



University of Victoria Faculty Association

THE

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*The Poet's Dream,
Work by Conrad Alexandrowicz*

COVER PHOTO: CUFA BC Executive Director, Michael Conlon & CAUT Educator, Jacquelline Holler at the February 2016 Departmental Liaison Orientation and Workshop

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MESSAGE FROM THE PRESIDENT

2015 - 2016 has been an extremely busy period for the Association, with activities focused mainly around several broad strategic goals, including:

- Implementing our first Collective Agreement
- Enhancing the Association's capacity to serve Members (to bring it up to the required standards of a certified organization representing close to 850 faculty and librarian members) by:
 - Creating and supporting member engagement.
 - Improving our communication infrastructure and outreach to Members.
 - Developing more membership services and support for Members to assist in the range of issues that pertain to academic working-life.

Enhancing Association Capacity

One of the significant changes the Association made after certification was to move towards a professional model of service delivery. We created a Human Resources Plan and hired professional staff to run the office and provide membership services. Our Human Resources Plan identifies we are still understaffed in the areas of member advocacy and membership services, however, and recommends we work towards further enhancing our membership services team and building our financial capacity to hire an Executive Director in the coming years.

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Conrad Alexandrowicz

RESEARCH & SCHOLARSHIP PROFILE

support and comment, inserted intermittently into the play of movement, gesture and speech. At times it functioned as a kind of additional character, equivalent to a chorus figure, responding to the meanings generated by the *mise en scène*.

The first drafts of both these works were created in the spring and summer of 2013. *The Poet's Dream*, based on Crozier's work, and scored for six actors, two dancers, and two musicians, was conceived as a dream—or nightmare—about a reading during which the poet disappears into the psychic terrain from which her poems arise, and becomes equivalent to the beings of her imagination.

Some months before going to work in the studio, Crozier sent me poems from her various collections on a set of related themes we had identified: the act of writing as analogous to the beginnings recounted in the Christian creation myth; family and genealogy; the death of parents and their resurrection in the act of remembering; and angels and other metaphysical presences. I winnowed this down to those poems I felt adhered most closely to these themes, and that seemed most susceptible to staging.

The adaptive process - at times painless and straightforward, at others arduous and dispiriting - entailed the selection, manipulation, embodiment and staging of textual extracts for an ensemble of movers/speakers, defined as both 'actors' and 'dancers,' and sometimes accompanied by musicians. As with developing new plays, one realizes that a little written text goes a long way in the mouths of actors; indeed, the most consistent act of textual intervention in this project was that of deletion. There is a point at which the meaning of the text is lost when it is too fully imbricated with movement. And further, purely in practical terms, there is only so much that a speaking and moving performer can be expected to deliver with clarity. The easiest and most obvious choice is to set movement behind, around or in front of a stationary speaker; sometimes, depending on the features of the passage of text in question, this is the only choice to be made. The more difficult - and often more rewarding - option is to animate the text fully in moving bodies, even at the expense of comprehensibility.

As for music, the third partner in this construct: at the most basic level it often simply interferes with the audibility of

CONRAD ALEXANDROWICZ

In March 2011, I was awarded a three-year grant from the Social Sciences and Humanities Research Council to explore the staging of poetry with actors, dancers and musicians. The project proceeded on the basis of the proposition that some poetry—perhaps all of it—seeks to retrace the path it has taken from its pre-literate past, when it was sung and spoken; that it is in some essential way incomplete unless embodied by speaking performers; that its meanings may be experienced with more vividness, immediacy and weight by a spectator rather than a reader. This set of claims, arising perhaps from my bias as a theatre-maker, is impossible to prove; and although I worried that they might seem offensive to many poets whose work I wanted to explore, and who as writers, perhaps believe that their texts are sufficient unto themselves, meant to effervesce in the imaginations of their readers, I became attached to them. Happily, the two poets whose work I appropriated for the project were enthusiastic collaborators. Lorna Crozier and Erin Moure, two of Canada's most eminent and decorated poets, are avid and skilled readers/performers of their work.

My primary musical collaborator was Professor Alexandra Pohran Dawkins, head of woodwinds in the School of Music. An oboist and English horn player, Dawkins is an accomplished recitalist, but also specializes in developing scores from improvisation. Original music, loosely scored on the basis of improvisations, provided accompaniment,

the text; it must be developed carefully in partnership with speech, movement and gesture. However, it also performs the very welcome function of breaking up the irritating tick-tock rhythm that accumulates when using one short passage of text after another: the ear craves a respite from the constant jangle of words in the air, and the eye thirsts for movement, at once simple and mysterious, whereby the spectator may enter into a kinesthetic experience free of aural signs.

