

Concordia University Part-time Faculty Association Newsletter

CUPFA

Volume 34, No. 1, December 2018

News



Your CUPFA Executive

Pictured from left to right: Lorraine Oades - Vice-President Research and Professional Development, Patrice Blais - Vice-President Collective Agreement and Grievance, June Riley - Treasurer, Nick Papatheodorakos - Chair of External Relations, Laurie Milner (front) - Chair of Communications, Scott Chlopin (back) - Executive Secretary, Eric Chevrier - Chair of Mobilization, Robert Soroka - CUPFA President

From the Editor's Desk

CUPFA News 2018 marks another milestone for our organization. In the spirit of providing clear, useful and empowering information we have expanded the scope of our newsletter. In addition to articles on current activities and issues written by your Executive, you will find reports by our three staff members – Michael Pinsonneault, Rosario Lo Raso and Stuart Thiel – on some of the important projects they are spearheading. And, as part of our effort to steadily increase bilingualism in our communications, our newsletter is available in French and English versions for the first time.

I hope you enjoy CUPFA News 2018 and welcome hearing your thoughts about the issue and its contents.

Happy holidays!

Laurie Milner
Chair of Communication

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Your President's Fireside Chat

Where We Have Been and What We Have Done

Communicating with Our Members

Last year at this time I discussed with you our commitment to improving the way we communicate with each other and the university. To paraphrase an old standard, what a difference a year makes! The impact of adding a mix of platforms and events was the creation of meaningful two-way flows that have had direct influence on what we do and how we do it. For example, our Town Hall meetings that we initiated last year continue to provide an opportunity for members from different departments to share their thoughts and concerns, and generate valuable insight to the Executive. I have taken your comments to heart. The expressed concerns at these meetings were the impetus for the topics chosen for both our upcoming January 2019 Panel Discussion and our two educational seminars scheduled in the winter 2019 session (to be discussed in later paragraphs.)

The success of the 2017 Holiday Dinner spawned the 2018 event. At the time of this writing, over 240 members and their partners have registered to enjoy a delightful evening of cocktails and conversation, dinner and dance, with colleagues whom we do not see often enough. Fueled by your very positive feedback, plans for the 2019 Holiday Dinner are already underway.

Our website has become more “sticky”, with a greater turnover of information and more links on which to click to keep up-to- date with news and events. (Sidenote: [check out our site regularly!](#))

Written communications in both English and French are both a policy and a work-in-progress.

What was perhaps the most gratifying result of these efforts is the increased volume of emails and calls I have been receiving from you, asking for help or guidance on issues both big and small. I have met with members weekdays and weekends, early morning and late at night, and, when necessary, consulted with members while on vacation, because urgent matters do not always conveniently fall during "regular business hours". I am humbled by the trust that you have bestowed, at times sharing very personal, emotional concerns that I am privileged to work through with you.



Pictured from left to right: Raad Jassim – McGill Course Lecturers and Instructors Union (MCLIU) President, Laurie Milner – CUPFA Chair of Communications, Nick Papatheodorakos – CUPFA Chair of External Relations, Tariq Nizami – MCLIU Treasurer, and Jeannette Wong – MCLIU Communications Officer at Inter-Union meeting initiated by CUPFA

Communicating Outside of Our Membership

Our outreach is not limited to our members. In early December we hosted a Department Chairs and Assistants luncheon meeting, affording your CUPFA Executive and staff a chance to meet and exchange thoughts in an informal environment. Additionally, your Executive continues to regularly initiate meetings and talks with our sister unions at other universities to forge relations.

As Secretariat of the Inter-Union Council, I have sought to escalate our discussions around topics such as collective agreement “trailer clauses” and the impact these clauses have on us. Not always the most pleasant of topics, but certainly very relevant. In the next year our sights will certainly be focused on moving forward on issues in the wake of our President’s resignation.

Where We Are Going and How We Are Getting There

Our New Affiliation with CAUT

By far CUPFA’s highest profile change is our freshly minted association with the Canadian Association of University Teachers (CAUT). After 18 months of discussions between CAUT

and CUPFA (represented by myself and Nick Papatheodorakos), after careful and committed deliberation at the Executive level, and after consultation with our advisory council, we signed an agreement that affiliates our Association with a national organization that provides significant support in all matters that are of consequence to our members. Nick's report discusses CAUT, and we look forward to further discussion at our next AGM.

Negotiations

Negotiations for the normative (non-monetary) phase of our next Collective Agreement have been going well and are almost completed, as your Nego team (Patrice Blais, June Riley, and I) begin our discussions centering around monetary demands. Our VP Grievance and Collective Agreement will keep you abreast of things in *Nego News*.

Nego Sub-Committee on Online Course Development

Your representatives on the Online Course Development subcommittee (Nick Papatheodorakos and I) are currently negotiating with the University to protect your interests with respect to contracts associated with course development.

