

# BUFA VOICE

## Message from the President

### One Good Performance Review Deserves Another

Linda Rose-Krasnor



In August, all BUFA members were required to submit an Annual Report to their Dean or Head Librarian. These senior administrators will base our yearly performance reviews on these Annual Reports. According to the current Collective Agreement (2014-2017), if your Dean/Head Librarian believes that your 2014-2015 performance does not meet expectations in teaching, research and/or service, he or she will meet with you to explain, consider your response, and then send a written explanation and detailed advice about what you must do in order to more adequately meet expectations. If your Dean/Head Librarian finds that your performance does meet expectations, you may receive a letter to that effect (although we have been told that not all Deans convey this positive information directly to faculty members).

As Article 35.01 states,

The Parties agree that the purpose of performance review is to advise and guide faculty and professional librarians members with a view to ensuring that individual performance is consistent with the expectations set out in this Collective Agreement.

Thus, the overall goal of the review should be to “advise and guide” and help individuals improve their performance. In this spirit of advice and guidance, it is appropriate and timely that we take time to review the University’s own performance over the last year.

*Continued on next page...*

## Support #OpenBrockU in the Search for our Next University President



[www.BUFA.ca](http://www.BUFA.ca)

## News and Views

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**Linda Rose-Krasnor**

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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

*(continued from cover page)*

Indeed, the University has just published its first [Annual Review for 2014-2015](#), which provides a wide range of information that may be useful when assessing its strengths and weaknesses over the past year.

Our individual performance reviews are based on the expectations set out in Collective Agreement articles on our rights and responsibilities, workload, tenure or permanence, and promotion.

*The criteria for the University's performance review should be defined, at least partially, by the Brock Act, which specifies that the University's "objects and purposes" are to advance learning; disseminate knowledge; address the intellectual, social moral and physical development of its members; and work toward the betterment of society.*

The first component for the University's performance review, then, is whether the University is meeting expectations with respect to the advancement of learning. One major dimension within this component is the quality of the University's support for research. Although there have been recent improvements in the amount and quality of research support from the Office of Research Services, this unit is severely underfunded. We note, for example, the continuing reduction of staff support for the Office of Research Ethics, which, in spite of heroic efforts by the remaining staff, will likely result in delays in the processing of REB applications. Response times for computer support are notoriously slow, again resulting in delays of research activity.

A second performance review component for the University is whether it is meeting expectations for the dissemination of knowledge, reflected at least partially by the institution's support for teaching and learning. Here, we have seen budget cuts decimate seminars across the University. Classroom technology has not kept pace with other universities. Both classroom conditions (e.g., lack of desks in some lecture halls) and severe shortage of study space are likely to interfere with student success. New programs are approved without adequate resourcing or full consideration of their effects on existing programs. On the positive side, we recognize the valuable work done by the Centre of Pedagogical Innovation in facilitating and recognizing teaching skills in both faculty and TAs.

A third measure of the University's performance is its success in fostering the intellectual, social, moral and

physical development of its members. The University's performance in this area is clearly unsatisfactory.

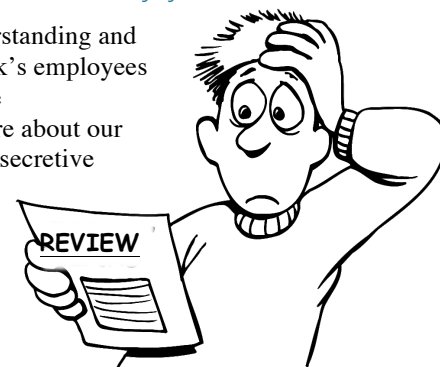
*BUFA hears from many of its faculty and professional librarians that they are highly stressed and receive little support from administrators. Morale is reported to be low; the aftereffects of the scope and manner of previous staff job losses continue to reverberate across the University.*

Although harassment and bullying incidents seem to be an increasing problem, the Office of Human Rights and Equity has been without specialized staff for a long period and no longer operates independently from Human Resources. Indeed, as you look through the University's Annual Report, you will find little, if anything, that reflects the perceptions, viewpoints, and insights of the people who work and study here.