In June of 2013 I turned my attention to Moure's problematically entitled *The Unmemntioable*, a work that deals in large part with her trip to the Western Ukraine to bury some of her mother's ashes in the soil of what was the

Both drafts were shown to specific audiences: *The Poet's Dream* was presented at the 2013 conference of the Canadian Association for Theatre Research, while *our verges <borders>* was shown to a small invited audience in Vancouver on June 29, 2013.

In April and May 2014, also in Vancouver, I collaborated with a cast of eight performers—six actors of varying ages, three women and three men, together with two female dancers—on the creation of both 'finished' works. This meant that *The Poet's Dream* was in large part simply taught to a cast of the same size and ratio of actors to dancers as that of the draft version. However, *our verges <borders>* was very much a new work, transposed to a larger



The Poet's Dream, Work by Conrad Alexandrowicz

latter's homeland, an area that saw strife, ethnic cleansing and massacre between Poles and Ukrainians with competing claims to the land, in addition to the horrors of the Nazi occupation and its destruction of Ukraine's Jews. I selected texts that formed the spine of the work: the genealogy of the poet's maternal family, of mixed Polish and Ukrainian extraction, and the weaving of this family history with that of the land itself. I created a work for six performers, five actors and one dancer, including professionals and recent graduates from the Department of Theatre at the University of Victoria. This work came to be called *our verges <borders>*, a phrase that forms a leitmotif in one of the chapters of *The Unmemntioable*.

cast, and using many more excerpts from *The Unmemntioable*, as well as extracts from *Tuteshni*, a prose reflection by Moure about her trips to Ukraine, her mother's family ancestry, and the historical context of her explorations there.

Wild Excursions Performance, the theatre company I founded in 1995, presented the stage production, entitled *Mother Tongue*, at the Scotiabank Dance Centre in Vancouver, BC, between May 14 and 18, 2014. *The Poet's Dream* formed the first half, followed by *our verges <borders>*. The former included live music, while the latter was set to a recorded sound design. The production received very positive reviews. ■

Advocate Goals
Internal Governance

Member Bylaws
Member Engagement
Report
Financial Stewardship

Advocacy Agenda

Research

1. *To raise faculty and librarian concerns in regards to research services and support (research accounting, grants facilitation support, and grants implementation) with the Administration.*

This involves:

- Continuing consultation under Article 14 to advocate for a better and more transparent policy with regards to overspent funds.
- Consultations with faculty over the spring and summer of 2016 over more general issues with regards to research services and support.
- Reporting on consultations at Fall OGM; sharing reports with the Administration at Executive-to-Executive meetings.
- Developing a policy priority report (between the Fall OGM and the Spring AGM) outlining the key areas in research services and support where members would like to see improvement.

2. *To create a peer and mentorship support network for early-in-career scholars.*

This involves:

- Reaching out to new members in September 2016 and January 2017 to inform them about the Association's role in supporting the workplace.
- Hosting targeted training and mentoring events on performance reviews, re-appointment and tenure, etc., for early-in-career faculty and librarians.
- Advocating for the particular needs and interests of early-in-career scholars, when relevant, in all policy consultations with the University.

- Creating a portfolio within the Executive Committee for an elected Member to be in charge of advocacy, engagement, and education for early-in-career scholars.

3. *To enhance Association support for Chairs and Directors.*

This involves:

- Creating avenues for Chairs and Directors to: communicate more easily with one another; provide mentorship and support for new Chairs; and, share problem solving techniques for issues that are common to their role.
- Providing targeted training and education events for Chairs and Directors around performance reviews.
- Reaching out to Chairs and Directors annually to inform them of the Association's role and their right as members to representation and assistance.

4. *To advocate that the University focus its spending priorities on activities related to the core mission of the University: research, teaching and scholarship.*

This involves:

- Dedicating research resources to examine the University's budgeting process and priorities.
- Communicating with members regarding the results of such research.
- Advocating on behalf of members to ensure spending priorities support the core mission.

We have also been working on enhancing and expanding the capacity of the Association by turning our attention to how the Executive Committee can work more effectively on behalf of the membership. One positive change for the 2016 - 2017 academic year is the implementation of clarified Terms of Reference for the elected Officers, and working portfolios for the elected Members-at-Large (e.g. Early-in-Career Scholars; Research and Research Support; Equity and Disability).

Financial Stewardship

As reported at the 2015 AGM, a significant portion of our bargaining and mediation costs were reflected in the 2015-16 Fiscal Year (FY). As a result, we posted a surplus at the end of the 2014-15 FYE and a small deficit this year.

