

# FAUW Forum

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FALL 2008

## President's Message

While it is several weeks into the Fall term, this is the first *FAUW Forum* of the academic year. I would therefore like to begin by bidding welcome to colleagues newly arrived at UW, and to wish all my colleagues the best of success in their teaching and research for this year. I'd also like to remind everyone that while FAUW fees are deducted automatically from the pay cheques of the regular faculty members we represent, you are only a *member* of FAUW if you join. FAUW is a democratic organization, but it is the members of FAUW who have a say in our decisions. So if you have new colleagues in your department, ask them whether they are members, and if they're not, suggest that they join. For that matter, it's not uncommon that I run into senior colleagues who think they're members of FAUW, but who have never joined. It's easy to join: just go to [www.fauw.uwaterloo.ca](http://www.fauw.uwaterloo.ca), and fill in the online membership form.



David DeVidi, Philosophy

I would like to devote this first President's Message of the new year to a review and update of some of the issues that FAUW is working on.

**Faculty Consultation and Collegial Governance:** One theme that will be familiar to regular readers of the *Forum* is the importance FAUW places on

ensuring that faculty at Waterloo play the appropriate role in the governance of the institution. Last spring, FAUW gathered ideas from members about effective ways to do this, and we recently presented them to the Administration at the Faculty Relations Committee. Discussions are continuing about how to effectively address the twin perils of faculty not making use of the decision-making mechanisms already

available to them (for instance, some faculty councils are embarrassingly moribund) and what seems sometimes to be confusion on the part of some administrators over the distinction between consultation and merely giving a heads-up that something is going to happen.

My own optimism that we can make progress on this matter was increased at a recent Senate Executive Committee meeting. There was a discussion of the expressions of discontent I and other members of that Committee were hearing with the answers provided at Senate to questions about some of the moral, human rights, and academic freedom issues related to the proposed campus in the United Arab Emirates. When it was suggested that part of the problem might be that Senators were unwilling to ask pointed follow-up questions for fear of violating the Senate's culture of politeness, the

### FAUW FALL GENERAL MEETING

Tuesday, December 2, 2008

2:00 pm, MC 4020

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University President said that maybe it was time to change that culture if it was preventing Senators from voicing their views and asking their questions. Senate Exec also set up a process, about which I sent an email to faculty on October 21, to ensure that the questions people have about overseas campus initiatives are publicly answered.

An obvious worry about initiatives designed to increase consultation is that faculty will soon feel “consulted to death”, or perhaps that they are consulted about the trivia but not the important decisions. There has been some discussion of the suggestion that there is a useful, cooperative role for FAUW to play, as the organized voice of UW faculty, in helping identify issues likely to be regarded as important by significant numbers of faculty, and so deserving of a major effort to involve faculty in the process. It’s hard for any individual to reliably guess what will turn into a hot issue—for instance, my guess is that it came as a surprise to its authors that the original proposal to Senate Long Range Planning about online learning drew such a strong reaction—but involving FAUW might make wrong guesses rarer.

**FAUW Revitalization:** Of course, this last suggestion only makes sense if members of the FAUW Board of Directors have a clear idea of what issues matter to faculty. There are two initiatives we have undertaken this fall to (among other things) help ensure this. (1) FAUW Vice-President Shelley Hulan, of English Language and Literature, is heading up a working group on FAUW revitalization. The first goal of the group is to continue the work begun last year to revitalize our Council of Representatives. Among other things, this will allow the Council to ensure that information

flows back and forth between the Board and members, which will help us identify issues early and try to address them. A second goal is to increase the likelihood that faculty members know what FAUW is up to, on the hopeful assumption that this will make them care about what FAUW is up to, and so become involved in ways that make FAUW more effective. (2) FAUW Treasurer George Freeman, of Electrical and Computer Engineering, is heading up a working group undertaking a review of the FAUW Constitution. In addition to some long-overdue housekeeping to eliminate outdated clauses, the group will review our existing committee structure so that our committees match the current needs of faculty and FAUW. A more sensible committee structure will make taking a role on these committees more interesting for faculty, and so we’ll have more venues for those interested in FAUW to play an interesting and useful role. (Former FAUW Vice President Melanie Campbell, of Physics and Astronomy, also continues to work on a report on how our Academic Freedom and Tenure Committee should be reorganized.)

