

# FAUW FORUM

Faculty Association of the University of Waterloo Newsletter

<http://watserv1.uwaterloo.ca:80/~facassoc>

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## President's Message

by Fred McCourt

Partly because this has been an extraordinarily busy time for the members of the *Forum* Editorial Board and partly because there is less association-related news to convey to you, the present issue is a combined January/February one. This is not to say, however, that your FAUW representatives have not been busy. Quite the contrary holds in fact.

The Faculty Relations Committee (FRC) has continued to spend a considerable amount of time pondering over (and even arguing about) proposed revisions to UW Policy 33 (Ethical Behaviour) that are being made as a consequence of the adoption of the Memorandum of Agreement last May. I believe that we and the administration members of FRC have nearly attained agreement on all (four) sections of the policy. It will be a much more concise document than was the previous version, and it should not give rise to contentious interpretations of the type that its predecessor did. It is my hope that by the time you read this report the revised policy document will have cleared FRC and have been sent to the Staff Relations Committee for a final examination prior to its being sent out via the usual policy-development route for feedback from faculty, staff and students, thence to Senate and the Board of Governors for their input and approval.

As you may know, FRC had accumulated a logjam of policies that needed revision, all of which require sober thought. During the past several months we have managed to clear several of the policies requiring essentially small (as opposed to minor) revisions, and these have been sent on to Senate and the Board of Governors for approval.

However, we still have a number of policies before us requiring more major revision. Policy 33 was perhaps the one of this set of policies that most urgently needed revision, and so it has occupied us off and on for the past several months. The next major revisions we shall be undertaking in FRC are for UW Policies 46 (Promotion) and 53 (Tenure). I anticipate that we shall begin serious consideration of these policies within a month. It is my belief that we shall be able to make fairly rapid progress, and therefore I do not anticipate that it will require more than a few meetings of FRC to produce versions that can be sent out on the regular approval route.

### Council of Representatives Meeting

Thursday, March 25, 1999  
7:00 p.m., NH 3004

### Annual General Meeting

Wednesday, April 7, 1999  
2:30 p.m., DC 1302

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Our representatives to the University Pension and Benefits Committee, currently Professors Sandra Burt (Political Science), Ray McLenaghan (Applied Mathematics) and Kirti Shah (Statistics and Actuarial Sciences), have also been kept busy with considerations of a proposal from the Vice-President Academic & Provost for the replacement of the current Long-Term Disability Plan, which has some perceived inequities, with a new one that treats all employees of the University in much the same way. Despite the desirability of having a plan which treats all UW employees equitably, there has been some controversy over the specifics for achieving this goal via the new proposal, since it appears upon first examination to reduce the potential benefits of a large number of employees, including all faculty members.

Because of the concern which the VPA&P's proposal has raised amongst our representatives to the University P&B Committee, the FAUW Board of Directors has invited the VPA&P to meet with it, both to present his position and to answer questions to help clarify his proposal. Dr. Kalbfleisch has agreed to meet with the Board on February 18. I have also asked Professors Burt and McLenaghan to prepare a short summary of the proposal for the next issue of the *Forum*.

You may recall that following the abrupt cessation of negotiations between FAUW and the UW Administration with regard to the proposed representation of professional librarians at UW, I requested and received from the Vice-President Academic & Provost a short summary of his views on the issues involved. Since then, both the librarians and Professor John Wilson, who served as the FAUW Chief Negotiator, have responded to Dr. Kalbfleisch's article. You may already have seen the librarians' response, as it has appeared earlier in the *Gazette*. We have also reproduced it, to accompany Professor Wilson's article in this issue of the *Forum*. Professor Wilson's response to the VPA&P's position expresses the unanimous view of the FAUW Board of Directors. The *Forum*, and the Board of Directors would welcome your views on this important matter, either by contacting an individual member of the Board of Directors or by writing a Letter to the Editor of the

*Forum*. We also welcome feedback and input on any other issues faced by FAUW and the professoriate at UW or elsewhere.

Salary negotiations are now fully underway. Our negotiators, Professors Frank Reynolds (Statistics & Actuarial Science, Chief Negotiator), Sandra Burt (Political Science) and Steve Furino (Combinatorics & Optimization and St. Jerome's University), have exchanged first offers with the Administration team, Deans John Thompson, (Science, Chief Negotiator) and Mike Sharratt (Applied Health Sciences), and Professor Harry Panjer (Statistics & Actuarial Science).

