

## University Grievance Committee Resigns

Andrew Brook

On February 7th, the University Grievance Committee resigned en masse. The Committee consisted of Professor S.R. Mealing (Chairman), Professors P. Bee-sack, J.I. Jackson, P.E. Uren, V.F. Valentine and J.C.S. Wernham, and Mr. J.E. Whennham. The Committee, created by our Collective Agreement, had two members and one alternate appointed by each party, and a commonly-agreed Chairman. It was designed to be the penultimate stage in resolving grievances, in the hope that most grievances, upon being heard by the Committee, would be settled internally, without need to have recourse to outside, binding arbitration. The insertion of such a Committee into the grievance process was almost unique in collective bargaining history, and was one of the ways in which CUASA tried to adapt the regime of collective bargaining to the context of the academic community.

The resignation came in the course of hearings into an Association grievance concerning the decision not to promote a number of members in the Faculty of Arts to Associate Professor last year. The grievance turned on a question whether the decision by the University Committee on Promotions to recommend against these promotions had been based on the Guidelines for Promotion, which the Committee are required to follow.

In order to ascertain whether the Guidelines had been followed, the Grievance Committee wished to know how the Promotion Committee had interpreted them. After hearing the Chairman of the Promotions Committee (Professor G.R. Love), the Committee asked some members of the Promotion Committee to appear before it. This request was refused. The Grievance Committee then resigned.

At issue seems to be the following. The Grievance Committee was of the opinion that they could not reach an adequately-founded decision on the question before them without knowing how the members of the Promotion Committee interpreted the Guidelines. The Promotions Committee took the view that the collective responsibility of the members of that committee ruled out any response from them as individuals (or as sub-groups from each faculty, an alternative suggested by the Grievance Committee). The Grievance Committee then decided that without access to the information which they felt was required, they could not perform their duties.

Obviously this is a matter of considerable importance, since the Grievance Committee is a cornerstone of our procedures for dealing with grievances fairly and impartially. In fact, since a hearing before

the Grievance Committee is a necessary step to arbitration, it is at least possible that the resignation of this Committee jeopardizes access to independent, binding arbitration. Thus the Association is exploring every possible way to create an environment in which the Grievance Committee could again feel able to do its job. The Association's Grievance Administration Committee. (A. Tilson (English) is the new Chairman) and Steering Committee will report on developments as they take place.

### Grievance on Non-Recognition of Instructors

The Association won a grievance which sought the recognition of the Instructors teaching English to the Venezuelan students who came to Carleton last fall. At least, we won recognition of the five full-time Instructors in the programme. The two part-time Instructors are still in dispute. This grievance was won prior to the Grievance Committee stage.

## CUASA Scholarship

In line with CUASA Council's December 17 decision, the interest earned on the recent Group Life rebates made to the Association is to be used to establish a scholarship and two bursaries. Subject to Senate's approval, the first awards in the scheme will be made in September 1977. The CUASA scholarship, valued at \$1,000, will be open to any in-course undergraduate and the CUASA bursaries will each have a value of approximately \$230.

The decision that the Association establish, rather than endow, the awards was largely based on the 10 percent rate of return that the Association could gain on the funds, compared with the necessarily poorer performance of the University's investment portfolio, used in cases of endowment. Under present arrangements the value of each award is guaranteed to five years and subsequently will be subject to prevailing interest rates. While there is a danger, of course, that interest rates will have declined by the end of the five-year period, it is equally possible that the size of the CUASA scholarship fund will have been increased by donations.

*Ed. note: For more information on this decision, such as how you could make personal additions to the scholarship fund, please contact Mike Fox, Geography, 4421.*

### PRESIDENT'S REPORT

## Internal and External Tidbits

Andrew Brook

Lobbying seems to work. Prime Minister Trudeau, in a recent McLean's magazine interview, specifically mentioned medical research as one of the important areas in which difficult funding decisions had recently been made. The prime minister gave no indication of any impending change in his attitude to funding such research. Nor did he mention the other kinds of research which his government has recently squeezed, even though, as a former academic, he knows as well as anyone of their importance and of the wide and sometimes irreversible effects of his government's decision to let inflation erode the funding for such activities. But at least research funding is sufficiently on his mind to merit a mention in an interview. That is an improvement.

More significantly, a modest effort of our own Association, writing a letter to each local MP, has received some real attention in the Conservative caucus. A response from Walter Baker, reported elsewhere in this Newsletter, seems to indicate that the Conservatives are making good on earlier undertakings to give the question of long-term research funding some serious attention. Of the six area MP's who received our letter, three — Baker, Gauthier and Francis — responded. Piggott, Poulin and Isabelle did not.