**Merit and Equity Working Groups:** As part of the most recent salary settlement, two working groups were set up by the University, in consultation with FAUW. One is to consider the annual merit review process at Waterloo, the other to investigate the question of what inequities exist with respect to pay for women faculty and make recommendations about how to fix them. I am not a member of the pay equity group, but can report: that the discussions with the Provost about who would be good candidates for the committee were very constructive; that I was very pleased with the quality and manifest fair-mindedness of the people who

agreed to be part of it; that I know they are hard at work; and that the goal is to make recommendations that will result in inequities being addressed. I am a member of the merit working group, so can report that we have received input from many faculty members, have done much other research, and hope to produce a report before the end of the year.

**Other matters:** Members of the FAUW Board and committees, and other representatives of FAUW, continue to work hard on many other important matters. Members of our *Academic Freedom and Tenure Committee* provide support to colleagues who find themselves (or feel that they are) on the wrong side of arbitrary decisions by administrators, or otherwise in need of help. Most of the time, the effect of their intervention is to help solve problems before they become formal, expensive disputes, but they look out for the interests of individual faculty members in a startling variety of ways. (Universities are more interesting places than I ever realized before becoming involved with FAUW.) In light of the current financial downturn, our *Pension and Benefits* representatives are doing especially important work defending the integrity of the pension plan we are all relying on. FAUW members are advising about who ought to be the UW nominees for the prestigious *OCUFA teaching and librarian awards*, and we have a new Chair of the *Hagey Lecture Committee*. We have a representative on the *Campus Child Care Committee*. FAUW’s work goes well beyond the activities of its Board and its representatives on the Faculty Relations Committee.

**Feedback:** The FAUW Board is always interested in your opinions

on matters to do with your working life at UW. You can send it either to the Faculty Association office at [facassoc@uwaterloo.ca](mailto:facassoc@uwaterloo.ca), or you can feel free to send it to me at [ddevidi@uwaterloo.ca](mailto:ddevidi@uwaterloo.ca).

I would like to mention two issues about which I would like to get a sense of faculty opinion.

**Monthly Pay Period:** An ongoing concern for some faculty is that at UW employees are paid only once a month. This is inconvenient for those who, for instance, have mortgages that require payment every two weeks. Changing to a two-week pay period would have some costs for the University, and in the past the FAUW view has been that this is probably a more important issue for the Staff Association, because more of their members are in an

income range where adjusting for months when three mortgage payments come due is a hardship rather than an inconvenience. However, we stand to be corrected on our estimate of the importance of this matter. If you have an opinion, we'd be happy to hear it.

**Online Learning Report:** There was a lot of interest in the Online Learning Report that appeared at the Senate Long Range Planning Committee last fall. FAUW gathered a bunch of feedback on the initial proposal and presented it to Geoff McBoyle, Associate Vice-President Academic, who organized revisions of the proposal, and to SLRP. A revised Online Learning Report was recommended by SLRP to Senate at their meeting on October 20. The revised report can be read in the agenda materials for that meeting at:

[http://www.adm.uwaterloo.ca/infosec/governance/Long\\_Range\\_Planning/20081020oagslrp.pdf](http://www.adm.uwaterloo.ca/infosec/governance/Long_Range_Planning/20081020oagslrp.pdf)

If the revised report continues to raise concerns for you, please let us know what they are, so we can raise them at Senate. One FAUW concern with the revised report has to do with the intellectual property rights of those who write online courses. This is not addressed in the report, but is governed by Policy 73 (section VIII). *My immediate concern is not with the content of that section, but with the fact that this is a G policy, and so is subject to revision without approval by faculty representatives.* So one question I have is whether faculty are comfortable with their intellectual property rights being governed by a policy that can be changed without the approval of their representatives.

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## Editorial

David Wang

Electrical and Computer Engineering

Like much of the world, I spent a lot of time following the Beijing Olympics this summer. As usual, there was much hoopla over any medals that were achieved by our hard-working and dedicated athletes. However, there were two events that really struck me this time around.

