

Vanier College Teachers' Association

NEWSLETTER

Vol 25 N°2
OCT. 2007

ATTENTION: THE VANIER COMMUNITY - AN INVITATION TO ATTEND:

HAPPY HOUR /FUND RAISER IN SUPPORT OF

VANIER AIDS Action in Africa



DATE: THURSDAY, OCTOBER 25, 2007

LOCATION: JAKE'S MALL

TIME: 4:30 PM – 7:00 PM



JOIN US FOR AFRICAN MUSIC & AFRICAN DANCES!
BE A LUCKY WINNER – RAFFLE TICKETS TOO!

DG's Mandate Review

Your participation in this process is important. You are asked for input from two different bodies; both consultations need your participation:

A college-wide broadcast message asking for your comments was sent to you Fri. Oct. 12, from the Mandate Review Committee named by the Board of Directors.

Soon, you will be asked to go online to complete a separate and distinct questionnaire for Academic Council. Your responses will form the basis for Academic Council's recommendations to the Board.

Stay tuned for a college-wide broadcast message alerting you that Academic Council's questionnaire is ready and then please take a few minutes to go online to complete it. We are counting on your involvement in this important process.

Shirley Pettifer

Vice Chair, Academic Council

For the AC Ad Hoc Committee on the DG's Mandate Review



From the Editor

I hope that you will find that the VCTA newsletter is a "good read" this time and that the information is of use. We are making a special effort to include information that is needed by the many new teachers at Vanier. It is wonderful to see so many new faces in the corridors but it is hard to connect names with faces since so many faces are new. But, there is a solution to this problem! I would like to invite anyone who has come to teach at Vanier in the past few years to come and get a picture taken in the VCTA office. We will then include some pictures of relatively new people in each future newsletter. Don't be shy! Come on down.

Some technical requests from Jason Leonard, the very competent and always cheerful support staff person who provides technical assistance. Please send your submissions in NewTimes Roman, using Word, if at all possible. There should only be one space after a period, before the next sentence. Pictures should come in .jpg or .gif.

Janice Paquette

CALLING ALL RUNAWAY COFFEE CUPS!!!!!!!!!!!!!!

If some of the cups from the VCTA office have been hiding in YOUR office, could you please shepherd them back down to C101? Thanks.

Calling All New Teachers!! Join the union

Vanier College works under the Rand Formula which says that anyone working as a teacher for Vanier College has to pay union dues because they benefit from any gains that the union wins. However, no-one is automatically a union member. To become a union member, you have to pay a \$2 fee and join the union. You can do this by going to see Susan in the VCTA office in C101. The VCTA has to protect all teachers' rights whether they are members or not. However, in order to have a voice in what we collectively decide to do as a local union, you have to be a member. This gives you the right to attend and vote at all VCTA meetings.

Deadline for Submissions to the next issue is November 19, 2007

Send contributions to Janice Paquette: paquettj@vaniercollege.qc.ca

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Janice Paquette is the Editor.

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Technical assistance by **Jason Leonard**

TO CALL VCTA EXECUTIVE MEMBERS

Ganesh: 7413

Janice: 7416

Eric: 7415

Stephen: 7414

VCTA Office: C101
Telephone Extensions:
7053 / 7054

VCTA Executive 2007-2008

President: Ganesh Harilal
Vice-President/Info: Janice Paquette
Vice-President/External: Eric Durling
Secretary/Treasurer: Stephen Block
VCTA Secretary: Susan Panneton

Executive Office Hours A07:

Mon. Ganesh Harilal
11:30 A.M. – 2:15 P.M.
Tues. Eric Durling
1:00 P.M. – 4:00 P.M.
Wed. Ganesh Harilal
3:00 P.M. – 4:30 P.M.
Thu. Janice Paquette
9:00 A.M. – 12:00 Noon
Friday Stephen Block
9:30 A.M. – 12:30 P.M.

Secretary's hours

Susan Panneton
8:30 A.M. – 4:30 P.M.
Monday to Friday
Closed for lunch from Noon – 1:00 P.M. (approximately)

**VCTA website
now under
construction ...**

What is a department? What is a coordinator?