\*\*\*\*\*

Term appointments are becoming a serious problem across Canada. Universities are more and more using term appointments, and sometimes only eight or nine month term appointments, as a standard form of academic appointment. CAUT is developing an important series of Guidelines on the question (and on such other matters as 'soft money' — i.e. specially funded — appointments); a copy of their first draft is available from the CUASA office for anyone interested. CUASA itself has just passed a major policy statement on term appointments. It is summarized elsewhere in this issue.

Carleton heretofore has never resorted to the expedient of hiring academics for eight or nine months to do a full year's teaching. Just this year the Administration has for the first time indicated they are going to begin to make such appointments. An eight or nine month appointment means, of course, that the junior academic who is forced to accept it has no paid time to do research or scholarship. Thus it is even worse than our traditional one-year term appointment which, though totally insecure, at least pays a year's salary for a



year's teaching and thus provides a few paid months to do a little research. Hopefully CUASA's new policy, when it is entrenched in our next Agreement, will stop the abuses and return term appointments to their former restricted — and thus restricted, legitimate — role.

\*\*\*\*\*

The first arbitration hearing since the signing of the Collective Agreement will take place at Carleton February 19th. A number of Career Development denial cases which the Association has not been able to resolve internally will be heard. The arbitrator will be Professor Earl Palmer of the University of Western Ontario Faculty of Law. His decision, after he hears the cases, will be final and binding on both parties. Although the great majority of the grievances arising from CID denials last year were resolved internally, this hearing on the ones that were not will be very important. The Association and its counsel, Mr. A. O'Brien of Nelligan-Power, are devoting a lot of time to preparing a strong case.

\*\*\*\*\*

CAUT is preparing a major position paper on the findings of the OECD Commission on Education In Canada. One of the OECD examiners' main recommendations was that education, and especially university education, should be coordinated by a proper national higher education policy. Anyone interested in the draft of CAUT's response may receive a copy from the CUASA office.

\*\*\*\*\*

Pension problems continue to preoccupy us. Unfortunately, the problems with our pension plan are almost impossible to resolve locally. OCUFA, recognizing this, has been working on solving them provincially for well over a year. A committee of three Presidents and three OCUFA appointees one of whom is Professor Derek Sida, Mathematics, is attempting to arrive at a position on which both Ontario Academic Staff Associations and the Presidents of the Ontario University can agree, so that the academic community can speak to the provincial government with a single voice. The government has some sympathy for our position. Hopefully we will be able to report major changes before this academic year is out.

\*\*\*\*\*

At its last meeting, CUASA's Council approved a revised, mid-year budget. At mid-year, the Association had spent or committed 50.9% of its projected funds for the year, so no major readjustments were necessary. However, some reallocations were needed, and these were made. Every Council representative has a copy of the new budget, and the office (ph. 6387) would be glad to send a copy to any member who requests one. Our auditors, Touche, Ross & Co., have completed their audit of our books for last year, and their report is presented elsewhere in this Newsletter.

\*\*\*\*\*

Recently, Ms. Valerie Swinton (Library), Professor Keith Bell (Geology) and Professor Douglas Millar (Engineering) have resigned their offices, as Treasurer, Grievance Administration Committee Chair-

man, and member of the Steering Committee and Council, respectively. Each of them had served the Association for at least a year (Swinton for eighteen months); the positions they held demand a lot of time and the Association owes each of them a considerable debt for the long hours of devoted service they gave us. Professor Bell will continue his work for the Association as a lay advocate and as the Association's appointee on a joint committee to overhaul our grievance procedures.

Council has appointed Professor Alastair Tilson (English) to replace Professor Bell, and Professor Cooper Langford (Chemistry) to replace Ms. Swinton. A by-election will be held to fill the vacancy created by Professor Millar's resignation. In addition, Professor Stanley Jones (Linguistics) was recently appointed Salary Chairman, replacing Professor Sida who had worn that hat in addition to being President-Elect of the Association; and Michael Fox (Geography) has been appointed as one of Council's direct appointees on the Steering Committee.

\*\*\*\*\*

We have already had two meetings with the Administration on items for the new Collective Agreement. Both sides agreed to begin these discussions early this time, to leave enough time for careful drafting where it is particularly important. A full report will follow in the next Newsletter, when more progress will have been made.

## **Taxation Seminar**

**4 March**

**201 Paterson**

**10 - 11:30**

**General Session**

**1:30 - 3**

**Sabbaticals and Taxation**

**3:30 - 5**

**Retirement and Taxation**

**Charles Hebdon**

**OCUFA**

Charles Hebdon, OCUFA's research director for financial matters, is coming to Carleton on Friday, March 4, to hold a day-long series of informational seminars on taxation. There will be sessions on taxation in general, in relation to sabbatical leave, and in relation to retirement. The series is timed to follow receipt of your T4 slips and of the annual CAUT tax guide in late February. Other relevant material will be available from the CUASA office by mid-March, including the OCUFA pamphlets "Sabbatical Leave and Income Tax" and "Financial Planning and Retirement".

