

BUFA VOICE



Your Senate Needs You!

Last year, for the first time in a long time, there were no faculty elections for Senate. This happened because the number of candidates running for open spots matched the number of positions to be filled, thus negating the need for elections. This was a sad commentary on faculty interest in Senate affairs.

Senate is a critically important venue for faculty and professional librarians to discuss, debate and shape Brock’s academic policy. The institution suffers when engaged faculty and professional librarians are not active in Senate.

Over the course of the next few weeks, the University Secretariat will be releasing a Senate call for nominations.

BUFA and all members should strongly consider running or to encourage good colleagues to put their names forward for nomination.

General Membership Meeting Pond Inlet

Wednesday, February 12, 2014 12–2pm

Featuring Speakers from OCUFA and
BUFA’s Budget Analysis Committee



www.BUFA.ca

News and Views

In this issue:

Message from the President
Linda Rose-Krasnor

~

News and Views from OCUFA

~

Message from the Negotiating Team

~

Tribute to Dr. Jonathan Neufeld
Joe Norris

~

Pension Update
Zisimos Koustas

~

Top Ten List

~

*Working Together for a
Healthier University*

~

Calendar of Events

~

The BUFA Executive and Contacts

Keep up-to-date on what’s
happening with your
faculty association
through social media.

Twitter: @BUFABrock

Facebook: search
"Brock University Faculty
Association"

Editor: Larry Savage

Editorial Assistant: Joy Werner



Message from the President

Linda Rose-Krasnor

Here are some selected events to look forward to in the New Year.

Brock's Budget Storyline

In August 2013 President Lightstone announced that Brock's Board of Trustees required the Administration to cut \$7.5 million from the 2013-2014 budget. To achieve this goal, the Administration introduced a set of mitigation strategies. We will know if these mitigation strategies were successful when the third quarter budget report for 2013-2014 is released in **late February**. If the mitigation actions appear not to have been effective, we can expect further budget reductions.

The 2014-2015 budgeting process will be unfolding throughout the Fall and Spring terms. Last year, the Board of Trustees directed the Administration to produce a balanced budget for 2014-2015. In **January**, the University is scheduled to release several budget scenarios for next year, each of which will reflect varying assumptions about factors such as enrolment growth, interest rate changes, and operating costs. Presumably the scenarios will show differing deficit sizes as a function of variations in such factors; strategies for eliminating the deficits, then, would vary accordingly. In **May or June**, Senate should receive a draft of the 2014-2015 budget from the Administration. Senate then will consider whether or not the proposed budget is consistent with the academic priorities of the University and subsequently make a recommendation to the Board of Trustees on that basis. The Board of Trustees will make its final decision on the budget in **June**.



The Election Season

In **late February or early March**, there will be a call for candidates to run for the 2014-2015 Senate, with elections to be held by the end of March. As BUFA has been emphasizing consistently over the last year, the Senate has a critical role in developing and reviewing the academic direction of the University. Exercising this role depends on having Senators who are committed to helping steer the University through the difficult times ahead.

Senate service responsibility is one that we all share. BUFA also will be holding an election in **late March or early April**. As with Senate, it is very important for BUFA to have representation from all Faculties and the Library on its leadership team, as well as including those who reflect the diversity of perspectives of our membership. When you receive the call for nominations in March, we hope that you will give serious consideration to running for a position on the BUFA Executive.

The Unfolding of Negotiations

In **January**, BUFA's Negotiating Team will be finishing its consulting visits to Departments and Centres, as well as holding some open meetings for groups with either special interests (e.g., probationary faculty, chairs and directors) or members who have not had an opportunity to express their opinions at Department meetings. The Negotiating Team will then present the Executive with a draft mandate and, in turn, the Executive will make a recommendation to the membership for its approval of the mandate. We expect that the mandate setting process will take place in **February and early March**. In **April**, the BUFA and University Negotiating Teams will likely meet for the first time, beginning a process of face-to-face bargaining. We hope that the University and BUFA will be able to agree on a new Collective Agreement prior to the expiration of our current contract on **June 30, 2014**. Traditionally, if agreement is not reached by the end of June in a negotiating year, bargaining has continued with a 6-week break over the summer. For example, the negotiations for our 2011-2014 Agreement were concluded in October of 2011.

Message from the President Continued...

