

**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 11 and 12, 2000 in Shippagan.

The Annual Plenary Session will commence at 1:30 p.m. on May 11, and the Annual General Meeting will commence at 9:00 a.m. on May 12.

**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 11, 2000 at 1:30 p.m.  
Université de Moncton, Shippagan**

**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 13,1999.
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  
Editorial Board  
Prix Nicole Raymond Award  
Scholarship Awards Committee
16. Policy Recommendations of Plenary Session.
17. Other Business.
18. Order of the day: 15:45 (To be announced).Adjournment.
19. Order of the day: 16:45  
Wine and Cheese Reception (On campus)
20. Adjournment
21. 18:45 (Optional):  
Lobsterfest at L'Auberge des Compagnons de Lamèque

## Letter to the Editor

*Ill-informed and misleading editorial comments have appeared in this province's print media concerning the strike action of our colleagues at*

*l'ABPPUM. Consequently, the following "letter-to-the-editor" was circulated to New Brunswick newspapers, in the appropriate official language, to*

*properly inform the public of the real issues involved.*

**Ian Fraser, Past President  
Chair, Public Relations  
Committee**

Dear Editor,

L'ABPPUM, the faculty association of the University of Moncton, is out on strike - mainly for more pay. Why? Aren't university professors already paid much more than most other people?

Not really. The widespread misconception that "professors" earn comparatively large salaries can be attributed to the term "professor" almost invariably being used by the general public to describe anyone who teaches at a university.

Actually, there are four ranks of "professor": lecturer, assistant professor, associate professor, and full professor. Within these four ranks, moreover, there are between thirty and forty levels of seniority (depending upon the collective agreement at the university in question), each level carrying a different salary. Consequently, it is not widely recognized that the starting salary for a university teacher at the rank of "lecturer" at the University of Moncton in 1998-99 was only \$27,562.00. As well, it is not generally known that this was \$6,565.00 - or more than 19% - less than the average of the comparable starting salaries paid by U.N.B., St. Thomas, and Mount Allison.

University faculty are not afraid of the public knowing what

they earn, and anyone with access to the Internet can compare, in their entirety, the respective faculty salary scales at this province's universities by visiting the following Websites:

English: [www.fnbfa.nb.ca](http://www.fnbfa.nb.ca)

French: [www.fappunb.nb.ca](http://www.fappunb.nb.ca)

Anyone who does so will discover that the "ceiling" salary (i.e. the highest salary attainable) for a full professor at the University of Moncton in 1998-99 was slightly in excess of \$81,000.00. This is still, however, \$11,578.00 - about 13% - less than the average of the comparable "ceilings" at U.N.B., St. Thomas, and Mt. Allison.

So what? \$81,000.00 per year is a lot of money to most people. These folks should be grateful that they make that much, right?

Wrong. Only a handful of them make that kind of salary. Also, another factor which is usually overlooked in the false perception of "professors' " salaries being inordinately high is that very few university teachers start to generate any meaningful income before the age of thirty. As a result, according to a study conducted by the Canadian Association of University Teachers, on average the inflation-adjusted lifetime earnings of a

university teacher are expected to be only 17% more than those of a supermarket cashier and - believe it or not - 7% less than those of a journeyman carpenter.

In other words, the average Canadian university faculty member's lifetime annual earnings will be pretty much the same as those of a fair cross-section of all the people we know. As the examples given above demonstrate, though, the salaries of the members of the University of Moncton faculty are not even close to the comparable averages of those paid at the other universities in this province - which, by the way, usually are themselves considerably lower than the corresponding national averages.

This is why the members of l'ABPPUM are on strike. The strike is not about having a lot and wanting more, as it has been unjustly characterized in some quarters. It is about equality of treatment, and about a group of hard working and dedicated professionals having decided to stop putting up with receiving less than what is fair.