The first was the shot put event, where Canadian Dylan Armstrong missed a bronze medal by a mere 1cm. Almost all the media coverage conveyed slight disappointment with the result. Words like “settled for fourth” were commonly used. However, this athlete set a Canadian record and beat his own personal best performance by a phenomenal 12 cm. Rather than point out the lack of a medal, would it not have been more appropriate to celebrate this incredible achievement. After all, how many of us can say that we are in the top 4 in the world in anything that we do? The second event that stood out for me was the triathlon, where Canadian Simon Whitfield won a silver medal in one of the most exciting finishes for an Olympic final. However, unheralded for the most part in that story was Canadian Colin Jenkins who finished 50<sup>th</sup>. He was instrumental in Canada’s silver medal as he sacrificed his own standing in the event by helping the eventual medalist through the biking portion by riding in front of him (reducing wind resistance for the person behind) in order to help Whitfield conserve energy. Jenkins was quoted as saying that he felt as if he had won the silver himself by helping his friend step on the podium.

Now, if you read this column regularly, you can probably anticipate

one of the points that I am going to bring up. As U of W strives to be one of the top universities in the world, let’s hope that if we fall short but still greatly improve in quality, that no one will say that the efforts were a failure, disappointment or a waste of time. However, I also think that this idea of rewarding only the elite is very pervasive throughout all of academia. Our top researchers get accolades and press whereas most of our professors work in relative anonymity. Our top teachers get nice letters from our deans and sometimes even awards for their efforts. The top graduate and undergraduate students are bestowed scholarships and recognition.

Now, I am not saying we should not recognize these high performers just as I would never say, as some would, that we should not give out medals as this may hurt the self-esteem of those who did not win. I think these awards are great incentives for us to reach for the top of our field. However, I feel that there should be other recognitions as well. We should recognize researchers who have had a particular banner year for publications, far outdoing their previous productivity, even if they are not up to the megapublication standards of some of their colleagues. Faculty members who do extraordinary unrecognized service so that their other faculty members can succeed should also be recognized. If students raise their averages by over 10% in a year, could we not point this out somehow on their transcripts? Some students work tirelessly in student societies to help benefit their fellow students. It would be very nice to somehow give these students some

type of credit. I also think there would be benefits to extend this idea to our staff as well. They serve the university in a “Jenkins”-like fashion so that faculty members can focus on teaching and research. Recognition of their efforts would be a simple way of showing our appreciation to this important segment of our university population. Too often, I have seen certain faculty members treat staff members as second class citizens and this is simply unacceptable.

I know this is radical thinking and some will feel that I am rewarding mediocrity with my suggestions. The U of W has always been progressive in its thinking, though, and I think that this is one way where we can leap-frog over other universities by modifying our treatment of its most valuable asset: the people. If nothing else, we can say that we are one of the top in the world in recognizing more completely the efforts of everyone who makes a university such a great place to work and study.

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## FAUW Notices

### **FAUW FALL GENERAL MEETING, DECEMBER 2, 2:00 pm, MC 4020**

- Special guests from the Ontario Confederation of University Faculty Associations (OCUFA): President Brian Brown (University of Windsor) and Executive Director Henry Mandelbaum, “The Fall Economic Statement, the 2009 Provincial Budget, and the implications for university funding”
- Updates on:
  - Working Group on Annual Performance Evaluations
  - Working Group on Revisions to FAUW Constitution
  - Working group on FAUW Revitalization
- Feedback session: We want to hear from you about workplace-related matters.

*The full agenda will be sent to members about a week prior to the meeting. Light refreshments will be provided.*

### **LECTURER APPOINTMENT CHANGES**

We continue to meet Lecturers and Chairs who have not seen the memo sent out last spring about changes to lecturer appointments. These are important changes to the M of A , and agreements that changes will be made in due course to policy, which were described in an earlier issue of the *Forum*, that we hope will improve working conditions for Lecturers at UW. If you know of a Lecturer or Chair who may not have seen the memo, you can direct them to the FAUW web site ([www.fauw.uwaterloo.ca](http://www.fauw.uwaterloo.ca)) where they will find a link to the announcement of the changes.