Barry Rutland

## **Negotiations - Sort of**

Under OLRB rules, *formal* negotiations towards a new contract cannot start earlier than three months before the *old* one ends — hence, in our case, 1 April for an agreement that runs until 30 June.

In the meantime, *informal* negotiations can go on, and are now doing so in the context of the Joint Committee for the Administration of the Agreement (JCAA). To this purpose, CUASA drafting committees have been hard at work on various parts of the present Agreement, trying to concoct improvements in most cases but in a few to transform confusion into rational procedure.

Article 13 is perhaps an instance requiring the latter: the parity committee called for in 13.1 laboured to no productive results. Hence the Faculty workload proposal, printed in the 26 October Newsletter and accepted by Council with revisions on 17 Jan., has been presented by CUASA representatives to the JCAA, as has also the CDI proposal printed in the same Newsletter.

CUASA Council has now discussed and approved several other bargaining proposals. One is an addition to the present Agreement, an article to define more clearly the CUASA bargaining unit. An example of the proverbial barn-door after the horse has departed? Perhaps: to CUASA the intent implicit in the OLRB certificate was clear; the unit would include *all* academic employees, hence the merger of librarians and instructional staff, those of us who stand at or lean upon lecterns. But the intent was apparently not so clear to the University; since certification there has been a steady successions of disputes over just who is, or is not, an "academic" employee.

And the CUASA proposal attempts to guarantee that all employees — lab demonstrators, curators, field workers, to name only a few — who directly determine the quality of academic work at Carleton will be covered, both governed and protected, by the CUASA certificate. And to guarantee that the University will not, in effect, deprive CUASA members of employment.

Term appointments have also become a matter of some concern to CUASA, with at least one department now attempting to shorten one-year appointments to eight months: the same amount of work as before, but for 2/3 of the pay. Council has recently endorsed a negotiating proposal that would put an end to such inequities, including the option the University now has to deny renewal of term appointments without explanation or the threat of appeal. Basically the proposed article assumes all appointments but a few to be preliminary, to provide for transfer of term to preliminary status after a reasonable time of service, and to prevent the University from what strikes CUASA Council as an unscrupulous practice of dismissing one term appointee from a job for which it then simply hires another term appointee, ad infinitum.

This is only a glimpse of CUASA's bargaining work in the last two months or so; other proposals have passed through Council, such as a thorough revision of Article 20 on Terms and Conditions of Employment and leave, an entirely new article on Transfers, and so the list could go on. The future issues of the Newsletter will keep you informed of such developments.



## Laval Agreement

After 15 weeks of no teaching and no pay, the Laval Syndicat des Professeurs signed an agreement with the University on 23 December. Both CUASA members who supported the Laval strikers and those who for reasons of conscience could not will be pleased to hear that the long-awaited settlement does preserve those principles of academic freedom and collegiality that all academics value, and presumably that all would fear to see placed in jeopardy.

Under the new agreement there is provision for appealing promotion and non-renewal decisions to a parity committee; access to personnel files; departmental control and guidance in appointments, promotions, and individual workload; and a guaranteed and improved sabbatical system, to cite only a few major benefits.

Certainly, as in any negotiations, some points were lost: to wit, salary rationalization. But these seem tolerable in the context of the whole agreement. And there will be a full academic year for the Laval students, starting in January and ending in July, though that will no doubt work a hardship on some students counting on summer paycheques.

There have already been some CUASA members inquiring if the decision means an early end to salary deductions for the Laval faculty. This would seem a bit like turning off the respirator as soon as the patient begins to breathe on his own; but, better than such feeble analogies, here follows part of a letter from David Williams at CAUT.

The success of the faculty at Laval has been costly. The present debt of the union incurred in supporting the strike is \$800,000. To date approximately \$150,000 has been collected from colleagues toward payment of this sum. Upon resumption of salary, the Laval professors will be obliged to pay, in addition to whatever personal loans they incurred, a union levy to pay back the outstanding debt. The CAUT urges its members who had planned to contribute to the Laval strike fund before the strike ended, to do so now in order to lessen to some degree at least the financial penalty for the defence of Academic Freedom that the Laval professors now face.

So, from the CUASA executive and Council to its membership, thanks; and, from all of CUASA to the Laval faculty, congratulations.

## Toronto Contract

The University of Toronto Faculty Association elected to seek a "private contract," a collective agreement not governed by the authority of the OLRB — hence, in a technical sense, not unionized.

