

BUFA Forum

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Unless indicated otherwise, the views expressed in *Forum* do not necessarily represent those of the BUFA Executive.

Message from the President

Don Dworet
BUFA President

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Due to the difficult economic times we are currently in, I was not surprised when the following two items arrived in my e-mail. The first one deals with the University of Western Ontario which reported the following:

“UWOFA-Librarians and Archivists tabled its Compensation and Benefits proposals on August 18; the Employer refuses to respond or table their financial proposals until language issues are settled - 10 articles having some financial aspects are awaiting completion.

Following the receipt of proposals this summer related to Responsibilities, Reassignment and Workload which threatened the job security of all members, the Union filed for Conciliation on August 19. A Conciliation Officer has been appointed.

The Employer indicated that they would be taking holidays during the first half of September; the dates provided for fall negotiations do not begin until September 24 (2 hours), followed by October 5 (1 hour) and then half days on October 19, 20, 22, 26-30.

The UWOFA Board is voting to recommend a strike vote at its meeting on September 9th; UWOFA-LA members have indicated at General Meetings and Unit level meetings during the latter part of August that they are prepared to take strike action if necessary.”

The second is from Oakland University in Michigan:

“More than 300 professors and faculty members at Oakland University (OU), near Pontiac, Michigan, walked off the job Thursday to oppose a wage freeze and a severe rollback in health care benefits. They are also fighting OU administration efforts to create a new class of teachers, which would constitute 20 percent of the faculty, with no tenure and job security. Instructors are also opposing measures by the administration aimed at undermining their participation in decision-making on class sizes and other teaching conditions.”

Message from the President

(cont'd)

The above is certainly not surprising. University administrations claim that they are facing economic difficulties and that negotiations for salary and benefits will be a struggle in any location currently going through this process. It is good to note that we are in the middle of a three year contract.

Currently, however, our university community is dealing with its own financial situation. As you are all aware the fashionable term used on this campus is "recision," a word representing cutbacks to programs so that there can be savings to our overall operating budget and prevent this university from falling into financial distress. Last year the academic side experienced a 4.5% reduction. We don't know yet what the future will hold but we expect that academic units will once again be asked to reduce their budgets. I, along with many of you, have difficulty fully appreciating a process where one side of the University, the operating side, has to undergo budget reductions while the other side, the capital side, can have an expansion of the campus far beyond what we have ever experienced before. I certainly wonder how our operating side will support the additional costs in both the academic, facility and administrative sides these additional capital investments will create.

We don't yet know what extent of cutbacks will be requested but we do know that the amount of the anticipated deficit was not as large as expected. We also know that several faculties had carry-forward money but as far as I know, no Dean has informed his/her faculty of how much carry-forward money they currently have available. It is important to note that carry-forward dollars are operating funds for salaries, part time instruction, recruitment, telephone, travel, etc., which were not spent. These funds should not be used for capital expenditures, yet in some faculties this is exactly where much of this money is going.

Faculty need to ask their Dean how much carry-forward money they have and be involved in determining how it will be used. Students need to be our highest priority. We need to continually advocate for our programs to ensure that budgeted operating account money is spent where it is supposed to be spent, not allocated for purposes it was never intended to cover.

BUFA General Membership Meetings

Thursday, October 15, 2009	10:00 to 11:30 a.m.
Wednesday, December 9, 2009	10:00 to 11:30 a.m.
Tuesday, February 9, 2010	10:00 to 11:30 a.m.
Thursday, May 20, 2010	10:00 to 11:30 a.m.

**All meetings to take place in the Sankey Chamber,
Mackenzie Chown Complex**

A Message from the Brock University Faculty Association

Protecting our academic mission

BUFA believes that Brock must maintain and strengthen the core mission of the University and consider with great care choices that might jeopardize our key strengths. BUFA approaches the University's plans from the viewpoint that all decisions have consequences. In moving toward Brock 2014's goals of expanding research and graduate education we must not neglect the third pillar of the program, undergraduate education. According to Brock 2014, "[Brock] will continue to develop distinctive undergraduate programs with a focus on small-group learning and faculty-student interaction...and preserve and enhance the quality of undergraduate programs". **BUFA supports the principle that no cuts should be made that will affect the quality of undergraduate programs or small group learning.**