Our Staff

Our staff recently expanded with the addition of two long-standing CUPFA members to our team and the impact has been extremely positive and immediate. Professional Development has long been one of CUPFA's hallmarks, and one of my promises was to grow this important portfolio. Rosario Lo Raso was brought on board to collaborate with Lorraine Oades while at the same time work with our Executive to spearhead new PD projects. Rosario has been a CUPFA member for 14 years and has significant experience in academic coordination and program development. In 2019 Rosario will, among other things, be producing our Panel Discussion (January 31) and several PD educational seminars (more about both of these projects in the coming paragraphs.)

In order to shore up our information systems, CUPFA retained the services of Stuart Thiel. After taking office, Laurie Milner and I immediately committed to move toward greater reliance on digital technologies. To that end we recognized the need for someone who could at once support our internal IT needs, review new and existing systems, and serve as an interface with external service providers. In a world where data breaches lead the news, bringing Stuart on board was a critical value-added. Stuart is a long-time CUPFA member who is a doctoral candidate in



From left to right: Raïda Baklouti - Legal Intern, Michael Mondelli - Legal Intern, Stuart Thiel – IT Consultant, Michael Pinsonneault - Assistant to the VP Collective Agreement and Grievance, and Rosario Lo Raso - Research and Professional Development Assistant

Computer Science, a software developer and a professional engineer.

Our Panel Discussion

Recognizing CUPFA's responsibility toward our members, students and the university at large, Rosario will be producing our CUPFA Panel Discussion (and I will moderate), with the focus on one of the higher profile issues that our University has addressed in the last couple of years: Sexual Misconduct, Consent, and the University Climate. Our panelists will be a renowned activist, a constitutional lawyer, a student leader and a member of the local community. A member of the university community will also discuss available resources to those members of our community who are subject to unwanted attention of any kind. The objective is to raise consciousness about the effects and consequences associated with relationships between

students and non-students within the university community, and how all parties and stakeholders are impacted. Thursday January 31st, 6:00pm-8:00 pm in MB ABCD. The event is open to members of the university community.

Our Seminars

In response to the feedback we have received from our Town Halls, CUPFA will be hosting two back-to-back workshops focusing on (i) educating “difficult” students and (ii) managing aggressive and threatening behavior exhibited by students. In order to facilitate attendance for our members, these one-hour seminars will take place on March 18th, MB 9th floor, room F in the late afternoon and early evening (exact times to be confirmed.) Choose to attend one or both. The seminars will be hosted by noted seminar leader and international speaker (and proud CUPFA member) Sonia Di Maulo. You will be hearing more about these seminars and how to register in the weeks leading up to the event.

Town Hall

The winter installment of our popular Town Hall event is slated for Monday February 18, noon – 2:00pm, MB Building, 9th floor, room F.

Coffee with Your CUPFA President

An event that will be a little lighter and less formal than our Town Halls is our Coffee with the President event, where you are invited to take a break and join yours truly and your colleagues for a quick, or not so quick, break in the day. You may discuss whatever is on your mind with me, or just pass by to say hello and grab a cup of joe and a snack. Come alone or with a colleague. I look forward to meeting with you on Monday, March 18th, MB 9th floor, room F, noon – 2:00pm.

The “Under 24 (credits) Club”

For those of you with fewer than 24 credits, you may have concerns that are specific to your cohort: the difficulty of securing courses to teach, pension and benefits concerns, feelings of intimidation in the classroom or meeting room, and general tips about all things Concordia. For the first time, I will be hosting a session designed exclusively for you, taking place on Wednesday February 6th, 6:00 pm, MB Building, 9th floor, room F. You will be receiving an invitation to register, but you can also simply call 3691 and speak to Karen or Manon if you miss the invite.

Search for a New President

Alan Shepard's tenure as president resulted in a 7-year period of growth in key areas and stability in those areas where stability is appreciated. Although there is always a concern that a change in leadership will upset the balance, I have already communicated to the Administration (and to Alan) our expectation that the eventual new leadership team be open to cultivating the same respectful relations with our constituency as was our current president.

Standing Committee on Sexual Violence and Sexual Misconduct

We requested two seats on this very important committee, which serves to focus on key issues related to the way members of the Concordia community interact with each other. Without question the most vulnerable in our community are our students, whom we must protect. However students are not the only segment of our community that are threatened by these issues. Virtually every constituency, including our own, is impacted by behaviours that compromise the environment in which we work and learn. We have two powerful, active voices on this committee to assist the University in its efforts of remediation.

Final Thoughts

It continues to be a great honour to serve as your President, represent you in all things related to the University, negotiate for you, advocate for you, and promote and support you. Along with our Executive and Staff, I am proud to continue to build an organization of which you are proud to be a member, and to create more opportunities that fully integrate all of us in this great community.

Robert Soroka
President of CUPFA

*You and Your Guest
are
Cordially Invited to
CUPFA's 2nd Holiday Dinner
December 20, 2018 – 6pm*

*At La Plaza Congress Centre
420 Sherbrooke Street West, Montreal
(a 4-minute walk from Place des Arts metro station,
exit Bleury Street; \$10 parking at Crescent Park,
2097 Bleury Street)*

Dress: Semi-formal

R.S.V.P.

