

Association of Nova Scotia University Teachers

ANSUT/APPUNE

**Association des professeures et professeurs
d'université de la Nouvelle-Écosse**



Newsletter

May 2010

ANSUT President's Report

by Marc Lamoureux

I am completing my third year as President of ANSUT and I am pleased to report that ANSUT continues to be very active in many aspects of Nova Scotia Post Secondary Education.

As ANSUT President, I continued to represent ANSUT at different fora such as CAUT Councils and other venues organized by student associations (Canadian Federation of Students – CFS, and the Alliance of Nova Scotia Student Associations - ANSSA). ANSUT continues to meet regularly with other Post Secondary Education stakeholders such as NSGEU and CFS to discuss and lobby jointly the government on PSE issues that are of common concerns. In that respect, ANSUT, CFS, and NSGEU presented a pre-budget brief to highlight some of the areas of concern and made some recommendations such as increasing the per-student funding for colleges and universities to the national average, stop the practice of pre-paying funding for universities and other inconsistent funding measures such as trusts, and eliminate differential fees for out-of-province students.

ANSUT is developing a strategic plan that will set the course of the association for the next 5 years. This plan will reflect the suggestions and recommendations received from ANSUT's members when I visited each association in 2009-2010. The strategic plan will be developed in such a way that its implementation will be realistic (i.e. takes into account the resources ANSUT has at hand) and dynamic.

Recently, the government has initiated a review of the Post Secondary Education system and Dr. Tim O'Neill was hired to conduct the review. ANSUT met with Dr. O'Neill in April to discuss the nature and intent of this review, and its possible impact on NS PSE institutions. We highlighted the strength of our NS PSE system and made some suggestions on how cost can be reduced by maintaining a leaner administration in our

universities. This particular point was well received since the Administration side was not a point included in his term of reference.

ANSUT meet with Hon. Marilyn More (Minister of Education) in February to introduce the association to her. We indicated our intention to request that ANSUT be invited to discuss PSE funding at the next round of negotiation of the Memorandum of Understanding on NS PSE funding. The Minister was receptive to our request and will consider it with great interest.

ANSUT looks forward to continuing to organize and sponsor various workshops on topics that are of general interest to its members. We are currently working jointly with CAUT on the organization of a workshop on Grievances. This workshop would be a variation of what CAUT is currently offering, i.e., this workshop would be organized to reflect the content and specificity of various Collective Agreements of ANSUT members. This workshop should take place in 2010-2011.

ANSUT will be inviting the president and chief grievance officer of faculty associations/unions to meet on June 8 in Moncton for half day meeting, in advance of the next Atlantic Canada Council of Faculty Associations (ACCFA) annual meeting which is scheduled on June 9th in Moncton. This half day meeting will provide an opportunity to exchange viewpoints on collective bargaining and grievance issues.

I will not be re-offering as President but will continue to work with ANSUT as Past-President. I enjoyed being ANSUT president for the last three years and I thank all of you for your support during the last 3 years and trust that you will continue to support ANSUT in its future endeavours.

I wish you all a successful academic year! ♦

Faculty Union of Nova Scotia College of Art and Design

by Jane Milton, FUNSCAD

FUNSCAD, Unit I and Unit II, are in the third year of four year agreements. Both Agreements expire June 30, 2011.

NSCAD is suffering under financial stress resulting from the building of the Port Campus without sufficient resources. A deficit in operating budget and the cost of loan repayments have resulted in an appeal from NSCAD to the Province for assistance. The Provincial Government assigned an auditor, Bill Hogg, to examine NSCAD's books and systems and to provide advice. Mr Hogg has filed his report with the government, and on Monday, April 12, the University community was informed that our outstanding loans have been turned into grants in order to wipe out our deficits through the end of the 2009-10 fiscal year. Under the current funding formula we are still projecting a shortfall for the upcoming 2010-11 fiscal year and we are awaiting further word from the government on what might be done to see us through to the next MOU.

The financial situation has created a very complicated and stressful workplace. The microscopic examination of departments, facilities, and expenditures is providing information and transparency that we did not have before, but it has also created a workplace in which employees feel they must justify what they do and argue for things that are fundamental to the delivery of our programs. The Union is working very hard to defend the Collective Agreements and our members. We have no doubt that the next round of bargaining will prove challenging.

FUNSCAD has held two General Meetings, the AGM in October, and a Special Meeting in March, to keep our members informed and to raise morale. The seriousness of members' concerns was made evident at the March meeting. Both meetings concluded with a

beer/wine and pizza social. Now that we are divided among three campuses, such events are vital to the exchange of information and union-building.