*Surprisingly, there has not been a university-wide employee satisfaction survey here at Brock in many years.*

This lack of effort in understanding and assessing the state of Brock's employees conveys a message that the administration does not care about our wellbeing. The closed and secretive search for the next President sends a similar message. Such problems in the University's performance in this domain are even more striking, given that one of Brock's strategic priorities is to make the University a preferred place to work and study.

The last area for performance review, based on the Brock Act, is the University's efforts toward the betterment of society. This comprises serving the public good; examples include facilitating effective knowledge mobilization, promoting critical thinking and academic freedom, serving underrepresented and vulnerable populations, and collaborating with local and broader communities to help them meet their needs. In many ways, we have done well on this criteria. Brock has been active in fostering community connections and, in particular, has positively transformed downtown St. Catharines with the opening of the new Marilyn I. Walker School of Fine and Performing Arts. On the other hand, we are concerned that financial



considerations may overshadow the academic and community importance of Rodman Hall and lead to its dissolution.

*We also are very much troubled by the Board of Trustees continuing insistence on a university-wide “Code of Conduct” that seeks to limit our academic freedom to be critical of the University and engage in public discourse that may “harm” its reputation.*

Indeed, this essay could be interpreted as violating the proposed Code.

The University needs our feedback on its performance. The Administration hears the Board’s perception of Brock’s success regularly. The Board’s criteria of success are predominantly financial and reputational, based on relatively simplistic quantitative performance indices (the “dashboard” approach).

*The University also needs to hear the voices of faculty and professional librarians letting our Administrators and Board members know how Brock is performing on dimensions that are important to our academic mission.*



## to our Newest BUFA Members

**Nicholas Burton**  
Sport Management

**Shawna Chen**  
OBHREE

**Spy Denomme-Welch**  
Tecumseh Centre

**John Dingle**  
Library

**Michael Griffin**  
Dramatic Arts

**Lindsay Hayhurst**  
Child and Youth Studies

**Sally Hooper**  
Graduate & Undergraduate Studies,  
Education

**Anthony Kinik**  
Communications, Pop Culture, and Film

**Martin Lemaire**  
Chemistry

**Lori MacNeil**  
Biological Sciences

**Nigussie Mengesha**  
Finance, Operations and Information Systems

**Camilo Ordonez**  
Geography

**Carolynn Pietrangeli**  
Health Sciences

**Karen Louise Smith**  
Communications, Pop Culture, and Film

**Zachary Spicer**  
Political Science

**Tanya Tang**  
Accounting

**Natasha Tusikov**  
Sociology



**BUFA Presents a CAUT Grievance Handling Workshop**  
**December 1-2, 2015**  
**at White Oaks Conference Resort & Spa**  
**RSVP [BUFA](#) to reserve your spot today - space is limited**

Legislative Assembly  
of Ontario



Assemblée législative  
de l'Ontario

**Cindy Forster M.P.P.**  
Welland

October 6, 2015

Dr. Linda-Rose Krasnor  
President  
Brock University Faculty Association  
500 Glenridge Avenue  
St. Catharines, ON L2S 3A1  
1 page sent by email to [bufa@brocku.ca](mailto:bufa@brocku.ca)

Dear Dr. Krasnor:

I am pleased to lend my support to the faculty association's campaign to encourage an open search for the next president of Brock University.

While I appreciate an open search may take a little longer because of the opportunity for a broader spectrum of input which it entails, I think the benefits outweigh the inconvenience.

Niagara residents are very proud of Brock University. An open search for its next leader would bring a spirit of transparency to an important decision that will affect students, faculty and the community at large for years to come.

It is my sincere hope that Brock's Advisory Committee on the Presidency will give careful consideration to the faculty association's request.

Sincerely yours,

A handwritten signature in cursive script that reads "Cindy Forster".

