

**NOTICE OF ANNUAL
PLENARY SESSION
AND GENERAL
MEETING**

The Annual Plenary Session and General Meeting of the Federation of New Brunswick Faculty Associations will be held this year on May 10 and 11, 2001 in L'Auberge les Jardins Inn, St.-Jacques, N.B..

The Annual Plenary Session will commence at 2:00 p.m. on May 10, and the Annual General Meeting will commence at 9:00 a.m. on May 11.

**YOUR OPINIONS ARE
WELCOMED**

A special invitation is extended to those members of local associations who are interested in commenting upon university life in general. Readers are invited to send their opinions and/or comments, in writing, to:

FNBFA Bulletin
65 Brunswick, Suite 297,
Fredericton, NB E3B 1G5

ANNUAL PLENARY SESSION

Thursday, May 10, 2001 at 2:00 p.m.
L'Auberge les Jardins, St.-Jacques, N.B.
PROPOSED AGENDA

1. Reading and Approval of the Agenda.
2. Introduction of Guests.
3. Report of the Nominating Committee
4. First Call for Nomination of Officers for 2000-2001 FNBFA Executive.
5. Reading and Approval of the Minutes of Annual Plenary Session of May 11, 2000.
6. Second Call for Nominations.
7. Business Arising from the Minutes.
8. Last Call for Nominations.
9. Election of Officers.
10. Coffee Break. (15 minutes)
11. Report from CAUT.
12. Report from the President.
13. Report from the Executive Director.
14. Report from the Treasurer.
15. Reports from the Standing Committees.
Status of Women Committee
Legal Defence Fund
Communications Committee
Prix Nicole Raymond Award
Scholarship Awards Committee
16. Policy Recommendations of Plenary Session.
17. Other Business.
18. Order of the day: 15:30 (To be announced).
19. Adjournment.

THE BENEFITS OF MEMBERSHIP

[The following is the message to her members of Mme Hélène Beaulieu, Branch President, which appeared in the Summer 2000 edition, Volume 16, Issue 3, of the Solicitor's Journal and is reprinted here with the kind permission of the Canadian Bar Association - New Brunswick Branch.]

"Occasionally, someone will say to me, 'Why do we have universal membership in New Brunswick?' Just as our colleagues in B.C. sometimes ask the same question. Just as some colleagues in Ontario, Manitoba, and Yukon ask the same question as universality is debated here.

It's a very simple question, and it has a very simple answer. Authority. There are tens of thousands of lawyers in this country. We work in private practice, government, corporations, law schools, and organizations. And while priorities vary from place to place, our focus is similar:

- Serving our clients.
- Serving the justice system.
- Staying true to our ethical and professional commitments.
- There are so many competing interests in society that appear to conspire to prevent us from keeping those committees [sic], meeting those standards:
- Government that doesn't pro-

vide adequate funding for legal aid lawyers.

- Accountants who want a piece of the action.

- Cynics that love bashing lawyers and ripping the system.

Lawyers can try to fight these battles, but individually, we just don't have the time or the resources. And even if we did, what would be the reaction?"You're just one lawyer, one firm, one department. Why should we listen to you?"

That, fundamentally, is why the CBA exists. Because as lawyers we need to be able to speak loudly, more loudly than one or two people can manage. We need to speak in unison, with a strong and clear message. And we need to speak with as much force, and conviction as possible.

So the CBA can say to governments, 'We represent 37,000 lawyers from one end of this country to the other. We have an enviable track record built piece by piece during the last century. We are the voice of the legal profession, and we bring practical expertise to law reform and legislation.' And we can say to cynics, 'We have a proud record as an Association that protects the scope of our rights and liberties. We intervened successfully in the New Brunswick J.G. case before the Supreme Court of Canada, to confirm our section 7

Charter rights. Let me put it simply. Canadians have rights. We protect them.'

And when we say these things in this province, we speak for every single lawyer in New Brunswick. We're fourteen hundred strong. When we speak, we speak with authority. And when the day comes when we speak for every single lawyer in Canada, when 60,000 legal professionals speak with one thundering voice, no one will ever doubt that the lawyers of this country are a force to be reckoned with."

Were we to substitute "CAUT" for "CBA" and "FNBFA" for the "fourteen hundred strong" CBA-N.B. Branch (FNBFA actually speaks for approximately 1200 faculty members) the foregoing passage carries a message of which we all should take notice. That is, to speak with authority and, above all, to be heard, any professional group - be it of lawyers or of faculty members - must be demonstrably united and must speak with one voice. That is the raison d'être of CBA and CAUT at the national level, and of the CBA-NB Branch and FNBFA here in New Brunswick.

Thank you, Mme Beaulieu. We couldn't have said it better ourselves.