Moving forward, we continue to budget conservatively. We are reducing the role of consultants; relying more on the volunteer power of the Executive and other committee members; working towards reaching our ideal staffing levels; and, building our legal reserve funds in time for the next round of bargaining (which will open in the fall of 2018 with bargaining set to begin in March/April 2019).

Engagement & Communication

This year we held a series of educational and social events for Members, including our annual Promotion and Tenure celebration at Swan's Hotel and Pub. As with last year, this event was a great success. Guests included President Jamie Cassels, Vice-President and Provost Valerie Kuehne, and AVP Academic Relations Mary Anne Waldron. Other targeted social and educational events for our librarian and teaching stream members were held, along with our first panel on Academic Freedom - at which Jennifer Berdahl from UBC spoke about her recent experiences.

We also rolled out some new communication and engagement strategies. These include regular updates from the Association office, a re-launch of the Association's newsletter - the FA Relay, and drop-in Faculty Feedback Cafés, where Members can raise their concerns around selected issues directly with the Association Executive. We have also developed the new volunteer role of Departmental Liaison. Our hope is that Departmental Liaisons will perform a critical role in the Association by facilitating interaction between departmental colleagues and the Association, and by assisting in furthering the goal of a strong, engaged workplace.

Member Engagement continues to be an important area of investment for the Association, especially between bar-

gaining rounds as it is through a strong and united Association that we are most effectively able to bargain.

Internal Governance

Another key area of focus during my term as President has been to examine how we can improve the internal governance of the Association in ways that will enhance our capabilities, while building strong relationships between the Association, our Members, and the University Administration. To this end, the Executive Committee tasked the Constitution and Bylaws Committee to examine our bylaws and to propose revisions where needed.

The Committee identified several areas where the Association's bylaws need updating, and has already presented a draft revised Constitution and Bylaws to the Executive Committee. These revisions will not only bring the Association in line with Labour Code requirements, but are also intended to further strengthen the Association's governance structure and democratic infrastructure.

With the support of the Association office, the C&B Committee will engage Members in education and outreach efforts throughout the Summer and Fall Terms. It is my hope that the EC will be able to call for a ratification vote on the proposed changes as early as the November 2016 OGM.

Goals for the 2016-2017 Academic Year

At the OGM last Fall I raised the idea that the Association should develop annual Advocacy Goals for each academic year as a way of focusing our attention on issues relevant to our Members and to help further the collective goals and interests in-between collective bargaining rounds. It is important to note that these goals are in addition to the normal work of the Association in terms of member advocacy, support, and enforcing the Collective Agreement.

Our Advocacy Goals were ratified at the Spring 2016 AGM and the Executive is now tasked with moving the issues forward and providing progress updates to Members at the November 2016 OGM.

Thank you,



Helga Kristín Hallgrímsdóttir





CLOCKWISE FROM TOP LEFT: PARTICIPANTS AT THE DEPARTMENTAL LIAISONS ORIENTATION WORKSHOP (1 - 3); MICHAEL CONLON, CUFA BC (DEPARTMENTAL LIAISON'S ORIENTATION WORKSHOP); AGM 2016; MARK MACLEAN, UBCFA (PANEL ON ACADEMIC FREEDOM); PARTICIPANTS AT AGM; JENNIFER BERDAHL (PANEL ON ACADEMIC FREEDOM)

UPCOMING - FALL 2016

SEPTEMBER

- ATP Study Leave Mentoring Event - *September 6*
- New Member's Social - *September 15*
- Faculty Feedback Cafe - *September 28*
- Promotion & Tenure Celebration - *September 30*

OCTOBER

- FA-LC Workshop - *October 6*
- Departmental Liaison Workshop - *October 20*
- Faculty Feedback Cafe - *October 26*

NOVEMBER

- Ordinary General Meeting - *November 23*
- Seasonal Open House - *November 25*
- Faculty Feedback Cafe - *November 30*

Contact Maria Furtado at adminfa@uvic.ca for more event info.





COMMITTEE REPORTS

TEACHING STREAM (ATP) COMMITTEE

By Heidi Tiedemann Darroch & Richard Pickard

CURRENT ACTIVITIES

The ATP Committee, which represents the concerns of the University of Victoria's (UVic) teaching-stream faculty, hosted a spring discussion of promotion policies.

