

ANSUT/APUNE

Association des professeurs des universités de la Nouvelle-Écosse

March 2013

ANSUT President's Report by Chris Ferns

In last year's ANSUT Newsletter, the President's Report began as follows:

"Last year's President's Report focused on what appeared to be the growing gap between the rhetoric of the Dexter government with regard to post-secondary education and the reality of its policies."

It then went on to observe that since then (i.e. 2010-11) the gap between rhetoric and reality had only grown wider.

While it would be pleasant to report that things have changed since then – that since the bad old days of 2010-11 and 2011-12 the government had actually listened to the repeated representations of faculty, students, staff, and even administrators regarding the disastrous effects of its policies – the disheartening reality is that the situation has continued to worsen. Far from living up to its commitment to promote Nova Scotia as "Canada's University Capital" (a PR campaign that has subsequently sunk without trace), the Dexter government has implemented a further 3% reduction in PSE funding, bringing the total cutbacks over a three year period to 10%.

Meanwhile, student tuition fees have been allowed to rise by 3% per year, with higher increases in some areas of study – while in the case of NSCAD the administration has been allowed to impose further supplemental fee increases in what would seem a clear violation of the provisions of the current MOU. All of this is rather hard to reconcile with the Premier's "strong message to students across Canada" that "Nova Scotia is the destination for education in this country".

What is especially depressing about this picture is that at the same time funding is slashed and the cost of university education rises, the government still continues to parrot the same old rhetoric about encouraging "innovation" and "excellence" – although at the same time it insists on its determination to carry out a "change mandate" that will result in a long-term reduction in public funding to the PSE sector. Quite where this "mandate" derives from, however, is another question. One might assume that a government's mandate derives from the public that elected it – yet the platform on which the NDP government was elected contained no mention of draconian plans for slashing PSE funding. Rather, it would seem that the government's present agenda is largely driven by the Premier's inner circle, some of whom were not even elected – among whom the belief that Nova Scotia has "too many" universities is apparently an article of faith.

Indeed, judging by its current position with regard to NSCAD, where the government has persisted in imposing unrealistic deadlines, together with conditions that could not possibly be met without essentially gutting the institution, it would seem that one of its goals is to try to reduce the number. The government talks of its desire to preserve the NSCAD “brand”, while the Minister of Labour and Advanced Education responds to student outrage at what’s happening by claiming the government is only trying to help – but the real agenda seems to be to push NSCAD into what may well turn out to be a merger in all but name. In this context, we would do well to recall that while the government-commissioned O’Neill Report ruled out the possibility of a University of Halifax, it did so only for the next five years – more than half of which period has now elapsed. If the government succeeds in carrying out its misconceived agenda for NSCAD, one can only wonder – who will be next?

What makes the ongoing crisis affecting NSCAD still more frustrating is the fact that it is clear that, despite the government’s insistence that their policies are forced upon them by fiscal necessity, there actually is money available. Money to support firms such as BlackBerry (formerly Research in Motion); money to safeguard the future of industries that are rapidly becoming obsolete; and money to facilitate mergers – despite the fact that the alleged rationale for mergers is to save money (not that there is the slightest evidence they do so). In order to cover the “transition costs” of the merger between Dalhousie and the Nova Scotia Agricultural College, the government pumped in no less than \$9 million – a sum that would have been more than sufficient to pay down the debt on NSCAD’s Port campus.

Given that Dalhousie’s projected deficit for the coming year of over \$17 million is almost equivalent to the entirety of NSCAD’s

accumulated debt (Dalhousie’s accumulated debt stands at over \$100 million), it is hard to see what possible rationale there is for proposing an “affiliation” between NSCAD and another debt-burdened institution as a solution to the problem. But then again, trying to determine a rationale for the present government’s overall policies on post-secondary education is rather like pondering the riddle of the Sphinx.