This issue of the *Forum* also contains on the first page an announcement of the Annual General Meeting of the FAUW. As you know, this is the meeting at which the results of the election of members of the FAUW Board of Directors and of the President of FAUW are to be announced according to our Constitution. Accordingly, the Elections Committee, consisting of Professor Jim Brox (Economics), Professor Bill Power (Chemistry) and Professor Cathy Schryer (English), with Professor Brox serving as Chair, have issued the call for nominations to fill the four open positions on the Board plus the position of President, with a closing date of March 8, 1999. I urge members of FAUW who may have an interest in one of these positions to consider seriously running for it. Mail ballots will be issued to all members of the FAUW by March 23, to be returned for counting by April 6, 1999, so that the outcome can be announced at the Annual General Meeting the next day.

I have prepared an update on the strike at Mount Allison University in Sackville, NB (see p.5).

[Note: If you do not wish to receive the *Forum*, please contact Pat Moore in the FAUW Office (facassoc@watserv1.uwaterloo.ca or Ext 3787) to give her your name so that she can remove it from our circulation list.]

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## *Professors and Librarians*

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*This statement has been prepared on behalf of the FAUW Board of Directors by Professor John Wilson in response to the statement on this question by UW Vice-President Academic and Provost, Professor Jim Kalbfleisch, which appeared in the December, 1998 issue of the Forum.*

It is almost beyond understanding why the Vice-President, Academic and Provost of this University would decide to rest his case for not being prepared to accept the proposal that the Faculty Association should represent our professional librarians on a point of view which has absolutely no intellectual, organizational, or even administrative merit.

Dr. Kalbfleisch asserts, in a word, that since our librarians do not participate in the control and conduct of the academic affairs of the University – which is, on his showing, entirely in the hands of the professoriate – it is inappropriate for them to be represented by the Faculty Association.

This is almost certainly the most irrelevant explanation for refusing to recognize a perfectly legitimate claim that has been heard in a long time.

While the role of faculty members in the governance of the University is in principle – and should be in practice – as Dr. Kalbfleisch describes it, I suspect that more than a few faculty members will be struck by the contrast between what they know from experience to be their actual role and the much more influential role which his statement assigns to them.

But more importantly, in focusing exclusively on the role of faculty in university governance in his commentary in the *Forum*, the Vice-President, Academic and Provost has chosen to avoid completely the nature of the relationship between professors as employees of the University and the University as their employer. As a result, his explanation of the University administration's point of view simply ignores the issues which are at stake in the dispute over how our professional librarians will be represented.

Who decides matters of academic policy and principle has nothing to do with what organization should represent various members of the University community with respect to their terms and conditions of employment. If he believes that

the circumstances of what might be called academic governance do matter in determining what is an acceptable relationship between employer and employee, then Dr. Kalbfleisch needs to spend some time explaining why he thinks that is necessarily the case. It is not at all self-evident.

His view falls far short of a full description of how faculty members interact with the University.

It pays no attention at all to the question of how the professoriate are represented in their capacity as employees of the University. It is clear, even from Dr. Kalbfleisch's own account, that the Faculty Association is not part of the formal governance structure by which the professoriate fulfils its role at the University of Waterloo. Rather, the Association is, in effect, the bargaining agent which represents the interests of the professoriate at Waterloo on things which have nothing at all to do with the academic governance of the University – that is, it has a mandate to represent faculty on terms and conditions of employment.

Dr. Kalbfleisch's argument misses altogether these considerations and ought therefore to be rejected out of hand as irrelevant to the management of employee relations in a modern university. Clearly, the University recognizes the need for, and the legitimacy of, the faculty having a representative body of their choice to represent their interests as employees of the University. It is equally obvious that our librarians deserve no less.

It is very easy to show that our professional librarians, in their activities, are far closer to faculty in their interests and concerns than is any other single non-faculty group in the University.

Waterloo's librarians have been making that case in presentation after presentation for at least the last five years if not longer. But the questions we are confronting in this dispute have nothing to do with the character of their work. The issue is who

should represent them with respect to the terms and conditions of their employment here, and the argument which has been presented by both the librarians and the Faculty Association is that faculty members, in the very nature of the case, are far more likely than anyone else in the University to understand the librarians' situation and that, therefore, the body that represents faculty is better suited than anyone else to represent them. The librarians have recognized this and have asked that things be managed in that way – that is to say, in the same way this matter is dealt with in the vast majority of Canadian universities.

That surely ought to be enough for any fair-minded employer to accept the proposal and get on with the task of establishing the details in an agreement between the Faculty Association and the University governing the terms and conditions of employment for our librarians.

