

NEWS YOU CAN USE

President's Message

by Dave Westwood, DFA President

It has been a busy spring for the DFA. With the signing of the new collective agreement we are now starting to feel the impact of the negotiated changes, most noticeably of course the changes in pay. It is important to consider some of the other changes that arise from the new contract, particularly with regard to tenure and promotion criteria and the impact of Members leaving the institution.

On the tenure and promotion front, new language in the collective agreement (Article 17.17) recognizes traditional ways of knowing and adopts the Boyer Model ([click](#) for more info) to broaden the foundation for considering scholarly contributions, including the application of knowledge through practice. We believe this will provide particular benefit to Members engaging in less traditional forms of scholarship including the application of knowledge through practice. We encourage Members who anticipate applying for tenure and/or promotion to speak to us for assistance in interpreting the new guidelines and preparing a strong file.

As you will recall, we were able to negotiate two measures to help stop the erosion of tenure-track positions during the lifetime of the 2017-2020 contract. The first measure applies to all cases in which a Member holding a tenure-stream position leaves the institution via retirement or resignation (Letter of Understanding, Appendix XII, [2]); all departing Members will be replaced by new tenure-stream positions *somewhere* in the bargaining unit. It is important to keep in mind that the replacement position could be in *any* Faculty or unit. The second measure is referred to as a renewal incentive (Letter of Understanding, Appendix XII) and it is slightly more complex and limited in number; there is an application process and eligibility criteria and timelines apply. The incentive program carries a cash benefit to the Member but also a benefit to their home Faculty because the replacement position will remain within that Faculty, although

not necessarily the same unit. Half of the renewal incentives will use hiring practices aimed at increasing the representation of Members of designated groups. In the new contract the definition of designated groups has been expanded to include sexual orientation, gender identity, and gender expression (Article 1.09b).

As I have mentioned previously, planning is now well underway for activities to celebrate the 40th anniversary of the DFA as a bargaining agent at Dalhousie University. We invite you to submit a contribution to a commemorative book that we will publish later this year recognizing important events and milestones in our history (see page 5 of this newsletter). There will also be a number of events taking place in Halifax and Truro to celebrate and reflect on our collective achievements. We invite all members to take advantage of these opportunities to celebrate and to build solidarity with colleagues.

In other news, the DFA has been active in contributing to the ongoing Parliamentary review of the 2012 Copyright Modernization Act, which has a significant impact on all members because of the implications for fair dealing exemptions and term limits on copyright, in addition to more specific issues such as aboriginal rights and crown copyright. I presented remarks to the Standing Committee on Industry, Science, and Technology on May 7 and responded to questions about the impact of copyright legislation on the education sector, and DFA President-Elect Julia Wright submitted a brief to the Committee on behalf of the DFA highlighting our interests and concerns about the legislation.

I hope to see many of you at the various convocations taking place this spring, and I encourage you all to review in detail the provisions of the new collective agreement and the impact they have for your work.



DFA 2018-2019 Executive Committee

Congratulations to the 2018-2019 Executive Committee, who assumed office on May 3, 2018. Throughout the year, the committee meets approximately two times a month. Minutes are posted to the Members Only area of the DFA website.



Dave Westwood
President



Julie M. Wright
President-Elect



Darren Abramson
Past President



Cindy Penney
2nd Vice-President



Susan Holmes
Treasurer



Melissa Helwig
Secretary

Members-at-Large



Brenda Beagan
(term ends 2020)



Amy Birchall
(term ends 2019)



Jason Brown
(term ends 2019)



Lori Dithurbide
(term ends 2020)



Jacqueline Gahagan
(term ends 2020)



Roger Gillis
(term ends 2020)



Elizabeth Kay-
Raining Bird
(term ends 2020)



Nancy MacDonald
(term ends 2019)



Kalyani Prithviraj
(term ends 2019)



Deborah Tamlyn
(term ends 2019)