Shaping Program Development

The President's Special Task Force is scheduled to complete its review of non-academic programs and make its recommendations before the end of **February**, to be followed by a University-wide consultation period. We expect that the Ad Hoc Senate Committee on Academic Program Review and Prioritization will begin meeting in **January**, operating under the processes approved by the Senate in 2013. Among its first tasks will be to set a timeline, procedures for gathering information, and a consultation process.

The Province is scheduled to have completed its review of Brock's revised Strategic Mandate Agreement before the **end of March**. In its finalized form, the content of the Mandate will shape the direction of Brock's academic growth over the next 3-5 years, including the investment of resources and approval of new graduate programs. We will need to understand the implications of this Mandate, in the context of both the provincially mandated definition of key performance indicators, and the Province's push to differentiate universities through targeted funding.

Other Things to Watch For

A provincial election with direct implications for the operation of universities and the future of faculty association unions. A showcasing of Brock's strengths during our 50th Anniversary celebrations and our hosting of Congress 2014 for the Annual Meeting the Federation of the Humanities and Social Sciences in May. A visit by the President and Executive Director of OCUFA at our **February 12** General Membership Meeting to talk about the government's strategy for differentiating universities and OCUFA's public education campaigns on behalf of faculty and librarians.

I wish you well in the New Year and look forward to working with you as the above events, and others, unfold over the next year.

OCUFA News and Views from OCUFA on Program Review and Prioritization

York University Labour Studies Professor, Craig Heron has authored an analysis of Program Prioritization for OCUFA entitled: "Robert Dickeson: Right for Ontario?"

All BUFA Members are strongly encouraged to read his analysis, which may be downloaded here:

<http://ocufa.on.ca/wordpress/assets/Dickeson-Right-for-Ontario-Craig-Heron.pdf>

An excerpt is reproduced below:

Scapegoating Faculty

For Dickeson, the main culprits for cost increases are the university and college faculty. He peppers his text with disparaging remarks about professors who are myopically specialized and self-interested, who are overly egalitarian, who are hopelessly mired in tradition, who never reconsider old programs, and who circle the wagons to block any change. He likes to drop into his discussion examples of outrageous faculty behaviour, including scurrying off campus at 1:30 p.m. (107) He never stops to consider that they might perhaps be heading home to write a book chapter, mark essays, or review a manuscript. Nor does his claim that faculty are all incapable of and opposed to reconsidering existing programs describe the careful work that Faculty Councils and Senates at many institutions have undertaken over the years to review, revise, and redirect academic programs.





Message from the Negotiating Team

Chief Negotiator – Charles Burton, Political Science

Deputy Chief Negotiator – Nancy Taber, Grad & Undergrad

Team Members – Martin Kusy, Finance, Operations and Information Systems

Richard Parker, Classics

Feri Razavi, Physics

Tim Ribaric, Library Systems & Technologies

Cathy Van Ingen, Kinesiology

Shannon Lever, BUFA Administrative Support

BUFA's current Collective Agreement with the University concludes on June 30, 2014. Renegotiation of the Collective Agreement will begin in April. This gives us an opportunity to continue to improve the terms and conditions of employment for our membership building on the gains made in past negotiations. Since the current Agreement came into effect in 2011, the BUFA-University Joint Committee on Administration of the Agreement has addressed a number of matters that were not clearly set out in the current Agreement. There are also some issues concerning our membership that have led to grievances and arbitration over the past 3 years. Renegotiation will allow us the opportunity to make changes in the language of the Agreement that will clarify procedures and reduce the prevalence of BUFA members feeling unfairly treated.

In addition BUFA has done a survey of the membership and has been meeting face-to-face with members to gauge our priorities for the upcoming round of collective bargaining. Early in the new year, the Executive will recommend a negotiating mandate for the approval of our membership at a General Membership Meeting. The Negotiating Team will work to fulfill this mandate in their bargaining with the University Administration.