Such an agreement would make a major contribution to the well-being of the University as a whole. It is an important objective for us all to develop suitable ways to structure both our academic and employment policies and practices so that all academic staff engaged in the pursuit and communication of knowledge will be able to do that in an atmosphere which is at once harmonious and respectful of our different ways of serving those ends. Enabling those who wish to work together to do so obviously promotes that end.

It is therefore simply indefensible to suggest that faculty members and librarians cannot both be represented by the Faculty Association because of the differences in their roles as academic staff. It is indefensible, in the first place, because it is a well-established right of groups of employees to choose their bargaining agent. Beyond that, given the existing practice of the University of lumping together far more diverse groups of employees under the umbrella of the Staff Association, it is indefensible as a management policy which is inconsistent and destructive of employee morale. It is, in fact, a policy so thoroughly without justification as to suggest that the Vice-President, Academic and Provost may perhaps have another agenda.

The negotiations between the Faculty Association and the University on this matter were derailed, not ended, in the middle of November. I know I speak for everyone who has an interest in this question when I urge Dr. Kalbfleisch to get things back on track by sending his team back to the table to negotiate how, not whether, the Faculty Association will represent the librarians – that is, to negotiate Articles for the Memorandum of Agreement governing the terms and conditions of employment of professional librarians at the University of Waterloo.

*John Wilson*  
*Vice-President, FAUW*

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## ***Response of University of Waterloo Librarians to UW Provost***

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*This statement has been prepared by the Librarians' Association of the University of Waterloo in response to the statement on Professors and Librarians by UW Vice-President Academic and Provost, Jim Kalbfleisch, which appeared in the December Forum. This response also appeared in the Gazette of January 27, 1999.*

Librarians at the University of Waterloo are pleased that the UW Provost has expressed his views on the relationship between librarians and faculty members.

We are, however, disappointed that the Provost continues to view the work that librarians do and the role that librarians play in the University in such a limited and even outdated fashion. This indicates to us that the role of librarians and of the library at the University of Waterloo needs to be re-examined and

reviewed.

The University Library constitutes a vital academic arm of any university, and acts as an essential element in a University's curricular, teaching and research functions. The Library, as the university's major information resource, enhances and extends students' classroom experience and facilitates the research conducted by faculty, staff and students.

A university library should be an integral part of the

mission of a university to sustain an atmosphere in which information and ideas are readily accessible and freely exchanged. In keeping to this spirit, the appointment and promotion policies of professional university librarians should be designed to contribute to the academic and scholarly excellence of their university by the maintenance of high standards of librarianship.

Librarians are committed to the research and teaching mandate of the university, and facilitate the goal of effective student learning. Librarians do this through the development of programs and services, through research and critical skills instruction, through reference and research consultation, through collections development and faculty liaison, and through their research and continuing professional development. The increasing complexity of library and information technology ensures the vital role of librarians in the acquisition, organisation and use of library resources in their many forms. Participation on library, university and senate committees integrate them into the university academic community. It is unfortunate that the University of Waterloo does not have a Senate Library Committee at this time.

A partnership between librarians and the faculty enhances the effectiveness of teaching and research at a university. Indeed, such partnerships between faculty members and librarians have been recognised and implemented in over 90% of Canadian universities as well as in the majority of US universities. It is a well-tested model, and it is not new. The case for not according such recognition to librarians at the University of Waterloo is, as put forward by the Provost in his recent position paper, both inadequate and unconvincing. Full participation in the academic affairs of the university is a generally recognised right and responsibility of academic

librarians in North America.

Librarians at the University of Waterloo believe that the professional staff of university libraries are partners with faculty members in contributing to the scholarly and intellectual functions of the university, and that they should be accorded academic status, and the rights and responsibilities that accompany that status. Librarians do not only support the academic activities of the university, they are also skilled professionals who play an integral role in the pursuit, dissemination and structuring of scholarly information. Librarians not only have an important responsibility to educate both faculty members and students, formally and informally, in the availability and use of library resources, but they also are involved in independent scholarly activity either in the field of library science or in other academic disciplines. Academic and intellectual freedom is not restricted solely to faculty members, it is also an essential part of the mission of librarians.

UW Librarians have determined that the UW Faculty Association is best positioned to recognise and champion our scholarly and professional development, our need for protection of academic freedom, and our right to contribute to the governance of the university. The faculty members of the University of Waterloo have expressed their desire that the Faculty Association represent librarians in their terms and conditions of employment. We librarians, with support from the faculty, urge the University Administration to reconsider their position and recognise librarians as well-defined partners in the academic enterprise.