Sincerely,  
Desmond A. Morley  
Executive Director,  
Federation of New Brunswick  
Faculty Associations

## A NEW LOOK AT EMPLOYMENT EQUITY ON NEW BRUNSWICK CAMPUSES

In 1991 the FNBFA Status of Women Committee published an article on employment equity on New Brunswick campuses. The article concluded that increased availability of qualified female candidates for academic positions would be reflected in future hirings. At the end of the decade some progress is indeed evident, even though the goal of creating a representative work force which would reflect the pool of available candidates has not been achieved.

### Percentage of Female faculty and Librarians in New Brunswick Universities

	1985 (%)	1989 (%)	1998 (%)
CUSLM	11.1	13.0	29.0
U de Moncton	19.7	26.8	36.0
Mount Allison	16.8	16.0	26.0
Shippagan	42.8	47.8	50.0
St. Thomas	21.3	24.2	34.0
UNBF	16.5	17.9	27.0
UNBSJ	18.9	25.9	29.0

Availability is measured in terms of Ph.D. degrees earned in a given field. According to Statistics Canada data 55% of the PhDs in Education are obtained by women in 1993 comparison to 46 % in the Humanities (where significant variations exist among disciplines), 43% in the Social Sci-

ences, 41 % in the Health Sciences, 16 % in Mathematics and the Sciences, 8 % in Engineering. Most departments and faculties in New Brunswick universities do not yet come close to the ideal of equitable representation.

Universities can of course not be expected to change the gendered composition of their academic staff within a few years since only new positions or positions that become available through retirement can be filled with candidates from underrepresented groups. During the last few years several universities have suffered from depressed hirings, and many vacancies were not filled at all. The percentage of women may thus increase in various departments without a single new female academic being hired. University communities and their academic programs would be well served if vacant positions were filled expeditiously and gender equity within the parameters of the available pool of candidates was achieved.

All New Brunswick universities now have employment equity policies, or equity clauses embedded in their collective agreements, even though some universities and their faculty associations were reluctant for some time to endorse such policies. Important variations exist, nevertheless, among our universities. At one university (St. Thomas) a member of the Employment Equity Committee has an advisory function

within departmental hiring committees. Another university (UNB) has been particularly proactive in establishing departmental hiring goals in spite of the fact that hiring goals have traditionally met with resistance and apprehension based on the assumption that goals are inflexible quotas that may be impossible to achieve without the erosion of the merit principle. Such fears are unfounded. Hiring goals at UNB reflect the putative availability of positions and of candidates by the target year, not gender balance or ideal representation. Goals were established in consultation with departments to avoid the acrimony that has so often accompanied efforts towards equity in the past.

Hiring goals or targets can, however, best be met when hiring committees are flexible and willing to give consideration to divergent career paths rather than taking the bean counter approach which presumes that a candidate who has taken less time to finish the PhD. degree or who has a slightly better track record in terms of publications is necessarily more competent. Equity efforts aim at leveling the playing field, at eliminating systemic barriers without precluding the hiring of patently superior candidates. Inclusionary practices enable disadvantaged groups to partake in academe and contribute to the vibrancy of our universities through their expertise and their divergent experiences.

**ANNUAL GENERAL MEETING**  
**Friday, May 12, 2000 at 9:00 a.m.**  
**Université de Moncton, Shippagan**

**PROPOSED AGENDA**

1. Reading and Approval of the Agenda.
2. Reading and Approval of the Minutes of the Meeting of March 10 , 2000.
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 2000-2001**

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

**President:**

**Jack Vanderlinde (AUNBT)**

**Vice-President:**

**Claude Dionne (ABPPUM)**

**Secretary/Treasurer:**

**Daniel Bélanger (ABPPCUSLM)**

**Past-President:**

**Ian Fraser (FAUST)**

**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  
 1999 - 2000**

**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**

Uta Doerr(STU)

**Legal Defence Fund**

Jon Thompson(UNB)

**Prix Nicole Raymond Award**

Uta Doerr(STU)

**Scholarship Awards Committee**

Daniel Bélanger(CUSLM)

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**Executive Director**

Desmond A. Morley

**Secretary**

Patricia Lewington

**Editorial Board**

Claude Dionne, Editor  
 George Semeluk