

# CUASA COMMUNIQUÉ

Volume 40 No. 2

Editor: Janice Scammell

October, 2009

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## End of an Era

### President's Report

Angelo Mingarelli

All things must pass ... and this is unfortunately the last time you will see Pat Finn's name on the bottom left of the CUASA Newsletter where it has been fixed for many, many years. In her over 30 year role as Executive Director of our association Pat has helped to forge CUASA into what it has become,- a strong, vibrant and respected faculty association in both Ontario and in Canada. Pat served alongside almost all CUASA presidents since its inception. Her role as mentor, occasional lawyer, and counselor eased the transition to and from the presidencies, sparked the countless rounds of negotiations and helped to soothe the stress arising from the hundreds, if not thousands, of grievances that have passed under her watchful and caring eyes. I am certain that many of you have been touched in some form or other by Pat's assistance over the years, whether in a tenure hearing, a promotion matter, a grievance, a question of interest, or simply by chatting with her about matters of concern to you.

By way of a very brief resume we mention that Pat earned her B.A. from Carleton with distinction and she obtained an LL.M. from the London School of Economics over 20 years ago. A one-time Sessional Lecturer at Carleton Pat has been involved with CUASA in one position or another for over 30 years. She gave workshops for the Ontario Confederation of University Faculty Associations (OCUFA), the Ontario Federation of Labor, the Canadian Association of University Teachers (CAUT) Status of Women Conference, and the Conference of Faculty Associations Staff (COFAS). She was a member of the Board of Directors of the John Howard Society, and the Dispute Resolution Center for Ottawa-Carleton. Pat was instrumental in drafting the United Nations Scientific and Cultural Organization's (UNESCO) recommendations regarding the status of higher education teaching personnel. Among her many awards and honors we cite her Honorary Fellowship in the Canadian Institute for Conflict Resolution, the 2009 Carleton University's Founder's Award, and her acceptance of the inaugural 2009 OCUFA Lorimer Award.

We will miss you Pat, yours is a contribution that time will not efface. On behalf of CUASA I wish you good health and happiness and trust your travels will take you to explore places unknown and to get to know, in a different light, another part of the world that we live in.

As for other matters of current interest we emphasize that the Online Teaching Evaluations project advanced by Management is still that, a project. This Fall will see conventional teaching evaluations as per past practice. The Proctoring cuts referred to in the previous Newsletter are now embedded in a grievance by your association (an important first meeting took place on October 21). More on this as the matter unfolds.

## **The Lorimer Award - Mark Langer, President of OCUFA**

On October 3, the Ontario Confederation of University Faculty Associations inaugurated a new award to honour the person deemed to have made an outstanding contribution to collective bargaining on behalf of faculty associations in Ontario. This award is named the Lorimer Award, after Doug and Joyce Lorimer, who played a major role in Ontario and nationally in defending the collective bargaining rights of academic staff. The Collective Bargaining Committee of OCUFA, which is composed of representatives of every academic staff union in Ontario universities, chose Pat Finn as the first winner of this honour.

This came as no surprise to OCUFA staffers, as Pat's achievements are internationally recognized, and she is a highly respected figure among faculty unions in the province. At the presentation banquet held at the Royal York Hotel in Toronto, Pat spoke fondly of the many people who had influenced her or made a difference to her career, some of whom (like former CAUT Executive Director Don Savage) were at the event. This overdue tribute was an emotional moment for many of us, combining pride in Pat's achievements with sadness that she will be moving into retirement.

### **Recollections/Reflections, Past and Present**

Gerald de Montigny, CUASA Grievance Chair

How to best describe Pat Finn? How to best bring to light her enormous contribution to the membership of CUASA over the years? Who is this woman who has probably lunched with hundreds of faculty and is called a friend by many? Who is this woman who understands the history and evolution of each article inside the four red corners of the CUASA Collective Agreement?

I have had the honour of working with Pat since 1995/96, when I first joined the bargaining team. Work with Pat is always challenging. Pat can be counted on to use the power of her reason, to share her prodigious memory for details, her sense of history of bargaining at Carleton, and her legal knowledge to respond to my own and others' half-baked and whimsical proposals. As a result of Pat's enormous pragmatism CUASA has a Collective Agreement that works for its members.