Association President Helga Hallgrimsdottir welcomed members and noted the FA's commitment to addressing the concerns of the teaching-stream faculty. The last Collective Agreement, as Chief Negotiator Richard Pickard and Member Services Office Reuben Kellen described, introduced a new Associate Teaching Professor rank, which is without tenure. Like Assistant Teaching Professors, Associate Teaching Professors are not evaluated on the basis of research, but they may be evaluated on contribution to teaching-related scholarship as part of their teaching performance. To be eligible for promotion to Teaching Professor, a tenured position, nationally or internationally recognized scholarship related to teaching, or substantial leadership in teaching improvement within the member's Department or the university, is required.

Two of the university's Teaching Professors, Brent Mainprize and Jin-Sun Yoon, as well as Jane Gair (who became a Teaching Professor as of July 1st) described their career trajectories and the benefits of pursuing a teaching-intensive track.

Brent praised the versatility of his appointment status, which enables him to combine his passion for working in Indigenous communities on economic development with teaching at the Gustavson School of Business.

Jin-Sun, a recent 3M National Teaching Fellowship recipient who is in the Child and Youth Care Program in the Faculty of Human and Social Development, advised her colleagues to consider pursuing promotion to Teaching Professor. UVic still has relatively few Teaching Professors, and an increase will help enhance the profile and status of teaching.

Jane, from the Island Medical Health Program, has developed innovative problem-based learning for medical students; she looks forward to using her position as a Teaching Professor to help promote excellent teaching at UVic.

The ATP Committee would like to thank Association staff Esme Friesen, Maria Furtado, and co-op student Jordan Crocker for their assistance in organizing this event. In September we will be presenting a session on study leave provisions and applications. Next year we will also be seeking an official committee name change to better reflect our representation of Assistant, Associate, and Teaching Professors.

COMMITTEE MEMBERS

The members of the ATP Committee are Tony Vickery (Chair), Heidi Tiedemann Darroch, Erin McGuire, Bruce Ravelli, and Julia Rohtchina. Please contact the ATP Chair at avickery@uvic.ca with any questions.

“The question of the sessional calendar and the exam schedule is particularly important to teaching stream faculty.”

MESSAGE FROM THE ATP CHAIR

Imagine submitting your course grades on Christmas Day and then meeting over New Year's about low scoring exams. This is the current reality for many teaching stream faculty here at the University of Victoria. The extended exam period in December in combination with early start dates in January often leads to this onerous situation. This lack of a break and time to prepare for the Spring Term is a key contributor to teaching stream faculty burn-out with members either departing the institution or going on long-term disability.

The question of the sessional calendar and the exam schedule is particularly important to teaching stream faculty.

The Chairs and Director of the Faculty of Social Sciences have recently flagged this issue in a memo to the University on March 2016, which proposes shorter exam periods for fall and spring, and delaying the beginning of the Spring Term. In it they express concern for the "well-being of Assistant and Associate Teaching Professors who are faced with heavier teaching loads and have little down-time between terms to recharge". However, since teaching stream faculty also teach during the Summer Term, this requested change may only shift the problem from one part of the year to another.

A somewhat related matter for some teaching stream faculty (who teach year round) is that they are not getting any other real time off at any other time during the year because of their twelve-month teaching commitments. While the Collective Agreement mandates a four-month research term for tenured and tenure track faculty in which to undertake research and an annual vacation, no such provision is explicitly made for Assistant and Associate Teaching Professors. Instead, it is left up to individual Faculty standards, which don't have to make the provision at all. In Fine Arts, for example, the Faculty standards state a "Teaching Professor is not entitled to a term without teaching".

The Faculty Association has flagged the lack of continuous vacation weeks as an issue and has raised it with administration via the Joint Committee on the Administration of the Agreement. Both sides agree that teaching stream faculty should have four continuous weeks, but at this point, only an advisory to faculties to try to facilitate a vacation period has been issued.

The recommendations of the Faculty of Social Sciences are a good first step to addressing these issues. Sessional calendars and exam scheduling, as well as the issue of Study Leave for teaching stream faculty is at the top of the ATP Committee's agenda this year.

- Tony Vickery, ATP Committee Chair
avickery@uvic.ca

ATP PROMOTION: KEY PROVISIONS IN THE CA

s.19.6: Teaching-intensive faculty don't face a publishing obligation like research intensive faculty do, but this means it can be difficult to obtain credit for research that you do. Under s.19.6, you should be able to include as "teaching performance" any research you undertake, including publications, that are related to one or more of your courses.

s.19.27: The 80/20 rule which means teaching-intensive faculty are reviewed 80% for teaching, and 20% for "other contributions," has no necessary connection to how you allocate your time. This ratio "is for the purposes of salary evaluation only, and has no relation to workload distribution." In other words, the CA doesn't require you to take on a service workload equivalent to two additional courses per year.

s.20.14: Many teaching-intensive faculty members have reported they don't have a clear sense of what they're expected to do at work. This section of the CA places the obligation on your Chair to give you a "written statement of current performance expectations for reappointment," with a copy to your Dean. Under s.22.7 and s.22.14, a faculty member seeking reappointment needs to demonstrate that these expectations are being met. If you don't have something in writing about what you're supposed to be doing, please contact Reuben Kellen at msofa@uvic.ca.