Cindy Forster





## Wayne Gates MPP, NIAGARA FALLS

October 5, 2015

Dr. Linda Rose-Krasnor  
President, Brock University Faculty Association  
500 Glenridge Avenue  
MacKenzie Clown Complex, Office D402  
St. Catharines, Ontario L2S 3A1

### **RE: The Search for Brock University's Next President**

Dear Dr. Rose-Krasnor:

Please accept this letter in support of the Brock University Faculty Association's campaign for an open search for the next President of Brock University. It is critical that the search process be both open and as transparent as possible. An open search would validate and emphasize the importance of transparent decision-making, which is a critical component of self-governance in any post-secondary institution. It is my belief that an open process would attract candidates who would appreciate the opportunity to communicate with the University community, while reciprocally providing community members with an opportunity to hear from, at the very least, a short-list of applicants.

As Brock is a publicly-funded institution, funded primarily through taxes and tuition, I firmly believe that the Brock and Niagara community should be provided the opportunity to interact with all potential Presidential candidates and allowed the opportunity to become involved in this process in a meaningful and transparent manner.

Respectfully,

Wayne Gates  
Member of Provincial Parliament, Niagara Falls Riding

#### **Niagara Falls**

6746 Morrison Street, Unit 1  
Niagara Falls, ON L2E 6Z8  
Tel 905-357-0681  
Fax 905-357-9456  
wgates-co@ndp.on.ca

#### **Fort Erie**

Douglas Heights Senior Centre  
265 High St.,  
Fort Erie, ON L2A 3R4  
Tel 905-871-8868  
Fax 905-871-4717

#### **Niagara-on-the-Lake**

NOTL Public Library  
10 Anderson Lane  
Niagara-on-the-Lake, ON L0S 1J0  
Tel 289-241-2238  
Fax 905-357-9456

#### **Queen's Park Office**

Room 361, Main Legislative Building,  
Queen's Park, Toronto, ON M7A 1A5  
Tel 416-212-6102  
Fax 416-212-6106  
wgates-qp@ndp.on.ca



**SIGN THE #OpenBrockU PETITION AT: [WWW.BIT.LY/OPENBROCKU](http://WWW.BIT.LY/OPENBROCKU)**

## **BUFA** Scholarship Awards 2015-2016

*Rachel Easterbrook – Applied Health Sciences*

*Rosalyn Tyrer– Education*

*Nicholas Lepore– Goodman School of Business*

*Rebecca Susanne Lepore– Humanities*

*David Nguyen – Math and Science*

*Aubrey McCann – Social Sciences*

The BUFA scholarship is awarded to one student from each Faculty in the second, third, or fourth year of study. The recipients must have completed at least five full credits at Brock, with a minimum 80% overall average, and demonstrate a commitment to community service.

## Calendar of Events at Brock and in the Community

(Visit us online for more information)



**Upcoming General Membership Meeting**  
**December 11, 2015 - Pond Inlet**  
 \*Lunch available at noon



[www.BUFA.ca](http://www.BUFA.ca)

**2014-2017 Collective Agreement**  
 Electronic copy now available!

[www.BUFA.ca](http://www.BUFA.ca)  
 (Under the resources tab)

**#OpenBrockU**

Show your union pride...  
**BUFA GEAR**  
 Place your order NOW!



### St. Catharines Santa Claus Parade

Sunday, November 22, 2015 at 2:30pm



*The parade route starts at the corner of Lake Street and William Street, proceeds to St. Paul Street, down St. Paul, left on James Street to King Street and ends at Market Square.*

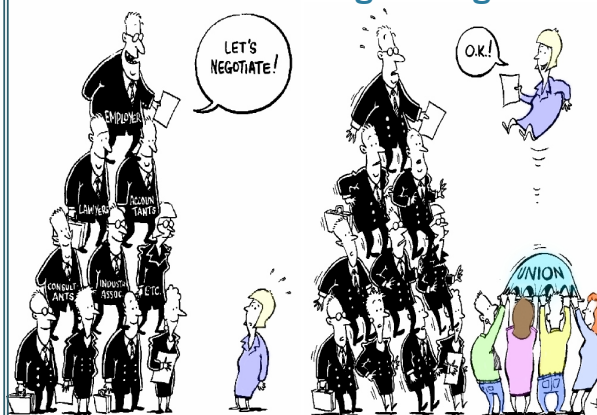
### Remembrance Day ~ November 11, 2015

Lest we forget



## APPLY NOW

### 2016-2017 BUFA Negotiating Team



*BUFA invites applications from the Library, all Faculties and all ranks. Members of equity-seeking groups are encouraged to apply.*