*Required by December 12, 2018
<http://cupfaholidayparty2018.rsvpify.com>*



CUPFA's Role in Improving Labour Conditions Beyond Concordia University

Since 2001, CUPFA has been participating in the COCAL (Coalition of Contingent Academic Labour) movement, which is comprised of part-time faculty unions and non-tenured faculty from across North America. The movement meets for a conference every two years, rotating between Canada, the United States and Mexico. COCAL V was held at Concordia in 2003. This year, the conference was in San Francisco. It will be held in Queretaro, Mexico in 2020 and in Gatineau, Quebec in 2022.

In French we have a saying, “Quand on se compare on se console” (We are comforted by comparison). This statement sounds accurate when we look at the situation of part-time faculty at Concordia compared to that of part-time faculty in many areas of the United States and Mexico. In 2014, we met a colleague from St-Louis, Missouri at Cocal XI who was making \$3200 USD for a 3-credit course with no benefits (we were making \$7865 CAD plus benefits in 2014).

At Cocal XIII we saw a broad spectrum of situations. At one end, we saw a labour movement in California with conditions superior to those of part-time faculty in Quebec. The CFA (California Faculty Association) shared one of their lobbying techniques that has been quite effective – they make it a point to know all the state legislators with post-secondary teaching experience, regardless of political affiliation. At the other end of the spectrum, our struggling colleagues at the City University of New York (CUNY) are working on the 7K campaign, which is designed to raise the salary for a 3-credit course to \$7,000 USD. It was shocking to learn

that their current salary is less than \$4,000 USD for a 3-credit course. Faculty do not have the right to strike in New York State, lessening their bargaining power.

Teacher unions in the United States are now facing a new challenge: with the US Supreme Court decision in the Janus case, nobody – including teachers – can be forced to pay dues to a union, even if they benefit from it. This seriously compromises the resources of teacher unions across the country.

CUPFA is in the top tier when it comes to working conditions and has a lot to share with our sister unions. By helping them improve labour conditions for part-time faculty we help to raise the profile and conditions of our profession. We also learn from them – our sister unions have valuable information about different mobilizing, lobbying and negotiating tactics that have worked for them. Sharing our experiences allows all of us to be inspired by the successful campaigns of sister unions. Universities have many platforms and structures by which they exchange information about bargaining and labour relations. We must take full advantage. COCAL forums and exchanges have proven to be valuable networking, support and learning platforms. CUPFA will continue to participate actively in them.

Patrice Blais
Vice-President Collective Agreement and
Grievance

The Importance of Securing Your Financial Future

As part-time teachers we can never be sure what our workload will be from one term to the next. This can make it difficult to plan for the future. Yet plan we must. Ultimately a day will come when we will wish to stop teaching and retire. Sometimes that date is earlier than we planned due to health or other issues. How long will that retirement last, and how will we pay for it? Trying to plan for the future can seem overwhelming, and in that case, it can seem easier to put it off.

My message to you is that the earlier you begin to save and the more you save, the safer you will be. One of the greatest mistakes that people make is to imagine that small amounts of money do not matter. Saving perhaps \$20 per week amounts to \$1040 per year. If that money is invested at 5% per year, it can grow, through the miracle of compounding, to over \$13,000 in 10 years, over \$34,000 in 20 years, almost \$70,000 in 30 years. If you wait to begin saving, the cost in future financial security can be profound. It is for this reason that every year CUPFA offers an orientation on Financial and Retirement Planning. Everyone should attend who is interested in making their financial future more secure.

Financial Planning & Pension Orientation for CUPFA Members on 6 February (location: MB 9 CD)

On Wednesday 6 February at 4:45 pm I will host our annual Financial and Retirement Planning Orientation, taking your questions about pension and other retirement issues. Nadine Parla will be there to help answer questions about financial planning. Look for

our RSVP that will be sent out by email in early January. In the meantime, you may want to look over our revised documents on how the pension plan works and on financial and retirement planning that are now uploaded onto the CUPFA website.

The first step in planning your financial future is to begin to save. As soon as you are eligible you should take advantage of joining the Pension Plan for Employees of Concordia University. The pension plan is particularly generous as Concordia pays 55% of the costs; the plan is a defined benefit plan, with benefits guaranteed for the life of the retiree.

If you have not yet qualified to be a member of the pension plan

Try to plan your course load so that you teach 3 courses within a single calendar year. You can then be enrolled starting in January of the year after you qualify. Once you become a member of the plan you remain in the plan, even if your workload decreases in later years. You can also, at any time, take advantage of the Group RRSP or Group TFSA options now available by payroll deduction. This is described in more detail below.

If you are married when you start to draw your pension

Your actual pension benefits will be less than what is indicated on your pension statement due to provincial rules related to patrimony laws. This is explained in our documentation about the pension plan. Any plan members with a spouse can request from Pension Services an estimate of the reduction

in pension for spousal benefits. Contact pensions@concordia.ca. You can also go to the [pension@ccess portal](#) and use a spousal benefit calculator. The calculator will base its estimate on your accumulated funds as of your last pension statement - it cannot project forward. But it can give you a rough idea of the reduction in your pension plan due to various spousal survivor benefit options.