Ian Fraser
Chair, Communications
Committee

COLLEAGUE PROFILE

Nicolas Landry is a native of the Acadian Peninsula of New Brunswick. He obtained his BA and his Masters degrees in History at l'Université de Moncton. In 1989, he completed his Ph.D in History at l'Université de Laval de Québec. During the last twenty years, his interest has been in the fishing history of Atlantic Canada, the field of research in which he has published articles in *Acadiensis*, *Le Marin du Nord/The Northern Mariner*, *La Revue d'histoire matérielle* and the *Newfoundland Studies*. In 1994, Éditions d'Acadie published his book entitled *Les pêches dans la Péninsule acadienne 1850-1900*.

His research touches particularly on social and economic aspects of life in a maritime environment, particularly those of farmers and fishermen. He has had many opportunities to present his findings in symposiums in Canada, France and Scotland. He is a member of a research group in economic and social history at l'Université de Moncton, which has members from its three campuses.

His teaching tends to specialize in Acadian and Canadian history. In collaboration with Prof. Nicole Lang of l'Université de Moncton, Campus d'Edmundston, he is currently organizing the publication of a book on Acadian history. He also has spent much of his energy in the development of methods of teaching via audio-conferencing, video-conferencing and symposiums. Hence, these methods have allowed students from Bathurst, Campbellton and Edmundston to attend his classes without having to travel to Shippagan.

Nicolas is also collaborating with the Conseil des pêches and l'Équipe de recherche sur la valori-



sation du patrimoine de Shippagan in attempting to establish a proposed museum on fishing in the Acadian Peninsula. He is also participating in the development of educational activities with l'Université du troisième âge (UTA). Before teaching full-time in 1995, he was Dean of Studies on the Shippagan campus for four years. Before his arrival in Shippagan, he worked at l'Université Sainte-Anne and at the National Archives in Ottawa. Since his arrival in Shippagan, he has held seats on numerous commit-

tees at the university such as the programs committee, the academic senate and the committee responsible for the awarding of academic doctorates.

Nicolas also was the chair of the negotiating committee for our present collective agreement.

Lionel Dionne,
President, APPUMAS

MODERN THREE "R's" THREATENING N.B.'s UNIVERSITIES

By Jack Vanderlinde

[The following "op-ed" piece was recently submitted to the daily print media and appeared in the Telegraph Journal on March 30 last - Ed.]

The "three R's" of education traditionally have meant "reading, writing, and arithmetic". However, the "three R's" of modern university life – Retirements, Recruitment, and Retention – threaten the viability of the universities in New Brunswick.

More than a decade ago, the Federation of New Brunswick Faculty Associations (FNBFA) brought to the Provincial government's attention that, by the end of the 1990's, there would be a shortage of university faculty resulting from the bulge in their numbers hired in the 1960's and 1970's reaching retirement. It also predicted that their potential replacements would be in a "seller's market", because there would be fewer replacement candidates than the number of vacancies to be filled. For this reason, it was obvious that hiring incentives in New Brunswick in the 1990's and beyond would have to be attractive because universities would be competing with each other and with industry to meet their recruitment needs. At the time, the demand for formal post-secondary credentials had not reached its recent explosive proportions; this subsequent development has made a bad situation even worse.

Yet little, if anything, has been done to address these issues.

In January of this year, the Ca-

nadian Association of University Business Officers (CAUBO) announced that 4,000 faculty members have been lost from the system since 1992, as institutions struggling with cutbacks in federal transfer funding for post-secondary education — calculated by the Canadian Association of University Teachers to be of the order of \$1 Billion per year — did not replace retiring academics. According to CAUBO, the Canadian university system "is estimated to need 2000-3000 new faculty members in each of the next six years" and will have to replace approximately 20,000 of them by the year 2010. The Association of Universities and Colleges of Canada (AUCC) puts this figure at closer to 30,000.

The official figures currently available for New Brunswick, published by the Maritime Provinces Higher Education Commission, indeed show that between 1990-91 and 1998-99 the number of full-time university faculty in New Brunswick declined by 10%. Is this decline entirely attributable to retirements? What about the recruitment — and, equally important, the retention — of faculty members in this province?

At the University of New Brunswick alone there have been more than 100 faculty resignations in the last ten years. Of these, 45 have occurred within the last three years and 16 of them

have taken place since the beginning of this year. It must be borne in mind that these were resignations, not retirements. The majority of these faculty members simply took their skills to greener pastures in the United States, or elsewhere in Canada, where salaries are higher and research facilities and opportunities are more abundant.

This hemorrhage of talent is hardly surprising when one considers that OCUFA, the country's largest provincial organization of university faculty, has recently declared that "one new all-inclusive university the size of McMaster" (which presently supports 16,000 students and 1,000 faculty) will be required "every year for the next four years" in order to meet the demand for university spaces in Ontario alone. This newspaper observed, on January 17 of this year, that Carleton University in Ottawa anticipates hiring one professor per week until 2010, and the University of Toronto one person a day for the next few years.