Over the past few weeks, members from several departments have approached the Executive of the VCTA to seek clarification of the functions of academic departments and coordinators. Given this, it is important that we all understand the role given to departments and coordinators in our collective agreement. Under clause 4-1:06 of the “decreed” Collective Agreement, a discipline (or several disciplines) are grouped together in a department. Each member, whether full time or part time, has the right to participate equally and fully in departmental deliberations. The functions of the department are enumerated in twelve points under section 4-1.07. Point one is very significant in that it states that a department has the right to “define the internal rules of operation and to form such committees as are necessary”.

This means that departments have the right to set the rules for the election of a Coordinator. Coordinators must be elected before April 1st for the following teaching year (see clause 4-1:08). The specific function of the Coordinator according to Clause 4-1.12 is to “coordinate the activities of the department”. Please note that a Coordinator is not an administrator or a boss. They are elected on the basis that they will carry out the decisions democratically decided on by the department members in a department meeting. In

other words, the department tells the coordinator what to do, rather than the reverse.

One of the many duties of the department is to form committees on grades review, hiring, curriculum and course content. Grades Review and Hiring Committees are also defined very specifically in the Collective Agreement. Under Clause 4-4.02, the Hiring Committee shall be composed of three professors chosen by the department and two persons chosen by the college. The Grades Review Committee structure is outlined under clause 4.1:14 #6, which states that “a review committee of 3 persons, including the professor concerned, is empowered to modify the final marks of students, if necessary”.

The clauses in the Collective Agreement stipulate very clearly that the department, that is all of the members, is paramount in setting the rules of operation and making decisions on what the department should do; it is not up to the coordinator. In fact, it is in the interest of the coordinator to seek approval for all major issues and to make sure that the department is coordinated in a professional and collegial manner.

The VCTA Executive

Encounter Point at the Social Sciences Festival Friday, October 26, 9 a.m. Vanier Auditorium

With Ronit Avni



Encounter Point is an 85-minute feature documentary film that follows a former Israeli settler, a Palestinian ex-prisoner, a bereaved Israeli mother and a wounded Palestinian bereaved brother who risk their lives and public standing to promote a nonviolent end to the conflict. Their journeys lead them to the unlikeliest places to confront hatred within their communities. The film explores what drives them and thousands of other like-minded civilians to overcome anger and grief to work for grassroots solutions. It is a film about the everyday leaders in our midst.

The VCTA is co-sponsoring this event in an effort to help us all better understand this issue and to consider ways of lending solidarity to the grassroots efforts described in this film.

Academic Council

Academic Council is defined in Section 17 of the College's Act, which is the Quebec legislation that created the CEGEP system. It is also covered in our collective agreement in Article 4-5.00 and in #3 of the Vanier College By-Laws.

Its main responsibilities are defined as: "To make recommendations to the College on any question pertaining to the maintenance, improvement or development of the College's academic life." There is a wide-ranging list of topics on which the College is legally obliged to consult the Academic Council, including course grids and academic programs, admission policies, policies on services such as Library and IT, changes in academic structures, and many others. The College must justify in writing any refusal to adopt an Academic Council

recommendation. The **Academic Council** gives its opinion to the Board of Directors on any question submitted to it by the Board in matters within its jurisdiction. The chair or vice-chair reports on the Academic Council to Board meetings.

Its composition can vary slightly but always with a majority of teachers. Currently at Vanier, the membership consists of 10 teachers (elected), and 9 other members representing other employees, students and administration.

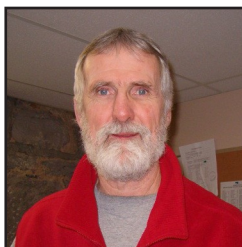
Academic Council Faculty Members



**Shirley Pettifer,
Vice-Chair**



**Edward
Awad**



**Guy
Quinn**



**Hodé
Erdogan**



**Mohammad
Abiri**



**Isabelle
Der Arahamian**



**Matthieu
Sossoyan**



**Ricardo
Herrera**



**Serge
Hervouet-Zeiber**



**Hodé
Erdogan**



**Mark
Prentice**

Board Faculty Representatives

VCTA Workshop

How to calculate your workload

Wed. Oct. 31 UB • Room B429

Of special interest to non-tenured teachers and coordinators. As space is limited, please confirm your attendance with the VCTA at 7053. Since this workshop is in a computer lab to allow people to actually calculate their CI (workload), we cannot provide food. Please bring your validated student numbers with you.