Initially the University appeared heading for a confrontation with the Faculty Association over this issue, until the Association sent around a questionnaire seeking guidance on where to go and what to do if the University refused to negotiate in this sort of "private" context. The answer of the majority — an acceptance of the principle of unionization — not surprisingly revised the University's thinking and tactics.

The Association has set a date early in March as deadline for a contract. And Diana Moser, the Association's Business Agent, promises for the next Newsletter a fuller account of the Toronto situation.

## York's Certification

The York collective agreement, though ratified in November, has had since then some frustrating and rocky times. Prior to ratification some opponents of certification had taken the York Faculty Association to the OLRB on charges of intimidation — and lost.

Immediately after ratification the same opponents managed to obtain a suspension of the Faculty Association's interim certificate by applying to the Divisional Court of the provincial Supreme Court for a judicial review of the April 1976 certification.

The York opponents had their day, or days, in court on 13-14 and 17-18 January — and lost again. And this time lost court costs as well: the Divisional Court ruled against them and for the Faculty Association, and added the opinion that the application for judicial review was nothing other than an effort to delay and obstruct an OLRB decision. Hence the legal costs — which, note, the Faculty Association had not even requested.

There is still outstanding the OLRB decision on whether the Osgoode Hall law faculty are to be covered by the agreement. But no doubt the next Newsletter can report on that.

## OCUFA Report: Pensions And Term Appointments

The Winter OCUFA Council Meeting was held in Toronto February 5th. Professors Brook (President, Jones (Salary Chairman) and Ms. P. Finn (Business Agent) represented Carleton. Professors Sida, Langford and Vickers were also at the meeting, the former two on the OCUFA Executive and Professor Vickers representing the CAUT.

The major policy decision taken at the Meeting was a decision to create an OCUFA Committee consisting of the Staff Welfare Chairmen (or equivalent) from each local Association. The Committee, which would parallel the OCUFA Salary Committee, was mandated to examine pensions and other fringe benefits in the provincial system. The Carleton delegation, following a decision of CUASA's Steering Committee, moved as an amendment to the motion creating this committee that the Committee identify the problems common to the various Pension Plans and prepare recommendations on how to resolve them, for the spring meeting of OCUFA Council if possible. Although this amendment was defeated (with Toronto and Brock supporting us), the Committee clearly takes pension problems to be a high priority, and there is hope that OCUFA may be able to propose a province-wide solution to our pension problems sooner rather than later. Certainly our own members are becoming increasingly concerned about the inadequacies of our own Plan.

The meeting also considered the problems of the floating term appointee at some length. One such unfortunate person described to the meeting his six term appointments at four universities, with four moves to new cities (he has a young family), in the last six years. He also pointed out that every one of the appointments was at the floor of his rank, which of course means that his salary for this year is at least \$4,000 below where it should be. As reported elsewhere, Carleton's Association has just proposed as a major bargaining position that provisions to alleviate such abuses be introduced at Carleton. CAUT is also preparing Guidelines on Term Appointments.

The implication of the current concern with literacy were discussed. It was pointed out that the dark side of this issue is that the current concern over illiteracy, the evidence for which is at best weak, could have the effect of providing an easy way for the provincial government to reduce the number of students in universities while maintaining their policy of open access to those qualified. All that would be needed is a tougher definition of 'qualified'. Many delegates also urged, however, that we must not concentrate on the dark side of the issue to the exclusion of the very real need to work for higher standards of literacy — even if the current situation is no worse than it was ten or twenty years ago, it is still bad.

OCUFA is launching a major research project into faculty mobility and the conditions necessary to achieve long-term stability in Ontario Universities. As a first step, a questionnaire will soon be sent to each local association.

As usual, the meeting also heard a mass



"However, now the ball is in your court."



of 'for information only' reports, a copy of which may be obtained from the CUASA office by anyone interested.

## CAUT News

### New CAUT Address

75 Albert St., Suite 1001, Ottawa K1P 5E7

You will note from the Annual Auditor's Report, presented elsewhere in this Newsletter, that CUASA expenses include a large annual payment to CAUT, in fact, nearly \$23,000 in the last academic year (1975-76). Most of us know already some ways in which that money is spent, especially the CAUT investigations into alleged violations of academic freedom. That, however, distorts by simplicity what CAUT actually does for Canadian academics. The following press releases may therefore be of interest to some of you who wonder where \$23,000 could go.