### **ARE YOU AN FAUW MEMBER?**

While FAUW fees are deducted automatically from the pay cheques of regular faculty members, membership in the Faculty Association is optional. It is the members of FAUW who have a say in our decisions. If you're not a member, please fill in the online membership form at [www.fauw.uwaterloo.ca](http://www.fauw.uwaterloo.ca). If you're uncertain about your status, please contact Pat Moore at x33787 or [facassoc@uwaterloo.ca](mailto:facassoc@uwaterloo.ca).

### **GRAD HOUSE MEMBERSHIP**

If you are have FAUW deductions, you are automatically a member of Grad House (<http://www.gsa.uwaterloo.ca/house/>).

## (Sober) Second Thoughts on the UAE

*Shannon Dea*

*Philosophy, Faculty At-Large Senator*

At the September meeting of Senate, Acting Dean of Engineering Leo Rothenburg discussed his recent visit to the intended site of the UW United Arab Emirates campus in Academic City, Dubai. Professor Rothenburg extolled the cosmopolitan flavour of the city, and the many merits of the campus, clearly intending to stimulate enthusiasm for the plan among senators. However, it was the issue of human rights and academic freedom in the UAE that I heard senators discussing in their inevitable post mortems on the session. (These water cooler discussions following Senate meetings show that Senate is the chamber of “sober second thought” in more than one respect.)

According to both Human Rights Watch and the 2007 report of the U.S. Department of State (USDS) on human rights practices in UAE, the worst human rights violations in UAE concern the severe restriction on workers’ rights and widespread abuse of foreign domestic workers. Despite these serious and ongoing concerns, however, the issues that hit closest to home for faculty members who might end up teaching in Dubai (or whose colleagues might) are (1) the UAE government’s continued restriction of academic freedom, (2) the fact that homosexuality remains a crime under UAE law, and (3) the status of women under UAE law. With respect to the first, the USDS cites censorship of academic materials and the government’s failure to reinstate all but one of the fifteen academics whom it banned from teaching and academic writing in the country in 2000 (a ban that, according to the USDS, continues

“to inhibit open academic discussions of a political nature”). With respect to homosexuality, the USDS reports that in 2007 individuals were deported or sentenced to prison for being openly homosexual. (Homosexuality is illegal under both UAE civil and Shari’a law, and Islamic religious law considers consensual engagement in homosexual acts a capital offence.) Finally, with respect to women, the UAE constitution does not accord women equality with men under the law. For instance, assault against a woman by a stranger is illegal in UAE, but assault by her husband for the purpose of disciplining her is legal. Moreover, with fornication a crime in the UAE, a non-citizen woman may be deported or imprisoned for bearing a child out of wedlock.

Should these human rights abuses be serious concerns for faculty members – and indeed for UW as a whole? Limits upon academic freedom in UAE are largely confined to matters related to politics and sexuality, and none of the courses that UW currently plans to offer have sexual or political content – although it’s worth noting that in his presentation to Senate the same night, Dean of Arts Ken Coates raised the possibility of offering Arts courses at the Dubai campus. So, no UW professor teaching in UAE is likely to directly experience any curtailing of her academic freedom. On the other hand, academic freedom is important to faculty members in all disciplines and there will certainly be some who prefer to show solidarity with banned UAE academics than to affiliate

themselves with a system in which the government, rather than the professoriate, determines the content of academic courses and publications. Moreover, despite Professor Rothenburg’s assurances of the cosmopolitan, live-and-let-live nature of life in Dubai, LGBT faculty members might be forgiven for worrying about living under a regime that considers them criminals. And, of course, female faculty members have plenty of reason to worry about living in a country that doesn’t accord them the same basic legal protections that men receive. (As a fornicator who is the mother of a child born out of wedlock, I for one prefer to avoid countries that routinely deport and imprison people like me.)

To its credit, UW’s administration has made it clear that no faculty members will be compelled to teach in Dubai. So, no one is forcing LGBT and female faculty members – or those who want to show solidarity with UAE’s banned 14 – to live and work in UAE. However, we should be very concerned about the lines that such an “opt-out” policy draws among faculty members. We are not normally in the habit of separating straight male faculty members from female and LGBT ones. However, the UAE campus effects just such a separation, and moreover puts female, LGBT and “conscientious objector” faculty members in the position of saying “no” to their employer. This is an especially uncomfortable choice for pre-tenure faculty members to be forced to make. Surely this is cause for sober second thought for more than just UW’s senators.