Jane Milton is stepping down as Union President on April 30th to begin a sabbatical leave and Alvin Comiter is taking over. ♦

What ANSUT Can Do For You

Represents the position of its members at various fora such as CAUT Council

Member of the Atlantic Canada Council of Faculty Associations (ACCFA) with Federation of New Brunswick Faculty Associations (FNBFA), University of Prince Edward Island, and Memorial University

What ANSUT Can Do For You

Lobby actions, such as submission of briefs and face-to-face meetings, with the Nova Scotia and federal government on Post-Secondary Education issues

Saint Mary's University Faculty Union

by Diane Crocker, SMUFU

Since signing our Collective Agreement last Fall, the Executive has pursued several initiatives. We are particularly pleased about the way in which we were able to contribute the development of the Atlantic School of Theology Faculty Union. We look forward to building a relationship with the newest (and smallest) faculty union in the province and wish our colleagues well in their contract negotiations.

In terms of our own members, we have improved communication through the establishment of Department Liaisons. One of our Executive members met regularly with the Liaisons who communicated issues arising among their colleagues and also brought back information from the Executive to their Departments. These meetings have provided the Executive with invaluable insight into members' concerns. For example, we changed the format of our annual Tenure and Promotion workshop on the basis of feedback received in these meetings. The Executive also spent a considerable amount of time compiling the stories of our members who

have taken maternity and/or parental leave. While most members were happy with their experiences, we found several inconsistencies in how leaves differentially affected the allocation of teaching responsibilities.

As a result of these conversations we have developed guidelines that will help our members better negotiate the terms of their leaves so that they are treated equitably and do not inadvertently give up rights inherent in the Collective Agreement. On the more social side, we organized the 2nd annual member's dinner, which was a great success.

The dinner provides an opportunity to honour those who are retiring and celebrate all our colleagues.

As Spring arrives the pace of renovations on our campus is moving into high gear. We welcome the improvements but remain vigilant about the possibility of Health and Safety issues arising ♦

Key Findings

1. In 2004-05, Maritime university enrolment reached an all-time high: by 2006-07 undergraduate enrolment decreased 4.5% to 2002-03 levels.
2. The decline of younger students originally from the Maritimes began after 2003-04, but the overall enrolment decline was offset by the concomitant increase in enrolment of students from Ontario ("the double cohort"). Enrolment of the ≤19 years cohort from the Maritimes is now below 2000-01 levels.
3. Several important factors converge to explain the recent decline:
 - Tuition fees seem to influence students' choice of institution. This appears to be an important factor explaining the increasing number of Maritimers studying at the Memorial University of Newfoundland (up +884% since 1999-2000).
 - Increasing demand (and corresponding enrolment-growth) for community college education in the region (enrolment up 21% in NS, and 5% in NB, since 2000, PEI – little change over the same period).
 - A strong economy: decreasing unemployment rates (drop of 1.2 percentage points since 2000), resulting in more university-age people entering the workforce (up 6%).
- Highest out-migration from the region since 1981, and the highest net out-migration of the most mobile age group, the university-age population – for study and or work- since 1998 (net out-migration of provincial 18-24 population: 1.6% NS; 3.4% NB and 3.6% PE).
4. The anticipated demographic decline in the university-age population in the Maritimes will begin affecting university enrolment as early as the fall of 2009.

Conclusion

The universities are faced with very real challenges that extend beyond demography. A strong economy, here and elsewhere; increasing popularity of other education providers, and the cost of a university education have all contributed to the recent decline. The impact of these factors will likely be exacerbated by the anticipated decrease in the overall university-age population. Accounting solely for the demographic decline, undergraduate enrolment could decline by as much as 10% between 2008 and 2018.



Acadia University Faculty Union

by Jamie Whidden, AUFA

AUFA has established a good rapport with the new president, Ray Ivany, who began his term in April of 2009. President Ivany engaged in discussions with the membership on monetary issues shortly thereafter. Despite AUFA concerns that the president was discussing monetary issues outside of normal contract negotiations, AUFA demonstrated good will through the creation of the AUFA EQUITY scholarships, awards, and bursaries. These were designed to attract students to Acadia and therefore improve the university's financial situation.