### Federal Lobby on Research Funding

The December 7-8 lobby, organized by the CFBS, demonstrated that there are definite signs of improvement in the attitudes of many MPs towards post-secondary education and research funding since the first mass lobby undertaken in March 1976. Some 36 academics, representing all disciplines, participated in the two-day lobby and reported that no MP disputed the need for financial stability in research funding. Many of them in fact spent as much as two hours discussing the problems of universities and research. Several questions were subsequently raised in the House of Commons by various members of the opposition parties, including a question on whether the federal government intended maintaining a continued presence in post-secondary education and a number of questions on federal funding policies for scientific research during the next fiscal year. Individualized follow-up action, based on the recommendations of the lobbyists who met with MPs, will be made within the coming months. A suggestion made at the "debriefing" session held following the two-day lobby, proposed the more frequent use of meetings with party caucuses with a formal educational presentation as a supplement to the on-going meetings with individual Members - a device which could well be extended to the provinces if it proves successful at the federal level. The CFBS will be organizing another federal lobby for increased research funding later in the spring.

### SCITEC Meeting with Parliamentarians

The first of a series of forums arranged by SCITEC, held on November 16, 1976, to familiarize Parliamentarians with science-related issues has proven very successful. Some 25 MPs and Senators, including four Cabinet Ministers accepted the open invitation to attend the half-day session on The Nuclear Option for Canada. Another such session was held February 15 and dealt with Alternatives to Nuclear Energy. Further details are available from J.Y. Harcourt, Executive Director, SCITEC, 151 Slater, Ottawa K1P 5H3.

### Reorganization of the Granting Councils

The long-awaited legislation on the restructuring of the granting councils (Bill C-26 - An act respecting the reorganization

of certain scientific activities of the Government of Canada) was introduced on behalf of the Prime Minister on December 2 and given second reading on December 13. The legislation, if passed, would create a new Social Sciences and Humanities Research Council, leaving the Canada Council to concentrate on support of the arts. A new Natural Science and Engineering Research Council would assume the granting function of the NRC thereby permitting the latter to focus on managing its laboratories as well as the industrial research and development support programmes and related national informational programmes. The legislation would also alter the MRC Act in order to facilitate research and training in the health care delivery field. The revised structure would place the three university research granting councils on the same statutory basis, i.e. departmental crown corporations responsible to ministers designate. Although not specified in the legislation, the federal government would also establish an advisory and coordinating body, to be known as the Inter-Council Coordinating Committee (chaired by the Secretary of MOSST [Min. of State for Sci. & Tech.] and including the presidents of the granting councils). The ICCC [Inter-Council Coord. Comm.] would deal with problems of mutual concern to the three councils, ensure the coverage of all recognized disciplines and the needs of interdisciplinary research, harmonize granting practices, and recommend to the Minister of MOSST on the overall balance between the budgets of the councils. Among the amendments, the bill would also broaden the responsibilities of the Science Council to permit it to undertake a more prominent role in providing public information and advice on the effects of scientific research. During the intense debate at second reading, members of both the NDP and PC parties pointed out that the proposed reorganization would be unproductive unless it were accompanied by a federal commitment to increased funding of research. PC science critic, Bill Kempling (Halton-Wentworth), has indicated that he will press the government to give the academic and research community an opportunity to express its views on the reorganization - an opportunity largely denied it during the drafting process. In anticipation of an examination of witnesses and briefs at the committee stage, he has invited the CAUT, among others, to respond to the government's proposals.

### Federal-Provincial Financing Agreement

Negotiations on the federal-provincial financing of post-secondary education have now been concluded and are expected to be implemented by 1 April 1977. Under the new agreement, which is very similar to the proposal put forth by the Prime Minister at the First Ministers meeting in June 1976, the provinces will receive payment in the form of personal income tax points, equalized on a per capita basis to the national average, and in cash. The cash transfer will be tied to a three-year moving average of the GNE, using 1975-76 as the base year. More detailed information on the implications of the agreement is not yet available.

### Immigration and Foreign Academics

Immigration Minister, Bud Cullen, met with CAUT in January in order to dis-

cuss the government's moves to monitor the immigration of foreign academics. The Minister in a letter dated 23 December 1976 pointed out that universities, as employers, have in the past enjoyed an exemption from regulations which apply to virtually all other employers, and that this Department wished to ensure that these exemptions continue to be warranted in view of the tight economic situation and the surplus of qualified Canadian manpower. While the government has no intention of interfering in any way with universities hiring staff of the highest quality, it nevertheless wishes to discuss with various organizations, including the CAUT, the implementation of procedures which would ensure that proper consideration is given to Canadians.

## Parliamentary Lobbying

As both the President's and the CAUT reports suggest, Canadian academics have at last begun to try flexing their communal muscles in approaches to politicians on issues vital to the future health of university life. CUASA has made but a few tentative moves in this direction - but more, much more, are to follow, to show local MP's and MPP's that we follow with concern what they do vis-a-vis education in parliamentary halls. The following letter from Mr. Walter Baker (P.C., Grenville - Carleton), though by no means a promise to transport academics to Valhalla come the next election, is at least an indication that some politicians care that we care.