Truth in advertising

BUFA has grave concerns about what we consider an advertising "arms race" among Canadian universities. It should be self-evident that public universities are not businesses. Our concerns are heightened by the sense that marketing and communication budgets are increasing at the expense of resources that should be directed to teaching and learning. The budget for the administrative unit that includes the marketing department at Brock increased 74% from 2008-9 to 2009-10. At the same time the budget for the faculties increased by only 4%. A core message of Brock's "brand" is that we "put students first". **BUFA believes that smaller classes (taught by tenured or tenure-stream faculty), faculty-student interaction, and small group learning are central to Brock and should not be treated as catchy advertising slogans, but rather as central to the mission of the University.**

People over buildings

The multi-year budget model presented by Brock's senior management re-allocates resources from the faculties to capital expansion. Senior management apparently believes that it is acceptable to borrow to build buildings but not to teach students. In the past, the rationale for the University's financial plan has been presented as logical and self-evident when in reality it was selective in its focus and arbitrary in its projections. **BUFA recognizes Brock's financial issues and encourages the entire Brock community to lobby and agitate for increased provincial grants (which are currently the lowest in the country on a per capita basis). In the interim, BUFA supports making the necessary investments to protect and enhance our core mission even if that requires an increased budgetary deficit.**

A Message from the Brock University Faculty Association

(cont'd)

Gauging the true size of the cuts

Imagine your doctor telling you to lose weight with the proviso that you only cut calories at breakfast. This is similar to the cost cutting task that faculties have been given by the University's senior management. For example, the faculty of Social Sciences has an annual budget of 25 million dollars. Of that amount, only the part-time budget (\$3.6 million) and the operational non-salary budget (\$650,000) are potentially compressible. The 5% that we expect Chairs and Directors will be asked to cut amounts to 1.25 million dollars, or a 29% cut of the compressible budget. This is a cut to the money that pays teaching assistants, part-time instructors, lab demonstrators, graders, course coordinators and others. **BUFA believes that future Brock students are entitled to the same high level of instruction as past Brock students. After all, student tuition is the largest source of Brock's funding.**

Trust in the process

Last year, academic departments were given mere weeks to make what were severe and damaging cuts to their programs. The global economic crisis was opportunistically invoked to explain the haste. The VP-Finance, Stephen Pillar, and President Lightstone insisted there would be no "one time only" funding in the March 2009 provincial budget and Brock's preliminary budget figures took this into account. In actual fact, the provincial government came through with some additional funding for colleges and universities, including \$1.6 million for Brock. While the additional money could have been used to reduce the size of the cuts *this year*, senior management decided instead to proceed with the cuts as planned. **BUFA asks that any additional funding above the original university projections be re-invested to support in our core mission. BUFA wants to support the senior management in what we know to be a sincere effort to improve this university. However, we can only do this as a trusted partner.**

What do the Committees do?

- Definitions -

BUFA Committees

CAUT Defence Fund - represents membership on national association strike fund committee.

Collective Agreement Committee - collects information at both Provincial and Federal levels pertinent to University salaries and benefits; liaises with Committee on pensions; maintains a watching brief on matters pertaining to the Agreement, including but not limited to, terms and conditions of employment, salaries, and benefits; develops policy positions on terms and conditions of employment, salaries, and benefits, which may help establish negotiating goals; provides as requested consultation and information for the Negotiating Team.

Evaluation of Academic Administrators - recommends to Executive procedures for the periodic review of academic administrators at the rank of Deans, University Librarian and above.

Grievance Panel - assists the Grievance Officer in his/her work in the facilitation of complaints and grievances.

Hiring Advice - meets and advises interview candidates.

Occupational Health and Safety - advises members on working environment and safety and keeping abreast of relevant issues.

Pensions - deals with union Pension issues and sits on University Pension Committee.

Promotion, Tenure and Annual Report Advice - advises members preparing to apply for promotion and tenure and on preparing Annual Reports for Performance Review; provides advice, information, and support to members whose applications have been declared problematic.

Public Relations - performs political and community liaison activities on behalf of the Executive.