This past term the Negotiating Team has been meeting weekly to prepare improved language of some the articles of the Agreement, which we will present to the University in collective bargaining this spring. There are a number of general areas that have been brought to our attention that we are looking into closely, with support from the Ontario Confederation of Faculty Associations (OCUFA) and the Canadian Association of University Teachers (CAUT). These include the following:

1. Collegial Governance/Faculty Input:

The University Administration attempted to engage in a "program prioritization" exercise by a Presidentially-appointed Special Task Force, with a view to justifying academic program redundancy or restructuring last year. This failed at least partly because its design put ultimate control into a non-transparent process of administrative fiat that flaunted the provisions of the 1964 Provincial Statute, the Brock University Act. Specifically, Clause 13 of this

Act invests authority for "the educational policy of the University" exclusively in the Brock University Senate, and not with the University Administration nor with Brock's Board of Trustees. But this unfortunate incident has focused attention on a general perceived tendency of the Administration to abrogate the authority of the Faculty over what the Brock Act defines as "all matters that affect the welfare of the University." There is concern that some joint committees can be characterized as mostly information sessions for the Faculty on the latest regulations drafted by administrators. But some of these regulations infringe on our integral rights to academic freedom. There is more and more the tendency to misperceive the university as a hierarchical corporation, a concept inimical to the fundamental bases of the academy. The bottom line is that the University is about research and students and service to Niagara and the world around us. The administrators are there to support our work, not to direct how we do it. We do not support expansion of the administration's ranks at a higher rate than the growth of the faculty cohort.

2. Custody and Control of Academic Records:

Who can access our e-mail correspondence, course materials, and personal records on Brock University servers and on faculty computers connected to the Brock network in our offices and what use can be made of this data by the University are increasingly becoming issues of greater and greater concern to the membership. Some Ontario universities, including Brock, are considering transferring e-mail and document management services to Microsoft or Google servers located in the United States as a cost-cutting measure. But such a move would make our information subject to unfettered manipulation by the supercomputers of the U.S.'s National Security Agency. This Agency has no legal limitations on the collection of data of non-U.S. citizens. The profiles that they would generate on each individual, based on the information we would send south, could be shared back to Government authorities here in Canada.

3. Workload: Uncompensated unscheduled teaching obligations and the problem of increased service obligations is a major concern to the membership. In some departments and centres, the numbers of casual contract labour teaching courses and the increase in proportion of full-time staff

Message from the Negotiating Team Continued...

being seconded to full-time administrative duties has created a shortage of BUFA members available to serve on department/centre, Union, faculty and university-wide committees. In general many members feel very pressed with work and spread too thin.

4. Not Falling Behind Ontario Average in

Compensation: BUFA has formed an ad-hoc budget committee chaired by Louis Culumovic (Accounting) and supported by Martin Kusy (Finance, Operations and Information Systems) and Anamitra Shome (Accounting). This committee is going through various University financial statements and identifying some apparent inconsistencies. These inconsistencies are calling into question some of the University's claims about severe financial shortcomings with implications for the future of our academic programming. We are fortunate to have among our

membership colleagues with the high-level expertise to know how to ask the right questions and how to re-work the analysis of the financial data. We know that, along a wide range of dimensions, Brock's financial situation compares favourably to most Ontario universities. It is fundamental to the Union's negotiating strategy that Brock be as competitive as possible in its compensation and benefits to ensure that we can attract and retain the strongest candidates for our academic and librarian cohort.

We are confident that we can see substantive improvement to our terms and conditions of employment under the new Contract to be negotiated in the months ahead. We encourage members to contact us directly to ensure that we can best accommodate your concerns and aspirations in the negotiations ahead.



In Gratitude ~ Tribute to Dr. Jonathan Neufeld

Professor in the Department of Graduate & Undergraduate Studies in Education

By Joe Norris, Ph.D, Associate Professor, Faculty of Humanities - Dramatic Arts

Having served on the BUFA executive in the capacities of

Communications Officer and Health and Safety Officer I am very aware of the magnitude of the dedication executive members bring to their duties. Much of it is behind the scenes and goes unnoticed by many of us. While mostly invisible, the impact is great. We have directly benefited from those who are vigilant in serving our needs and looking out for our welfare. Jonathan Neufeld, BUFA's long standing Health and Safety Officer, was one such individual.

As assistant Health and Safety Officer, I worked closely with Jonathan for two years, witnessing first hand his unfettered devotion to the physical, emotional and social wellbeing the entire Brock University community. Besides sitting on the bi-weekly BUFA executive meetings, Jonathan attended monthly meetings of Brock University's Joint Health and Safety Committee, serving as co-chair for a number of years. He delighted in taking additional training that made him cognizant of the ever-expanding breadth of our work and he also encouraged me to do the same. I was truly amazed at the extent of policies and procedures that keep us safe on campus. Such knowledge enabled Jonathan to influence decisions that would insure that work was done both thoroughly and promptly whenever a 'situation' arose. And they did arise, unexpectedly and frequently.