Concordia University Group RRSP & Group TFSA Plans

Whether you are a member of the pension plan or not, all employees of Concordia University can now contribute to a group RRSP or TFSA at Concordia. You make 100% of the contributions, but you can contribute by payroll deduction, or directly through your own bank. The group plans are run by Great West Life (GWL). You can take a survey on line to determine what type of investment profile is right for you. The management fees are low. There is also live help available by phone. To make contributions by payroll deduction you have to fill out a form (available on C-Space) for each such deposit. Alternatively, you can set up your GWL account as a payee on your own on-line banking page and set up regular transfers out of your after-tax earnings into these accounts. Search for Group RRSP and Group TFSA on C-Space under Services – Human Resources for more information. There is also a PowerPoint presentation on the CUPFA website under Financial Planning that will take you through the basics of these plans.

but you should not claim anything for which you cannot produce an original receipt. You particularly cannot claim anything for which you are already being reimbursed (such as any Small Claims paid through CUPFA). Read very carefully CRA Guide T4044 about Employment Expenses for Employees Earning a Salary and Revenue Quebec Guide TPF-59-V. Some of our members have been audited.

June Riley
Treasurer

Your Employment Expense Claims for your 2018 Tax Return

You can claim the costs of an appointment with a financial planner as part of your home-office expenses. You can also claim office supplies,

Strength, Solidarity and Independence with CAUT

As we fast approach the 30-year anniversary of the certification of CUPFA in 1989, we can take stock of our accomplishments as a union and be proud. Through the hard work of our past Executives and active members, CUPFA has made significant gains in securing greater job security, higher remuneration, health benefits, and research funding for all our members. We accomplished all of this as an independent union, free of affiliation to any larger association.

At many points along the way, we have deliberated about whether we would gain in strength and resources by joining an association of unions, whether having a network beyond our membership would strengthen our position as we pressed forward with demands for equitable pay, fair working conditions and job security. We have weighed the benefits against the costs – high membership fees and a loss of independence – and repeatedly decided against joining a larger union.

There is a sense now that a tide of change in our society – a growing political orientation toward austerity, increasing anti-union rhetoric, and populist political agendas – require us to reassess the potential that joining a larger association would open up. For the past year and a half, I have been following through on one of my campaign mandates – to expand our network and channels of communication with fellow unions – and reporting to the Executive on the possibilities for affiliation with larger organizations, complete with benefits and

costs. We have hosted meetings with several sister unions and heard from representatives of union associations. The Executive has closely examined and deliberated on the various options – including the option of remaining independent – and determined that we would benefit significantly from joining one of the associations: The Canadian Association of University Teachers (CAUT). On November 23rd, the Council of CAUT approved our membership and we immediately sat as full members.

The decision to join was not taken lightly. After extensive research and analysis of the benefits and disadvantages of joining CAUT, the CUPFA Executive realized that CUPFA and CAUT fit well together and that our membership would gain and our position in the present round of collective bargaining would improve through association. We determined that CAUT offers both the network and resources we have been looking for and the independence we so cherish. The cost to join CAUT is a fraction of the cost of joining other associations. Moreover, we maintain ownership of our Certificate, meaning that, if at any time we do not see the value of being a member of CAUT, we can choose to end the association without jumping serious hurdles. Other associations require an almost impossible disassociation vote and the surrender of existing funds as a penalty for disassociation. With CAUT, we will decide our own future.

I would like to highlight some of the main benefits that drew us to CAUT. While not exhaustive by far, three categories stand out.



From left to right: Nick Papatheodorakos – CUPFA Chair of External Relations, Ted Stathopoulos – CUFA Vice President, Genevieve Robichaud – CUFA Legal and Professional Officer, Robert Soroka – CUPFA President, Ian Rakita – CUFA President at CAUT meeting

First, CAUT offers influence through numbers.

With more than 80 member associations, for a total of 70,000 fellow teachers from Quebec and every province across the country, CAUT represents a strong voice we can rely on for support. Member unions and CAUT stand ready to offer this support through various mobilization tools, such as writing campaigns, petitions, marching, and lobbying. Our membership will now have a much bigger voice when dealing with the University.

Second, CAUT offers a large pool of resources and assistance.

Each of the key functions of our Union, such as collective bargaining, grievance handling, mobilization, and communication will have access to dedicated specialists in CAUT

who can provide training, information and coordination in achieving our objectives. Our President will have access to 80 other Presidents, both part-time and full-time, to share information, ideas and support. In addition, our legal department will be able to request legal opinions, access legal findings and acquire litigation support through CAUT's legal fund for important cases.

Third, CAUT offers us greater security in the case of the most dire circumstances of a future strike.

The resources and organization of CAUT provide for a well-experienced organization that has partaken in countless occasions to support member unions with a strike mandate. Furthermore, CUPFA will have the right to participate, if necessary, in CAUT's very significant strike fund. While CUPFA's strike

fund is healthy, the possibility to access a larger fund in a protracted strike situation will secure the financial well-being of our membership and bargaining position. These three categories are just a sample of what our membership in CAUT has to offer. There are numerous other benefits, such as conferences and workshops on equity, health and safety, First Nations and various other social responsibility issues. We invite you to follow the link below and explore for yourself the various benefits that our Union and members will have.