Later as the Grievance Chair I learned very quickly the importance of relying on Pat's good sense. Whenever I drafted a grievance, fueled by a sense of outrage Pat would ask, in a penetrating way, "What article in the Collective Agreement has been violated?" Pat ensured that I and others on the executive were attuned to the CA, to reason, and to the implications of present action for future working relations with 'employer'. Beyond understanding the Collective Agreement and the law Pat also understands the human processes, the dialogue, and the steps for resolving disagreements. She knows how to be creative and how to think laterally. She knows how to draw together grievances in a way that advances the interests of all members. It is no small accident that at Carleton, unlike other universities, there have been few arbitrations –though we have threatened. The key lies in Pat's ability to dialogue and to convince the employer that a resolution to disputes can be reached through rational consideration of that which is in everyone's 'best interests'.

As Pat's retirement becomes imminent I can only wonder what CUASA will look like in future. Fortunately, Pat has been that which is most important at a University: She has been an excellent teacher. We can go forward confident that Pat Finn has been instrumental in establishing a modus vivendi for labour relations at Carleton University which promises success in the years ahead.

As for Pat my deepest hope is that we will continue to draw on her resources in the years to come.

Karen March, Sociology/Anthropology and Associate Dean, Faculty of Graduate Studies and Research

Retirement is bittersweet. Stepping onto the road of new adventure. Leaving regularity behind. For those of us who remain as well as for those of us who go.

How do I separate Pat from CUASA? More important, I do I separate CUASA from Pat? Since I first stepped onto campus in 1990, Pat has guided me gently through my transition from instructor, to assistant, to associate professor. Although not part of her mandate, she also never withdrew her advice or assistance as I sojourned back and forth between my department and various Dean's offices. I could always count on Pat's steady calm, and her tenacious attitude. I will miss her dearly.

Dear Pat, I wish you happiness, joy and all the positive things that you deserve as you head off toward new exploits. As for us, we are beginning a journey of our own as we try to make CUASA the same old friendly and effective place that it has always been. Only now, without the indelible mark of Pat Finn energy!

Jill Vickers, President CUASA 1974/75

Among my fondest memories of Pat Finn is of a trip to Cuba we took together with Cooper Langford and the late Martha Langford, who was CUASA's first Business Agent, Derek Sida and Keith Johnson, my husband, and the intrepid recruiter of union members. Pat and I went to the memorial service in Calgary for Martha quite recently, so this is a bitter sweet memory for us to lose Martha so soon.

We'd all been involved (officially or unofficially) in negotiating the CUASA collective agreement and took a holiday together--in Cuba. We had wonderful days at what originally had been the Club Med, but more recently was a resort for 'advisors' from the USSR. At breakfast we were made aware of Canada's support for Cuban development by the large pats of wonderful butter with our toast-- Canada had donated a dairy herd. Every day just at noon as we wandered over to ask for our 'cervesas por favor', we saw the resort's fisherman in scuba gear emerging from the sea with a spear device he'd used to catch the fish and spiny lobster in his net bag--grilled they later were our lunch...and a good thing, because dinner was often scanty...soup which a chicken had run through, we said. With the U.S. embargo at its height, many things were rationed. But there were several fiestas...BarBQ pigtails one night from Canadian hogs--another donation.

We wandered Havana by bus, observing the (even then) old US cars, and daycare centers in what had been the mansions of the wealthy. We also were taken by some of the staff to see their 'micro brigade' apartments which they were building as a group on their 'day off'. The staff didn't want money as a tip when we left, they wanted our jeans! Which we duly left. We each had a transit visa which said--in Spanish of course--'if this tourist is lost, please return her to'...with our hotel inserted. The trip to the Bay of Pigs, which turned out to be close to our resort, was memorable mainly for getting lost by taking the wrong bus home.

Throughout, those of us who'd been involved in the negotiations, wanted to talk..and talk...and talk about them...what we'd gained, and what we hadn't gained ..yet. But our partners were bored (to say the least) until one of them invented 'rule 42'...'no talking about CUASA for at least 30 minutes'. On our last day, in the airport waiting for a delayed plane, we speculated--'if we send a cable to the Carleton management, what would they offer us to stay in Cuba?'. We returned-- to Carleton and to CUASA knowing we'd experienced something special in Havana-- and in CUASA.

Don Westwood, President CUASA 1991/92

Pat's influence on so many has been immense, not only on their academic careers but also in their lives beyond the confines of the campus. I am one of them.

