

faculty times

UWOFA.CA

**\$555
million in
surpluses
over 6 years**

30%
of all faculty
still lack any
meaningful
job security.

**PROFS
BEFORE
PROFITS!**
uwofa.ca

**JOB
SECURITY
for
CONTRACT
FACULTY**
uwofa.ca

Faculty Times is an official publication of the University of Western Ontario Faculty Association
Phone: 519-661-3016 • uwofa@uwo.ca • www.uwofa.ca

@uwofa f /uwofa



Contents

President's column
We're Stronger Together **3**

Interview
Jeff Tennant and
Johanna Weststar **5**

Commentary
Western Libraries
Reorganization..... **9**

Report
Librarians and Archivists
Collective Bargaining Update **11**

Commentary
Nature of Librarian Work **12**

News
Academics Without Borders..... **14**

Notice
Body Bequeathal Program **15**

Faculty Times is an official publication of the
University of Western Ontario Faculty Association.
Articles do not necessarily reflect the views
of UWofA.

ALISON HEARN, editor
ahearn2@uwo.ca

VANESSA BROWN, editor
vbrown5@uwo.ca

ISSN# 1206-2529



The University of Western Ontario Faculty Association
1201 Western Road, Elborn College, Room 2120

Phone: 519 661-3016 Fax: 519 661-3946
email: uwofa@uwo.ca • www.uwofa.ca

 @uwofa  /uwofa

President's Column



We're Stronger Together

By Dan Belliveau, UWOFA President

Almost 100 years ago on May 15, 1919 over 30,000 public and private sector employees left their jobs as part of a general strike in Winnipeg¹. Considered the largest general strike in Canadian history, the workers elected job action to defend the principles of collective bargaining, fair wages and better working conditions². Sound familiar? Unions today continue to defend workers' rights to fair and equitable wages and safe workplaces free of discrimination and harassment. Organized labour not only protects those who are members of a union but positively influences the working conditions for all employees in a society. However, the success of a union is inherently linked to its definition: "something that is made one: something formed by a combining or coalition of parts or members"³. The University of Western Ontario Faculty Association has secured important gains throughout the years because of our shared conviction that the workplace can be better for all faculty members who contribute to the educational mission of the university.

It was a most satisfying example of shared resolve on Nov. 9 when I wrote to you at 2:02 AM saying, "I am very pleased to announce that a tentative faculty collective agreement has been reached with the university administration". We were two hours into a legal strike position. The negotiating team had met with the administration on 25 separate occasions before that agreement was signed. Yet, how could the negotiating team take the negotiations to the precipice?

Simple – they had the support of their colleagues and peers, their union, to achieve the best deal possible. Later in this issue of *Faculty Times* in an interview with Jeff Tennant, our chief negotiator and Johanna Weststar, deputy chief negotiator, they reflect upon our most recent round of negotiations (this is a good opportunity to interject with my personal thanks to Jeff and Johanna for their leadership during this round of negotiations).

As Jeff describes, "the 94% yes strike vote was part of that successful mobilization. We could speak convincingly at the table on behalf of our members and there was no way the employer could credibly call into question the fact that we were speaking on behalf of our members and the mandate we were bringing to the table." I've had the privilege of participating on three negotiating teams (2010, 2014 and 2018 [in my ex officio capacity as president]) and have come to fully appreciate the incredible strength in solidarity. In each case, our members overwhelmingly voted to support our mandate, giving the negotiating team the confidence to aggressively defend our demands, to strive for our goals. The negotiating team cannot do it alone. This is the work of many, and every individual who has participated in one aspect or another is a building block to being stronger together. The Collective Bargaining Committee, supported by the work of the Committee for Contract Faculty, Pensions & Benefits Committee and Salary Committee, develops the negotiation goals. In preparation for negotiation and during key periods during



“When we as UWO employees show we are prepared to strike, to picket the Western campus to press our demands for better quality education, we find we have the support of students, other labour groups and the broader London community. As we learn to use that power, we further educate our members and others about bargaining issues, we can achieve even more for UWO faculty and students.” — David Heap

negotiations, our Communications Committee works to develop key messages that narrow in on important issues. Other forms of mobilization such as information picketing around campus are key to messaging and that requires an ability to distribute broadly across the university; our Faculty Representatives Council contributes to UWOFA’s reach within units. As negotiations intensify, the Strike Action Committee gears up. This committee is responsible for all preparations necessary in the event UWOFA goes on strike. It is not necessarily glamorous work, but it is essential work. Furnishing the strike head-quarters, organizing transportation and food, ensuring there are portable toilets at the picket stations and organizing hundreds of volunteers for picket duties takes a tremendous amount of human resource and organization. The sheer number of members who signed up to participate for picket duty in preparation for potential labour action was incredible and a bit overwhelming. I am in awe and very thankful to every one of you who were prepared to stand together in unity to support our negotiating team.

