



FAUST

News & Views

No. 13

OCTOBER 2021

INTERIM PRESIDENT'S MESSAGE



Dear colleagues,

I would like to thank everyone who has offered support as I transitioned into the role of interim FAUST president. I am slowly getting up to speed on the range of issues we are dealing with and hope to be able to continue advancing our goals over the coming months.

In this regard, as we begin to prepare for the end of the first term – another term of hybrid and online teaching amidst the uncertainty of COVID – I want to take a little time to

discuss several of the initiatives your FAUST executive is working on to ensure health, safety, and wellbeing of our members.

First, we have reasserted our interest in being actively involved with STU's air quality procedures. As we consider our personal options for teaching in the winter semester, your executive continues to seek transparency around the specific measure that STU has taken to ensure air quality standards are maintained on campus. A more detailed overview of what we know and what we continue to seek additional clarity on will be shared with the membership soon.

Second, we are actively involved in securing clear data regarding vaccination rates on campus. In general, vaccination rates in the STU community surpass rates provincially, however, we continue to have some difficulty with the way these data have been shared with the community and have requested more clarity. This information, too, will be shared with the members in a more fulsome way soon.

Finally, as we look ahead to the Winter and Spring of 2022, we have begun planning for collective bargaining. Effective bargaining requires the most detailed and accurate information possible. To achieve this, we have hired Brad Votour as our FAUST Assistant to replace Tracey O'Brien our former FAUST Office Assistant. A portion of Brad's time will be dedicated to bargaining research and the creation of a new and more substantial bargaining survey. We intend to launch the survey before the end of this term. Additionally, we are re-introducing meetings between the Chief Negotiator and team, and individual departments in the Winter 2022 semester. It is hoped that this will allow the negotiating team to develop a more comprehensive understanding of both individual and departmental issues to bring to the bargaining table.

In solidarity.

Mike Fleming , Interim FAUST President

faustpres@stu.ca

CHANGES IN THE EXECUTIVE

As you may be aware, FAUST President Gül Çalışkan is on leave until January 2022. As per the FAUST Constitution Article 9.02.1, the Vice President shall "fulfil the duties of the President during any temporary absence or disability." Thus, **Vice President Mike Fleming** has stepped in as **Interim FAUST President** for this period.



The FAUST President's leave has created a vacancy on the Executive, and thus the Executive has elected a **substitute pro tem** as per Article 7.01.3. We are happy to announce that **Katherine (Katie) Thorsteinson** (English Language and Literature) is currently acting as our substitute Executive member for the fall semester.

Executive member Dennis Desroches is also on leave until April 2022. Stepping into his shoes as a *pro tem* replacement is **Jean Sauvageau** (Criminology and Criminal Justice), who is a Past President of FNBFA.

Please join us in welcoming Katie and Jean to the Executive.

FAUST OFFICE TEAM: UPDATES

FAUST ASSISTANT’S CORNER: BRAD’S CORNER



Since our last newsletter, Office Assistant Tracey O’Brien has resigned to finish her degree at STU. We thank her for her contributions to the Union and wish her well as she pursues her dreams!

FAUST has since hired **Brad Votour**, a long-serving Part-Time member in the Anthropology Department, as a FAUST Assistant. He will be working for 10 hours/week as part of an 8-month term contract (with the possibility for renewal). Welcome to the FAUST Office Team Brad!

The next update will come from Brad himself!

PROFESSIONAL OFFICER: BONNIE’S CORNER



This semester is proving to be a challenging one with so many uncertainties due to COVID-19. Much of my recent work has been taken up with ensuring that the Employer is maintaining a safe and secure work environment as per Article 4.03.1. In August we issued a survey to gauge members’ satisfaction with the institution’s health and safety protocols. Since then, we have been following up with the VP Finance and Director of Facilities to seek clarification on concerns raised in the survey. As co-chair of the United Campus Labour Council, I have also been involved in helping the UNB unions acquire sufficient consultation on these issues with the UNB Administration.