CUFA BC

PRESIDENT'S REPORT



What CUFA BC Does

The Confederation of University Faculty Associations of British Columbia is the provincial organization for research university faculty associations, which are UBC, SFU, the University of Northern British Columbia, Royal Roads and UVic. The corresponding employer association, the Research Universities' Council of BC, includes these five universities, plus Thompson Rivers University.

CUFA BC provides forums for its member associations to communicate with each other through conference calls and in-person meetings, provides bargaining and other support for member associations, acts as a channel of communication with other provincial associations, engages in political lobbying and media outreach to support the objectives of its constituent associations and, within a very limited budget, conducts research on matters related to post-secondary education, sponsors occasional conferences (a conference on University Governance is scheduled in March 2017), and sponsors three province-wide academic awards for distinguished faculty (along with an annual awards dinner).

In BC, community colleges, the former university colleges (teaching intensive universities) and other post-secondary institutions are represented by the Federation of Post-Secondary Educators (FPSE); in most other provinces where provincial organizations exist, there are also separate college and university organizations. CUFA BC attends FPSE council meetings and FPSE attends CUFA BC council meetings.

CUFA BC operates out of a small office in downtown Vancouver, with a full-time Executive Director and a part-time Resource Coordinator. The President typically works out of the CUFA BC office a few times a month, depending on geographic distance. He or she also attends meetings of other provincial organizations and of CAUT.

Other provincial organizations in Canada vary in size and scope, from OCUFA (Ontario), which has a staff of over a dozen people (including five dedicated research staff), to Manitoba, which as of yet does not have a formal office.

The President

CUFA BC's presidency is rotated among the member faculty associations. My two-year term of office ended on July 1, 2016. UBC's Jim Johnston has now taken on the role for the next two years and Jacqueline Holler from UNBC is Vice President. Holler will then in turn become President in 2018.

The BC Budget

Since the last provincial election in 2013, the Ministry of Advanced Education was the only ministry to have suffered actual dollar cuts to its budget (although many other ministries' budgets have not kept up with the rate of inflation and hence have also suffered real dollar reductions).

Every fall, the BC Select Standing Committee on Finance and Government Services holds public consultations. Those organizations lucky enough to get themselves on the agenda (spaces are allocated in the same way that radio game shows give away prizes - the phone lines open at 9:00 am on a particular day and the first one or two dozen callers get a space while others do not). For a number of years, CUFA BC has managed to get itself on the list and make a presentation. Last year, CUFA BC presented data regarding the advantages of post-secondary education to BC residents (even in younger cohorts, university-educated BC residents make more money, contribute more to the tax base and consume less in the way of government transfers) and advocated for:

- bringing provincial PSE operating grants back to 2012/13 levels, adjusting for inflation;
- annually increasing provincial operating grants to offset price increases;
- funding a competitive, merit-based BC Graduate Scholarship program (such programs currently exist in Ontario and Alberta); and,
- providing greater institutional autonomy to universities given that the provincial grant now covers less than 50% of revenue universities receive. For years, the Select Standing Committee (with a majority of Liberal members) recommended the establishment of the

sort of Graduate Scholarship program that CUFA BC has been advocating for (although this idea was not taken up by the BC cabinet).

CUFA BC also attempts to take part in the BC government “budget lockup” - this year, I attended. In the spring 2016 budget announcement, the BC government made a brazen announcement that universities were investing \$2 billion in new capital projects. This was wonderful news! But, as they say, sometimes a truth hides a bigger lie: it appears as if there was a small amount (probably around \$120-150 million) of new provincial money for new building (mostly in the college system), but almost all of the \$2 billion came from the universities themselves; universities had carefully squirrelled away operating funds, declaring “surpluses” at the end of each year over decades and then suddenly magically having money for various capital projects, some of which were important while others might be seen as vanity projects (for example, the new recreation centre at UVic). Some of the \$2 billion actually originated outside government (e.g., endowment monies, donations, special student levies and fees, etc.).