Dear Professor Brook:

I acknowledge and thank you for your letter of the 22nd of December 1976 and I want you to know that I have brought its specific contents to the attention of Mr. William Kempling, M.P. who is the Science and Technology Shadow Cabinet Critic for the Official Opposition. In addition to that, I share your concern with respect to the commitment for funds and I am particularly concerned about the government's intentions for funding for university research in Canada. This matter has been raised repeatedly on Opposition Days by our Party in the Question Period and every available opportunity. We will continue to do so.

However, I have written directly to the Minister of Science and Technology with respect to your particular concerns as outlined to me in your letter. I have not yet heard from him and when I do I shall be in touch with you immediately. Thank you for giving me this opportunity to try to be helpful and when I have the Minister's reply I shall be writing again. My very best wishes to you and your colleagues for 1977.

## Did You Know—

that the University spends almost \$50,000 a year for its membership in COU? This information appeared in a response by Dr. G.R. Love, Vice-President (Academic) to a question asked in Senate recently. The University is also a member of AUCC and a number of other organizations.



## The Professor and The Public

The Faculty workload proposal endorsed by CUASA Council on 17 Jan. had several purposes, not least the wish to anticipate possible actions by both a University and a provincial government on an economic binge. How would you, for example, handle a 50%, or a 100% increase in your teaching loan? An empty fear perhaps? Perhaps, but governments answer to voters, not university professors, and those voters by and large are uninformed about how you and I spend our days, how we justify our salaries. As an illustration we have reprinted below excerpts of a study done at University College, Swansea the article, from *Thes*, 16 July 1976, is a consolidation of a fuller study found in Vol. 27 of *Vocational Aspect of Education*:

We examined the response of 110 first year psychology students attending their first lecture to questions on their teachers' working week. Students were asked to indicate, among other things, the number of hours per week that a lecturer spent lecturing or tutoring, and in teaching preparation.

They were also asked to indicate in what other activities concerned with the job (that is, other than teaching) lecturers were normally engaged during term. Almost a third of the students did not mention research as a function of university teachers. The knowledge of those who did mention research was limited in that when asked to specify what was involved only 39 students were able to do so.

Not surprisingly, perhaps, their lack of knowledge extended to the area of administration, where only one third of students mentioned this as an activity in any form. Even in the area where they had most knowledge, teaching, they still exhibited considerable ignorance. For example, students judged on the average that their teachers spent over 15 hours per week on scheduled teaching and a quarter of students believed that the amount was in excess of 24 hours.

Even more revealing was the fact that the majority of students thought university lecturers were formally trained to teach prior to taking up a university post. In other words, students appear to regard their lectures as essentially "higher order" school teachers. (Fuller details of this study are published in *Vocational Aspect of Education*, volume XXVII, pages 45 to 48.)

Since this study was conducted, we have examined many of the questions further in a study involving first and third year students in a large arts, science and engineering department. The results basically confirm those of the original study. About 62 per cent of first and 23 per cent of third-year students failed to mention research as an activity of their lecturers.

The picture which emerges is one of considerable ignorance on the part of students of the nature of university teachers' functions. In particular, students regard their lecturers as considerably more teaching oriented than in fact they are.

The lecturers appear to the student to be a "souped-up" school teacher rather than someone whose career line and interests are different in kind. This picture, further-

more, still appears to be present after two years with the university system, particularly in the arts group, and is not therefore something that will go away if it is ignored.

One is prompted to ask now universities can be appreciated by the public at large if this kind of response represents the level of public knowledge of their functioning.

## AIB Decision

In a letter of 24 February to Derek Sida, the Anti-inflation Board, as reported earlier, declared its acceptance of the sal-

ary increases negotiated most recently for you by CUASA.

I did, however, decide once more against the revisions to the Guaranteed Housing Loan Plan, so that CUASA member still can obtain university - guaranteed second mortgages only up to the old maximum of \$10,000. That strikes the CUASA Steering Committee as unrealistic, given the number of years the limit has remained constant and what has happened to the cost of living in those same years.

So back to the bargaining table, with the Guaranteed Housing Loan Plan and a host of other items, as CUASA and the University enter another round of negotiations.