As part of CAUT, CUPFA no longer stands by itself – we now stand shoulder-to-shoulder

with 70,000 fellow colleagues here in Quebec and across Canada. And we do so without sacrificing our independence. We are stronger in numbers. Together with CAUT we can make a difference for our members and in our new community of unions.

Nick Papatheodorakos
Chair of External Relations

CUPFA Events - Save the Dates!

Thursday, January 31, **Sexual Misconduct, Consent and the University Climate**, panel discussion, 6:00pm-8:00pm, MB 9th floor, ABCD

Wednesday, February 6, **Financial Planning and Pension Orientation for CUPFA Members**, 4:45pm, MB 9th floor, CD

Wednesday, February 6th, **The “Under 24 (credits) Club”**, 6:30pm, MB 9th floor, room F

Monday February 18, **Town Hall 4**, MB Building, noon – 2:00pm, 9th floor, room F.

Monday, March 18th, **Educating “Difficult” Students and Managing Aggressive and Threatening Behaviour Exhibited by Students**, seminars, late afternoon and early evening (exact times to be confirmed), MB 9th floor, room F

Monday, March 18, **Lunch with Your CUPFA President**, noon - 2:00pm, MB, 9th floor, room F

Wednesday April 3, **Annual General Meeting**, 4:45pm MB, 9th, CD

Large Classes and Active Learning

Increasing class sizes is just one of a number of ways universities offset the growing cost of post-secondary education. According to the Higher Education Strategy Associates' website, between 2009 and 2015 government support for Universities in Canada dropped by up to 19% annually while budgets continued to grow by approximately 4% each year.(1) Additionally, non-academic salaries have ballooned over the

the challenges and benefits of these courses and share tools and techniques to make them as engaging and inclusive as possible. We were fortunate to have students and full-time faculty participate alongside part-time faculty members at both events. One of the benefits of large classes cited by students is facility of enrolment, as it can be difficult to get into smaller classes when not enough sections of the course are



Our professional development team, Lorraine Oades and Rosario Lo Raso, surrounded by faculty and students.

past decade. While I can't cite recent figures for Quebec, non-academic full-time salaries in Ontario universities increased by an astonishing 78% from the 2000/01 academic year to 2013/14 when adjusted for inflation. (2)

A CUPFA MicroLink workshop focusing on large classes gave participants an opportunity to discuss

offered. Another benefit cited by both students and faculty is the diversity of students in larger classes. Despite these advantages, many challenges were raised, including difficulty in keeping students engaged, time restraints that make it difficult to do in-class group presentations, noise, difficulty in monitoring group discussions, the impossibility of going on field trips, difficulty in identifying students who need help, are falling behind

and/or have special needs, lack of mentorship from departments, insufficient budgets to bring in visiting speakers, insufficient number of teaching assistants, reduced attendance, disruptive cell phone and computer use, increased potential for cheating, student isolation and more.

Workshop participants shared techniques for

engaging students in large classes including creating clear guidelines, establishing trust, making sure that activities and topics change every 15 to 20 minutes, identifying key students who can be relied on for class support, recruiting disruptive students, employing humour, moving around physically in the classroom, using live fill-in-the-blank quizzes, administering two-stage exams, giving frequent short assignments, developing techniques to learn students names, scheduling group presentations with written feedback from students, giving flexible, self-directed assignments and using sign in/sign out strategies. These strategies can be supplemented and reinforced with guidance and support from the staff at the Centre of Teaching and Learning whose enthusiasm and commitment towards part-time faculty and students are genuine and encouraging.

The flipped classroom, which shifts the focus from the professor lecturing at the front of the classroom and students taking notes to a more active model that harnesses peer-to-peer learning, in-class discussions, quick quizzes, breakout groups and other techniques that reinforce student autonomy and re-envision the role of the professor was discussed as a powerful idea. It was also pointed out that this model has been used to reduce costs by eliminating part-time faculty in some universities. (3)

1. Alex Usher - The State of Canadian Post Secondary Education, 2018

<http://higheredstrategy.com/the-state-of-canadian-pse-2018/>

2. Janet Davison - Where do Canada's post-secondary dollars go? 2015

<https://www.cbc.ca/news/canada/where-do-canada-s-post-secondary-dollars-go-1.2994476>

3. The National Centre for Course Redesign: Florida Gulf Coast University

http://thencat.org/PCR/R3/FGCU/FGCU_Plan.htm

Lorraine Oades

Vice-President Professional Development

The Cephalopod and Me

Consider the humble octopus, swimming, scampering, building shelters deep on the ocean floor, mostly out of sight but always with a plan. It uses its many tentacles to perform impressive feats. Each arm is equipped with sensors – little micro brains – that allow it to gather information and relay it to the main brain, make semi-autonomous decisions, and coordinate with the multi-modal, distributed, sensing, thinking and creating system of which it is an integral part.