As David Heap, co-chair of the Strike Action Committee, said, “Our union only makes real gains with the support of a membership, united despite many

differences, willing to get their feet in the street to back our collective goals. Our negotiating team, Board and Strike Action Committee can only do so much: our real strength lies in an informed and engaged membership.”

“When we as UWO employees show we are prepared to strike, to picket the Western campus to press our demands for better quality education, we find we have the support of students, other labour groups and the broader London community. As we learn to use that power, we further educate our members and others about bargaining issues, we can achieve even more for UWO faculty and students.”

Students understood that faculty working conditions are their learning conditions and shared their concern regarding the precarity of contract faculty⁴ and expressed their support for the goals UWOFA had prioritized during negotiations. As Alison Hearn, chair of the Communications Committee said, “*The Gazette* Nov. 6 editorial entitled ‘Faculty Strike is reasonable’ expressed support for UWOFA’s goals, signalling that we had done a good job explaining our issues to our campus allies.” Indeed, our clear solidarity alleviated some of the concerns students had as the strike deadline approached.

I called this piece *We’re Stronger Together*. I realize that is not a particularly novel title, but I believe it captures the essence of what took place during negotiations this past fall and in each of our previous rounds. Working together, united in our resolve to see positive change that a union can bring into the workplace, we have shown we are prepared to exert our power to ensure the wellbeing of Western’s employees today and into the future. ■

¹ <https://canadiandimension.com/articles/view/the-1919-winnipeg-general-strike>

² <https://www.thecanadianencyclopedia.ca/en/article/winnipeg-general-strike>

³ <https://www.merriam-webster.com/dictionary/union>

⁴ https://westerngazette.ca/news/student-campaign-protests-termination-of-history-contract-faculty/article_2a1aea02-e2f7-11e8-907b-c3e648ef10c4.html

⁵ https://westerngazette.ca/opinion/editorial-faculty-strike-is-reasonable/article_gbb89fc4-df91-11e8-b4ae-cb0f1407a8ac.html

Dan Belliveau is UWOFA president

Interview



Jeff Tennant & Johanna Weststar

In the early morning hours of November 9, 2018, UWOFA's negotiating team and the employer reached an agreement that ended a down-to-the-wire round of faculty contract negotiations on the day of the strike deadline.

The amount of time spent negotiating is significant; UWOFA's negotiating team met with the employer 25 times since bargaining began in June, totaling about 150 hours. Negotiating team members spent countless more hours in meetings and consulting colleagues across the faculties and departments throughout bargaining.

In mid-December, Jeff Tennant and Johanna Weststar, UWOFA's chief negotiator and deputy chief negotiator, sat down for an interview to reflect on the latest round of contract negotiations.

Q: What went right during this round of negotiations?

Jeff: What went right was particularly the mobilization within UWOFA. We had a strong Strike Action Committee, and a strong communications strategy; the Board and Executive worked closely with the negotiating team, and we were able to build in our strike preparations when it became evident that we needed to follow that route in order to get an agreement, and we succeeded at the point where a strike deadline was looming because we were ready. That readiness that was the key to our success at the table.

Interview

The amount of time spent negotiating is significant; UWOFA's negotiating team met with the employer 25 times since bargaining began in June, totaling about 150 hours. Negotiating team members spent countless more hours in meetings and consulting colleagues across the faculties and departments throughout bargaining.

Q: What impact did that strike preparedness have on day-to-day negotiations with the employer?

Jeff: We felt supported, and it gave us credibility with the employer across the table. I should add the 94% yes strike vote was part of that successful mobilization. We could speak convincingly at the table on behalf of our members and there was no way the employer could credibly call into question the fact that we were speaking on behalf of our members and the mandate we were bringing to the table, the contract demands that we were presenting at the table. We were doing those on behalf of our members and our members were ready to take action in order to achieve our goals.

