

NEWS YOU CAN USE

President's Message

by Dave Westwood, DFA President

October marks roughly the midway point of the Fall Semester, perhaps the peak of your academic workload but fortunately also the peak of autumn's beauty. I hope you are finding some time to get outdoors and enjoy the crisp weather and stunning colours amid your regular duties.

November is a month of celebration for the DFA as we mark the 40th anniversary of our certification as a bargaining agent at Dalhousie University. We are hosting a conference on the Academic Workplace featuring panel presentations on "Equity, Diversity, and Inclusion" and "Academic Freedom" as well as keynote presentations chronicling the DFA's contributions to these issues over the past four decades. One week later we will have an evening reception featuring a "Past Presidents' Panel" and the release of our Commemorative Booklet "40 Years of Activism: Working Toward a Better Dalhousie". Full details for these events can be found elsewhere in the newsletter. I am also pleased to remind you that November will feature a Dues Holiday for all DFA Members (and members)!

Outside of planning these celebratory events, we continue to work on a number of important issues that affect DFA Members. In a recent email message to the full Membership I detailed the situation faced by our colleagues in the Faculty of Agriculture as they recover from the serious fire on the Truro campus. Thank you to those who reached out with messages of support and offers of assistance - it makes a difference to see these expressions of empathy and solidarity.

The DFA is committed to ensuring that the Calls to Action from the Truth and Reconciliation Commission shape our work. We are increasing our efforts to support our Aboriginal Members, in part by ensuring that relevant provisions of the Collective Agreement are interpreted appropriately and provide the intended support and recognition for their work. We continue to support the Members of the DFA Aboriginal Caucus as they are increasingly asked to provide leadership in efforts to Indigenize our academy.

Through the DFA Equity Committee, the Association-Board Committee, and the Grievance Committee our efforts continue to ensure that provisions in the Collective Agreement that relate to equity in hiring practices are respected. We encourage all DFA Members who are serving on appointment committees to become familiar with Article 14.01 and to reach out for support if you have any questions or concerns about search and hiring processes.



As ever, the DFA continues to monitor the development and implementation of policies sponsored by the Board of Governors and Senate. It is helpful when Members bring new policies to our attention as the DFA is routinely excluded from plans for direct and meaningful consultation even when policies intersect with the Collective Agreement. We were recently alerted to an emerging Senate Policy on Faculty Reviews of Academic Units, which arises from Senate's proper role in the oversight of academic programs. Such "Quality Assurance Frameworks" are now commonplace on Canadian university campuses and seek to evaluate the quality of academic work often using standards and priorities that are determined by external agencies. It is important to recognize the significance of this policy for the academic workplace, because Academic Program reviews can lead to recommendations for variation to, or termination of, academic programs. There are real risks posed to academic freedom when academic programs are held to standards and expectations controlled by external bodies such as the Maritime Provinces Higher Education Commission (MPHEC). We will keep a close eye on this policy as it moves forward to final approval. Furthermore, we will work with the Senate and Board to continue our advocacy for broad consultation consistent with collegial governance principles.

Best wishes for an enjoyable autumn, and we look forward to seeing you at some or all of our 40th Anniversary events in November!

40 Years of Activism: Working Toward a Better Dalhousie

DFA celebrates 40th anniversary with two special events

November 13 Conference: Earlier this month, you received an invitation to our conference being held Tuesday, November 13 in the McInnes Room, Dalhousie Student Union Building. We have two lively panel discussions featuring speakers from our own DFA membership. Our first panel is on Equity, Diversity &

Inclusion, and our second panel will address Academic Freedom. Dr. Susan Sherwin will deliver a keynote address, and we will launch the Dr. Robert Sinclair Rodger Lecture, with the inaugural lecture delivered by Dr. Robert Rodger, who led the Association's certification drive and served as DFA's president in 1978-79. For more info or to register, email Catherine.Wall@dal.ca by October 29 (note food sensitivities in your email).

November 13 Conference

Equity, Diversity & Inclusion

Academic Freedom

November 20 Reception

Presidents' Panel

Commemorative Booklet Launch

November 20 Reception: Join us for a wine & cheese reception on Tuesday, November 20, 6-8 pm, Life Sciences Research Institute. Our commemorative booklet "40 Years of Activism: Working Toward a Better Dalhousie" will be launched, and we will have several former DFA presidents share a few memories. A separate invitation will follow via email next week.

Wi'Kipatmu'k Mi'kmawey (Honouring of the Mi'kmaw Way) **October is Mi'kmaq History Month in Nova Scotia**

by Nancy Macdonald, DFA Executive Committee Member and Chair DFA Aboriginal Caucus

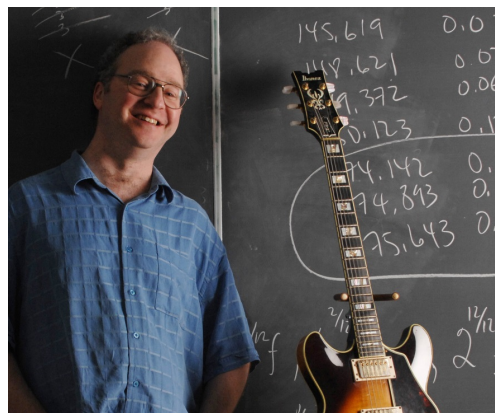
As chair of the DFA's Aboriginal Caucus, I would like to recognize Mi'kmaq History Month and provide an update from the DFA caucus.