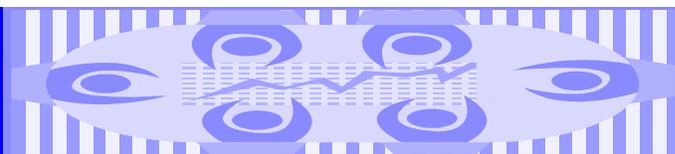
Status of Women - maintains a watching brief on the status of women and development of policy positions pertaining thereto.

Duties of BUFA Representatives

- participate in and vote on the deliberations of the Committee
- report to the Executive on deliberations and decisions of the Committee as necessary
- submit a report to the Membership at the annual general meeting

Duties of BUFA Observers

- participate in the deliberations of the Committee to the extent permitted by the Committee
- report to the Executive on deliberations of the Committee
- submit a report to the Membership at the annual general meeting



BUFA COMMITTEES

ACADEMIC AND PROFESSIONAL AWARDS COMMITTEE	Barry Grant, Zopito Marini and Adonis Skandalis
BUFA REPRESENTATIVES ON ST. CATHARINES AND DISTRICT LABOUR COUNCIL	Kimberly Benoit, Jonah Butovsky, Paul Hamilton and Larry Savage
CAUT DEFENCE FUND TRUSTEES	Delegates: Joe Engemann, Jonah Butovsky Alternate: Kimberly Benoit
COLLECTIVE AGREEMENT COMMITTEE	Calvin Hayes, Marcie Jacklin, Felice Martinello (Chair), Linda Rose-Krasnor, David Schimmelpenninck and Deborah Zinni
EMPLOYMENT EQUITY ADVISOR	Dolana Mogadime
EVALUATION OF ACADEMIC ADMINISTRATORS	Gregory Betts, Michael Kompf, Mathew Martin and Jane McLeod
GRIEVANCE PANEL	Ian Adamson, Mohammed Dore, David Fancy, David Hughes, Dan Malleck, , John Novak, Larry Savage (Chair) and Jonathan Younker
HIRING ADVICE	Colleen Beard, Irene Blayer, Kimberly Cote, Keri Cronin, Patricia Debly, Dawn Good (Chair), Elizabeth Greene, Renee Kuchapski, Hedy McGarrell, Michelle McGinn, Jonathan Younker, Dawn Zinga
OCCUPATIONAL HEALTH AND SAFETY	Richard Mitchell, Ron Kerman and Jonathan Neufeld (Chair)
PENSIONS	Louis Culumovic, Lawrence He, Zisimos Koustas, Yuanlin Li, John Sivell, Robert Welch and David Whitehead (Chair)
PROMOTION, TENURE AND ANNUAL REPORT ADVICE PANEL	Pat Debly, Ann Duffy (Chair) and Barry Grant
PUBLIC RELATIONS COMMITTEE	Charles Burton, Ernesto Virgulti, Michelle Webber and Jonathan Younker (Chair)
SOCIAL JUSTICE	Paul Hamilton, Richard Mitchell, Michael O’Sullivan, Elizabeth Sauer (Chair) and Anthony Ward
STATUS OF WOMEN	Tiffany Gallagher, Jennifer Good, Michelle McGinn, Jennifer Thiessen

BUFA MEMBERS WORKING FOR YOU
(continued)

BUFA REPRESENTATIVES ON UNIVERSITY COMMITTEES

PERSONAL SAFETY AND SECURITY	Tracy Crowe-Morey
UNIVERSITY AWARD FOR DISTINGUISHED RESEARCH OR CREATIVITY	Teena Willoughby
UNIVERSITY PARKING APPEALS	Harris Loewen
UNIVERSITY OCCUPATIONAL HEALTH AND SAFETY	Jonathan Neufeld and Richard Mitchell

BUFA OBSERVERS ON UNIVERSITY COMMITTEES

ACADEMIC AND STUDENT RISK MANAGEMENT ADVISORY COMMITTEE	Dan McCarthy
INFORMATION TECHNOLOGY	Jon Radue
WELLNESS	Heather Kilty