## CUASA COUNCIL 1977-1978

### Arts Faculty

D. LeBerrurier 2774 Art History/Music (1979)  
A.T. Hode 3740 Classics (1979)  
E. Padolsky 7184 English (1977)  
A. Tilson 7116 English (1978)  
J.M. Wilcox 2669 English (1977)  
J.S. Tassie 3853 French (1978)  
E.M. Oppenheimer 2605 (1978)  
J.H. Taylor 6344 (1977)  
R. Bird 5530 Journalism (1979)  
S. Jones 5573 Linguistics/Russian (1979)  
J.C.S. Wernham 3617 Philosophy (1978)  
L.T. Librande 3863 Religion (1969)  
P.J. Roster 4465 Spanish/Italian (1979)

### Social Sciences

R. Caterian 4373 Commerce/Public Admin. (1977)  
R.L. Carson 4377 Economics (1979)  
M.W. Smith 5566 Geography (1977)  
J. Clarke 2623 Geography (1978)  
J.G. Neuspiel 3618 Law (1978)  
J.M. Vickers 2712 Pol. Sci./Inter. Affairs (1978)  
J. Alexander 4309 Pol. Sci./Inter. Affairs (1979)  
B. Jones 6310 Psychology (1979)  
J. Campbell 3636 Psychology (1978)  
A. Moscovitch 3641 Social Work (1977)  
A. Steeves 6650 Soc./Anthro. (1979)

### Architecture

M. Hancock 6380 Arch./Indust. Design (1978)

### Engineering

G. Kardos 6306 Mech. Eng. (1979)  
I. Reichstein 3860 Systems Eng. (1979)  
Electronics/Civil Eng.: vacant

### Science

J. Lambert 3835 Biology (1979)  
C.H. Langford 4334 Chemistry (1978)  
K. Bell 3743 Geology (1978)  
K. Hooper 4394 Geology (1977)  
D.W. Sida 6752 Matheamtics (1978)  
E.J. Normington 7136 Mathematics (1979)  
T.J.S. Cole 5538 Physics (1979)

### St. Patrick's College

R. Jeffreys 2690 Religion (1977)  
C. Farmer 4370 Sociology (1978)

### Library

S. Jackson 2673  
E. Ross 6653

### Instructors

A. Ruprecht 3853 French: Arts rep. (1979)  
M. Fox 4421 Geography: non-Arts rep. (1979)

### Steering Committee

*President*  
A. Brook 7447  
*President Elect/Salary Chr.*  
D. Sida 6752/5500  
*Past President*  
B. Wand 3868  
*Sec./Information Officer*  
J.M. Wilcox 2669  
*Treasurer*  
C.H. Langford 4334/4332  
*Staff Welfare Chairperson*  
B. Rutland 2676  
*Members at large*  
Two positions: both vacant  
*Committee Chairpersons:*  
Grievance Administration  
A. Tilson 7116/3847  
*Statute Review*  
P. Laughton 6675

### CUASA OFFICE

424 Herzberg (Physics) 6387  
*Staff:*  
Business Agent  
P. Finn 6387  
*Secretary*  
B. Smith 6387



## Letters to the Editor

The Editor,

I am not entirely in agreement with the position on maternity leave taken by Val Swinton in her letter printed in the November issue of CUASA News.

In my opinion, maternity leave of reasonable duration should be granted with full protection of position, salary and pension status. I believe, however, that such leave should be unpaid. Pregnancy is, after all, a voluntary condition. Why then should an employer be obliged to pay a person on maternity leave any more than the employer is obliged to pay someone unable to perform duties because of, say, a voluntary absence in Florida? Indeed I find it difficult to see any moral justification for drawing unemployment insurance benefits while on maternity leave since one is then neither seeking nor available for employment.

R.J. Kind  
Department of Mechanical and  
Aeronautical Engineering.

Ed. note: Barbara Lecker, a member of both the English department and the

Women's Coordinating Committee has promised a response to Professor Kind's letter in the next Newsletter, a response that will take into account the present trend vis-a-vis maternity leave in professional labour contracts.

## Female Anomalies - Alberta Style

### University plans to act as model for community

EDMONTON (CP) — In many ways Canada's universities are experimental laboratories in the field of social reform, but it is unfortunate they have not shown leadership in instituting full equality for women, Dr. Harry Gunning said Saturday.

Dr. Gunning, in his convocation report as president of the University of Alberta, said progress toward eliminating the "cultural malignancy" of discrimination against women has been unjustifiably slow.

He said the university intends to develop a community of academic staff, non-academic staff and students in which "pernicious sex-linked discrimination will be progressively eliminated and thereby provide a model for the larger society that we serve."

From Globe & Mail, 22/11/76

## Council Actions

With the unit representation system recently instituted CUASA members are probably more aware of their Council's activities than was true of old. But here follows a brief list of some of the business handled by Council since the last Newsletter. If you want more information on any of these matters, contact your representative whose name and telephone will be found elsewhere in this edition of the Newsletter.