Preparations are under way for negotiations with the administration over the 13th collective agreement. Negotiations will begin on 3 May. Given that the negotiations will be undertaken with a new administration, AUFA looks forward to a historic round of negotiations marked by a firm commitment on both sides to the integrity of the collective bargaining process. As the association goes to the table, AUFA will be

looking to maintain regional parity in spite of challenging circumstances and that the administration's position is that Acadia is in a uniquely difficult fiscal situation. Besides regional parity, AUFA is seeking better equity language in the contract, improvements for part-timers, provisions for day-care, continuous appointments for faculty on limited term contracts, and maintaining faculty complement.

There have been discussions between the administration and the association on benefits for faculty over 65. AUFA's position is that the current contract should ensure such coverage, although talks with the administration have not resolved the issue. AUFA investigated the option of joining the CAUT Benefit Trust. Neil Tudiver from CAUT came to the campus and gave a talk on the Trust, after which the membership voted to explore the CAUT option. Finally, the threat of censure by CAUT was avoided with the settlement of the Wightman case in 2009 ♦

Table 1: Total Enrolments* by Province, Institution, and Registration Status, 2003-2004 to 2007-2008

	2003-2004			2004-2005			2005-2006			2006-2007			2007-2008		
	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time	Total
New Brunswick															
Campus universitaire de Moncton	3843	693	4536	3991	595	4586	4071	636	4707	4020	691	4711	4020	771	4791
Campus universitaire de Shippagan	448	394	842	418	328	746	417	308	725	408	205	613	421	237	658
Campus universitaire d'Edmundston	624	445	1069	568	439	1007	535	476	1011	496	281	777	478	249	727
Mount Allison University	2292	204	2496	2161	158	2319	2162	159	2321	2133	167	2300	2020	192	2212
St. Thomas University	2858	244	3102	2860	275	3135	2784	262	3046	2532	246	2778	2529	245	2774
University of New Brunswick - Fredericton	7743	1883	9626	7816	1965	9781	7827	1982	9809	7606	2050	9656	7555	2139	9694
University of New Brunswick - Saint John	2403	883	3286	2442	792	3234	2393	721	3114	2229	640	2869	2060	622	2682
New Brunswick Total	20211	4746	24957	20256	4552	24808	20189	4544	24733	19424	4280	23704	19083	4455	23538
Nova Scotia															
Acadia University	4039	646	4685	3718	539	4257	3606	614	4220	3405	633	4038	2988	690	3678
Atlantic School of Theology	53	66	119	54	65	119	50	71	121	40	66	106	41	68	109
Cape Breton University	2583	799	3382	2594	824	3418	2629	797	3426	2436	765	3201	2521	783	3304
Dalhousie University	12781	2195	14976	13136	2138	15274	12740	2205	14945	12736	2141	14877	12560	2052	14612
Mount Saint Vincent University	2517	1775	4292	2497	1839	4336	2504	1725	4229	2388	1862	4250	2269	1827	4096
Nova Scotia Agricultural College	612	95	707	631	118	749	684	67	751	664	122	786	675	101	776
Nova Scotia College of Art & Design	764	277	1041	752	254	1006	832	180	1012	865	171	1036	835	157	992
Saint Mary's University	6645	1520	8165	6706	1471	8177	6642	1416	8058	6375	1241	7616	6088	1336	7424
St. Francis Xavier University	4340	931	5271	4509	855	5364	4379	905	5284	4428	881	5309	4268	776	5044
Université Sainte-Anne	315	90	405	414	134	548	394	146	540	381	124	505	397	109	506
University of King's College	1008	29	1037	1061	41	1102	1089	46	1135	1074	38	1112	1101	34	1135
Nova Scotia Total	35657	8423	44080	36072	8278	44350	35549	8172	43721	34792	8044	42836	33743	7933	41676
Prince Edward Island															
University of Prince Edward Island	3246	597	3843	3382	610	3992	3368	520	3888	3374	634	4008	3251	670	3921
Prince Edward Island Total	3246	597	3843	3382	610	3992	3368	520	3888	3374	634	4008	3251	670	3921
Maritime Total	59114	13766	72880	59710	13440	73150	59106	13236	72342	57590	12958	70548	56077	13058	69135

* - Headcounts as of December 1st

Source: Post-secondary Student Information System (PSIS)

Mount Saint Vincent University Faculty Association

by Linda Mann, MSVUFA

Mount Saint Vincent University started the 2009-10 academic year with no fewer than six acting/interim senior administrators: President (Alexa McDonough), Vice-President (Academic), two Associate Vice-Presidents and two Deans. With all these temporary administrators, some of whom were seconded from faculty positions, we were not sure how things would proceed. However, perhaps because they have not yet had time to acquire the customary habit of administrative arrogance, they have generally acted in a fair and balanced manner. For example, the current administration has at least brought forward policy and procedures for temporary suspension of admission in academic programs, whereas the previous administration felt that such suspension was a management right. As you may recall, this led us to the pending arbitration of last year. We hope that by the time this newsletter is published, the final selection of the new MSVU administrators will be completed. We also hope that wise choices have been made.