Johanna: The mission of the Strike Action Committee was really to make sure that the negotiating team had the freedom to make whatever decision we needed to make to get the best deal. And ultimately that is incredibly important to the team at the table because you need to be focused on the issues. If we were at the table worrying about whether we were supported, whether

the membership was behind us or not, whether we were ready for the strike or not, that would have really been impacting our ability to decide whether we were meeting our goals or not meeting our goals because we would be then making decisions that were based on an external environment. But we never had that concern, ever, at the table. And on the final evening, as a matter of fact, the Board was called in, the Strike Action Committee was called in to meet with the negotiating team, and it was an incredible meeting. It was an incredible show of support, of readiness, of being there that really eased our minds because it meant that we could just stick to the facts and make our determination about whether the goals were met or not met, and everything else would be there, whatever it was we needed, it would be there.

Q: What was particularly challenging this round?

Johanna: You always want to get it done in a quick and efficient manner. And I think that remains a challenge; I think the membership would love to have a deal much sooner in the summer and not have a process that's quite so long. And I think our team was very ready; we were very prepared, we had all of our language right away when we went to the table, we knew what our goals were. But it still took a very long time. It took more time than we liked for the administration to really come to the table and start getting serious and really talking deeply about the core issues. So that was a challenge that we faced.

Jeff: And I could add on that that this time we had good reason to expect that we would finish up in less time than in previous rounds. The employer, in our pre-bargaining meetings, proposed that we have early mediation to take place in July, with the understanding that that would move us, if not to an agreement then very close to an agreement. And we agreed to that early mediation with that goal in mind of achieving an agreement earlier than in previous times. But, to our disappointment, as Johanna said, the employer did not come to the table ready to engage with our core issues, and in particular the substance of our core proposals of dealing with job security for contract faculty. They simply did not engage with the substance of those proposals until very late in the bargaining process. And that made it difficult; the fact that we were not progressing in achieving our goals in that area, and in the area of some of our other priority goals, was frustrating to us. We would have hoped to have gotten to an agreement sooner. So we found that the employer kind of led us onto a longer timeline in bargaining. It was frustrating, but in the end, ok, we had to deal with that if

Interview

that was the time it was going to take then we had to plan our strategy and mobilize our members in accordance with that bargaining timeline.

Q: Did the employer make any problematic proposals?

Johanna: Yeah, there was one, from the beginning really, that was in Alternative Workload, that would have allowed the deans to essentially unilaterally impose a workload on a member. We saw that as very problematic from the very beginning. It goes against the structure of collegial governance. We also saw it as a very high possibility that it really was only going to be used in a punitive fashion; the administration attempted to propose it in a way that was more neutral, but anytime you have something that's unilateral, there's real fear that it's going to be used to punish people who were not fulfilling their research to the dean's standard, and impose extra teaching on them. We can't have a system where teaching is used as a stick for someone who is perceived to not be researching enough. We value those things equally here at Western and it's just not appropriate to be using more of one as punishment for a perception that you're doing less of another.

Q: What was the outcome of that proposal?

Johanna: That proposal was on the table for most of the time. We just kept maintaining, 'This is not in. This is not in the package,' and it ended up being dropped on the final day as part of the packaging up of the remaining issues. But in that way it became an item that we had to deal with in a trading fashion.

What it meant was that we may not have been able to fight for something else that we wanted because we had to push back against that item. So, when you get these problematic proposals from the employer, you may end up achieving less because one of your successes was actually fighting something bad. And that doesn't always come out because you see what's new in the Collective Agreement; you don't always see the terrible things that could have been added.

Jeff: There were also some other concessionary proposals – one of them was to force distribution of the annual performance evaluation ratings so that a certain prescribed proportion of members would be pushed to the bottom of the scale and would not receive any merit pay, performance linked compensation. We pushed back on that while negotiating some modifications to annual performance evaluation. But what was particularly egregious was very late in the bargaining stages, like in the last few days when we were in mediation and a strike deadline was looming, the employer brought in some brand new concessionary proposals about benefits. They were going to cap a couple categories of benefits. The employer previously brought in their whole package related to benefits and there was nothing that was going to pull away benefits. Well they brought this late in the game, and we were flabbergasted by it and we had to communicate to our members that this is what we're up against. These are the tactics that the employer is playing at the table. It's late in the game and they're taking things away, so we had to tell that to our members. We can't, for the life of us, figure out why the employer brought those proposals to the table – we can speculate – but it certainly galvanized our resolve.