Meetings with Politicians

CUFA BC has met with the opposition critic for Advanced Education twice and will have met with the Liberal deputy speaker by the time this article is published. The consultation schedule will be ramped up in the coming year with the pending provincial election. CUFA BC expects to meet with the NDP critic with the labour portfolio, with the Green Party MLA and with others. One party it is not likely to meet with, however, is the Liberal’s Minister of Advanced Education.

We had originally been scheduled to meet with Andrew Wilkinson in the spring of 2015, but the meeting was abruptly cancelled on less than 2 hours’ notice on the grounds that the Minister was needed in the legislature. This is a legitimate excuse, although opposition party members have, in the past, managed to accommodate meetings in their legislative offices around their need to be in the House of Commons.

Repeated attempts by CUFA BC to meet with the minister since have all ended in failure. This is an exceptional rejection. While there is certainly no obligation on the part of a minister to accept arguments put forward by constituents and/or the groups representing them, given that the 5,500 university faculty members CUFA BC represents form an important component of the ministry he runs, the minister has what some might regard as a parliamentary “duty” to meet. The previous minister, Amrik Virk, even took part in at a CUFA BC Council meeting while he was in office. In the



Doug Baer

spring of this year, the Minister finally responded by referring us to his Deputy Minister. A meeting was scheduled, but on short notice the Deputy Minister then cancelled and scheduled us to meet with her her Assistant Deputy Minister instead.

“ Since the last provincial election in 2013, the Ministry of Advanced Education was the only ministry to have suffered actual dollar cuts to its budget ... ”

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MEMBERSHIP SERVICES

REUBEN KELLEN

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SALARY NOTICES

With the end of the 2015-2016 academic year approaching, it will soon be time for the University to distribute salary notices for the 2016-2017 academic year. When you receive your notice, you may be considering whether an appeal is in order. This article will provide you with basic information on appeal eligibility, the appeals process, and some of the features that separate successful and unsuccessful appeals.



Group A or B?

Although all members will receive an annual salary adjustment notice at the beginning of July, only members in Group B, as set out in section 19.32 of the Collective Agreement, will receive

adjustments based on the results of a 2016 evaluation. If you are in a Group B unit (Business, Education, Humanities, Law, Medical Science, or Science), then you were evaluated this year. If you are in a Group A unit (Engineering, Fine Arts, Human and Social Development, Libraries, Social Sciences, or Academic Administrators), then your salary adjustment this year is based on your evaluation from 2015. Anyone who receives a salary adjustment based on an evaluation conducted in 2016 is eligible to appeal their adjustment.

Time is of the Essence!

The official appeals period begins when you receive your salary notice and lasts for 30 calendar days. Although there are sometimes delays in distribution of salary notices, the University starts the clock as soon as the Provost distributes them. The University is not likely to grant exceptions unless there are very extenuating circumstances. If you are unable to retrieve your salary notice when it is issued, you should make arrangements to have access to a copy as soon as you are able.



Although this article emphasizes the challenges in mounting a successful merit appeal, the Association encourages any member taking exception to their merit award to do so.

To Appeal or Not to Appeal?



To appeal your merit award, you must write to the Provost, who is ultimately responsible for salary recommendations. Any eligible member may make a written request for reconsideration,

and must include the reasons for the request. The reason may relate to a substantive error in the recommendation, a procedural error, or both. Asserting that a score is simply too low in light of overall performance is a claim of a substantive error. Procedural errors include claims of a biased evaluation, adherence to unwritten departmental norms over the terms of the Collective Agreement and applicable policies, or failure to provide necessary documentation.

In order to succeed with a claim based on a substantive error alone, you must convince the Provost that the original award was completely unreasonable. This is a difficult standard to meet because the nature of the merit system leaves some people disappointed by forcing members to compete with colleagues over an arbitrarily fixed pool of points. There is not a standard that remains consistent over time, so even if your overall performance remains consistent over the years, the results can fluctuate significantly based on the performance of your colleagues. In essence, the character of substantive errors is that they may appear very common, but most differences will be attributed to a reasonable - sometimes contentious - exercise of discretion.

Demonstrable procedural flaws are very strong grounds for an appeal, and appeals on the basis of procedural errors have a good track record of success. However, meaningful procedural errors are comparatively rare. A case of procedural error must demonstrate something more than a clerical or record-keeping issue and draw a clear connection between the error and a problematic result.