*Librarians' Association  
of the University of Waterloo  
(LAUW)*

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## ***Mount Allison on Strike***

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Faculty members at Mount Allison University in Sackville, NB, went on strike this past January 21.

This is the second time in eight years that Mount Allison faculty have had to take such extreme action. In 1992 they struck to challenge the salary roll-back that was being attempted by most Maritime universities. They won. The major issue in the present strike is again remuneration levels.

The Mount Allison Faculty Association (MAFA) maintains that despite their productivity and success as educators, as reflected in the *Maclean's* #1 rating that they receive for institutions that are mostly undergraduate schools, they are fiscally poorly rewarded (their salary scales are near the bottom of twenty or so comparable institutions).

The situation at Mount Allison has been

exacerbated by the intransigency and belligerence of Mount Allison President Ian Newbould, who, when he learned of the impending strike action by MAFA, threatened an immediate cut-off of all life, health and LTD benefits for faculty members on strike. Following the intervention of CAUT in protest of such an unprecedented position, President Newbould sent a letter of apology to MAFA President Professor George de Benedetti.

That the MAFA and Mount Allison faculty members are profoundly disillusioned with the Mount Allison Administration is obvious from a visit to the MAFA website

<http://personal.nbnet.nb.ca/MAFA/>

Mount Allison students have supported the faculty in their action, and have called upon the Mount Allison Administration to agree to and the Government of New Brunswick to appoint an arbitrator (or to require the two sides to agree to appoint an external arbitrator) for binding arbitration of the issues under dispute. Unlike the MAFA, the Mount Allison Administration, backed by the Board of Governors, has consistently refused to agree to submit the dispute to binding

external arbitration, saying that they don't want to place the future of the University in the hands of some third party.

Outstanding issues at Mount Allison involve remuneration (MAFA proposes a 22% increase in base salaries over three years to bring them into line with other Maritime universities, costing \$2.3M; the MA Administration proposes a 12.4% increase over three years, costing \$1.3M), replacement of faculty members by instructors, use of part-time faculty, pension contribution levels, professional reimbursement level, and sessional stipends. The MAFA has shown that the faculty salary pool at Mount Allison has decreased from 42.9% of the general operating expenses in 1992/93 to 36.1% in 1998/99. Sound familiar? Most of the other issues faced by the MAFA at Mount Allison are not present at UW to any extent, however.

In keeping with other Canadian faculty associations, the FAUW Board has sent a letter of support, together with a financial contribution of \$2,000 to the MAFA.

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### ***FAUW Forum***

*The FAUW Forum is a service for the UW faculty sponsored by the Association. It seeks to promote exchange of ideas, foster open debate on issues, publish a wide and balanced spectrum of views, and inform members about current Association matters. Opinions expressed in the Forum are those of the authors, and ought NOT to be perceived as representing the views of the Association, its Board of Directors, or of the Editorial Board of the Forum, unless so specified. Members are invited to submit letters, news items and brief articles. Please send items to the members of the Editorial Board, or to the Editor. Current and past issues of the Forum are posted on the FAUW website. 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.*

### ***Editorial Board***

*Vera Golini (St. Jerome's University, vgolini@watarts), Editor*

*Anu Banerji (Architecture/Urban & Regional Planning, abanerji@fes), Interview Editor*

*Andrew Hunt (History, aehunt@artshh)*

*Lynne Taylor (History, ltaylor@watarts), Book Review Editor*

*David Williams (Optometry, williams@sciborg)*

*Fred McCourt (Chemistry, mccourt@theochem), ex officio*

*Pat Moore (Faculty Association Office, facassoc@watserv1), Production*

## ***Call for Nominations for 1999 FAUW Election***

The Board of Directors has appointed an Elections Committee consisting of Jim Brox (Economics), Bill Power (Chemistry), and Catherine Schryer (English).

### **CALL FOR NOMINATIONS**

Nominations are invited for the position of President and for the positions of members of the Board of Directors. Four members of the Board of Directors are to be elected, each for a two-year term.

### **NOMINATION FORMS**

Nomination forms are being sent to all FAUW members and are available on the FAUW website. Nominations must be signed by five members of the Association. Note that **all nominees must have been a member of the Faculty Association for a continuous period of at least one year as of April 7, 1999** and must agree in writing to stand for election.