The Province of Quebec has raised the stakes in this growing competition by offering five-year income tax holidays to foreign academics in the engineering, technology, health, and finance fields who take jobs in that province's universities.

Money and equipment are not, of

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WEB SITE A SUCCESS

It has been a year and a half since FNBFA launched its new web site, in order to better disseminate information to our members. Since its inception we have had nothing but positive feedback. Statistics indicate that between January 1st and January 31st of 2001, the site had been visited at least 684 times and 469 requests for pages were made. The Communications Committee, however, wishes to get as many members as it can to visit the web site. To this end I want to remind members of exactly what their web site has to offer. The address or will get you to the FNBFA home page, with our revolving logo rotating between both French and English. The site is completely bilingual - just make your choice below the logo. The next page gives the Federation's address and contact numbers, together with the names of the permanent staff and of the members of the current Executive.

Mission Statement:

This page deals with the mission of the Federation as agreed upon by the board members, along with the recently ratified directional changes arising from the renewal exercise.

Member Associations:

This page lists all the member associations of FNBFA along with either a contact number or web site address.

Community Involvement:

FNBFA is strongly involved in the community of New Brunswick.

We offer medals, scholarships and prizes to both high school and university students as well as recognizing the contributions of members of the New Brunswick community to the advancement of education. Among the descriptions in this category are the **Legal Defense Fund, George Semeluk Scholarship, The Prix Nicole Raymond Award, Status of Women Essay Prize and The FNBFA Medal.**

Activities:

This page describes the recent activities of the Federation, from lobbying and media releases to briefs presented and conferences attended.

President's Report:

The President's annual report is presented on this page. If you are wondering what has happened over the past year and are interested in future trends, this is the page to read.

Committee Members:

This page deals with the different committees of the Federation and lists the contact numbers of the different chairs of these committees.

Calendar of Events:

This sections will list upcoming events well before they happen in order to allow you to prepare for them. All future board meetings and workshops held by the Federation will be listed on this page.

News:

As a service to our members the minutes of the Annual General Meeting are reproduced on this page.

Executive Director's Reports:

The Executive Director presents a report at every Board meeting. The report is a synopsis of the major events in which the Executive Director has been involved.

Bulletins and Briefs:

This section is one of my favorites. It does me good to read some of the briefs the Federation has presented over the years, knowing it has been working on my behalf. There is a wealth of good information in this section for members who find themselves in the position of needing to defend what they do to MLAs, the general public, or their own administrations. It is also a good practice to read past Bulletins, because they disclose clear trends in post-secondary education. I strongly suggest reading through the President's messages, to get a sense of the past and indications about the future of post-secondary education within New Brunswick.

Status of Women:

This section deals primarily with equity issues, and our colleagues who have comments con-

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WHAT OTHERS ARE SAYING

[The following critique of the Canada Research Chair (CRC) program has been excerpted from an article by Tom Faulkner, president of the Dalhousie Faculty Association (DFA). It is reprinted here with the kind permission of the DFA Dialogue newsletter, where the complete article was published in the September, 2000 issue. - Ed.]

Writing in *The Daily News* on 24 September, columnist Diane Francis expressed dismay and moral outrage at the number of university graduates defaulting on Canada Student Loans (CSL). Her solution? Provide CSL's only to students willing to take practical courses, i.e., courses which lead to reliable, well-paid jobs. That way we can be sure that few will default on their loans...

... I am not really worried that government or the voting public will demand that Canada Student Loans be channeled according to whether or not the courses taken are associated with big salaries.... [they] are only one factor among many to be considered when we decide what is good to do. And we think that Diane Francis is grandstanding when she argues that Canada Student Loans should be distributed solely according to the practical consideration of the size of the salary likely to be earned by the recipient of the loan.

So why are we so ready to

accept the same sort of reasoning in the Canada Research Chair (CRC) Program?

... I cannot see the difference between granting loans according to the size of the salary to be generated by the students enrolled in those courses, and granting CRC chairs according to the size of research grants to be generated by the professors working in those fields of study.

The Canada Association of University Teachers (CAUT) has mounted a vigorous campaign calling the CRC program into question, but many faculty and administrators are reluctant to join the critics. They argue that the CRC program reverses the federal government's recent tendency to cut funding to higher education, and we should be thankful for what we can get.

I think that there are so many serious flaws in the CRC program that both good sense and self-interest compel us to join the critics. In addition to the CRC's equation of large research grants with excellent research - to the exclusion of all other factors which we normally invoke in, say, tenure and promotion judgments about excellent research - the new CRC program chivvies universities to encourage partnerships with private industry that invite abuse due to a conflict of interest.