Professional Development

The maximum amount available to individuals is \$500. Teachers with less than a full time workload receive the proportional funds, i.e. if you work half time, you can get a maximum of \$250.

Applications and guidelines are available at the VCTA Office, which is located in C101. You should submit the application three weeks in advance.

Acquiring Tenure (5-2.00)

Precise guidelines for acquiring tenure are defined in the Collective Agreement. The granting of tenure presupposes that the student population is large enough to warrant the maintaining or the creation of a poste in a discipline. A tenured teacher's retirement, resignation or death can open a poste and an increase in the student population of a college can justify the creation of new postes in one or more disciplines.

In order to become tenured a teacher must be hired for a poste. The available poste will be offered to a teacher according to her or his position on the list of hiring priorities in her or his discipline. There exist many scenarios that determine when a non-tenured teacher acquires tenure after being hired for a poste (5-2.02). These scenarios are presented below.

- a) Year 1 poste + Year 2 poste = Year 3 poste
or
Year 1 poste + Year 2 poste + Year 3 or Year 4 poste
- b) Full workload + Full workload + Full workload + Year 4 or Year 5 poste
- c) Three years seniority + Year 1 poste + Year 2 poste
- d) Five years seniority + Year 1 poste



Le corps a ses raisons!

S'informer, réfléchir, discuter sur la santé des femmes

Le vendredi 2 novembre 2007 ou

Le samedi 3 novembre 2007

COLLOQUE Y DES FEMMES DE MONTRÉAL

Gratuit!

1355, BOUL. RENÉ-LÉVESQUE OUEST, MONTRÉAL (coin Crescent)

Métro Lucien-L'Allier ou Guy-Concordia

INSCRIPTION OBLIGATOIRE • AVANT LE LUNDI 22 OCTOBRE 2007

au 514.866.9941, poste 502

sdwire@ydesfemmesmtl.org

Middle East Dialogue at Vanier

At the Association Council meeting of May 10, 2007, Council passed a motion containing the following mandate: "That the VCTA undertake to begin a discussion among our members on the Palestinian question with a view to developing a common position based on widespread, informed and respectful discussion." This motion was made in response to a discussion at FAC, our union federation, in connection with the 40th anniversary of Israeli occupation of some of the Palestinian territories. Traditionally at Vanier, our delegates have abstained in any motions related to this conflict, but we have done so without having had any involved discussions with our membership. Association Council's decision allows us to address what for us is a problem of representation.

In the September issue of the VCTA Newsletter, **Neil Caplan** contributed to this discussion with an article detailing his personal involvement in solidarity-related activities related to the Israel-Palestine problem. Neil also suggested that, among such activities, the VCTA support two specific projects: **Zatoun**, which sells Palestinian olive oil and soap, and **Givat Haviva**, which promotes peace education in Israel.

The VCTA Executive invited **Zatoun** on September 26th to

present a short workshop to interested members and will be consulting Association Council and the General Assembly to determine how we can support them. On October 17th, **Reuven Shultz**, of the Labour Zionist Alliance of Canada, will be coming to Vanier to talk to us about **Givat Haviva**. During the Social Science Festival, the VCTA is also cosponsoring "Encounter Point", directed by **Ronit Avni**.

These are only a few of the activities that the VCTA plans to organize to fulfill the mandate given to it by Association Council. We plan to have a number of information and educational activities related to Middle-East peace throughout the year. We are also asking members who would like to discuss this issue to submit articles to the Newsletter. Anyone is free to express his or her opinion, and we are only asking that the dialogue take place in a spirit of mutual respect and co-operation. The goal of this exercise is to attempt to develop a common position and not to win a debate. It may well be that such a common position will be to continue to promote dialogue concerning this question or to abstain from any related motions discussed at our union federation. If this is the case, our delegates will be able to know that such a position represents their members.