The appeals process also allows the Association to file a grievance in the event the Provost does not adjust a merit award after reconsidering the applicant's file. In order to file a grievance, the Association must be able to articulate the issue as one which relates to the application or interpretation of the Collective Agreement. ■



MEMBER SOUND OFF

NOTES FROM THE SENATE FLOOR

One way to look at Senate is that it is the hub through which an awful lot of information is passed. Of course, there is deliberation on matters important and trivial, but by and large it is a clearing house for information. Since January, I can't tell you how many information reports I've read from Senate committees. The various reports are collated, assembled, then combined with the material relevant to the motions. The result is that each meeting features a giant docket that can, as it did last month, run to nearly 400 pages. With such rich pickings to hand, it's not surprising that we share the joy with some fellow senators, who get together before the monthly meeting. I have enjoyed these informal and humorous meetings almost more than Senate itself. These informal meetings had the virtue of getting us in the mood.

And what mood is that exactly? Tempered anticipation, of course. As everyone knows, Senate meetings can be out-of-body experiences. Time appears to bend, with whole stretches slowing to a glacial pace. These are occasionally interrupted with nearly random outbursts of discussion. It is fairly hard to predict the issue that sets the rollercoaster rolling. Just as suddenly things die down again; the dust motes settle peacefully on the iPhones and laptops and once again time slows to a near standstill. So it pays to prepare for Senate, because you never quite know when lift-off is going to happen.

Highlights of Senate since January – The University finally got its act together and developed a Sexual Harassment Policy. Some new graduate programs were announced, of which the most historically notable were those that completed the offerings of the newly minted Department of Civil Engineering. A chair in transgender studies was created adding to our efforts in community building. We were put on notice that the university would be doing everything possible to take advantage of the Canada First Research Excellence Fund, a program hatched by the federal

government to improve university infrastructure. To UVic's credit, shovel-ready or other similarly prioritized projects were readied for timely submission. These are all examples of nimble, sound management.

Nadir – You might think that the low point would be the spirited discussion about policy concerning student wash-room etiquette during exams, but no. The hands-down winner, in my opinion, was the thank you delivered by a senior administrator for our participation in the Enhanced Planning Tools exercise. EPT was glowingly described as the Second Coming of Enlightened Management. However, all was not bliss at Senate. Complaints were made about the ridiculousness of the one-size-fits-all-units formula, and the unbelievable amount of time this actually took. We're all busy workaholics who needed EPT like a hole in the head. However for every complainer there was a rapturous endorsement of EPT. Senate debates tend to be like this – substantive criticism is met with Operation Good Job responses.

Some joys of Senate do not involve the senators: there is always a gallery of attendants who are separated from the senators by a divider. In this article, I'd like to point out Lori Nolt, who regularly attends in case there are questions concerning bursaries and scholarships. We served together on a committee 15 years ago, and since that time the pile of monies has increased from around half-a-million per year to more than 30 times that amount. So that's good, too.

Some of the more depressing aspects of Senate occur off stage. There has been a somewhat lazy invocation of in camera sessions on matters that don't warrant secret discussion. A certain committee that must remain nameless does everything in camera, when, in the past, its use of in camera was both more appropriate and more judicious. In addition, some matters that have come before in camera Senate meetings are hardly the sort of thing that we ought to hide from public scrutiny. I mention this only because the rot sets in quickly once secretive practices begin to gain traction.

- Patrick von Aderkas, Member for Faculty of Science;
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CUFA-BC CONT. FROM PAGE 13

CUFA BC's position on provincial matters will be refined at its upcoming fall 2016 council meeting. In rough detail, it is as follows:

1. University operating budgets should be increased annually in proportion to increases in government revenue. For the past decade, BC government revenues have been increasing annually; the university-sector share of this revenue has been declining.
2. The BC government should allocate a pool of money for capital projects, including those that renew existing infrastructure. Currently, there is no capital funding; universities are expected to magically come up with money from their operating budgets.
3. The BC government should appoint, with consensus from an all-party committee, a panel of eminent British Columbians to vet and make recommendations for provincial appointments to university Boards of Governors.
4. PSEC (the Public Sector Employers' Council) should be dismantled, or at the very least taken out of the university sector. This is the body that regulates salaries and makes contract negotiations very difficult by reducing flexibility, adding to the expense and in some cases actually increasing the likelihood of a strike. One argument here is that the province is no longer a major-

ity revenue provider to the university sector and thus PSEC has no appropriate role.

5. BC should construct a provincial research grant program similar to Quebec's that uses a peer review adjudication processes.
6. BC should offer 1,000 one-year graduate scholarships for \$15,000 per year to attract and retain the best graduate students.
7. BC should restore its needs-based grant program that was cut by the Liberal government and investigate an income-tested grant program similar to the one recently introduced in Ontario.