On March 11, 2010, we filed our intent to bargain. Preparation for collective bargaining is our top priority. The Bargaining Team has held two open meetings with members and has distributed a questionnaire. The meetings and questionnaire results will provide us with direction for negotiations. So far, it appears that salary/benefits, workload/complement and impacts from the implementation of the academic plan will be the priorities.

In past rounds of bargaining we have achieved significant compression of our salary scales. In this coming round there may be some further adjustments but we hope to maintain regional parity in salaries as well as benefits. This will be a challenge in view of increasing claims by the

Employer of tight budgets and need for fiscal restraint.

Workload/complement remains a very complex issue. Following our last round of bargaining, a reduction in workload to 2.5 units was negotiated, with the intention of enabling members to have more time for research; but this 'extra' time is increasingly taken up with service duties and new course/program development, due in part to a declining complement. There are a number of options for bargaining that may address this issue such as establishing complement levels and providing more support/recognition for teaching and service.

As our new academic plan is being implemented, we have identified a need to ensure that our members will be protected. For example, if a program is discontinued, a major reduced to a minor and/or departments merged the rights of members regarding their workload and teaching assignments must be addressed. Further, if new programs and courses are to be created, members need to be given the time and support to do this work.

Finally, the uncertainty regarding the current PSE review creates an additional challenge to collective bargaining. The nature and extent of the changes to the system that will be proposed, and then implemented, can only be speculated upon at this stage, particularly as the openness of the consultation process has left something to be desired. However, we must proceed as though the status quo will be maintained, given that even the slightest uncertainty is so often used by the Employer as a reason for prevarication and delay ♦

Association des Professeurs, Professeures et Bibliothécaires de l'Université Sainte-Anne

par Yalla Sangaré, APPBUSA

Vous trouverez ci-joint un résumé de ce qui s'est passé à l'Université Sainte-Anne au cours de l'année universitaire 2009-2010.

- L'APPBUSA a reçu la visite du président de l'ANSUT. Ce fut une opportunité d'avoir des échanges francs, directs et fructueux. Le président de l'ANSUT a expliqué le mandat de l'organisation. Il voulait aussi savoir quelles étaient les attentes de l'APPBUSA vis-à-vis de l'ANSUT. Au cours d'une rencontre de plusieurs heures avec le bureau de l'APPBUSA, il a pu s'imprégner de la réalité et des difficultés du syndicalisme au sein de notre petite institution.
- Le bureau de l'APPBUSA suit avec intérêt les consultations initiées par le gouvernement provincial sur l'avenir des universités. Il sera intéressant de voir la suite que le gouvernement provincial va donner au rapport de Tim O'Neil. Notre intérêt est d'autant plus grand que nous avons déjà vécu une fusion il n'y pas si longtemps avec l'ancien Collège de l'Acadie. Un changement au mandat de l'institution va vraisemblablement mener à une contestation judiciaire que l'APPBUSA va appuyer.
- Notre convention collective est échue depuis le 30 juin 2009. Au moment d'aller sous presse les négociations se poursuivaient. L'écart entre les deux parties était assez grand. Les négociations bloquaient sur les salaires, les dégrèvements pour la recherche, les contributions de chaque partie au fond de pension et la permanence pour nos collègues du département d'immersion. L'APPBUSA veut réduire l'écart salarial avec les autres universités de la province et de l'atlantique. A moyen terme, l'objectif est d'atteindre **la parité** avec les universités comparables.
- Pour l'APPBUSA comme la plupart des autres associations membres de l'ANSUT, le problème de la relève se pose avec acuité. En effet à l'issue des négociations, le bureau actuel aimerait céder sa place à une nouvelle équipe. Les candidats ne se bousculent pas à la porte. Par exemple, aucun membre n'est intéressé à assumer le poste d'agent de grief !
- Tout comme l'année dernière, le nombre d'étudiants étrangers a continué d'augmenter. La population de la province étant en déclin, il est réaliste de penser que les universités vont de plus en plus recruter à l'étranger. Les universités vont devoir aussi demander au gouvernement provincial les moyens afin de mettre sur pied des structures d'accueil.
- L'abolition de la retraite obligatoire depuis juillet dernier n'a pas eu d'impact ici. Nos collègues continuent de prendre leur retraite entre 60 et 65 ans (parfois même avant). Il est encore tôt pour porter un jugement mais la tendance indique clairement que les professeurs et bibliothécaires ont une grande propension au bonheur. Ils ne vont pas s'accrocher jusqu'à 95 ans ! ♦