So much for the provincial context in which ANSUT and its member associations are conducting an uphill struggle to maintain the quality of post-secondary education – the same quality the government claims it is committed to preserving, but to which it has so far paid only lip-service. But what have we accomplished over the past year?

Last September saw the release of ANSUT’s long-awaited report on trends in compensation for senior university administrators over a seven year period. *A Culture of Entitlement: A Report on Rising Administrative Compensation at Nova Scotia Universities* highlights some disturbing developments on the majority of our members’ campuses, including in some cases increases in senior administrative numbers unrelated to either increases in student enrolment or the number of faculty; the increasing trend to a “bonus culture”, where senior administrators are “rewarded” for their endeavours by bonuses paid on top of already lavish salaries; and in some cases large payments to administrators even after they have ceased to do the job.

The reaction of university administrations to the Report has been for the most part muted – rather as though the hope is that if they ignore it, it will go away. Peter Halpin, Executive Director of the Association of Atlantic Universities (AAU) has tried to

to dismiss the Report on the basis of what he claims to be its faulty methodology, and has even gone so far as to suggest that there is no evidence to suggest that administrative compensation has in fact risen any more than faculty salaries (notwithstanding the numerous examples of excess the Report cites!) However, given that one of his arguments is that the Report fails to factor in the impact of step increases on the salaries of individual faculty members, it would appear that it is his own methodology that is at fault. The report made it abundantly clear that its statistics on faculty compensation were based on average salaries, on which step increases have minimal impact – given that their cost is covered (or in some cases more than covered) by the savings accruing from the retirement of higher paid senior faculty, and their replacement (where they are replaced) by lower paid junior ones. The real issue remains that of the total increases in expenditure on administrative compensation as compared to that on faculty – and here there can be no doubt that the former has consistently outstripped the latter.

Of ANSUT's member associations, several (SMUFU, MSVUFA, StFXAUT, and most recently FUNSCAD) have concluded new Collective Agreements during the past year, while bargaining is either in process or impending at the remainder. Further details of the recent settlements can be found in the individual associations' reports. What is disturbing, however, is that with the sole exception of Saint Mary's, where the negotiation of agreements in a sane and expeditious fashion tends to be the norm, in all the other cases negotiations turned out to be needlessly, even ludicrously prolonged.

In the case of all the other settlements, conciliation was required – evidently management negotiators are unwilling to accept the responsibility of agreeing to things without outside intervention. And in the case of St Francis

Xavier, of course, a settlement was reached only after a prolonged strike. In no case is there the slightest evidence that the prolonged delays involved were necessary. It is to be hoped (although the hope will likely prove illusory) that bargaining over the coming year will follow the Saint Mary's model, rather than that of the other sets of negotiations.

In the face of this dismal record of foot-dragging and procrastination, the bargaining teams and executives of our member associations are to be congratulated for their persistence. And in the case of Saint Francis Xavier in particular, all those of us who went to join our StFXAUT colleagues on their picket line will testify to the magnificent job the union did in mobilizing its members, and the membership's display of solidarity and commitment. It was certainly cold on the picket line – but it was also an inspiration to us all.

Finally, in an attempt to facilitate continuity and renewal within ANSUT as an organization, as well as to improve its capacity to provide services to its members, ANSUT Council will be discussing proposals to redistribute some of the President's current duties among other members of the Executive, and examining the possibility of hiring someone in a mid-level administrative/communications support position. We will be communicating the results of these discussions to our members following our next Council meeting on April 20.

**Mount Saint Vincent University
Faculty Association**

by Rhoda Zuk, President

MSVUFA's chief focus in 2012 was on contract negotiations which was, overall, characterized by the Employer's foot-dragging, a long list of delays, and stalling tactics. Our Bargaining Team devoted much time to persuading the Employer to actually come to the table and stay there. The union gave notice of our intent to bargain in March, but the other side did not agree to an initial table meeting until June. After five more months, during which the Bargaining Team fended off proposals for teaching only positions, restrictions on sabbatical entitlements, and harsh disciplinary procedures, negotiations reached an impasse when the Employer announced that after five meetings involving the exchange of financial proposals, they had made a final offer – an offer that was, in the view of the Bargaining Team, quite unacceptable, as there was absolutely no question that the Employer has the financial resources to pay for a fair and equitable deal. What is more, internal equity in compensation was also a concern for members, who were disturbed by the information concerning financial compensation for administrators published by ANSUT in September 2012. The FA would not accept a situation in which restraint is, apparently, required of teachers and researchers but not of managers.