## 2015-2016 Executive Committee & Staff Contact List

<b>President</b>	<b>Linda Rose-Krasnor</b> Psychology	<b>Extension 3870</b> <a href="mailto:linda.rose-krasnor@brocku.ca">linda.rose-krasnor@brocku.ca</a>
<b>Vice President</b>	<b>Michelle Webber</b> Sociology	<b>Extension 4411</b> <a href="mailto:mwebber@brocku.ca">mwebber@brocku.ca</a>
<b>Past President</b>	<b>Dawn Good</b> Psychology	<b>Extension 3869</b> <a href="mailto:dawn.good@brocku.ca">dawn.good@brocku.ca</a>
<b>Treasurer</b>	<b>Jennifer Li</b> Accounting	<b>Extension 4238</b> <a href="mailto:jennifer.li@brocku.ca">jennifer.li@brocku.ca</a>
<b>Grievance Officer</b>	<b>Nancy Taber</b> Graduate & Undergraduate Education	<b>Extension 4218</b> <a href="mailto:ntaber@brocku.ca">ntaber@brocku.ca</a>
<b>Health and Safety Officer</b>	<b>Lisa Barrow</b> Organizational Behavior, Human Resources, Entrepreneurship, and Ethics	<b>Extension 5401</b> <a href="mailto:lbarrow@brocku.ca">lbarrow@brocku.ca</a>
<b>Secretary</b>	<b>Coral Mitchell</b> Graduate and Undergraduate Education	<b>Extension 4413</b> <a href="mailto:coral.mitchell@brocku.ca">coral.mitchell@brocku.ca</a>
<b>OCUFA Director</b>	<b>Michelle Webber (Interim)</b> Sociology	<b>Extension 4411</b> <a href="mailto:mwebber@brocku.ca">mwebber@brocku.ca</a>
<b>Communications Officer</b>	<b>Larry Savage</b> Labour Studies	<b>Extension 5007</b> <a href="mailto:lsavage@brocku.ca">lsavage@brocku.ca</a>
<b>Non-Tenured Faculty Representative</b>	<b>Santo D'Agostino</b> Physics	<b>Extension 5785</b> <a href="mailto:sdagostino@brocku.ca">sdagostino@brocku.ca</a>
<b>Professional Librarian Representative</b>	<b>Heather Whipple</b> Library Liaison Services	<b>Extension 4880</b> <a href="mailto:hwhipple@brocku.ca">hwhipple@brocku.ca</a>
<b>Equity Officer</b>	<b>Kathy Belicki</b> Psychology	<b>Extension 3873</b> <a href="mailto:kathy.belicki@brocku.ca">kathy.belicki@brocku.ca</a>
<b>Member-at-large</b>	<b>Bozidar Mitrovic</b> Physics	<b>Extension 3415</b> <a href="mailto:mitrovic@brocku.ca">mitrovic@brocku.ca</a>
<b>Executive Assistant</b>	<b>Shannon Lever</b> BUFA Office, D402	<b>Extension 4643</b> <a href="mailto:slever@brocku.ca">slever@brocku.ca</a>
<b>Administrative Coordinator</b>	<b>Joy Werner</b> BUFA Office, D402	<b>Extension 3268</b> <a href="mailto:jwerner@brocku.ca">jwerner@brocku.ca</a>
<b>Administrative Assistant</b>	<b>Laurie Jansen</b> BUFA Office, C409	<b>Extension 5378</b> <a href="mailto:ljansen@brocku.ca">ljansen@brocku.ca</a>