Johanna: Yeah, so late in the game it took up a lot of time to then deal with those issues and get them off the table. And, with only two days left before a strike, every minute counts to be working in a forward direction. And this really moved us sideways, if not back.

Q: How did you deal with the uncertainty throughout the bargaining process?

Johanna: There's a lot of uncertainty in the process, and it's a lot for each individual to shoulder. That's why you have a team. There were lots of moments across the months, but many in the last two weeks, where we were literally every day in a room together where team members would get down or get frustrated and you worry, 'Is this enough?' Or you're second-guessing yourself. And that takes a very strong emotional toll, and as the strike deadline looms, the thought in your mind of 'Am I going to be the person responsible for everyone being on the picket line tomorrow?' That's a really big thought, and there is room for a lot of uncertainty in that thinking. And I think that's where having a team that you've really put your faith in is really important. And we had a lot of really hilarious moments, and silly moments, that were just cathartic and kept our spirits up. We encouraged each other when someone was worried. We knew what the members wanted, and we knew what we needed to achieve, and what really helped, I think, was that we would always encourage each other to come back to those places. 'What do we need? What do we need? Looking at this piece of paper: is this what we need? No, it's not yet what we need.' So it was about encouraging each other to stay strong in the face of a kind of slow, whittling-down process where the

administration passes something that's closer to what you need, but is it what you need? And you really do need a team to be able to look at that and say, 'No, it's not quite there yet.' Because as an individual, the uncertainty would be higher.

Jeff: Johanna really put her finger on it. There's the uncertainty and there's the weight of responsibility that we have as a team. It can be overwhelming and scary if you let your mind tell you it's all on your shoulders. The way you get through that is, first of all, the collective effort of working with our team. We worked by consensus and checked in with each other to ascertain that the decisions we're making are collective ones, and that we're working with the rest of the organization as well. We report to the UWOFA Board of Directors, we checked in with the Board directly within a few hours of the strike deadline to get direction of where to go. The president, Dan Belliveau, is an ex-officio member of the team and was often at the table and in caucus with us. He was there to help us ensure that the decisions we're making are in the best interests of our Association as a whole, so that we can feel reassured that we're working in a way that's accountable, that we're achieving the mission that's been given to us.

Q: Is there anything else you would like to add?

Johanna: The only other thing I would say is I think that it's important to stay practical. We would all like to fundamentally change a lot of things at the university. But we bargain in a certain space. And we come in very idealistic and hopeful. But

we also need to remember that we aren't going to get everything. And that was a learning experience for me. Even many days after reaching a deal, I had to reconcile my most idealized goals with what we achieved. And that also is something you learn and get better at, and your team helps you with that – knowing that you've covered good ground in that space and managing the achievable with the ideal.

Jeff: I fully concur. We had to get what we needed at the table, and I think we got what we needed.

Johanna: There's always something left for next time! ■



Jeff Tennant is an associate professor in the Department of French Studies



Johanna Weststar is an associate professor in the DAN Department of Management and Organizational Studies

Annual Meeting of Members

Monday, March 25, 2019
12 p.m. – 2 p.m.
Talbot College, Room 204

Lunch will be provided



Commentary



Western Libraries Re-Organization

By Kristin Hoffmann

Apprehensive, excited, frustrated, energized and confused – these are just a few of the reactions librarians have had to the recent Western library re-organization process. Since May 1, 2018, librarians and archivists with Western Libraries have seen their workplace radically restructured into five new units:

1. Content Management, Discovery and Access
2. Archives and Special Collections
3. Research and Scholarly Communication
4. Teaching and Learning
5. User Experience and Student Engagement

These units are commonly referred to as “functional,” because they are aligned with particular roles or functions carried out by library workers. Western Libraries used to operate according to a model referred to as “subject” or “liaison,” where library units are aligned with disciplinary areas at the university. Across Canada, many academic libraries are reviewing their organizational structure and there is a growing trend to adopt functional models. The University of Guelph Library was the first to move to a functional model, in 2009. Western Libraries is not alone in making this structural change; anecdotally, I hear about another library re-organization every few months.

This re-organization of the library according to its ‘functions’ means that each of us is working with a different group of colleagues in our unit. Most of us report to a new supervisor. Many of us have new sets of professional practice responsibilities and are no longer doing work we used to do. Some of us have physically moved to offices in different library buildings on campus. As described above, these changes have been met with varying reactions among members of the librarians and archivists bargaining unit.