**\*Salary deductions for Laval faculty:** Council approved a 5- mil levy on monthly salaries of CUASA members, a temporary increase to last four months, as a donation to the Laval faculty on strike primarily for the principle of collegiality and protection of academic freedom. (The levy, after opt-outs, gained a donation of approximately \$26,000.)

**\*Negotiations:** Drafting committees were established to prepare negotiating proposals in the following five areas: salaries, grievance procedures; terms and conditions of employment; benefits; and appointments, status, and the unit. (These five committees have been hard at work — witness the reports mentioned in this Newsletter. Council has already approved proposal for several issues, including term appointments and the definition of our bargaining unit.)

**\*Half-time Appointments:** Council directed its executive to pursue adequate protections for all faculty employed on half-time appointments. This is particularly a response to the growing numbers of full-time faculty wishing to transfer to reduced appointments. (If you are considering such a change in your status, consult the CUASA office for advice, before you make any commitments.)

**\*Grievances:** This is a persistent task for Council, but of particular note was the decision to take to grievance both the denial of promotions in the Arts Faculty and the refusal to recognise, as member of the CUASA bargaining unit, the instructors in the English as a Second language program. (Subsequently, 5 of the 7 ESL instructors were admitted; the promotions grievance is reported elsewhere in the Newsletter.)

**\*Tuition increases:** Council approved an objection to the government's discriminatory tuition increase imposed upon foreign students, and urged the University at least to delay implementing the increase until the next academic year.

**\*Faculty Workload and Career Development Guidelines:** These two negotiating proposals deserve special mention, for in them Council set forth conditions that should, if accepted by the University, preserve the quality of teaching and research at Carleton, and help regularize the system of career progress within rank.

**\*Part-time leaves and CUASA dues:** Members of the bargaining unit on part-time leaves of absence will now pay CUASA dues pro-rated to their part-time status.

**\*Property Insurance:** Council endorsed an arrangement with Westrate - Martus that affords preferential rates on property insurance of all types. (For more information, Bob Jones of Westrate - Martus is available on Tuesdays at 231-4307, or by appointment.)

## Literacy



Courtesy of Ottawa Citizen and Universal Press.

"His English teacher says he's a groovy, far-out'kid."



**\*Scholarship Fund:** Council approved the use of Group Life Rebates to establish the CUASA Scholarship and bursaries described in this Newsletter.

Most matters dealt with by Council have also been examined previously by the Steering Committee — all, in fact, of those in the above list. Some items never need go to Council, however, and some others haven't gone there yet.

■ **Salary Rationalization:** Two members of Steering Committee, Profs. Rutland and Sida, are presently discussing with representatives of the University just how rational, i.e. equitable, are the salaries of Carleton faculty of comparable qualifications, and how to remedy any inequities discovered.

■ **Sabbaticals:** There is also at present a mutual study of various ways in which Carleton's sabbatical system can be improved.

■ **Instructor and Librarian Workload:** Two working papers are about ready for presentation to Council, the result of the joint efforts of Steering Committee members and Instructors and Librarians.

■ **Statute Review:** Several Steering Committee members presented a brief to the Board's Statute Review Committee. The Board Committee showed considerable interest in the suggestions, represented in part by its request for a supplementary submission.

■ **Benefits Handbook:** The pamphlet you recently received describing provisions of the various benefit plans was largely the work of one Steering Committee member, Prof. B. Rutland.

#### Newsletter Contributors

J.A. Brook  
P. Finn  
M. Fox  
B. Rutland  
J.M. Wilcox, editor

## Auditor's Report

(by Touche Ross & Co.)

### CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION

(certified under the Ontario Labour Relations Act)

#### Statement of Receipts and Disbursements for the year ended June 30, 1976

##### OPERATING FUND

Cash, July 1, 1975	\$ 2,027	
Receipts		
Dues	59,125	
Reimbursement by CAUT and OCUFA for legal costs of certification	13,544	
Transfer from Credit Union Account	1,180	
Other	825	
Total of cash July 1, 1975 and receipts for the year		<u>\$76,701</u>
Disbursements		
Legal fees	17,576	
National dues (CAUT)	22,298	
Office	10,986	
Provincial dues (OCUFA)	10,892	
Stationery and Printing	8,329	
Miscellaneous	1,578	
	71,659	
Cash, June 30, 1976	\$ 5,042	
Total of cash June 30, 1976 and disbursements for the year		<u>\$76,701</u>

##### CREDIT UNION ACCOUNT

Cash, July 1, 1975	\$ 3,717
Dividends from Credit Union	296
Transfer to Operating Fund	1,180
Cash, June 30, 1976	<u>\$ 2,833</u>

## Negotiations



*"I'm afraid, Stanley, this party's like what they say about Mars.  
We may have chemistry, but we do not as yet have biology."*