A deal was reached December 10 after fifteen hours of conciliation. The salary settlement added \$100 to the floor of each rank and a \$900 adjustment for librarians, small increases to the step increments within each rank, and across the board salary increases each year of, respectively, 1.75%, 1.75% and 2.0%. It also added \$50 per member per year to the

administration contribution to the cost of the benefit package. A total of 97.5 per cent of the faculty had voted to ratify the new collective agreement. The agreement is for three years and will expire on June 30, 2015.

It is troubling to reflect that this is the third time in four rounds of bargaining that it has been necessary to resort to conciliation. The membership in addition is increasingly frustrated that the Employer insists on extremely protracted negotiations. The Executive is considering ways of bringing pressure to bear on both of these problems.

I end by noting that CAUT provided us with invaluable support during negotiations. Angela Regnier (Communication Officer) came to MSVU to deliver a workshop to our Bargaining Communications Team; Nsé Ufot (Assistant Executive Director, Collective Bargaining and Services), also came to Halifax to advise the Bargaining Team during conciliation. Our FA strongly supports that organization.

Cape Breton University Faculty Association

by Scott Stewart, Vice President, CBUFA

The Board of Cape Breton University announced a new President on Jan 14th, 2013. The process by which the new President was hired was incredibly secretive. The Committee itself contained very little representation from faculty (one from CBUFA and one from the smaller NSGEU teaching unit), and a preponderance of representation from the Board.

Interviews were carried out in Halifax instead of Sydney in order to protect the privacy of applicants, and the Board itself was introduced to and voted on him literally minutes before he was introduced to the public at large.

Unfortunately, the secrecy with which University Presidents are currently hired is a trend that may well be difficult to change, but the CBUFA, along with other units within CBU, is adamant that the construction of the hiring committee be altered radically before we hire another President.

We are currently in the last year of a four year collective agreement that expires on June 30. Hence, we are at present preparing for bargaining by establishing several sub groups to work on various articles within the contract. We suspect that the two biggest items on our agenda will be remuneration, including pension and benefits, along with teaching workload. While CBU faculty have successfully moved toward parity over the last 13 years, since we signed our first collective agreement in 2000, we have achieved the look of parity more than the reality. We have achieved this semblance of parity by agreeing to increases in the number of grid steps at each rank. When we look at means and mediums at each rank, however, we find that our members are far behind our comparator group. Unlike many other institutions in the region, CBU is relatively well off financially: our debt is under 20 million and we have been running surpluses the last number of years. Hence, the argument being made elsewhere that the Employer cannot afford pay raises that at least match cost of living increases is simply not applicable here.

CBU has also fallen behind on teaching workload. It is now 'industry standard' in universities of our size for faculty to carry a 3-2 teaching load. We continue to work under a 3-3 loading, and so will be looking to move to a 3-2 one. This is not the first time we have sought this change, but are confident that we will successfully negotiate this change during this round of bargaining.

CBU's current good economic situation is the result of the fact that almost 30% of our students are now international ones. While this has brought some tremendous benefits to the university – culturally as well as financially – it has come with some costs as well, including the fact that almost all of our international students are enrolled in business programs putting pressure on that School.

We hosted a talk from Jim Turk, Executive Director of CAUT, who spoke about the current labour situation in Canada and the United States. As people are no doubt aware, labour, and particularly organized labour, is currently under attack and unions and associations need to do their part to strike back against this recent trend by working to ensure that we do not lose the rights we have fought so hard to acquire over the past half century.