A perusal of the subject lines of four pages of saved emails from Jonathan provides a glimpse at a few of the many balls that he juggled:

- *Update on EMF's*
- *Emergency Preparedness*
- *Important Letter: Oversight of space and equipment*
- *Deferred maintenance*
- *Member medical accommodation*
- *MOL handling of internal disputes re JHSC*
- *Faculty at risk: Request assistance*
- *Ongoing case of student at risk*
- *Worker safety issue*
- *Duct cleaning 573 Glenridge*
- *The "AERA" of health and safety conferences*
- *Water Damage*

Jonathan met with deans and maintenance management to address these and other concerns and was quick to volunteer to conduct additional building and grounds inspections whenever another member could not meet the schedule's demands. His dedication was unfathomable.

We will never know the full extent of his passing, nor need we, but of this, I am certain. Jonathan has made each of our lives better through the extensive background work that he has done on our behalf. For this, I am grateful.

Thank you Jonathan,
Joe



Brock Pension Dynamics

Zisimos Koustas, Department of Economics

The Brock University Pension Plan is a “hybrid” plan. This means that there are two different pensions calculated at all times. One is the pension that an active plan member can purchase with their pension account balance at their chosen retirement date. The money purchase balance depends on the plan member’s pension contributions, the University’s matching contributions, and the pension fund’s rate of return. This is known as the money purchase or defined contribution (DC) pension. The other pension is based on a formula that takes into account an active plan member’s years of service – up to a maximum of 35 years – as well as, the average of the five best years of earnings. This is known as the minimum guaranteed or defined benefit (DB) pension.

At retirement, both pensions are calculated and the retiree receives the higher of the two. If the DB pension is higher than the DC, the University (the sponsor) pays the difference from the Minimum Guarantee Account.

When the plan was designed, the minimum guaranteed (DB) pension was intended as a safety net for retirees, while the money purchase (DC) pension was expected to be the pension most retirees would rely on. A number of recent developments have changed this premise dramatically. Low market returns over the past 13 years have constrained the growth of money purchase account balances. On the other hand, appropriate salary adjustments to bring our salaries closer to the system average have resulted in faster growth of the minimum guaranteed (DB) pensions. As a result, the gap that existed historically between the two pensions at retirement has narrowed considerably. In some cases, the DB pension calculated at retirement can be higher than the DC pension.

To further understand the recent pension dynamic, one has to consider what happens to the two pensions after retirement. The money purchase (DC) pension calculated at retirement, is based on the assumption that the variable annuity fund – the pot of money that pays the money purchase pensions - will be achieving a 6% rate of return (net of expenses) and mortality among retirees will remain unchanged. If the variable annuity fund, which is invested in the same way as the rest of the pension fund, yields less than 6% p.a., the money purchase pension that retirees actually receive is adjusted downwards by the difference in returns. Similarly, if mortality rates among retirees are

lower than what was assumed at the date of pension commencement, the money purchase pension is reduced.

During the past 13 years, both of these assumptions have been proven wrong. The fund had a net rate of return of 3.9% and mortality adjustments were negative. As a result, someone who retired in 2001 would have received a money purchase pension that was on average 2.85% lower than the pension calculated at retirement.

The minimum guaranteed pension calculated at retirement is indexed for Consumer Price Index inflation on a cumulative basis. Thus, for someone who retired in 2001, the minimum guaranteed pension would have increased by 30% in 2014 (2% per year compounded for 13 years).

The indexing feature of the DB pension, which is so important in order to maintain the purchasing power of retiree incomes, has resulted in the narrowing of the gap between the two pensions after retirement. What this means for plan members that are currently near retirement and experience a narrow gap between their DC and DB pensions, is that the minimum guaranteed pension will be the higher of the two pensions a few years after retirement. The University (sponsor) will have to fund the difference between the two pensions from the Minimum Guarantee account.

The University has been contributing into the minimum guarantee account in anticipation of the need to fund the excess of DB over DC pensions that active plan members have earned. Payments in the Minimum guarantee - current service cost account - amount to 2.4 million per year at present. However, these payments are just the minimum required according to the Plan’s actuarial valuation of 2011.

The pension dynamics described above have resulted in unfunded future liabilities for the University. The Plan’s actuarial valuation of 2011 estimates the present value of these liabilities to be 35 million dollars on a going concern basis (i.e. assuming that the Plan continues indefinitely). The University is obliged by law to amortize this sum over 15 years and to that effect they make special payments into the minimum guarantee account of 3.4 million dollars per year. The growth in these payments – up from 0.4 million dollars in 2008 – is of some concern.