Being Safe, Being Me: Results of the Canadian Trans Youth Health Survey

Submitted by Jacqueline Gahagan, taken from the Trans Youth Report

"This survey, one of the first of its kind in Canada, provides an important picture of the health and well-being of trans youth. There are serious concerns that require additional attention, including the rejection faced among trans youth, discrimination and even violence within their families, at school or work, in their community, and in health care settings. Trans youth report significant stress and mental health challenges, a profound lack of safety in navigating their daily lives, barriers to supportive health care, and worrying rates of poverty. At the same time, there are signs of hope. Many of the trans youth who participated in the survey provided thoughtful and inspiring comments about how they have navigated the complexities of

gender, and the improvements in their lives when their identity has been recognized and affirmed. Some trans youth noted personal strengths and supportive relationships, and many noted helpful professionals. When young trans people felt cared about, they reported much lower levels of distress and better health. Trans youth, like all youth, need the support and care of family, friends, school staff, and other professionals, to reach their full potential as healthy adults. A number of key recommendations have emerged from our findings, and from trans youth in our trans youth advisory groups."

For a copy of the full report, please [click here](#).

Workplace Wellness: Relationship Month

Dalhousie faculty and staff are invited to attend the following workshops, held as part of Dalhousie's Workplace Wellness program. June's focus is on family relationships. All workshops are available by videoconference to Truro.

- Parenting the Teen Years: 13-19 years (June 5) <https://events-tm.dal.ca/workshop.php?id=2496>
- Parenting the Tween Years: 7-12 years (June 13) <https://events-tm.dal.ca/workshop.php?id=2497>
- Parenting the Early Years: 0-6 years (June 20) <https://events-tm.dal.ca/workshop.php?id=2498>
- Creating a Great Family Life (June 27) <https://events-tm.dal.ca/workshop.php?id=2499>

**WORK
WELL**

Use Your 2017-2018 Health Spending Account by June 30

June 30 is the deadline for using your \$500 Health Spending Account (HSA) entitlement for 2017-2018 academic year. Unused HSA balances can be carried forward for one year only, but will then be forfeited. The HSA is an amount you can use for payment of medical expenses not covered by your basic health and dental plan, including health and dental premiums. Visit <http://dfa.ns.ca/health-spending-account-guide> for more info. Once you have obtained services covered by this year's entitlement, you will have until September 30 to file your claim with Medavie Blue Cross.

***As negotiated in the new collective agreement,
the HSA entitlement for the 2018-2019 academic year will be \$750.***

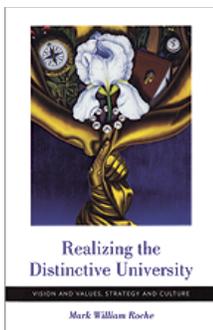
Anomalies Fund Application Deadline

The Anomalies Fund Committee (AFC) is now accepting applications. The AFC exists to adjust the salaries of DFA Members "whose salaries are judged to be anomalously low, when compared with the salaries of other Members accounting for experience and rank within their Faculty" (Collective Agreement, Article 31A.06). [Click here](#) for the Call for Applications and an overview of the process. Applications must be submitted by June 30, 2018. If you have questions regarding the application process, please email Dr. Mark Stradiotto, AFC Chair, mark.stradiotto@dal.ca. Once you apply, please email Dr. Stradiotto to ensure he received your application. Any salary adjustments will be effective July 1, 2018. The list of 2017-2018 Faculty Salaries by Rank & Y-Value is posted at (see "2017-2018 Report"): <https://www.dal.ca/dept/senior-administration/provost-vp-academic/reports/faculty-recruitment-salaries.html>

Books You Can Use

Realizing the distinctive university: vision and values, strategy and culture

Mark William Roche. Notre Dame Press, 2017; 88 pp; ISBN: 978-0-26810-146-6.



"The central element running through the book is that a leader must have a vision for what they want their institution to be, and not to be, to guide their day-to-day decisions. This theme is reiterated through sections on hiring and promotion, curriculum, collaboration and community, sharing stories of successes, and lessons learned through less successful endeavours."

Alan McGreevy is a biology instructor at the University of Winnipeg. His full book review is available on [CAUT's website](#)