It is with regret that we pass along the news that Michael Manson passed late last summer. Michael was the heart and soul of the faculty association at CBU and its earlier incarnations since he arrived here in 1978. He served in all Executive positions within the association and was virtually a one man show in the 1990s, when he was President, Chief Negotiator, and Senior Grievance Officer. A memorial service was held for Michael on September 14th, 2012 at which time the faculty lounge at CBU was renamed the Manson faculty lounge.

**Saint Mary's University Faculty Union
by Marc Lamoureux, President SMUFU**

The 2012-2013 academic year has been a busy and productive one for SMUFU. The signing of a new three-year collective agreement, approximately a dozen investigations conducted by the grievance and arbitration committee, and ongoing faculty engagement/awareness activities have kept SMUFU executive members busy and improved communication with our key constituents.

The hard work of our bargaining committee helped produce a new collective agreement containing improvements in working conditions and fairer decision-making process that affect our members. Highlights of the agreement reached include:

- Salary increases of 1.75%, 1.75% and 2.0% in each of three years for faculty, librarians and lecturers, plus adjustments in the Associate Professor rank to address the relative underpayment at this rank compared to other Canadian universities.
- Increased options for retirement-age faculty including a reduced duties provisions, early retirement incentives and a one-time incentive for faculty members 68 years of age or older.
- Improved workload provisions including a reduced workload for lecturer stream faculty, adjusted stipends/teaching remissions for program coordinators, and greater clarity on the process by which adjustments to standard teaching load (currently at 2.5 FCE or 15 credit hours per year) are made.
- University policies on "employment equity" are now broadened to include positive action to improve the status of women, aboriginal people, visible minorities and people with disabilities.

The grievance and arbitration committee, chaired again this year by Marc Patry, has seen an increase in activity compared to last year. Just under 50% of the eleven investigations conducted led to grievances, one of which is pending arbitration. Of the investigations that did not lead to grievances, some were not recommended for grievance by SMUFU and others were resolved before a grievance was filed. Although this level of activity amounts to a considerable amount of work, it is laying an important foundation for ensuring university policies are fairly and consistently applied, and that the rights of faculty, departments and programs are not infringed upon by administration.

SMUFU is committed to finding new and improved ways to increase member engagement. Although our departmental liaison program has been slow to implement, our open forum meetings and "Did you know" series are new ways to increase the communication flow between SMUFU executive and its members, informing those who might not be very familiar about how unions operate about the sorts of things SMUFU can and does do for its members. We continue to be active supporters of our community, from the financial support of organizations such as the Nova Scotia Gambia Association and Peaceful Schools International, to the construction of a playground at the Point Pleasant Child Care Centre located on the campus of Saint Mary's University.

SMUFU executive members for 2012-2013 are Marc Lamoureux (President), Ron Russell (Vice-President), Rohini Bannerjee (Secretary), Shripad Pendse (Treasurer) and Seán Kennedy, Xiaoping Sun & David Wicks (Members at Large). For further information on SMUFU and our activities, please visit our website (www.smufu.org)

**St Francis Xavier University Association
of University Teachers**

by Peter S. McInnis, President StFXAUT

As many of you know, the StFXAUT engaged in an 18-day strike earlier this term. We are satisfied that this action was necessary, and in the face of extended administrative obstruction, unavoidable. Out of this emerged a four-year contract, with annualized salary increases of 2 percent, improvements to health care governance, a new professional development allowance, longer minimum contracts for limited-term teaching staff. Our Third Collective Agreement delivers on the promise to improve the working conditions of both full-time and contract staff and to defend our union from contract language that would diminish academic freedom or equity.