Sometimes I feel like an octopus, a multi-limbed organism. As Chair of Communications, my mandate connects me to all of the Executive positions. From my brain – which is wired into the collective brain of the Association – I develop branding initiatives, publicity and timelines; with my digitally enhanced tentacles, I connect with every Executive member to develop messages, announcements and reports, which I edit, package and distribute to members, the university, sister unions and associations and the media. I sense the various views, ideas, concerns, and goals of those with whom I come into contact; I interpret and relay them as appropriate.

In addition to eight arms, did you know I also have three hearts?

One of my hearts beats for the **messages** we communicate. This is manifest in the writing and editing of the content we produce, the translating of our messages, and the branding of our organization through the design and layout of newsletters, communiques, invitations, press releases and other media.

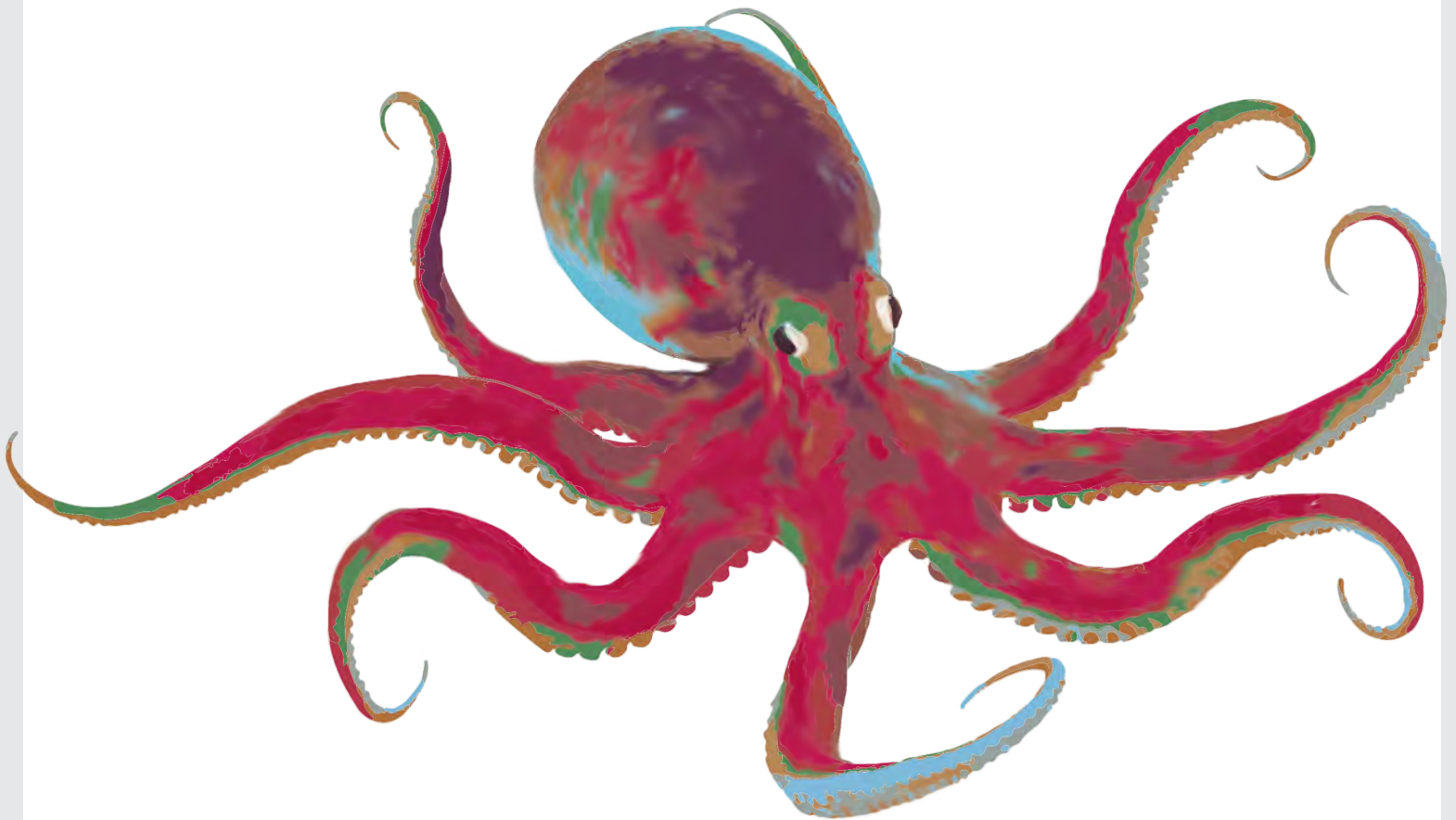
One of my hearts beats for the **connections** we make. This is manifest in our outreach to all of our members and other unions at Concordia, in Montreal, in Canada and across North America, as well as to Department Chairs, Deans and the Provost. Each connection is unique, respectful and dialogical. Collectively, these connections build an interdependent community that is creative, diverse, robust and sustainable.

One of my hearts beats for **accessibility**. This is manifest in the maintenance and expansion of the range of channels through which

we communicate – from face-to-face to email to web, from informal to structured events, from individual to group conversations. These channels make the flows of information, ideas, concerns and visions that constitute us as an association possible.