CUFA BC Organizational Structure

CUFA BC has spent some time reviewing its bylaws and governance structure, and will be replacing a cumbersome dual meeting structure to one where each association has one voting representative and up to two additional delegates at Council meetings and is already using its Executive (consisting of member association Presidents) more actively to guide the activities of the Association and provide member association input between Council meetings.

- Doug Baer, Past President, CUFA BC & Past President, UVic Faculty Association; dbaer@uvic.ca

BEST OF THE BLOGS

By Monica Prendergast, FA Secretary

In this issue, I am sharing some readings that take critical perspectives on the lives of academics.

First up is an NPR report [Resisting the Corporate University](#). I like the question of what it may mean to be a "slow professor" and plan to read University of Toronto colleagues Maggie Berg and Barbara K. Seeber's book this summer. Slow does not mean unproductive in this sense, but rather a deeper and more meaningful work life.

Continuing on this theme of quality of life as an academic, here is an article titled [It's Your Job, Not your Life](#). We academics tend to over-identify with our jobs as the lines are blurry between the tasks asked of us by our employer and the tasks we choose to engage in as researchers and scholars.

Competition is one of the major stressors in our work lives. This popular post by a professor at Princeton was widely shared and here it is presented in a [Washington Post](#) article. It is refreshing (and perhaps quite therapeutic)

to play with the idea of 'flipping' our CVs to reveal failures rather than successes, to list all the awards and publications we did not achieve.

Finally, I enjoyed [Ramblings of an Old Academic](#) for its wise advice to younger colleagues. One piece of advice circles back to the notion of embracing slow professorship: "In my life, I have never cared whether I got the expected rewards others did at the same time as them or before them. I have always been a slow developer and arrived to each party, or stage of development a bit later than others. It seems only to have meant I got to savor some of the benefits later when others were already leaving the party."

Slow(er) and steady wins the race! Have a wonderful summer, one and all.

This column offers a selection of online articles that address issues of interest to those who work in higher education. I welcome suggestions for future newsletters. Please send a link to the item and a one or two sentence description to: secretaryfa@uvic.ca.

PARTICIPATORY GOVERNANCE:

ACADEMIC FREEDOM IS THE KEY ELEMENT IN THE FIGHT FOR COLLEGIAL GOVERNANCE

For CAUT's newly-elected president, the situation is clear: academic freedom is the key element in the fight to take back collegial governance.

"I want to see campuses across the country much more engaged in issues of governance. We need to normalize collegial governance in the face of rampant managerial overreach," said James Compton, a professor in the faculty of information and media studies at Western University.

Prior to being elected president, Compton served two years as vice-president of CAUT and also two terms as a representative-at-large on the executive committee. He is a former president and vice-president of the University of Western Ontario Faculty Association. He still acts as the faculty association's representative on the London and District Labour Council.

At Western, Compton played a key role when the faculty association took on university president Amit Chakma following a controversy around compensation. Chakma cashed out an unused leave midway through his tenure that pushed his salary to nearly \$1 million. The move outraged and mobilized the campus community.

"Where there has been a crisis, change happened, but we should not wait for crisis to mobilize our membership," Compton said. "The current managed university isolates our members and encourages individualism by imposing performance indicators, by forcing people to fight each other for a shrinking pie of research funds and by forcing departments to fight for funding. We need to speak out. We need to take back our collegial governance."

Compton warns that a renewal of collegial governance will only be possible if academic freedom is recognized and protected as a foundational value of universities and colleges.

"Without academic freedom, collegial governance isn't possible," he emphasized. "Without it, we cannot fully participate and will be reduced to being part of a rubber stamping process. Academic freedom is a core value of

CAUT, the value that ties everything together. Academic freedom is not an abstraction and we have to fight for it with all the tools that we have: bargaining, grievances and activism. Academic freedom has to prevail in all aspects of research, teaching and service."



CAUT President, James Compton

The new CAUT president also sees greater opportunities following the results of the 2015 federal election.

"The Liberal government has acted swiftly in files that we have been active in over the last several years. They re-established the long-form census, abolished bills C-377 and C-525, and taken steps to bolster funding for the research councils," Compton remarked. "That said, more needs to be done on those files, and we need to formulate a strategy and a way to speak to and lobby the government."

- CAUT Bulletin, May 2016

CALL FOR SUBMISSIONS !

FEATURE CONTENT

RESEARCH & SCHOLARSHIP PROFILE

FACULTY FOCUS

MEMBER SOUND OFF

ART & DESIGN

GUEST EDITORIAL

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our verges <borders>
Work by Conrad Alexandrowicz

University Governance in the 21st Century: Meeting the Challenges of Openness, Accountability, and Democracy



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