BUFA OBSERVERS ON SENATE COMMITTEES

BUDGET ADVISORY	Felice Martinello
GRADUATE STUDIES	Coral Mitchell
SENATE GOVERNANCE	Laurie Morrison
STUDENT APPEALS BOARD	Tim Ribaric
RESEARCH POLICY	Vera Woloshyn
TEACHING POLICY	Barry Joe
UNDERGRADUATE PROGRAM	Corrado Federici
UNDERGRADUATE STUDENT AFFAIRS	Elizabeth Greene
UNIVERSITY INFRASTRUCTURE	Charles Conteh

BUFA MEMBERS WORKING FOR YOU

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COMMITTEES JOINTLY APPOINTED

ACADEMIC LEAVES	Tony Di Petta, Corrado Federici, Pat Longo, Herb MacKenzie, Danny Rosenberg, Adonis Skandalis and Murray Smith
JOINT COMMITTEE ON EMPLOYMENT EQUITY	Sharon Abbey, Christine Daigle, John Hay, Ingrid Makus, Fereidoon Razavi and Raafat Roubi
PROMOTIONS AND TENURE	Darlene Bay, David Crandles, Barry Joe, Michael Kompf, Catherine Nash and <i>TBA (AHS)</i>
PROMOTION AND TENURE APPEALS	Marian Bredin, Suzie Lane, Linda Lowry, Bozidar Mitrovic, Brian Power, Shalini Singh, Vera Woloshyn and Deborah Zinni
RESEARCH BOARD (RESEARCH GRANTS PROGRAM)	Paul Scarborough, John Novak, Stephen Cheung, Charles Burton, Tomas Hudlicky and <i>TBA (Humanities)</i>

JOINT BUFA/UNIVERSITY ADMINISTRATION COMMITTEES

ADMINISTRATION OF THE AGREEMENT	BUFA: Larry Savage and Hans Skott-Myhre ADMIN: Murray Knuttila, Darren Harper and Pauline McCormack
BENEFITS AND LTD ADVISORY COMMITTEE	BUFA: Kimberly Benoit, Mohammed Dore, Hasan Imam and Linda Lowry ADMIN: Pauline McCormack, Marg Skeoch and Kim Thompson
EMPLOYMENT EQUITY REVIEW	BUFA: Dolana Mogadime and Elizabeth Sauer ADMIN: Pauline McCormack and Kim Thompson
PROVISION OF ERGONOMIC WORKSTATIONS	BUFA: Zopito Marini and Vlad Wojcik ADMIN: John Roberts and Val Wolfe
TIMETABLING	BUFA: Xavier Fazio, Glenys McQueen-Fuentes and Jan Vrbik ADMIN: Barb Davis, Murray Knuttila and Rosemary Hale

Employment Equity at Brock University: A Promising New Direction

In the spring of 2009, the Canadian Federation for Humanities and Social Sciences, through the Equity Issues Portfolio, held a series of colloquiums at the CFHSS Congress at Carleton University to mark the historic 25th anniversary of the Royal Commission on Equality in Employment. Employment equity (EE) seeks to redress systemic discrimination experienced by four 'designated groups' in Canada – aboriginal peoples, visible minorities, persons with disabilities and women.

I think it quite heartening that we are embarking in a promising new direction regarding employment equity at our own institution as a result of faculty members' own desire to see change happen on the ground. It was the concern regarding our institutional interpretation of employment equity, as one that focused singularly on gender to the exclusion of the three remaining designated groups, that galvanized academics across the University representing a range of faculties, departments and centres. This group (comprising of 14 members) formed in 2006, became known as the BUFA Ad Hoc Committee on Employment Equity (BUFA/AHCEE) chaired by Jane Helleiner, and co-chaired by myself, and assisted BUFA to formally enshrine EE into the 2008 – 2011 Collective Agreement (CA).

BUFA/AHCEE critiqued a series of shortcomings with reference to EE at Brock University, one of which is commonly known as the 'window dressing' approach to EE. This is the institutional appearance of equity but not delivering on equity. For instance, we had in existence a Brock University Employment Equity Policy that on one hand stated that there was an Employment Equity Officer to whom annual reports would be submitted regarding EE, while on the other, when the BUFA/AHCEE sought after the individual no one could be found. Hence, BUFA/AHCEE endeavored to ensure structural change in the 2008 – 2011 CA to better support EE that would include: the creation of the Employment Equity Advisors (one representing the University through Human Resources) and the second representing BUFA as a faculty member. Furthermore, the Joint Committee on Employment Equity (JCEE) was constituted with an express mandate to represent all four of the designated groups, and lastly, the Joint Employment Equity Review Committee was constituted with a mandate to coordinate efforts between BUFA and the University Administration regarding employment equity.