The DFA sponsored two Aboriginal faculty members to attend the Aboriginal Academic Staff Conference, "Advancing Indigenization", held October 19-20 in Ottawa. Conference participants met peers from across Canada, built networks of contact and support, and shared in discussion about the status of Indigenous academic staff in Canada, efforts to recognize Indigenous knowledge in the academy, and the challenges facing new Indigenous scholars.

Here at Dalhousie, the Aboriginal Caucus meets with members of the Executive Committee monthly to discuss advancing Indigenization and how to support the Indigenization strategy being developed at Dalhousie University. The Aboriginal Caucus would like to acknowledge the high level of collaboration between the DFA and the Aboriginal Caucus at Dalhousie University.

Learn about Mi'kmaq History Month in Nova Scotia [here](#). Also, visit the research section at the end of this newsletter for research and other interesting information about Aboriginal issues.

DFA Public Speaker Series in Halifax next month **Mathematics & Music - Yeah, Yeah, Yeah!**



Join us Tuesday, November 27, 6:30 - 8:30 pm, at the Halifax Central Library for Mathematics & Music – Yeah, Yeah, Yeah! Come listen to live music and learn how music is all about mathematics. This is the second talk in DFA's Public Speaker Series designed to bring Members' areas of expertise and interest out of the classroom and lab, and into the community.

Music is all about mathematics, the science of patterns. Why do we like certain scales and rhythms? Why are we drawn to the blues? What can mathematics say about music authentication? How can math help us unravel some mysteries of the Beatles? DFA Executive Committee member Professor Jason Brown, Mathematics & Statistics, will answer these questions and lead a band in a live performance.

Jason's work has garnered worldwide attention in national and international newspapers, BBC and NPR radio, the Daily Planet TV show, Guitar Player magazine, and the websites of Wired and the Wall Street Journal. He has authored a number of books, including *Our Days Are Numbered: How*

Mathematics Orders Our Lives (Random House). He has also written many articles on the role that mathematics plays in everyday life. [Click here](#) to read more about Jason's research.

DFA Equity Committee: Call for Members

We are looking for DFA Equity Committee members. As you may know, the DFA Equity Committee is concerned with equity issues as they impact on our membership. ([Click here](#) for the committee's Terms of Reference.) If you are a DFA Member and you have an interest in getting involved with this committee, please contact Jacquie Gahagan, DFA Equity Committee Chair, jgahagan@dal.ca or DFA@dal.ca.

Workplace Wellness

Dalhousie faculty and staff are invited to attend the following workshops, held as part of Dalhousie's Workplace Wellness program. Send inquiries to healthy@dal.ca

**WORK
WELL**

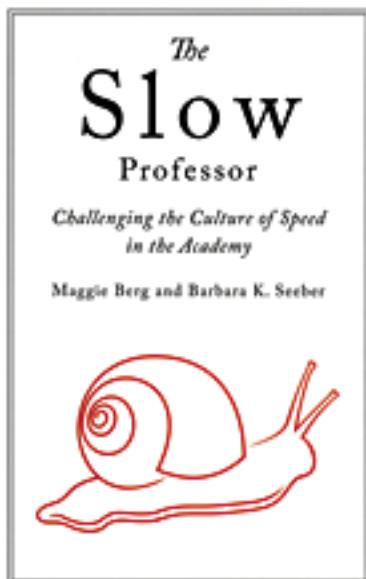
- Walktober: Info on activities for the rest of October [here](#).
- Building Bridges: Collaboration at Work (Halifax & Truro) Oct 24. Register [here](#).
- Rumours in the Workplace (in person) Oct 29. Register [here](#).
- Rumours in the Workplace (webinar) Nov 1. Register [here](#).
- Pain Awareness: Becoming Your Own Advocate. Nov 8. Register [here](#).
- Pain Awareness: Your Healthy Back (Halifax & Truro). Nov 15. Register [here](#).
- Pain Awareness: More Tools for the Toolkit - Part 1 (Halifax & Truro). Nov 21. Register [here](#).
- Pain Awareness: More Tools for the Toolkit - Part 2 (Halifax & Truro). Nov 26. Register [here](#).
- Intro to Qigong. Nov 29. Register [here](#).
- Working in Pain? Ask a Physiotherapist. Nov 30. Register [here](#).

Books You Can Use

The Slow Professor: Challenging the Culture of Speed in the Academy

Maggie Berg & Barbara K. Seeber.

Toronto, ON: University of Toronto Press, 2016; 136 pp; ISBN: 978-1-44264-556-1.



“As corporate practices and the neoliberal ideology that sustains them increasingly and seemingly inexorably alter the organization and social function of colleges and universities, professional educators are witnessing and suffering profound changes in their working conditions,” says Professor Howard Doughty of Seneca College. “The Slow Professor recognizes the psychological strains of academic work, but subtly points toward explicitly political responses to the emotional toxins we absorb; but, it also avoids the fate of most subject-centred therapeutic exercises which are mainly courses in adaptation and resignation. Although it is no call to arms, no manifesto, nor a shout of defiance at the authorities, for insightful readers, the next step beyond self-awareness will be obvious.”

Research Links from Around the World

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Revitalization of Indigenous Languages (University of Regina)

The Community Well-Being (CWB) Index (Government of Canada)



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