Brock Pension Dynamics Continued...

Brock's pension Plan is facing some challenges but it is in relatively good shape compared to many other University pension plans. Nonetheless, it is important that all stakeholders continue to monitor the Plan's funded status closely. Among the top priorities of the fund is the need to boost fund performance, especially net of administrative expenses.

For this reason, the University Pension Committee has contracted the Plan's current investment consultant (Towers Watson) to conduct a review of the Fund's asset mix. The main aim of this review is to identify acceptable risk-return tradeoffs. As a result of this exercise, the

strategic asset allocation – 40% fixed-income 60% equities, at present - may need to be revised.

On a parallel track, the University Pension Committee has initiated a review of the position of Fund Investment Consultant. Although the scope and the process of the review have not been finalized, it may include a performance clause in the contract of the investment consultant.

In conclusion, perhaps the most noteworthy Plan dynamic is the transition from a primarily DC plan to a DB plan with all that this entails. BUFA needs to monitor this transition carefully in order to ensure that the right balance between pension benefits and pension contributions is struck for its members.

Top Ten Wishes for 2014

1. Smaller class sizes
2. Better infrastructure
3. Hiring freeze on assistant associate administrators
4. Transparent committee structure for the Board of Trustees
5. A fair collective agreement
6. Provincial Government to invest in Post Secondary Education
7. Renewed commitment to protecting and defending Academic Freedom at Brock
8. Increased faculty interest in running for and serving on Senate
9. Volunteers for BUFA Committees.
10. Health Happiness and Solidarity



Our Newest BUFA Members

Mira Bajovic
Graduate & Undergraduate Studies, Education

Lydia Chen
Chemistry

Timothy Fletcher
Applied Health Sciences

Jenn Salfi
Nursing

We are also pleased to welcome Laurie Jansen, BUFA Office Assistant

Welcome

On The Lighter Side...

Working Together for a Healthier University

Everybody agrees it is a good idea to eat healthy foods, right? Well good news! The Finance Department has taken the initiative to start policing the nutritional value of what we are allowed to claim as expenses for reimbursement. **Under their new interpretation of Brock’s Travel Expense Reimbursement Policy, we will no longer be able to be reimbursed for purchase of chocolate bars because Brock University has decided, in our best interest, that they should not be considered as “food.”** But some will be relieved to learn, however, that you can still purchase donuts and get your money back (note to self: is that only for donuts with fruit fillings? Better check!)

There is still considerable debate on the 12th floor, we understand, about whether potato chip purchases should be reimbursed; this important matter demands considerable due diligence by senior financial officers.

Finance Department staff also are now scouring our receipts for when we eat and how often. We’ve been told, for example, that if you have a bowl of soup at 11:00 am before you get on a plane and then have the rest of your lunch when the plane lands at 2:00 pm, the University won’t reimburse you for your expenses (even from your PDR or research accounts) because that pattern of eating, along with breakfast and dinner, would mean you had eaten four meals and only three meals are allowed. The Finance people are confident, interestingly contrary to the view held by at least some health professionals, that eating three big meals is much better for us than eating smaller amounts four or five times a day.

What can we say? The above, combined with their permission that we eat donuts but forego chocolate is really heartwarming. Thank you, University, for taking such good care of us!

In fact, BUFA is considering supporting the University’s initiative in this domain by suggesting some additional improvements to Brock’s expense reimbursement policy, rooted in the principle that the implementation of this policy will have Faculty wellbeing as a primary goal. We propose that each of us be assigned an individualized target caloric intake based on our Body Mass Index and gender. Once this is established, the University would not reimburse us for food that exceeded or fell below the recommended target level. Further, a revised exclusion list would now include all foods with a high glycemic index, although these exclusions would not apply to some skinny faculty members who would be required to

eat high glycemic foods exclusively until their body BMI meets minimum University norms.

Required BMI assessments could be easily done before each trip through a series of critical body measurements by your Chair, endorsed by the Dean, to be submitted to the Finance Department in a timely fashion. Of course, in these times of fiscal constraint the requisite calipers will have to come out of Department and Centre office supplies budgets. In very unusual circumstances, exceptions to the caloric intake limit would be considered by application to the President, copied to the Provost, Finance, Dean and Chair, accompanied by a note from your mother.