It was through Pat that I was persuaded to run for council rep on CUASA, in the early 80s I believe, and so became fully aware of the wider University beyond the insular concerns of my own School, and the trials and tribulations of fellow members of other faculties. CUASA's role in giving help and guidance to its members and ensuring that their rights were respected was crucial, and Pat's passion and energy was not only infectious but also led me to accept a position on Steering and a subsequent year as President. Major health problems and a temporary disillusion with the way matters were unfolding in my own department caused me to seriously consider my future, but it was Pat's enthusiasm and dedication to the basic rights of all those within CUASA that helped me past that nadir, and I am eternally grateful to Pat for her quiet persistence that I persevere. That was when I became passionately involved with 'distance education' and ITV as it then was, and the wider and more important role of the University as a whole as an institution of learning for all. This opportunity helped me in part to obtain full professorship, and election as a 3M Teaching Fellow among other things; and all made possible because of Pat. How can I thank her enough?

Patrizia Gentile, Gender Studies and History

Thanks Pat

Keeping the FORCE going!

Pat Finn is the FORCE. She is the FORCE because she has been unyielding in what I believe was one of her passions: ensuring the occupational well-being of CUASA's members. For those of us who have the privilege to work closely with her, she is more than just the person who deals with the "details" involved with running a large and diverse union. Pat is a friend and advisor and a person of integrity and vision. As a junior professor at the beginning of my career, I have learned a great deal from Pat since starting at Carleton in 2006. I only regret that I didn't have more time to work with her and I will miss her very much. Pat Finn is the reason why I am an active member of CUASA. I knew that Pat and CUASA would be the best way to learn about the Carleton community. And I was right. Pat has been a major FORCE behind the making of the Carleton community. We owe a lot to her including keeping the foundations that the FORCE put in place going!

Janice Scammell, CUASA President 2006/7

Thank you to all who have contributed a story or shared a few thoughts about Pat for this special edition of the CUASA Communique. I am sure that there are many more stories to tell and that CUASA members will join in the celebration of Pat's retirement at Baker's Grill on Thursday, October 29<sup>th</sup> from 3-6 p.m.

## **Note of Importance regarding Teaching Evaluations**

### Teaching Evaluations

At the CUASA Council meeting on October 2, it was suggested that we remind academic staff of the provisions of the collective agreement requires for teaching evaluation. Article 26.3 of the CUASA agreement provides:

#### **26.3 Student Evaluations**

(a) Student evaluations shall be obtained through questionnaires, administered in such a way as to afford all the students in a given course or class a reasonable chance to respond.

(b) The reverse side of each questionnaire shall be provided for students to make detailed written comments. The sole purpose of these comments is to assist the instructor in evaluating all aspects of the course. These comments shall be returned unexamined to the instructor in accordance with (d) below.

(c) Up to twenty (20) minutes of scheduled class time, in the last two (2) weeks of a course, or of an employee's involvement in a course where such involvement is less than a full term or academic year, may be used for filling out questionnaires. Questionnaires shall be administered by a student selected by the instructor. Instructors shall not be present while questionnaires are being filled out. No questionnaire shall contain any indication of the identity of the student filling it out. After questionnaires have been completed, they shall be placed in a sealed envelope, which shall not be opened until final grades for the course have been approved by the appropriate dean.

(d) At the same time as questionnaires governed by this Article are distributed, an instructor may distribute additional questions in written form. Responses to such questions shall be collected by the administering student with the questionnaire, and placed in the same envelope. When the envelopes are opened, responses to such questions shall be returned unexamined to the instructor who distributed them, and, as required by Article 16, may not be used by anyone except the instructor concerned, for any purpose except to provide guidance to the instructor.

(e) The responses to student questionnaires shall be opened and aggregated by the Office of Institutional Research and Planning in such a way as to present a fair and accurate picture of the opinions of the respondents.

26.3 (f) Where data from student questionnaires are used, a mean, standard deviation, frequency distribution, and number of eligible respondents shall be provided.

(g) Before data derived from student questionnaires are used, they shall be presented to the instructor concerned, complete, in accord with the provisions of this Article and in written form, sufficiently in advance of their being used for any purpose to allow an instructor to respond to them in writing.

It is important to note that this method of evaluation is set by the agreement and can only be changed with an amendment to the CUASA agreement.