Zatoun: the olive tree as a symbol of Palestine



Carolle Charelbois, a representative of **Zatoun**, came to Vanier on Sept. 26 to give a workshop to interested people on the organization, which sells fair trade olive oil to support Palestinian farmers and peace in the Holy Land. Interestingly enough, the founders of **Zatoun**, is a former Vanier student! (see below) As the **Zatoun** brochure says, "Zatoun olive oil is meant to bring to North Americans the human experience of Palestine and

would be available in the VCTA office, until the membership has a chance to vote on this issue.

.....
August 17, 2007

Hello, Neil.

My name is **Robert Massoud** and I founded **Zatoun** a few years ago.

I am very humbled by your support for Palestine, solidarity with its historical wrongs & rights and finally with your enthusiasm for **Zatoun** [expressed in your article for the VCTA Newsletter].

I have been wanting to write for some time when we first received a cheque for \$100 in June from the Vanier Teacher's Association [...] I have an obvious attachment to Vanier College as I am a graduate of the Ste. Croix campus. I have many memories of the first true wave of philosophic exploration and intellectual discoveries.

On a trip to Montreal in 2003, while contemplating my own role in the problems of the Holy Land and what I can do as a Palestinian-born person who grew up in Montreal, I spoke to **Carolle** for the first time and from there co-operated to extend **Zatoun** into Quebec.

I encourage you to continue looking to **Zatoun** as an ally and partner.

I welcome your correspondence and hope that we can get to meet on a future trip to Montreal (or if you come to Toronto-area).

With best regards, thanks and wishes for peace,
Robert Massoud

*For more information on **Zatoun**, go to: www.zatoun.com*



Zatoun Extra Virgin Olive Oil: \$15
Gift box of soap: \$20
Bar of soap: \$4.00

its people, especially farmers who depend on the land and its fruits for a livelihood." Part of the proceeds of the sale of oil goes to **Project Hope**, an art and education project for young people in Nablus. Another share of the money goes to "Trees for Life", a project that replaces trees that have been destroyed, most recently by the building of the wall.

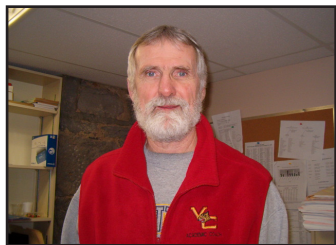
The VCTA Association Council started the discussion on Oct. 11 but decided to continue the discussion on October 28 when everyone has had a chance to read and consider the material. There will be further discussion of a motion which would be presented at a future General Assembly, if passed. In the meantime, Council decided that the **Zatoun** products

Teaching Excellence Award

Congratulations to **Patrica McClurg** of Respiratory and Anesthesia Technology and **Guy Quinn** of Physical Education for being the co-winners of the Teaching Excellence Award for 2006-2007.

This poem, inspired by Guy Quinn, co-recipient of the Teaching Excellent Award for 2005-2006, was composed by Shirley Pettifer and read by Danielle Brown and Shirley at the Teaching Excellence Award ceremony on Oct. 5, 2007.

Ode to a Great Guy



It was back in 1976 as the school year was about to begin— Vanier welcomed a teacher named: Guy Warren Michael Peter Anthony Quinn.

The wise hiring committee had checked for collegiality and perseverance
Creativity, teaching talent, cour-

age and resilience—

And unanimously agreed that they had found themselves a winner

Who was soon to be known far and college-wide as...
“The Quinner”

Weight-Training, Winter Camping, Urban Wilderness, Lacrosse Fitness, Volleyball, Rugby—the Quinner was boss.

But not satisfied to sit on his laurels or rest on his bum,
He tackled the gaps in program cur-ri-cu-lum.

He designed courses for programs like Natural Science Technology Student centeredness—the whole student—is his typology.

He searched and found courses that could be integrated and team-taught:

Double credits with Phys. Ed.—Theatre, Photo and English he begot.

Employee Fitness, Earth Lodge, Vanier Earth Day celebrations—

We have Guy Quinn to thank for these creations.