One of the positive aspects of this re-organization has been the opportunity for individual librarians and archivists to further their careers and take on



Low morale is an overall and insidious concern. I see this in myself and in colleagues when we express our fear that the re-organization may not allow us to provide the same quality of service, when we are disillusioned with processes that seem opaque and bureaucratic, and when we question whether administrators understand and value our work.

positions and responsibilities that had not been previously available to them at Western. The re-organization created four new positions for Western Libraries: Digitization and Digital Preservation Librarian; Special Collections Librarian; Teaching and Learning Librarian, E-Learning; and User Experience Librarian. These positions were filled by internal competition, which opened the possibility for any librarian or archivist working in Western Libraries to apply for one of these positions. Similarly, four new Unit Heads were hired through internal competition.

The processes for these internal hires, and for all our members' reassignments, were jointly agreed to by UWOFA and the administration in a new Letter of Understanding – Organizational Renewal Initiative which is now part of the Librarians and Archivists Collective Agreement. UWOFA was active in protecting the interests of librarians and archivists throughout the planning process, advocating for flexibility and choice. This effective advocacy was another positive aspect of the re-organization.

But the re-organization has raised some serious concerns and challenges as well. Increasing workload is one challenge that many librarians and archivists have experienced since the re-organization took effect in May. Some of that increased workload is due to vacant librarian positions, and we are uncertain about when or if those positions will be filled.

In addition, we have had to orient ourselves to new work while at the same time orient colleagues to work that they would be taking on. For example, as a Research and Scholarly Communication Librarian, I am no longer managing collections or instructing students, so I have been sharing files and insights with the librarians who are now doing that work, and I continued that work until they were fully prepared to take it on. In areas where expertise takes time to develop, such as advising students on carrying out systematic reviews, librarians maintained a significant workload from their previous role while working in their new unit.

A related challenge has been competing demands on our time between our professional practice, academic activity, and service. Academic activity and service together comprise 25% of our normal workload. However, while we have taken on new professional practice responsibilities, many librarians and archivists feel that these activities have required more than 75% of our workload.

Many Western Libraries committees have been terminated, and colleagues have needed to find other ways to fulfill service responsibilities. Recently, UWOFA's Librarians and Archivists Stewards Committee hosted a panel discussion aimed at helping colleagues find opportunities to perform service outside Western Libraries.

Many of us have expressed feeling increasingly disconnected from our colleagues in our daily work. An emphasis on working more closely with colleagues in our new units seems to have come at the cost of communication with colleagues in other units.

Low morale is an overall and insidious concern. I see this in myself and in colleagues when we express our fear that the re-organization may not allow us to provide the same quality of service, when we are disillusioned with processes that seem opaque and bureaucratic, and when we question whether administrators understand and value our work.

Planning this re-organization took several years, but we have not yet heard how the new structure will be evaluated. In the meantime, UWOFA continues to listen to the concerns of members in Western Libraries and work hard to protect our interests, and my colleagues and I continue to fulfil our duties while monitoring our ever-expanding workload. ■



Kristen Hoffmann is a Research and Scholarly Communication Librarian

Report



Librarians and archivists go to the bargaining table

By Johanna Weststar

With the Collective Agreement expiring on June 30, 2019, members of the librarians and archivists (LA) bargaining unit and the UWOFA Board have already been hard at work. The negotiating team and the Collective Bargaining Committee (CBC) were formed over the summer and have been meeting monthly since September.

The members of the negotiating team are chief negotiator Johanna Weststar (faculty member), deputy chief negotiator Kristin Hoffmann, Samuel Cassady, Marni Harrington, and Cindy Cossar-Jones (UWOFA Professional Officer). They also serve on the CBC with the extra support of John Costella, Denise Horoky, Brian McMillan, Courtney Waugh and Cheryl Woods. This is an incredibly strong and well-balanced team. Johanna and Kristin are fresh off the faculty unit bargaining round, many have experience from previous rounds of LA bargaining, participating in the pay equity struggle for librarians and archivists, and serving on Joint Committee and the UWOFA Board. As well, some fresh

faces add new perspectives and build capacity across the unit.

We offer our great thanks to Sam Trosow who was serving on the negotiating team and will be stepping down due to his recent election to the Western Board of Governors. We will miss Sam on the team, but know he will be doing great work for all UWOFA members at the BoG. Sam will be replaced by a member of the current CBC and we'll invite an additional librarian to join us on the CBC.