**References**

United States Department of State, "United Arab Emirates Country Report on Human Rights – 2007," <http://www.state.gov/g/drl/rls/hrrpt/2007/100608.htm>, accessed 8 October 2008.

Human Rights Watch, "Treat Domestic Workers Fairly This Ramadan," *Human Rights News* (September 2, 2008), <http://hrw.org/english/docs/2008/09/02/mena19724.htm>, accessed 9 October 2008.

---. "UAE: Meetings Should Address Migrant Workers Rights," *Human Rights News* (January 20, 2008), <http://hrw.org/english/docs/2008/01/18/uae17833.htm>, accessed 9 October 2008.

**FAUW Forum**

*The FAUW Forum is a service for UW faculty sponsored by the Association. It seeks to inform members about current Association matters, to promote the exchange of ideas and to foster open debate on issues with a wide and balanced spectrum of views.*

*Opinions expressed in the Forum are those of the authors, and ought not to be perceived as representing the views of the Association or its Board of Directors unless so specified. Members are invited to submit letters, news items and brief articles.*

*If you do not wish to receive the Forum, please contact the Faculty Association Office and your name will be removed from the mailing list.*

**JAY NEWMAN AWARD FOR ACADEMIC INTEGRITY****CALL FOR NOMINATIONS**

The University of Guelph Faculty Association is calling for nominations for a new award open to scholars around the world. The Jay Newman Award for Academic Integrity will be given for the first time in the Fall of 2009; nominations may be submitted until May 1, 2009. The purpose of the award is to recognize a university scholar and teacher who either at a particular time or in the course of an academic career has demonstrated combined meritorious academic achievement with noteworthy courage or compassion in the defense of academic ideals. The award will be given biennially and carries a prize of \$1,500.

The award honours the memory of Dr. Jay Newman, FRSC, a distinguished member of the University of Guelph Philosophy Department for thirty-six years. The author of eleven books, he was a successful and popular teacher and an active participant in the life of the university. He was widely known as a fearless and articulate defender of academic freedom as a core value of a university, and of the rights of faculty members.

Nominations, along with any supporting material, should be sent to: Chair, Academic Freedom Committee, University of Guelph Faculty Association, Room 535, University Centre, 50 Stone Road East, Guelph ON N2G 2W1.

## At least we're number one at something!

*This article was submitted to the editor by a faculty member who wished to remain anonymous.*

Some facts from the *CAUT Almanac of Post-Secondary Education in Canada, 2008-2009*.

Item	Ranking	Reference in the CAUT Almanac, 2008-2009
Provincial Expenditures on Post-Secondary Education as a Share of Provincial GDP	Ontario is ranked last out of 10 provinces	Table 1.3
Provincial Government Transfers to Colleges and Universities per FTE Student	Ontario is 7 <sup>th</sup> worst out of 10 provinces	Table 1.4
Average Undergraduate Tuition Fees	Ontario has the 3 <sup>rd</sup> highest tuition fees out of 10 provinces	Table 3.23
Percentage Increase in Average Undergraduate Tuition Fees since 1991-1992	Ontario has the 2 <sup>nd</sup> highest increase out of 10 provinces	Table 3.23
Endowments by Institution	UW is ranked 17 <sup>th</sup> out of 78 colleges and universities in Canada	Table 4.3
University FTE Enrolment to Full-Time Faculty Ratio	UW is ranked 50 <sup>th</sup> out of 73 colleges and universities in Canada	Table 4.4
University Research Income	UW is ranked 14 <sup>th</sup> out of 90 universities and colleges in Canada	Table 5.5
Research Library Holdings in Canada and the USA	UW is ranked 11 <sup>th</sup> out of 14 universities in Canada, and ranked 93 <sup>rd</sup> out of 113 in North America	Table 6.4
University Presidents' Compensation	UW is ranked #1 out of 47 universities in Canada	Table 4.7

*(The Almanac was distributed with the September 2008 CAUT Bulletin and is posted online at <http://www.caut.ca/pages.asp?page=442>.)*