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UPDATE ON FACULTY PENSIONS



Environmental Concerns Committee, Written Synopsis of report to Oct. 1, 2021 Faust GMM

By Matt Robinson, Environmental Concerns committee member

On May 3, 2021, Janice Harvey and I met with VP Finance Lily Fraser and HR Director Jason Scarbro and presented them with the FAUST motions from the April 13, 2021 AGM. This meeting was on the advice of a former faculty representative on STU’s Pension Advisory Committee (PAC).

On Sept. 17, 2021, there was a follow-up meeting. Janice and I met a group from Canada Life together with members from PAC.

People present from Canada Life:

- **Barry Bransfield** – A higher level group sales coordinator or facilitator in this process.
- **Erika Richard** – Erika is STU’s Client-Services Rep and the person that handles the operational and administrative aspects of the STU plan.
- **Vathsala Martin** – Works on product development, is involved with the design of funds on the Canada Life portfolio and is likely the person in charge of deciding or recommending what would be included in this type of investment fund.

People present from STU’s PAC:

- Lily Fraser, Susan Sears, Pauline McIntyre, Lauren Eagle, Jason Scarbro

Vathsala Martin presented a new ‘suite’ of Responsible Investing (RI) ESG (Environment, Social, Governance) themed funds. Canada Life seemed somewhat receptive to the priorities in FAUST’s motions: the desire for a report on the addition of fossil fuel free funds and the need for greater transparency regarding the carbon footprint of our existing funds.

For reference purposes, our motions at the April FAUST AGM were:

“Motion 1: That FAUST endorse the initiative to enable pension plan members to divest their portfolios from “fossil fuel companies,” meaning *at minimum* any funds that hold the publicly traded stocks and/or corporate bonds of companies listed in the Carbon Underground 200.

for clarification: The Carbon Underground 200 serves as an exclusionary screen standard for fossil free investor portfolios and asset management products. www.ffisolutions.com

[This has currently been updated to: <https://fossilfreefunds.org/carbon-underground-200>]

Motion 2: That FAUST request that the Pension Advisory Committee direct Canada Life to:

prepare a report, whose terms of reference should be developed in consultation with the FAUST Environment Committee, that:

a) identifies the degree to which the top 200 fossil fuel companies listed in the Carbon Underground 200 are included in the various pension funds currently offered to faculty (i.e. as % of investment in each fund), and

b) proposes a number of fund options that contribute to a sustainable energy transition.

for clarification of (b), some examples of funds that might be included

for consideration are:

- (i) *the BlackRock Global Renewable Power III Fund*
(<https://www.bloomberg.com/news/articles/2021-04-08/blackrock-raises-4-8-billion-to-invest-in-renewable-power>,
- (ii) *ProShares S&P 500 Ex-Energy ETF (SPXE),*
- (iii) *RBC Vision Fossil Fuel Free Global Equity Fund (RBF430.CF), and*
- (iv) *iShares Global Clean Energy ETF (ICLN)”*

We are not sure how this will turn out, but we are getting some traction so far. Please stay tuned!

HEALTH & SAFETY CONCERNS

FAUST believes that health & safety concerns have never been more crucial than they are right now. In that vein, we are working on facilitating a more direct and active relationship with our Part-Time and Full-Time reps on the Joint Occupational Health & Safety Committee, so that they can act as effective liaisons with us and with the membership. We will be providing more opportunities for the JOHSC reps to update the members via email, the website, our newsletter, and social media.

If you have any health and safety concerns, please contact our JOHSC reps: **Craig Proulx** (cproulx@stu.ca) or **Brad Votour** (bvotour@stu.ca)



JEAN SAUVAGEAU PARTICIPATES IN CAUT WEBINAR ON PERFORMANCE-BASED FUNDING IN PUBLIC UNIVERSITIES



By Jean Sauvageau, Department of Criminology and Criminal Justice, Past-President of the Federation of New Brunswick Faculty Associations

On Wednesday, 16 June, the Canadian Association of University Teachers (CAUT) and the Canadian Federation of Students (CFS) held a joint panel discussion webinar titled “Performance-Based

Funding: Implications for Post-Secondary Education in Canada”.