I don't mean to be immodest, but did you know that cephalopods are the most intelligent species of the invertebrates? [Recent research](#) suggests that cephalopods “make extensive use of RNA editing”, which has aided them in natural selection. I'm not a scientist, and I don't know ... well ... pretty much anything, about RNA or DNA-based evolution, but I do know about editing (sensing, conceptualizing, researching, collaborating, coordinating, strategizing, composing) and its importance to success. I am always happy to apply what I know to help make our Association the most synergetic, adaptable, effective and enduring organism it can be.

Laurie Milner
Chair of Communications



Due Process

The term “due process” is a legal notion that dates back to the Magna Carta of 1215; paraphrasing the Cambridge dictionary, it is defined as the way in which a legal case must be dealt with in order to ensure that both the process and outcome are fair. Despite its legal denotation, laypersons often conscript the term “due process” for use in a variety of situations that involve adjudication of any kind. (For example, I know of at least one parent who appealed to the principal to overturn her primary school-age child’s detention, because, in her words, “there are two sides and my child’s version was never heard nor considered! Where’s the due process?!”)

When the term “due process” is used in the context of a labour issue, in fact what is meant is the more specific notion of “procedural due process”. For example, a criminal attorney might argue that before one can be deprived of “life, liberty, or property”, the government must ensure that fair procedures are established so that all parties may be heard by an impartial trier of fact.

When bargaining, labour unions seek to ensure that, among other things, the Collective Agreement it negotiates has at its core the responsibility of the Employer to grant the right of due process in all situations.

It is your Association’s responsibility to ensure that, no matter the alleged infraction, your right to procedural due process is protected and exercised. Rest assured that no respectable union on this planet will blindly protect an employee who chooses not to fulfill the contractual obligation to work or who brazenly commits illegal actions on the job. However, before the Employer can act on an allegation, the appropriate steps must be taken to be able to reasonably conclude that the assertion has merit. Due process is a protection, but it is by no means an impenetrable shield.

It is human nature to hear an allegation and to conclude that there is some truth to it. It is human nature to use our own subjective metrics to adjudicate: “the story just sounds so believable”, “who would lie about such a thing”, or “I know that person would never act that way”. In a professional environment, however, our Association must make certain that fair procedures are both in place and invoked

so that the Employer can never indulge in such inclinations.

The most important asset a person has is the ability to work and provide for oneself and one's family. Before an Employer deprives an employee of such an important asset, let all sides feel comfortable with the process that leads to the judgement.

Robert Soroka
President of CUPFA

Notice of Meeting

CUPFA Annual General Meeting

All part-time
faculty members are
invited to attend the
CUPFA Annual General Meeting on Wednesday,
April 3, 2019

4:45 pm
MB 9CD

Participate in your Association.

Supporting Student Scholarships

Once again, I have become involved with annual events that raise money for Concordia student scholarships. All CUPFA members can be proud of our Association's support for these events, which reached record breaking levels again this year.

It was the 25th year for the annual Memorial Golf Tourney, held in early August. This event commemorates the four professors who were tragically killed in 1992. Each year, faculty, staff, students and alumni come together to enjoy a day of golf and raise money. This year, as in previous years, CUPFA was a 'hole-sponsor' for two 'closest-to-the pin' contests; our union was front and center at the event, with CUPFA signs and banners on the tee-boxes. It was announced that we have reached a very significant threshold in that enough money has been raised over the years to allow the five scholarships of \$1,000 that are granted yearly (one for an undergraduate student from each of the four faculties, and one graduate student) to be given out in perpetuity going forward.

The Shuffle, in its 29th year, was a huge success again this year. Prior to last year, this event typically managed to raise \$70,000 to \$80,000 for student scholarships. Last year, this figure jumped to \$106,000 – an amazing jump. This year saw that increase met and even exceeded – so far \$108,000 has come in. CUPFA was a proud "Silver Sponsor" of the event. We ran a table at the kick-off where we talked to shufflers and gave away buttons. CUPFA sponsored our contingent of members who participated with a nominal donation. I hope more part-timers will join in next year – it's a fun day!

As pedagogues, we can be proud of these efforts to help our students by supporting scholarships. As members, we can also be assured that CUPFA's presence is noticed by all who participate in these events, from students to senior administration. I personally derive a great deal of satisfaction from them and look forward to next year's versions.

Scott Chlopan
Executive Secretary, CUPFA

Department Reps and the Flow of Information

The CUPFA Executive is committed to listening and engaging the membership in planning and strategizing for our future. Toward this end, we have set up a range of activities, including Town Halls, Meet & Greets, the Holiday Dinner, and informal gatherings in departments; these events are important for connecting across the Association, problem-solving and generating ideas. We encourage all our members to participate in CUPFA events and activities, however we also know that as part-time faculty, our time for extracurricular activities is limited. For this reason, we have asked CUPFA Department Committee Representatives to reach out to members in their

respective departments to find out about your needs, answer questions you may have and provide feedback to the CUPFA Executive about any issues that need to be addressed. The Department Representatives can also provide important information to you about CUPFA activities. Members of the Executive meet regularly with the Department Representatives to discuss concerns that you bring forward to them. Stay in touch with your Department Representative!