Seriously though... BUFA knows that interactions with Finance over reimbursement issues is causing many members much frustration and, of course, we are working to find ways to resolve these aggravations.

Calendar of Events at Brock and in the Community

(Visit us online for more information)



7-9 February 2014 Courtyard Marriott Downtown Toronto
Sponsored by the Canadian Association of University Teachers CAUT



Future U: Creating the Universities We Want

February 27-28, 2014

OCUFA’s Future U Conference will consider current trends in higher education, and will explore alternatives that serve the needs of students, faculty & communities.



BUFA Members Attending:
Dan Malleck & Nicola Simmons



Niagara Ice Wine Festival

January 10-26, 2013

19th annual ‘Ice Wine Festival’

The 19th Annual Niagara Icewine Festival is a uniquely Canadian winter experience for all. This annual celebration of Canada’s most cherished product, Icewine, is only the beginning. With three weekends of events and tastings including the Xerox Icewine Gala, outdoor Icewine celebrations in Twenty Valley and Niagara-on-the-Lake, Wine and Cheese Seminars and the ever-popular Discovery Pass program and more! Join us this January as the Niagara Region celebrates winter like nowhere else in North America!

www.niagarawinefestival.com

Winter Reading Week
February 17-21, 2014

Winter Break



Happy Family Day!

February 17, 2014

REMINDER – OCUFA SURVEY

Please participate in the 10-minute online survey of BUFA members conducted in conjunction with the OCUFA and other Ontario faculty associations.

<http://ocufa.on.ca/ocufa-and-member-faculty-association-fall-2013-survey/>



www.BUFA.ca

“Building a Stronger Association Workshop”

February 7, 2014 - 8:30am - 4:00pm
White Oaks Conference Resort

All BUFA members are invited:

This workshop helps association leaders and members explore ways to strengthen their organization. Course material on association legal, organizational and contractual frameworks, and on ways to encourage greater member involvement, is presented through individual and group exercises, role-playing and group discussions.

RSVP: BUFA@brocku.ca

Festival of Lights – Niagara Falls

Until January 31, 2014

The Ontario Power Generation Winter Festival of Lights turns Niagara Falls into a winter wonderland, with over three million sparkling lights along a 5+km route, hosts Niagara Falls outdoor ice skating at the TD RINK at the Brink until February 28, 2014, grand holiday displays throughout the city, and unique Niagara Falls events.

BUFA**BUFA Executive Committee and Staff Contact List**

President	Linda Rose-Krasnor Psychology	Extension 3870 linda.rose-krasnor@brocku.ca
Vice President	Hilary Findlay Sport Management	Extension 4811 hfindlay@brocku.ca
Past President	Hans Skott-Myhre Child & Youth Studies	Extension 4323 hans.skott-myhre@brocku.ca
Treasurer	Sandra Felton Accounting	Extension 3452 sfelton@brocku.ca
Grievance Officer	David Whitehead Organizational Behavior, Human Resources, Entrepreneurship, and Ethics	Extension 3449 david.whitehead@brocku.ca
Health and Safety Officer	Lisa Barrow Organizational Behavior, Human Resources, Entrepreneurship, and Ethics	Extension 5401 lbarrow@brocku.ca
Secretary	Coral Mitchell Graduate and Undergraduate Education	Extension 4413 coral.mitchell@brocku.ca
OCUFA Director	Jonah Butovsky Sociology	Extension 4371 jbutovsky@brocku.ca
Communications Officer	Larry Savage Labour Studies	Extension 5007 lsavage@brocku.ca
Non-Tenured Faculty Representative	Kimberly Maich Teacher Education	Extension 4716 kmaich@brocku.ca
Professional Librarian Representative	Heather Whipple Library Liaison Services	Extension 4880 hwhipple@brocku.ca
Member-at-large	Kathy Belicki Psychology	Extension 3873 kathy.belicki@brocku.ca
Member-at-large	Bozidar Mitrovic Physics	Extension 3415 mitrovic@brocku.ca
Administrative Assistant to the Executive	Shannon Lever BUFA Office, D402	Extension 4643 slever@brocku.ca
Administrative Coordinator	Joy Werner BUFA Office, D402	Extension 3268 jwerner@brocku.ca
Office Assistant	Laurie Jansen BUFA Office, C409	Extension 5378 ljansen@brocku.ca

* BUFA OFFICE FAX NUMBER (905) 688-8256