This was the combination of two separate events to be held by each organization, both originally scheduled for the spring of 2020. Those events were cancelled due to the COVID-19 pandemic travel and public gathering restrictions. I had been invited to speak at both events. I was glad to see that the two organizations had not given up on the idea and teamed up to hold the event in the form of a synchronous webinar this year.

Along with me, the invited panelists were Dr. Marc Spooner (University of Regina), Dr. Rudy Fichtenbaum (Wright State University; past President of the American Association of University Professors), and Wesam Abdelhamid Mohamed (Deputy Chairperson, CFS-FCEE, Past Chair of the National Graduate Caucus).

I was invited to participate in this event following my involvement with the drafting of a position paper on behalf of the Federation of New Brunswick Faculty Associations: *Position paper on the implementation of performance-based funding in New Brunswick public universities (2020)*¹. While I was acting-president of the FNBFA during 2019-2020, the New Brunswick minister of Post-secondary Education, Training and Labour, Trevor Holder, was often quoted in the media as saying that public universities in New Brunswick had to become more mindful of the provincial labour market needs and shortages. These statements, along with the fact that provinces like Ontario and Manitoba were already making plans to earmark part of their respective university funding envelopes on performance indicators, prompted the FNBFA to get ahead of the issue and prepare a detailed position paper to help counter similar plans for New Brunswick.

¹Find the position paper at: https://www.fnbfa.ca/wp-content/uploads/2020/01/PBF-Position-Paper_FNBFA-Jan-2020_Final.pdf

The panelists' presentations and the following discussion suggested that two things are at play: either the governments who wish to impose PBF on public universities are genuinely concerned but misguided in thinking that this will solve the labour shortage problems experienced by their respective jurisdiction, or those governments, pressured by the private sector, are engaging in a conscious "retooling [of] the traditional mission of the university" (in the words of panelist Marc Spooner), aiming to weaken the public universities' capacity for critical thinking. Note that these are not necessarily mutually exclusive but are rather a matter of degree on the same scale with the same end results.

PBF is an idea born out of the New Public Management philosophy which appeared in the 1980s, in the wake of the neoliberal agenda promoted at the time, to make public services adopt private sector management practices. The PBF of public universities has been tried in numerous jurisdictions and in varied forms around the world over the past three decades. All panelists agreed that independent evaluations of PBF conclude that, at best, it does not achieve any of its claimed goals, such as attracting, retaining and graduating larger numbers of students within specific programs of education, seeing those students taking up employment in the so-called desired fields of employment and earning better wages. At its worst, which is not that uncommon, studies have found that PBF is truly detrimental to the fundamental teaching and research missions of the university; the additional PBF requirements – such as keeping track of and reporting on the performance requirements, adding new program credentials in an attempt to become more attractive to potential students and selected on the basis of market labour needs as opposed to intellectual relevance – all take away from university resources that are already insufficient.

With five panelists presenting within a sixty-minute webinar, there was unfortunately no time to engage in the most important discussion regarding the best ways to counter PBF governmental plans. Everyone agreed that another webinar is needed in that regard. It is one thing to argue, based on facts, that PBF is an undesirable and completely counterproductive policy, it is quite another to find a way to prevent its implementation once a government has made up its mind to do so. Regrettably, governments are too often impervious to facts. The way out of the imposition of PBF requires, among other things, a broad and deep mobilization for an education campaign aimed at both elected representatives and the public, covering PBF's disadvantages, pointing out instead to the best policies that will maximize the positive contributions that public universities can make for the population of New Brunswick.

MARVIN CLAYBOURN ATTENDS CAUT WEBINAR ON THE MENTAL HEALTH AND WELL-BEING OF POST-SECONDARY STUDENTS

By Marvin Claybourn, Department of Psychology

In October 2020, the Mental Health Commission of Canada (MHCC) launched the **National Standard of Canada for Mental Health and Well-Being for Post-Secondary Students** (the **Standard**). According to the MHCC, the **Standard** is “a set of flexible, voluntary guidelines to help post-secondary institutions support the mental health and well-being of their students” and can be accessed by creating a free account at <https://mentalhealthcommission.ca/resources/>.