The strike posed several major challenges for our Association: the need to establish a strong negotiating team (with sufficient CAUT workshop training and team building experiences); ensuring effective communication among the Executive Committee; an extensively prepared strike coordination committee to manage the actual day-to-day strike activities; and an efficient communications committee to message both our members and the broader constituencies. For the latter, we engaged in multi-media platforms and used social networking extensively. When applicable, we did not hesitate to draw upon the expertise of CAUT staff for both technical contractual questions and advice on media relations. We feel it is imperative that ANSUT member associations make these necessary preparations well in advance of any contractual negotiation rounds and potential strike situations. University senior administrators must view strike actions as a real potential for the warning to carry any weight in contract negotiations.

Nova Scotia post-secondary education is presently mired in increasingly corporatist orientation against unions which often provides employers the rationale to engage in bad faith bargaining. StFXAUT was repeatedly subjected to "surface bargaining," the release of correspondence between the union and administration intended to force the hand of our executive, and attempts to invoke arbitration in lieu of constructive negotiations. All of these tactics not only compelled the union to undertake strike action, such negative measures prolonged the work stoppage by at least one week, thus imperiling the school term. Our experience shows that a well-prepared and resolute membership can successfully withstand this managerial approach and emerge stronger as a union for doing so.

Many of our members expressed a new sense of solidarity and campus unity that had not been present prior to the strike. The StFXAUT Executive Committee would like to thank all our members who participated in the 2013 strike and request that they remain committed to "Rebranding X" in the best traditions of scholarly integrity and collective solidarity.

**Association des professeurs, professeures
et bibliothécaires de l'Université
Sainte-Anne (APPBUSA)**

by Yalla Sangaré

Our collective agreement expired in June 2012. The bargaining team has been put in place. Its work was delayed for a while because of our colleague Susan Knutson's unfortunate car accident. A general overview of the situation at Université Sainte-Anne and a first draft of our demands were presented during our last general meeting. A specific list of demands will be submitted shortly to our members, during our next general meeting. The support staff, who are part of the NSGEU, recently ratified their agreement, after rather difficult negotiations. Our negotiations are taking place within the context of a significant drop in enrolment numbers and budget cuts imposed by the provincial government. The major issues remain the contribution to the pension plan and the salary gap.

Just as in most other Nova Scotia universities, our administration signed an agreement with Access Copyright regarding copyright issues. The APPBUSA executive is taking advantage of all opportunities to explain to its members not only the scope of this agreement, but also recent changes made to the Copyright Act in Canada and their repercussions for the work of university professors and librarians. We are closely following CAUT guidelines on this topic.

The last census indicates a drop in the number of francophones. In the medium term, this will have an impact on enrolments at Université Sainte-Anne. It should be noted that the CSAP, which sends us a good portion of our students, has achieved an increase in its enrolment numbers, especially in Halifax. Whether this increase will have a positive impact on our own enrolments remains to be seen.

As in other institutions, an increasing number of our students are being recruited from abroad. The integration of a large number of foreign students is not without its challenges. We certainly need a welcoming structure that will ease the transition for such students. Nova Scotia universities will be experiencing recruiting difficulties in the coming years. ANSUT should initiate discussions on the implications of demographic trends for its member associations.

Finally, the APPBUSA is concerned about Bill C-377. For a small association like ours, which relies on the willingness of its members to become part of the executive and which has no administrative support staff, the paperwork will require an enormous amount of resources.

We would like to thank the members of the ANSUT executive and especially the outgoing president for their compassion and their visits to our friend and colleague Susan Knutson after her accident. Susan was our vice-president, the APPBUSA representative at ANSUT and CAUT, and a member of the bargaining team. We are pleased to announce that Susan is on the road to recovery.

**Atlantic School of Theology
Faculty Association Report**

**by David MacLachlan
Secretary, ASTFA**

The AST Faculty Association began the present academic year in September in negotiations with the AST Administration on its second collective agreement. The present agreement will expire on March 31 of 2013. Some of the issues to be negotiated include salaries and the upper limit for the number of students in online courses. Members of our Association travelled recently to Antigonish during the StFX strike to join the picket lines in support of the StFX faculty association. Our graduating class will present their graduation projects to the AST community early in March. This has become an important part of the School's academic life each year as we all gather to hear about the research projects pursued by our final year MDiv students.

