

# CUASA COMMUNIQUÉ

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## President's Report

by Angelo Mingarelli

Much has happened since our previous newsletter... the proctoring matter, although still a concern for the April 2010 examination session and the subject of an Association grievance, has been managed to the point where those instructors with large classes should expect the presence of the requested number of proctors during their examination (and not at their expense). Problems still remain, however. Still, it appears that large classes will all be placed in Alumni Hall, Field House, etc. For the latest listing of exam locations please consult the link below:

<http://www2.carleton.ca/exams/exams-schedule/exam-schedule/>

The Meeting on the Financial Circumstance of the University was held on Monday, November 30th with little fanfare. The main item for discussion was the solvency concerns regarding our pension plan. More information on this may be gathered by writing to Elizabeth Springer (betsy\_springer@carleton.ca) Director, Pension Fund Management, in Robertson Hall. During the meeting we obtained guarantees from the University Vice-President, Finance and Administration Duncan Watt, that no further cost saving measures (budget cuts) would be seen during the Winter 2010 term. The Tuesday, December 1<sup>st</sup> Town Hall meeting, drawn mainly from a carefully prepared speech by our University President, was intended to be a "pep talk" on the university and its mission as a whole taking into account the current report by the Administrative and Academic Restructuring Committee (dated October 30 but released only a few days ago).

The most recent Canadian Association of University Teachers (CAUT) Council meeting in Ottawa featured a special award, the Milner Memorial Award, to recognize distinguished contributions to the cause of academic freedom. In a moving celebration of the importance of academic freedom in what became known as the "The Crowe Case" a presentation of 16 awards was made to either former academics still living or representatives from their families. We note that these 16 academics all resigned their positions at United College (Winnipeg) in 1958 when the college fired Harry Crowe, then a tenured professor over the contents of a letter that Crowe wrote to his friend Ken McNaught. Among the names of these unsung heroes we find one, Michael Oliver, a professor of Political Science at Carleton (1972-1978) who eventually became President of the University (he passed away in 2004).

Below you will also find a brief on the university's position with regards to the application of Article 40.9 (e) of the Collective Agreement (<http://www.caut.ca/cuasa/agreement/>). In a nutshell we caution that the post-retirement supervision of graduate students will not be accompanied by the remuneration stipulated by said Article upon completion of the degree in question.

## HINI Vaccination Clinic Information

Have you received your HINI vaccination yet? If not, Health & Counseling Services on campus will hold an HINI vaccination clinic in Fenn Lounge (Residence Commons) on Monday, November 30 and continuing through until Thursday, December 3. The hours of the clinic are from 2 pm to 5:30 pm. **Vaccinations are by appointment.** Please visit [www.carleton.ca/h1n1](http://www.carleton.ca/h1n1) to register. The clinic is open only to Carleton students, faculty and staff. Remember to bring your Ontario health card or UHIP card, along with your Carleton campus card. Additional clinics will be held the week of December 7.

The impetus for the on campus clinic came when CUASA first proposed the idea to the VP Academic/Provost in a meeting in late October. CUASA was pleased that the Provost acted on the suggestion. CUASA wishes to thank Peter Ricketts, Health & Counseling Services Director Maureen Murdock, and Director of University Communications Jason MacDonald for their leadership in bringing this idea to fruition.

## **Bargaining Report**

*by Brett Stevens*

Our current agreement expires on April 30, 2010. As Chief Negotiator, I have fielded a number of questions about our next round of negotiations.

Many members have asked me when we expect to be at the bargaining table? According to the VP Finance Duncan Watt, the employer expects to be ready to commence bargaining approximately one month after the release of the 2010 Ontario Budget i.e. that is normally in March or April. This timeline suggests we won't be in a position to negotiate a new agreement prior to the expiry of the current agreement (as we did last year). In addition, it is important to note that in 2010, Carleton University's agreements with most, if not all, of its other bargaining units are up for renewal. This suggests that 2010 is going to be a very busy year when it comes to negotiations.