The **Standard** was developed based on the belief that student mental health is a shared responsibility that involves all students, faculty, and staff within a post-secondary community. The intention of the **Standard** is to provide an opportunity for universities and colleges to commit to promoting positive student mental health and well-being.

On August 2021, I attended a CAUT-hosted webinar to review the **Standard**. The purpose of the webinar was to recognize the correspondence between the mental health of students and of academic staff, and to discuss how to encourage administrations to provide a psychologically safe workplace for all. The MHCC affirms that addressing the mental health and well-being needs of post-secondary staff and faculty working with students is a necessary condition for promoting student mental health and well-being.

As such, it is recommended that users of this **Standard** consider and integrate “**Psychological health and safety in the workplace – Prevention, promotion, and guidance to staged implementation for the staff and faculty of the institution**” (<https://mentalhealthcommission.ca/national-standard>) in their efforts to promote student psychological and general well-being. Post-secondary institutions can use the MHCC guide for **Psychological Health and Safety in the Workplace** in conjunction with the **Standard** to guide the development of opportunities that address barriers to wellness which exist as part of the institution and its community and that support the existing and emerging needs of students



FNBFA ADVOCACY FOR CONTINGENT FACULTY



uring **Fair Employment Week**, October 18-22, 2021, FNBFA engaged in advocacy work for contingent faculty. Their work included:

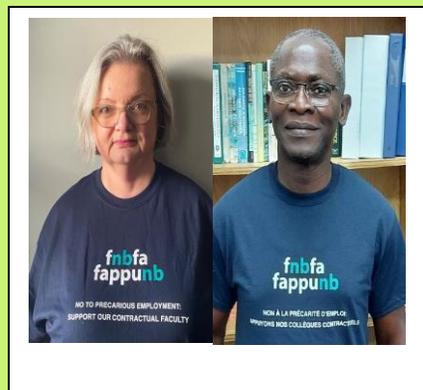
-a **letter** to Trevor Holder, Minister of Post-Secondary Education, Training and Labour: https://www.fnbfa.ca/wp-content/uploads/2021/10/bilingual-letter_PETL-Min_FEW_Oct-2021.pdf

-an **editorial** in *Acadie Nouvelle*: https://www.fnbfa.ca/wp-content/uploads/2021/10/Lettre-opinion_oct-2021_finale.pdf

-an **editorial** in *Telegraph Journal*: https://www.fnbfa.ca/wp-content/uploads/2021/10/Commentary_Fair-employment-week-on-university-campuses_final.pdf

-a **social media campaign** on facebook and twitter

-**free T-shirts** with the slogan: “No to precarious employment: support our contractual faculty”. Many of you asked for and received these t-shirts, but there are many more left. There are no more Mediums, but we will have L, XL and XXL. Let faust@stu.ca know if you would like one!



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CAUT UPDATES

Education for All is a joint campaign between the Canadian Association of University Teachers (CAUT), the Canadian Federation of Students (CFS), the Canadian Union of Public Employees (CUPE), and the Public Service Alliance of Canada (PSAC) and the National Union of Public and General Employees (NUPGE). Together, they are “putting forward a vision of a more affordable, accessible, high quality, publicly-funded post-secondary education system in Canada; a system that is ready to take on the challenges of today and tomorrow.” For more information, see <https://www.educationforall.ca>

New CAUT Bulletin: featuring stories on the **Duty to Accommodate & disabilities in the academy:** <https://www.caut.ca/sites/default/files/february2021-final-online.pdf>

CAUT calls for review of security agency activities on campus: <https://www.caut.ca/latest/2021/02/caut-calls-review-security-agency-activities-campus>

COVID-19 and the Academic Workplace - Resources for Members: <https://www.caut.ca/content/covid-19-and-academic-workplace-resources-members>

October Newswire: <https://www.caut.ca/latest/2021/10/october-newswire-uoitfa-and-umfa-strike-mandates-threats-collegial-governance-and>



Now that the weather is getting chillier, remember that we still have plenty of beer steins and toques left!

Please drop by the FAUST Office or email faust@stu.ca so that we can drop them off for you!!

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