Furthermore, the CRC program reduces university autonomy by leaving the final decision about whom to appoint to tenured positions to the CRC's own Program Steering Committee. It is true that this is a practice already familiar in NSERC, but the fact that the practice is familiar does not alter the truth that it leaves the final responsibility for appointments in a body outside the university.

Furthermore, the CRC program provides no guarantees that Ottawa will continue to fund three years from now the people we have been persuaded to appoint today to tenured and tenure-track positions.

And finally, the CRC program clearly favours large "full-service" universities over small colleges like our many neighbours in the Maritimes, suggesting that public policy in Canada now seeks to foster a two-tiered university system like that found in the United States.

All of us are glad to see Ottawa pumping a few more dollars into higher education. But our relief should not blind us to the fact that the pump is aimed in ways that we have come to regard with mistrust in the university. At the very least let us hope that there will be a vigorous debate... about the merits of the Canada Re-

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MODERN THREE "R's" THREATENING N.B.'s UNIVERSITIES

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course, the only motivating factors in university faculty accepting positions in New Brunswick. Some are attracted by "lifestyle" considerations, and New Brunswick has significant assets when these criteria come into play. Neverthe-

less, the numbers speak for themselves, and time is running out for this province to put in place a strategy to ensure that New Brunswick's universities will continue to be able to attract the best and the brightest to teach and re-

search here.

(Jack Vanderlinde is President of the Federation of New Brunswick Faculty Associations and Chair of the Physics Department at UNB Fredericton).

WEB SITE A SUCCESS

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cerning such issues are welcome to present their ideas and input to the Status of Women Committee. The committee is also responsible for the Status of Women Essay Prize. This prize is given out to undergraduate students who have written essays dealing with the topics related to the Status of Women mandate. Click on this item within the Status of Women page to obtain all the information concerning the submission dates and regulations.

Useful Links:

This page has a list of links to addresses which FNBFA feels may be of some value to our membership. This allows you to simply click on the address without having to first find it on one of the search engines.

Comments:

The "Comments" section gives you direct e-mail access to the President of FNBFA, and you are encouraged to communicate with him (or her, as the case may be)

on any matter relating to the FNBFA or university issues. We would particularly like to hear your comments concerning the web site and how we may improve it.

I hope that each of our members will visit the web site. **Remember it is your web site,** please take advantage of it.

Ian H. Fraser,
Chair, Communications Committee

WHAT OTHERS ARE SAYING

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search Chairs program. It's never too late to reform a program like this, unless, of course, we decide just to take what we've been given

because we fear what critical comment will provoke. But if we do, we also have to accept that we helped to undermine public

funding of higher education by our silence.

Tom Faulkner
DFA President

ANNUAL GENERAL MEETING
Friday, May 11, 2001 at 9:00 a.m.
L'Auberge les Jardins Inn, St.-Jacques, N.B.

PROPOSED AGENDA

1. Reading and Approval of the Agenda.
2. Reading and Approval of the Minutes of the Meeting of March 17, 2001.
3. Business Arising.
4. Reports from Local Associations.
5. Consideration of Recommendations of Plenary Session.
6. Appointments to Committees.
7. Other Business.
8. Adjournment.

**NOMINATIONS ARE OPEN FOR OFFICERS OF THE
 FEDERATION FOR 2001-2002**

The Nominating Committee has proposed the names of the following members for the positions listed below:

President:

Claude Dionne (ABPBUM)

Vice-President:

Hans vanderLeest (MAFA)

Secretary/Treasurer:

Daniel Bélanger (ABPPCUSLM)

ADDITIONAL NOMINATIONS

**(The following is excerpted from Article 10.7 of the By-laws
 of the Federation):**

"... additional nominations may be given to the President or the Secretary/Treasurer up to the close of nominations at the Annual Plenary Session as long as these nominations are signed by at least five (5) members from the constituent faculty associations/unions in good standing and by the person nominated to indicate a willingness to stand for election".

**Executive Members
 2000 - 2001**

President

Jack Vanderlinde
 (506) 453-4723

Vice-president

Claude Dionne
 (506) 858-4602

Secretary-treasurer

Daniel Bélanger
 (506) 737-5151

Past President

Ian Fraser
 (506) 452-0634

Committee Chairs

Status of Women Committee

Karen Bamford(MAFA)

Legal Defence Fund

Jon Thompson(UNB)

Prix Nicole Raymond Award

Berkeley Fleming(MAFA)

Public Relations

Ian Fraser(FAUST)

Scholarship Awards Committee

Daniel Bélanger(ABPPCUSLM)

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Executive Director

Desmond A. Morley

Secretary

Patricia Lewington

Editorial Board

Ian Fraser, Editor
 George Semeluk

Opinions expressed in the Bulletin are not necessarily those of the Executive and/or Board of FNBFA/FAPPUNB