### **Ad Hoc Committee on Teaching Workload**

In preparation for bargaining next year, I have convened a committee comprised of members from various faculties to advise the bargaining committee on the issue of teaching workload. I very much appreciate the members who have volunteered to service on this committee. They include:

David Cray, Sprott School of Business;  
Patrizia Gentile, School of Inter-Disciplinary Studies, FASS;  
Shane Hawkins, College of the Humanities, FASS;  
Kirsten Kozolanka, School of Journalism & Communications, FPA;  
Ildi Munro, Instructor, Faculty of Science

The ad hoc committee held its initial meeting on November 13 and its second meeting was held on November 26.

I would like to invite more members who are interested in joining this committee, particularly from the Faculty of Engineering. If you are interested, please let me know.

### **CUASA Bargaining Team & Committee Elections**

In preparation for bargaining next year, CUASA Council will be electing the members of our bargaining team, along with members of the Collective Bargaining Committee (CBC) which will provide advice during bargaining. At our October Council meeting, I am pleased to announce that Kristof Avramsson was elected to the team, along with Michelle Atkin as a member of the CBC. Both colleagues are academic librarians. CUASA Council also held an election for our Salary & Benefits Officer. Richard Dansereau (Systems Engineering) was elected to this position.

### **Graduate Supervision by Faculty Members**

Article 40.9 (e) of the Collective Agreement sets out a schedule of payments for retired members who continue to supervise graduate students. However, these are only available **if** the Faculty Dean **agrees in writing** to the supervision. The Deans at Carleton University have decided collectively to prevent payment to retired members by refusing to agree "that there is a continuing need for graduate supervision by a particular retired faculty member."

Unfortunately over the past few years CUASA has been approached by a number of retired members who continued to supervise graduate students and who expected that they would be remunerated for their service, only to discover that the employer refused to provide payment.

The Deans are counting on the good faith and commitment of our retired members to their graduate students and expect that they will continue to supervise their students after retirement even without payment.

They expect that retired members will carry on current supervisions without any financial recognition of their service. It should be noted, however, that the employer has indicated that the Deans are prepared to find alternate supervisors should retired faculty decide not to continue to supervise.

CUASA recognizes our members' strong commitment and ethical responsibility for their graduate students. Apparently the employer does not. CUASA recognizes that our members honour the integrity of the supervisory relationship with their students. Apparently the employer does not.

Unfortunately given these differences this newsletter is necessary to identify some important considerations for members who might be approaching retirement.

- If you are approaching retirement you need to assess whether or not a prospective graduate student will be able to complete their studies during the remaining term of your employment.
- If you believe that they will be unable to complete their studies during the remaining term of your employment you will need to determine whether you are prepared to continue to supervise them without payment.
- If you decide that you are not prepared to supervise without payment in recognition of your service, you will need to determine whether the student(s) will be able to continue their studies with an alternate supervisor after your retirement.
- If you believe that a student might not be able to complete his/her studies before your retirement, and if you are not prepared to supervise without remuneration, and if you believe that a change in supervisors following from your retirement would be disruptive or possibly destructive for the successful completion of their program, than you should notify your Chair/Director and Dean that you are unable in good faith to take on such additional graduate students.
- If you chose to refuse to supervise students during the remaining years before retirement you should advise your chair/director and Dean of this decision and your reasons for doing so.
- You should inform any graduate student who might want to have you as their supervisor of the reasons for your unavailability and advise them to pursue the matter with the chair/director and Dean.
- If the employer attempts to take any action against you for refusing to provide supervision for graduate students contact the CUASA Grievance Chair.

### **CUASA Council Update**

The next regular meeting of CUASA Council will be held from 10:30 – 12:30 p.m. on December 8 on the 22<sup>nd</sup> floor (Room 2203) Dunton Tower. The agenda for this Council meeting has already been circulated one week prior to the council meeting.