He has served as athletic coach and on the V.C.T.A.
Sits on Academic Council and still does not call it a day.

He has worked with the Scouts and as high school sports coach—
For community spirit, he’s the right “Guy” to approach.

He turned a creative eye to students in the bottom quintile
Put his thinking cap on and problem-solved for a while...

The visionary in him merits a standing ovation
‘Cause he came up with a program called... Explorations

And went on to teach, research and write
About at-risk students—to understand their plight.

To Vanier he brought experiential education
And gave stale pedagogical ideas a fumigation.

Workshops for colleagues, he has organized with flair
Those who’ve participated have found a breath-of-fresh-air.

As a colleague he’s stellar, as a friend he’s true blue—
Let’s hear it for Quinner—Vanier salutes you!

1993 Freedom of Information Awards

The contributions of people who have fought for greater openness are recognised by the Campaign for Freedom of Information’s annual Awards, on January 20. This year’s Awards are presented by Michael Grade, Chief Executive of Channel Four Television....

Four academics

Four academics who were penalised after publicly complaining about academic standards at University College Swansea receive Awards. Two of them, **Michael Cohen** and **Colwyn Williamson** were suspended after making their complaints. A third, **Anne Maclean** took early retirement having previously been suspended and the fourth, Dr Geoffrey Hunt took another job. The four had complained that MA students in the college’s Centre for Philosophy and Health Care were being awarded degrees for inadequate work and that pressure to recruit as many students as possible had resulted in failure to check work properly.

The four were vindicated in May 1993 when a former High Court judge, **Sir Michael Davies**, reported on the matter. Although he found that some of the academics had not always acted wisely or moderately he concluded that any criticism of them was outweighed by the fact that their complaints about

academic standards had been substantially justified. The principles of natural justice had not been followed in dealing with them. He criticised the college for taking disciplinary action against the academics before investigating their complaints, adding that the system should not have permitted the college to “get (its) retaliation in first”. Sir Michael also cited the need to preserve academic freedom and criticised a statement by the Principal of the college, who had said that if the four had worked for a company they would have been sacked instantly. Sir Michael commented that there was a difference between the academic world and “a commercial jungle” adding: “neither the University of Wales nor the University College of Swansea is ‘a company’ in the profit-making or any other sense. They are academic institutions. I believe this has not always been remembered in Swansea.” On his recommendation, **Michael Cohen**, **Anne Maclean** and **Colwyn Williamson** have now been reinstated.

But one of Sir Michael’s recommendations has not been carried out. He urged that his report should be made public - but neither the Privy Council (on whose behalf it was carried out) nor University College Swansea have done so.

Cuba Today:

Cuban Women Speak at Vanier

What struck me about these women is how sincere and dedicated they were; they dispelled the myth of an 'evil' Castro regime; they talked about a society that truly looked after the less advantaged, that had the general welfare of its citizens at the top of the political agenda. Their stats were impressive: mortality rate declination, educational egalitarianism, even cutting back on smoking etc. indicating of course that the state was functioning in a benevolent, caring way.

Ray Shankman



I thank the VCTA for organizing the presentation "Cuba Today" and for providing an opportunity for the Vanier community to hear and learn "first hand" about the struggles and achievements of this

country on the social, cultural, educational, and healthcare fronts. I hope the VCTA will continue to organize similar events that help promote informed and balanced views on international affairs.

Edward Awad

I greatly appreciated the understated, but clear and determined manner in which Ms Diaz Gonzalez outlined some of the major accomplishments of the Cuban Revolution. I felt that this was a truly educational experience for all of us, but especially for our students many of whom know about Cuba mainly via the US media where it is usually depicted as "hard line" and "anti-democratic." The US president so often insists that Cuba is dangerous and cruel, but we learned that despite a devastating 45 year blockade; this little country places human values such as health and education at the very top of its priority list. I wish our government would do the same.