### **DEADLINE**

Nominations will be received up to 3 p.m., Monday, March 8, 1999. Ballots will be distributed as soon as possible after that date.

### **ADDRESS**

Completed nomination forms should be sent to: Elections Committee, Faculty Association, MC 4002. If nomination forms are sent through the campus mail, please confirm that they have been received, well before the 3 p.m. deadline, by calling the FAUW office at 3787.

### **PRESENT BOARD MEMBERS**

#### **Directors Whose Terms Expire in April 1999**

Vera Golini (St. Jerome's University)  
Mark Pritzker (Chemical Engineering)  
Swani Vethamany-Globus (Biology)  
John Wilson (Political Science)

#### **Directors Whose Terms Expire in April 2000**

Ray McLenaghan (Applied Mathematics)  
Bill Power (Chemistry)  
Frank Reynolds (Statistics & Actuarial Science)  
Catherine Schryer (English)

One member of the Board of Directors is elected by and from the St. Jerome's University Branch of the Association (currently Fred Desroches).

The Elections Committee urges Association members to consider standing for election. The Association needs the full support of its members to be a viable and effective organization.

***Hagey Lecture, Academic Year 1998-99***  
***Morton N. Cohen***  
***Wednesday, March 31, 1999, 8:00 p.m.***  
***Humanities Theatre***

Morton N. Cohen, Professor Emeritus of the City University of New York (CCNY), Fellow of the Royal Society of Literature, and enthusiast of Lewis Carroll, will present the Hagey Lecture for the Academic Year 1998-99 on Wednesday, March 31, at 8:00 p.m. in the UW Humanities Theatre. He will also conduct a student seminar on Thursday, April 1 (tentative time and place: 10:00 a.m. at the Student Life Centre). The title of his lecture is "The Paradoxical Lewis Carroll" and of the student seminar is "The Many Faces of Lewis Carroll's *Alice*."

Professor Cohen, who was born in Canada, has written widely about Lewis Carroll, including a biography (*Lewis Carroll: A Biography*, also available on cassette, 2nd ed. 1996) and *Lewis Carroll and Alice 1832-1982* (A celebration of the 150<sup>th</sup> birthday of Lewis Carroll). He is editor of *The Selected Letters of Lewis Carroll* (3rd ed. 1996), *Lewis Carroll: Interviews and Recollections* (1989), and numerous other books and articles. His latest book has appeared on the anniversary of the first centenary of the birth of Lewis Carroll: *Reflections in a Looking Glass* (A Centennial Celebration of Lewis Carroll, Photographer, 1998).

"Lewis Carroll" was the pen name of Charles Lutwidge Dodgson (1832-1898), lecturer in mathematics at Christ Church College, Oxford (1855-1881). He is most famous for his two books, *Alice's Adventures in Wonderland*, illustrated by John Tenniel, 1865, and *Through the Looking-Glass and What Alice Found There*, again illustrated by Tenniel in 1871. The character of Alice was based on one of the little girls of

Henry Liddell, author of *A Greek-English Lexicon* (the Liddell-Scott Greek-English Lexicon still in use) who became Dean of Christ Church in 1855.

Carroll met the whole family, including a son, Harry, and the three daughters, Lorina Charlotte, Alice, and Edith. In 1862 he had told the story of "Alice's Adventures Under Ground" to the Liddell children on a boating trip on the 4th of July, which he later published as *Alice's Adventures in Wonderland*. He wrote other children's books, as well as a book on Symbolic Logic and books about mathematics.

Carroll was also an avid photographer, and Professor Cohen has just published a collection of his photographs, *Reflections in a Looking Glass*.

The Hagey Lectures are a premier event at the University of Waterloo open to everyone in the University and its community. **Free tickets are available from:**

*UW Humanities Theatre (x4908)*

*FAUW Office (MC 4002, x3787)*

*Members of the Hagey Lecture Committee:*

*Steve Brown (Mathematics, x5500)*

*Martin Globus (Science, x2506)*

*Vera Golini (St. Jerome's University, 884-8111,  
x217 and Women's Studies, x2880)*

*Mark Havitz (Applied Health Sciences, x3013)*

*Tod Rutherford (Environmental Studies, x3608)*

*Barry Wills (Engineering, x2602)*

*Judy Wubnig (Arts, x3548)*

***Reminder***

29<sup>th</sup> Annual Hagey Bonspiel  
Saturday, March 20, 1999 at the Ayr Curling Club  
For information call Pat Cunningham, x5413 by February 26.