The CBC has convened two focus group sessions and conducted two surveys of the LA membership to gather input about their goals for this bargaining round. The Western Libraries Organizational Renewal Initiative has brought change and uncertainty for many of our librarian and archivist colleagues. This reinforces our need to negotiate a fair contract that sustains fulfilling careers and values librarians and archivists as important contributors to the academic mission of the university.

Throughout the next few months the CBC will finalize bargaining goals, present them at an LA bargaining unit meeting and seek a mandate through a vote of the bargaining unit. The negotiating team will head to the table in the spring.

In addition to the work of the NT and CBC, there are numerous activities required to support the bargaining process. These can range from volunteering to staff voting tables to distributing informational leaflets to helping with strike preparations. The librarians and archivists will be out in full force, but any faculty members who wish to show solidarity with their LA colleagues in these more direct ways are encouraged to contact Johanna Weststar (weststar@uwo.ca). ■



Johanna Weststar is the chief negotiator of the librarians and archivists bargaining unit



Reflecting on the nature of academic librarian and archivist work

By Marni Harrington

As Western's 43 librarians and archivists prepare for collective bargaining in the spring, it's an ideal time to reflect on the nature and importance of librarian and archivist labour in our academic environment.

Academic libraries do not exist in isolation but function within the governance and administrative structures of higher education, and within the broader realities of public institutions in a time of neoliberalism. In libraries, there are many neoliberal practices that may threaten or be in opposition to the ethical guidelines and values of librarianship, and these practices are now an ongoing concern in information and academic environments¹.

In 2018, the Association of College and Research Libraries (ACRL)² identified several major trends in academic libraries, some of which are in direct conflict with our professional values and ethics. For example, the push for learning analytics and data collection are ubiquitous in many libraries, with mined data used to plan more services for students and predict their future needs. However, collecting student data contravenes our code of ethics about patron privacy and confidentiality³. How patron data is collected, who it is shared with, and how it is shared are all ethical concerns for librarians and archivists even if it is not a concern for our patrons.

Another major trend is the expansive reach of "big publishers and vendors" such as Elsevier, that extend beyond publishing to access, discovery, and dissemination of content. Monopolies such as these also risk the integrity of patron data. Specifically, there is a lack of transparency about the profits gained from searching, publication, and article download data from our students and faculty. A knowledge inequity is also created when researchers in developing countries and the global south cannot afford to access content available only through "big publishers".

Working in academia, librarians and archivists continually identify and evaluate the ever-changing information needs of



Academic libraries do not exist in isolation but function within the governance and administrative structures of higher education, and within the broader realities of public institutions in a time of neoliberalism. In libraries, there are many neoliberal practices that may threaten or be in opposition to the ethical guidelines and values of librarianship, and these practices are now an ongoing concern in information and academic environments

our university community. The Canadian Association of University Teachers (CAUT) states that "... academic librarians are full partners with faculty members in

the scholarly and intellectual functions of universities and colleges."⁴ University archives and libraries provide a service for faculty and students and the role of librarians and archivists is to develop, support, evaluate, plan for the future, and influence any library and archival services that are offered. Broadly, this means supporting the teaching, research and learning of faculty and students in a critical and educated manner. There are numerous librarian and archivist duties and responsibilities grounded in themes of organizing, managing and facilitating access to library resources and services. Our duties and responsibilities are also grounded in ethical guidelines and values that are fundamental to our practice.

All librarians and archivists hired at Western must have a Master's degree from a program accredited by the American Library Association (ALA). In most cases, this is a degree in Library and Information Science, Archival Studies, or an equivalent information or archival Master's degree. Many librarians and archivists have trained in diverse fields and may have other graduate degrees at the Master's or PhD level. Through our professional programs, we gain substantial theoretical knowledge about the principles that form the foundation of professional work in libraries and archives. Professional values and ethical guidelines provide the framework for our labour, that in theory, influence the policies we create and the services we offer.