**Faculty Union of the Nova Scotia
College of Art and Design**

by Alvin Comiter, President FUNSCAD

It's been a rough year for both NSCAD and FUNSCAD. With pressure mounting from the Provincial Government to force NSCAD into an "affiliation" with either Dalhousie or Saint Mary's University, the Faculty Union negotiated new Collective Agreements for both of our bargaining units. Unit I represents Full-Time and Pro-Rated Faculty and Librarians, and our Regular Part-Time Faculty, who now form the majority of the unit's membership. Unit II represents our Technicians and Library and Gallery Staff.

For both Units, the employer came to the bargaining table with the goal of "maximizing flexibility" which translated into gutting the Collective Agreements of any job security protections and opening the door to layoffs and rapid program downsizing and/or closures. Had the Employer succeeded at the bargaining table it would have set the stage for both the unmanaged attrition resulting from retirements, buyouts and employee departures and for deliberate vertical cuts to our unique and longstanding programmes.

Unit II Negotiations started first and reached an impasse after only a few days. Faced with a frivolous Unfair Labour Practice complaint (which was eventually withdrawn by the Employer), the bargaining unit quickly proceeded to conciliation, having been given an incredibly strong strike mandate by the membership. On the eve of a legal strike, our steadfast bargaining team was able to fight back the worst of the Employer's demands and make some important improvements to their agreement. The new three year contract includes some modest salary increases, a guarantee of no layoffs in the first year of the contract, a significant increase to severance pay for anyone laid off in the final two years of the agreement, and a commitment to consult with the Union about whether positions need to be filled in the event of voluntary departures. In addition, we were able to fight off the Employer's demand for the right to unilaterally change job descriptions, hours of work, etc. Despite our successes at the bargaining table, our already under-staffed Unit II is still vulnerable to significant staffing cuts as people retire, leave for better jobs, or are eventually laid off.

Unit I Negotiations followed the same unfortunate pattern. Faced with outrageous demands from the Employer, which included the right to fire tenured faculty, it didn't take long for face-to-face negotiations to break down.

After four long days of conciliation, and only hours away from the start of a strike, we were finally able to reach a tentative agreement on a new contract which, as of mid-March, has yet to be ratified by the membership and the Board of Governors. In the end we were able to protect our most vulnerable programs by getting an agreement on minimum staffing levels for our smallest teaching areas. And we achieved some significant improvements for our Regular Part-Time Faculty (RPT's) who are currently teaching the lion's share of NSCAD's classes. The RPT's will get small phased in increases to their Health Spending Accounts (a benefit established in our previous round of bargaining), increased transparency in hiring procedures, an increase to the ROE (Record of Employment) numbers, and a foot-in-the-door regarding the right of our part-timers to access university facilities outside of their teaching semesters.

Sadly, it took the threat of two strikes for the employer to even begin serious negotiations. Without strong strike mandates from our membership and the overwhelming support of our Student Union leaders we would not have prevailed in our struggle to protect the quality and breadth of our programs.

But, the hard work goes on. With two new three-year agreements the Union can once again focus its attention on lobbying government to understand the importance of NSCAD University to the local, provincial, national and international visual arts communities. We have joined with ANSUT, NSGEU, CFS, the NSCAD Student Union, NSCAD Alumni, our colleagues at CAUT, The Friends of NSCAD, the local and national arts communities etc., to ensure that NSCAD will not be downsized, marginalized, or in any way diminished without a fight.