Markham Mirotnick

I knew that the Cuban health system was pretty impressive, especially given the overall poverty of the country. But the breadth and accessibility of health care, especially preventive, was truly mind-boggling. I realize that a report of this type may portray a somewhat rosier picture than is always the case, but their contribution of medical services to other countries (which was not presented while I was at the lecture) is further evidence of an astounding accomplishment for an isolated, impoverished island. I think that the VCTA presented

an informative portrait which would never wiggle through the mainstream media of North America. Bravo!

Jock Mackay

The presentation on the health care system on Cuba, brought back to me very vivid memories of my other life as a youth in Guyana. Several Cuban medical doctors sent to Guyana under an exchange program treated relatives and myself. The Cuban Doctors were very professional and competent. So for me, I do not need to be convinced that Cuba has the best Health Care system in South America.

Ganesh Harilal

I really admired these two women for their continued involvement in building a just society in Cuba and in not hiding the fact that the struggle – against machismo or homophobia, two examples that they discussed, has to continue. I was very happy to hear that the fully-equipped medical team that they offered to send to help Katrina victims in New Orleans was able to immediately to respond to an emergency situation in Pakistan when the U.S. government refused the Cuban help.

Janice Paquette

I am pleased that the speaker drew attention to the ways in which women's issues stand at the centre of education and health initiatives. The American embargo on Cuba and the consequent dependence of Cuba on the former Soviet Union have also taken their toll. I would have liked to see more careful attention given to these problems.

Arlene Steiger

The two academics from the University of Havana demonstrated in a low key but forceful fashion how Cuba has managed to make such great strides in health and education. Armed with facts and figures they described the strategy that has made Cuba a world leader in front-line health delivery and provided nearly universal education to the people.

While Saskatchewan continues to recruit doctors from South Africa to service its rural areas, this tiny little country sends



hundreds of trained doctors to staff clinics in the rural areas and barrios of Latin America and Africa and implant a health care system aimed at preventing problems. In addition, hundreds of doctors are trained from countries all around the world, including the USA. These medical personnel also return to their home countries to implement the grassroots medical programme modeled on the Cuban initiative.

The academics did not hesitate to criticize the failings of the Cuban revolution in social policy and gender equity. Nevertheless, the Cuban revolution has demonstrated how with political will a small country can take charge of its destiny and serve the best interests of its people despite the interference and machinations of the world's last superpower.

Doug Miller



Improving the Cafeteria



The Social Justice Committee has set up an e-mail address to collect input from the Vanier community concerning the quality of our college cafeteria. We are NOT seeking "How I hate Sodexo" comments, but rather "What I would like to see in the cafeteria". This is part of our campaign to prepare for the 2009 contract renewal for Vanier's cafeteria services. We have already had comments about the need for fair trade products, more nutritious products, openness to student cafes or student-run initiatives, more locally grown food, and more environmentally-friendly products, but we are looking for more. If these ideas inspire you to comment, or if you have something in mind that is not listed here, please write the Social Justice Committee at:

vaniersocialjustice@hotmail.com

General Assemblies: The VCTA will pay for babysitting for any member that needs a babysitter to attend a General Assembly. If there is a need, we could also try to provide a baby-sitter in the VCTA office. Please let us know if you think that you might need this service.

Chalk: Chalk is available to teachers at the mailroom, the Dean's offices, IT Labs or at Security.

Office Space: If you occupy another teacher's office while they are on leave, please remember to replace supplies or texts that have been used.

Seniority List: Don't forget to report any errors by Oct. 31.

Entente Number 12: The VCTA Executive has made a one-year agreement with the Administration on Entente Number 12 (the 173 hours). According to this agreement, the Deans will not have to send out individual responses to teachers who have filled out Form D and Form E (year end report to be filed on what was done) will be done collectively as part of the year end Coordinator's Report, rather than individually as we had to do it last year. We hope to be able to make a CRT agreement on this matter this year.

Newspapers: Presently the VCTA office and Lounge in the N-Building get Le Devoir newspaper, rather than La Presse which we used to get. Should we go back to La Presse or stay with Le Devoir? Does anyone out there have a preference? Please call Janice at 7416.

On the same issue, we get the alternative press l'aut journal. Are there other alternative newspapers that people would like to be made available instead of or along with l'aut journal? Call Janice at 7416.