Working in the faculty-supported library in the Faculty of Information and Media Studies (FIMS) where our Master of Library and Information Science students learn theoretical and practical aspects of library and information work, I can see that there is often a disconnect between idyllic models of practice and what we enact in our day-to-day work. It can be extremely difficult to uphold fundamental

principles at the expense of efficiencies, accountabilities, and ongoing austerity measures of doing more with less. Our collective agreement grants us academic freedom so that we can influence policies and practices in our libraries and archives without fear of administrative retaliation⁵. It gives us control and autonomy over how our work is carried out, so that we can continue to make critical and educated judgements about our day-to-day labour and recognize and rebuff the impact of neoliberal practices. ■

References

¹Nicholson, Karen P. "The McDonaldization of Academic Libraries and the Values of Transformational Change." *College & Research Libraries*, 76.3 (2015): 328-338.

²Research Planning and Review Committee, ACRL. "2018 top trends in academic libraries: A review of the trends and issues affecting academic libraries in higher education." *College & Research Libraries News*, 79.6 (2018): 286.

³NPEREZ. "Privacy and Confidentiality: Library Core Values." *Advocacy, Legislation & Issues*, 25 Apr. 2014, <http://www.ala.org/advocacy/privacy/toolkit/crevalues>.

⁴CAUT (2009), *Issues & Campaigns: Librarians & Libraries*.

⁵CAUT Bargaining Advisory (2018). *Bargaining Parity for Librarians & Archivists*.



Marni Harrington is an associate librarian in the Faculty of Information and Media Studies



UWOFA partners with Academics Without Borders

UWOFA is partnering with Western's Academics Without Borders committee to raise awareness about future opportunities to volunteer with the organization. The initiative provides funded opportunities for faculty members (particularly those on sabbatical leave or recently retired), staff, and administrators to volunteer at universities in low resourced areas of the global south in teaching, curriculum development, and program development. Western has been a member of Academics Without Borders for two years, and one of our faculty members – Andrew Botterell from Law and Philosophy – has already completed a volunteer position teaching jurisprudence at Bahir Dar University in Ethiopia last winter.

You can read about Andrew's experience at <https://news.westernu.ca/2018/03/law-professor-crosses-borders-name-global-understanding/>.

And you will find general information about Academics Without Borders at <https://www.awb-usf.org>. All UWOFA members – limited duties, limited term and tenure track – are eligible to apply for volunteer positions. Retired faculty members with an emeritus appointment are also eligible to apply. Academics Without Borders pays for all travel and subsistence costs for volunteers, as well as necessary vaccinations, visas, etc. Stay tuned for announcements about future opportunities, and please email the chair of Western's AWB committee, Dr. Amanda Grzyb, if you have any questions: agrzyb@uwo.ca

UWOFA supports International Women's Day

The University of Western Ontario Faculty Association (UWOFA) celebrated International Women's Day by attending the 19th annual International Women's Day Breakfast on Friday, March 8 at the London Convention Centre.

The International Women's Day Breakfast is an annual fundraiser held in support of the London Abused Women's Centre.

The first National Woman's Day was held in the United States in 1909 in recognition of a garment workers' strike the year before. During that strike, employees protested against poor working conditions. The first International Women's Day was observed in 1911 with the aim to achieve suffrage for women, the right to hold public office, the right to work, and an end to job discrimination.

Over the decades, International Women's Day has become global in scope; in 1995, 189 governments signed the Beijing Declaration and Platform for Action which includes a vision for a world where women and girls have the right to an education, an income, and live in communities without violence and discrimination.

"UWOFA is committed to ensuring that our workplace reflects the diversity of persons that naturally abounds," said UWOFA president Dan Belliveau.

"I look forward to the day when we can reflect back on inequality as a historical issue but until that time, International Women's Day reminds us that we must persevere in ensuring that equity of representation for women, people with disabilities, racialized persons and our Indigenous and Aboriginal colleagues remains on the forefront of our actions and intentions. Please take a moment on March 8 to reflect on how you can personally contribute to moving us forward on this important issue."



Western's Body Bequeathal Program

Did you know that Western has a program for people to donate their body to science after death? This program plays an important role in both medical research and the teaching of anatomy to future health professionals.

From the program's brochure

"Medical advancements worldwide have been discovered in large part because of the generosity of average citizens who have bequeathed their bodies to science. The Western University Body Bequeathal Program has been in operation for more than 50 years. Today, the Program is administered by the Department of Anatomy & Cell Biology at the Schulich School of Medicine & Dentistry. The study of the human body is essential to a career in health care. All students who choose to study anatomy at Western are grateful for the selflessness and foresight of donors."

For more, see www.schulich.uwo.ca/anatomy/about_us/body_bequeathal/index.html