Acadia University Faculty Association

by Gillian Poulter, AUFA President

Workload has been a major theme at Acadia this year. Faculty complement has declined to its lowest level yet, while student enrollments have risen to close to those we had when we were hit by the double cohort of Ontario graduates a decade ago. This means we are all stretched to the limit. As a consequence, many departments feel beleaguered with only a skeleton staff keeping their programs going. Class sizes are rising, we are finding it hard to fill all our vacant positions on committees, and long-term disability and prescription costs are on the increase. Those feelings are also shared in the AUFA office. The increasing number of per course appointments has brought with it an avalanche of paperwork, all of which has to be reviewed in order to protect our members. We have realized that our current records management system is no longer adequate to the task so we are working towards the creation of a customized database, and ultimately envisage acquiring our own server to store and protect the data. We hope to have plans finalized by the end of this semester.

Improving equity provisions in our Collective Agreement and in our Faculty Association has been an ongoing process. Having language about equity is only a first step; it takes sustained efforts to change institutional culture. Our Pay Equity Committee submitted its report last summer and recommended gridstep rises for four faculty members (three female, one male) who were found to have been treated inequitably at the time of hiring. This was a one-time adjustment negotiated in the last CA, but the Pay Equity Committee was also mandated to come up with recommendations for future practices and to hold a pay equity review every three years. We are also looking forward to receiving the

report of the Employment Equity Committee, which has reviewed an entire range of employment practices with the goal of having the university operate more equitably. As these two committees are joint Union-Employer initiatives, there's sure to be positive movement toward equity on our campus.

We have also started to think about what we need to do to institute equitable practices in our own Association. At the January meeting of AUFA we took our first step towards holding general meetings at family friendly times. Unfortunately, it is still inevitable that the times chosen will conflict with some courses. This is a problem that will only be solved when the administration blocks off a timeslot for meetings in the course schedule. In the meantime, the Executive is considering an amendment to the AUFA Constitution in order to give future Executives more flexibility in setting meeting times.

On May 1, 2013 we will go to the bargaining table for a re-opener on the financial clauses in the 13th Collective Agreement. In preparation, we surveyed the membership and held round-table discussions to gather their ideas and demands. Proposals will be submitted for approval at the March general meeting, and a further survey will be held to establish priorities. Any agreement we reach will pertain to the 2013-14 academic year, and we will enter into negotiations for the 14th Collective Agreement in May 2014.

As part of our preparation for contract talks, we identified the need to provide reliable information to our members and launched a series of "Reality Check" fact-sheets regarding our current compensation situation, regional/national salary norms, administrative spending, etc. *A Culture of Entitlement*, the ANSUT report on administrative creep, proved helpful in putting these together.

A talk by ANSUT President, Chris Ferns at one of our meetings was similarly enlightening, particularly in regard to the issue of gridstep size and grid compression.

We have made good use of CAUT's training workshops: we held a Negotiations Workshop and a Grievance Handling workshop on campus and our Chief Negotiating Officer and members of our Grievance Committee have attended conferences in Ottawa. In addition, our Librarians, and our President and Vice President attended relevant conferences and CAUT Council.

Most recently we have been working to support our colleagues at St. Francis Xavier and NSCAD. We welcome the leadership shown by ANSUT and applaud the resilience of StFXAUT and FUNSCAD members.

THE ANSUT EXECUTIVE

2012–2013

President

Chris Ferns
Mount Saint Vincent University
president@ansut.ca

Past-President

Marc Lamoureux
Saint Mary's University
pastpres@ansut.ca

Vice-President

Robert Seale
Acadia University
vp@ansut.ca

Secretary

Scott Stewart
Cape Breton University
secretary@ansut.ca

Treasurer

Alvin Comiter
NSCAD University
treasurer@ansut.ca

Member-at-Large

Hassouna Moussa
Acadia University
memberatlarge@ansut.ca

Contacting ANSUT

**Our mailing address:
Association of Nova
Scotia University Teachers**

**c/o Mount Saint Vincent
University Faculty Association**

**166 Bedford Hwy
Halifax, NS
B3M 2J6**

info@ansut.ca

**By Phone
1.902.457.6265**

**By Fax
1.902.457.2118**