Kim Thompson of Human Resources and I, as a member of BUFA, have been charged with the responsibility of assisting the JCEE with developing guidelines for the implementation of employment equity. To that end, we have been working on developing a series of support materials (all of which are featured in a 'BUFA Employment Equity Process Flowchart' and have been released in September 2009 to BUFA, the JCEE and to Human Resources Administration). Upon their approval, as the BUFA EE Advisor, I will ask to be invited to present on these to departments and faculties across the University.

No doubt there are many challenges and much work to be achieved. The change process is painstaking and requires levels of approval (which do not support an expedited path). At the same time, it is important to acknowledge the work in progress:

- The revision of the Brock University Employment Equity Policy has been released to BUFA and to Human Resources/University Administration for their feedback and approval

Employment Equity at Brock University: A Promising New Direction (cont'd)

- The BUFA Employment Equity Process Flowchart provides an overview of five documents as follows:
 - Employment equity process guidelines Resource- summarizes the BUFA/BU Collective Agreement
 - Four further documents were then developed, three of which summarize the requirements under the CA in an easy-to-use checklist format
 - All forms were developed directly from the contents of the CA into easy-to-use checklists
 - The final form provides a template for a Department Employment Equity Plan. It is intended as a guideline and resource for departments as they are developing their own employment EE plan, and serves as a resource for suggestions only

Recommendations regarding the implementation of EE at Brock University include the following:

- That World Education Services (WES) credential equivalency is utilized to assist with the assessment of Candidates with overseas qualifications. This will ensure credential equivalency is recognized and given due merit together with the resources made available through JCEE and BUFA/Administration EE Advisors
- That when applications are received – the hiring committee chair shall send the self-identification form to ALL applicants – the information gathered will then provide a clearer view of the pool of applicants in relation to employment equity concerns

Deans/Department Chairs/Centre Directors and Search Committee Chairs expectations:

- That Deans, Department Chairs, Centre Directors, and all Hiring Committee Chairs undergo employment equity training and be equipped with all supporting documents from the BUFA Employment Equity Process Chart

Earlier this month, I presented the support materials and the draft revised Brock University Employment Equity Policy at a BUFA Executive meeting and came away with a better understanding regarding some of the challenges departments and faculties are experiencing. Many of these challenges manifest in the form of stumbling blocks in the way of implementing EE.

One of these challenges is a misunderstanding regarding whether or not EE is applicable to Long Term Contract Positions (LTC). It is important to note that the types of appointments covered by the CA (including LTC) are outlined in the CA. This is an important issue to clarify for the reason that LTC provide a means for positioning prospective tenure stream applicants to gain experience in teaching and oftentimes in research in the respective fields.

Employment Equity at Brock University: A Promising New Direction (cont'd)

The second issue (that seems to stall EE in the implementation process) is that of 'spousal hiring' which in the current CA overturns EE (19A.04). According to Don Dworet, President of BUFA, "the BUFA Negotiating Committee debated this issue and finally decided to support spousal hiring in the CA, as part of a move to help BUFA members unite with their significant others." This approach presents a particular challenge to employment equity for the reason that it allows for the reproduction of power relations that effectively rule out the equity seeking groups that are under-represented in our institution. Instead, we need to support a more inclusive vision that infuses respect and inclusion of aboriginal people, persons with disabilities, and racial diversity among the Brock University professoriate and community, many of whom might be spouses or significant others of people who have also been excluded. My question to the BUFA membership as the BUFA Employment Equity Advisor is: does 19A.04 privilege the already privileged?

Links of Interest

Series of colloquiums on Equity Issues at the CFHSS Congress at Carleton University

<http://www.fedcan.ca/content/en/312/equity.html>

Walrus Blogs from CFHSS Congress, May 26-28

<http://www.walrusmagazine.com/blogs/2009/05/26/blogs-from-congress-may-26-28/>

**Dolana Mogadime, Associate Professor,
Faculty of Education and
BUFA Employment Equity Advisor**

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