St. Francis Xavier Association of University Teachers

by David Lynes, StFXAUT

StFXAUT Has just completed negotiations on its second collective agreement. It was a long, 9-month process, beginning in June, 2009 and concluding with the ratification of a tentative agreement on February 26, 2010. One of the main aims of this round was our continuing efforts to achieve financial parity with comparable academic staff salaries in the Maritimes, for each of our membership categories. These include Full and Part-time Faculty, Librarians, Lab Instructors, Clinical Associates (Nursing Program), Coady International Institute Program Teaching Staff, and Extension Program Staff. The financial highlights of the agreement are as follows:

Full-Time Faculty and Librarians will receive increases amounting to 13.26% over three years, comprised of a 2.9% economic adjustment, plus a half-step increment added to each step of the scale for each of the three years.

The Part-Time, 6-credit stipend increases from \$8,000 to \$9,000 (in 2009-10), \$9,250 (in 2010-11) and \$9,500 (in 2011-12); this represents 12.5% for the first year and a 2.9% increase each year for the final two years of the contract for a total increase of 18.75% over three years.

Clinical Associates will receive a 9.43% increase over three years (3% economic adjustment per year compounded), plus 3 additional steps added to the top of the scale, which allows for a total increase of 16.6% if progression through the ranks at the top of the scale is included.

Lab Instructors receive a 19% increase over three years, comprised of a 2.9% economic adjustment and a total of three step increments added to each step (1 step increment in each year of the three years). In addition, three steps were added to top of Instructor I rank (allowing for progression through the ranks).

Coady International Institute Program Teaching Staff and Extension Program Staff will both receive ~17.96% increases spread out over the three years of the contract (Note that the Coady International Institute is largely responsible for its own funding, including salaries for the Program Teaching Staff).

Some of the more significant non-financial improvements include: the addition of a new Employment Equity policy; a more streamlined grievance process; benefits extended to members post-age 65; Part-time Spousal Appointment language included for the first time; improved workload language for several member categories; common Academic Freedom language for all member categories; common Pregnancy, Adoptive, Parental and Paternity Leaves for all member categories.

This round was notable for the fact that it was the first time StFXAUT has called a strike authorization vote. At the same time, we learned that the criteria for a successful vote of this nature in Nova Scotia has been interpreted as requiring the support of over 50% of the entire membership rather than 50% plus 1 of those voting. New Brunswick is the only other province in the country where the bar is set this high for this particular vote. The remaining provinces require only the support of the majority of those voting. Nevertheless, we were able to comfortably fulfill this criterion while receiving the support of 82% of those voting. This was also the first time our Association filed for and entered into conciliation. This process proved very helpful at moving the process along much more quickly, especially with regard to the non-monetary issues. The tentative agreement, however, would have to wait until approximately 48 hrs before the union would have been in a legal strike position, almost two weeks after the

conciliator had submitted his report to the Minster.

Finally, this round of negotiations was characterized by a marked increase in the number of proposals tabled by the administration aimed at either undermining or completely negating hard fought for existing language protecting the rights of the membership. Eventually, we successfully convinced the administration that insisting on such proposals would not be in the best interest of either the university's academic mission nor the welfare of its unionized employees and

would clearly stand in the way of reaching any tentative agreement which might otherwise be possible. The presence of the conciliator and the assistance of

Peter Simpson from CAUT was instrumental in this regard.

Overall, we are pleased with what has been achieved this round, and would be happy to further discuss our experience with other ANSUT members should any feel this might be helpful. ♦

No report was available from ASTFA and CBUFA at the time of going to press.

What ANSUT Can Do For You

Conducts Polls on issues that are relevant to Post-Secondary Education

ANSUT works with ANSSA and CFS, together with the coalition on Nova Scotia Post-Secondary Education (includes NSGEU and CUPE Local 3912) on common Post-Secondary Education issues

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