Eric Chevrier
Chair of Mobilization



Members Nicole Gingras and Sonia Di Maulo with Sandro Cappadoro at the 2017 CUPFA Holiday Dinner



Member Audrey Juhasz wins a door prize at the 2017 CUPFA Holiday Dinner

Best Practices for Course Applications

To minimize the chances that your application will be rejected by a part-time hiring committee during the regular application period, be sure that your CV and cover letter (yes, a COVER LETTER is a very good idea!) speaks directly to the job specifications identified on the postings.

One tip is to imagine that a very precise recruitment software will be used to scan your application package looking for key words that are consistent with what the posting demands. Do not assume that your “professional reputation speaks for itself” or that “the department knows you”. Until you have successfully taught a course three times (and the key word is “successfully”), you must ensure that your application package makes the strongest and CLEAREST argument in favour of your candidacy, and leaves the PTHC no choice but to award you the course on merit.

Another tip is to ensure that your CV and cover letter line up with each other. If your cover letter suggests that you possess the skill set that the posting demands, this must also be evident in your CV. In your cover letter, point the PTHC to the specific item in your CV that speaks to the job specifications on the posting. This clearly addresses the posting and provides your PTHC CUPFA representatives with talking points to help them make your case successfully, in the event that the full-time representatives challenge your candidacy.

A virtual application (and by extension a virtual applicant) was created to clarify the online application system. The pretend applicant, Stephanie Claybourne, a JMSB professor with 123 seniority credits and a long work history in the Department of Marketing, illustrated the

optimal ways for CUPFA members to organize their applications. Click on the links to see the fictional Ms. Claybourne’s [cover letter](#), [c.v.](#), and [applications](#) for:

- a course she had never taught before, for which she provided support for every one of the job-specific qualifications in the posting (either directly in the cover letter or pointed to in specific parts of her c.v.);
- a course she had taught two times before, for which she referenced her academic and professional service dossier, which contained past applications in which thorough proof of qualifications had been provided, and which had recently been updated to include some new material pertaining to the course;
- courses she had taught three times or more, for which she referenced positive student evaluations that had also been placed in the dossier as reinforcement.

Additionally a reference was made to the accreditation information required by two of the postings, which had also been placed in the dossier.

A lot of work? Perhaps, but better than taking a chance that your candidacy is overlooked because of information that is deemed missing, no matter how deserving you are.

Michael Pinsonneault
Assistant to the VP Collective Agreement and Grievance

Skills Upgrade

The importance of skills upgrade is not lost on many professions. To maintain their licenses, medical doctors must accumulate CME (Continuing Medical Education) credits, lawyers must acquire a certain number of CLE (Continuing Legal Education) hours, auditors must fulfill their CISA requirements, and even sports coaches must attend clinics to maintain their accreditation.

Although no such accreditation or licensing requirement exists for professors, it is incumbent on us that our skills be “state of the art” because our students, our institution, and our communities rely on us to train the next generation of leaders.

While we might be good at making the time to attend conferences, take classes, conduct research, or read journals in our fields of expertise, for some of us, when it comes to our own continuing education as teachers, things happen, and our skills upgrade takes a back seat to other priorities – staying current with pedagogical tools is essential, but not always convenient.

Educational technology is changing at a dizzying pace: in a relatively short time we have evolved from blackboard to smartboard, from PC to iPad, from notebook to Moodle, and from chalk-and-talk to the flipped classroom. Moreover, our students have diverse needs and learning styles that require different teaching methods in particular situations. Delivery experts can help us develop pedagogical approaches that will enhance our students’ learning in general, and more specifically when students are dealing with physical, developmental, cultural, or situational issues.

Recognizing that skills upgrade is critical to our profession, CUPFA strongly supports Professional Development initiatives that allow our members to remain up-to-date in their areas of expertise and current in their pedagogical practices.

Rosario Lo Raso
Research and Professional Development Assistant

Technology Support

As Technical Consultant for CUPFA, I have been working with our executive and staff to streamline our technology usage. Our objective is to give the team more time to focus on their roles while I manage technical details and provide on-site and timely support. Toward this end, I have consolidated communication and resource usage with our external technical consultants, provided technology training and services internally to extend the capabilities of our executive members and staff, discussed and implemented solutions for electronic professional

development grant submissions, reviewed our internal reporting systems, and helped to explore options for future improvements to our website. Most importantly, I am working to create an environment where people know they can comfortably ask technical questions and get appropriate responses at their own pace.

Stuart Thiel
IT Consultant



At the CUPFA Office: Keeping It All In Order

Pictured from left to right: Manon Charland - Office Assistant and Karen Taillon - Office Manager



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Office Hours

Monday through Thursday

9:00 am – 4:00 pm

Grievance Clinic – By appointment

Patrice Blais, Grievance Officer

Michael Pinsonneault,

Assistant Grievance Officer

grievance@cupfa.org