be reached at extension 4148 or by e-mail at billd@nipissingu.ca. Catherine Murton-Stoehr is the other voice of CASBU on the NUFA Executive. Catherine is a seminar instructor in the Department of History.

All of NUFA's committees have at least one CASBU Member to ensure representation of all Members. These committees include:

Collective Bargaining
Constitution
Communication
Grievance
Scholarship
Social
Women's Caucus

Several individuals dedicate their time and effort to serve on these committees and represent the interests of CASBU Members. Learn who is in fact - in your corner - by visiting NUFA's website at www.nipissingu.ca/NUFA/



NUFA NOTES

TODD HORTON

Monday, August 11, 2008

NUFA finalized discussions with the University Administration regarding an LOU to institute a competitive scholarship plan for the children and spouses of Nipissing University faculty. The tax benefits for our members make this an attractive alternative to the Tax Exemption Benefit Plan (which continues as outlined in the Collective Agreement). The plan is administered by the university (with the participation of NUFA) and is not part of the Collective Agreement. It will require application by August 1st starting next year but the deadline for 2008 applications is September 1st. The plan has an 80% average threshold during their previous year's courses among other criteria. We hope that members and their families can take advantage of this new opportunity.

Thursday, August 21, 2008

NUFA held a 2.5 hour information session during New Faculty Orientation. Over 30 FASBU and CASBU members were in attendance and demonstrated their interest with many questions for presenters Todd Horton, Larry Patriquin, and Bill Dew. NUFA looks forward to assisting all new faculty as they settle into their jobs at Nipissing University. A new and improved session will be ready for the 2009!

Thursday, August 21, 2008

NUFA held a social gathering at the Bull & Quench following the second New Faculty Orientation day. Over 45 people attended with many senior faculty on hand to greet and mix with their new colleagues. The food was a big hit. Thanks to the staff at the Bull & Quench for making us feel welcome. NUFA will be holding its next social gathering following its fall general meeting in October.

Tuesday, August 26, 2008

The NUFA Executive voted to support the strike action taken by members of the Laurentian University Faculty Association at the Universite de Sudbury. We demonstrated our support through the CAUT Defense Fund and a donation of \$1,000 to help defray expenses. The strike was short-lived as the faculty association and the university administration reached a tentative agreement later in the week.

