



Professional Development News 2009-10

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Gains in the new CUPFA Collective Agreement:

I am sure it goes without saying that CUPFA Professional Development is near and dear to my heart, so it gives me great pleasure to report that the **CUPFA negotiating team (Maria E. Peluso, Leslie Cohen, and Umanath Tiwari)** succeeded in making several positive changes to Article 17 which addresses Professional Development. In addition to a total re-organization of the clauses, which now follow a logical sequence, four gains are especially noteworthy:

1. The size of the fund has increased. The basic amount that used to be added to the fund each year was \$165,000 and now it is \$240,000. We will still retain the right for 1/3 of this allotment that is unspent, to be carried over to the next budget year (see Article 17.02 b and c).
2. The amount of the fund available for use by the CUPFA, has increased from \$3,000 to \$15,000 (see Article 17.04b and c). This is used to fund teacher-training sessions, training CUPFA representatives in the Collective Agreement, etc. We have already sponsored teacher-training workshops (to extend the regular schedule of the Centre for Teaching and Learning Services), and look forward to offering more services to members in the coming year.
3. While it remains the case that members must have at least 24 seniority points to be eligible for PD grants, we have opened small claims (see Article 17.07) applications to those with at least 12 seniority points. The amount available per person will depend on the number of applicants and the amount left in the fund after large grants have been awarded. Funding is available to cover the purchase of books and software relevant to your teaching, academic membership fees, some office supplies, etc. For more information see the section on Small Claims and the enclosed application form.
4. The university has agreed to provide display space in a university building (or buildings) to showcase our accomplishments. As well, coverage may be provided in university publications or press releases (see clauses 17.12 b and c). We showed their negotiating team the end products of some of these grants, highlighting the talent and diversity in our membership, and the university was impressed. It is satisfying to see our members being valued, and in effect, that is what the PD fund is all about.

Grants and Projects:

Grants are available to fund research; cover travel to conferences to present papers/posters; to produce art (including CDs, films, etc.); to register for workshops/training, etc. The maximum amount for any one award is \$4000 and there can be only one award per person per budget year. The application deadlines are April 15, October 15, and January 15. It is these dates, in this order, that are grouped as one year because our budget runs from June 1 to May 31; most of the April applications, if they result in an award, do not make claims on the fund until June 1.

The applications are evaluated by a committee consisting of part-time faculty, full-time faculty, and university administration. The 2009-2010 CUPFA Professional Development Committee consists of **Lynn Hughes**, Associate Dean, Fine Arts; **Leopold Plotek**, Full-time Faculty, Studio Arts; **Gillian Leithman**, Part-time Faculty, JMSB; and myself, **Leslie Cohen**, Part-time Faculty, Arts/Science and JMSB. Professor Plotek will be on leave for the next two rounds, and he will be replaced by another Fine Arts full-time faculty member, to be announced.

Below, you will find pointers for potential applicants. Additional information and forms can be found at www.cupfa.org If you have questions, please feel free to call me. If you wish to come by the CUPFA office, we can show you a sample of applications from previous rounds. If there is demand, we will run a workshop on PD guidelines and how to prepare a grant application. Let us know what you would like to see and we will try to meet your needs.

There is not enough room in this publication to describe all the CUPFA PD awards, not even those just from the past year. Instead, I will try to name a few diverse projects, to give you a sense of what we fund and of the talent of our membership. A full list will be reported in my year-end report, and/or on the CUPFA website.

Conference Paper Presentation: **Patrick McDonagh** (English) presented "Searching for the Inner Idiot: Lars von Trier's *The Idiots* and the Construction of the Cognitively Disabled Identity," at the South Atlantic Modern Language Association conference in Atlanta, Georgia. We also congratulate Patrick on the success of his book, *Idiocy: A Cultural History*, which was recently shortlisted for a prize from the Quebec Writers' Federation.

Film: **Philip Szporer** (Contemporary Dance) is one of the directors and producers of a 48-minute dance film *Quarantine*. Take note, he received funding even though this project is supported by Canada Council and other sources. If you wish to do this, detail the entire budget, identifying the portion assigned to CUPFA PD. I recently had the pleasure of attending Philip's one-hour interview session held just prior to *Punto Ciego*, a dance recital by innovative choreographers Victor Quijada and Anne Plamondon. Philip's enthusiasm and vibrant explanations of the background of the artists and what they want to convey in this work left the audience pumped up for the dance.

Workshops/Training: **Nicole Paquet** (Creative Art Therapy) participated in a seminar entitled "Positive Psychology: Practical Applications in Clinical Work," which

was held in Massachusetts, USA. This training not only served to enhance Nicole's clinical training, it is directly related to the practicum courses she teaches at Concordia.

Elizabeth Johnston (Marketing) attended a Poetry Writing Workshop at the Sage Hill Summer Writing Experience, in Lumsden, Saskatchewan. Members should take note that a workshop on any type of writing serves to enhance the professional development of the applicant, even though she is not teaching poetry itself; she teaches business communications.

It is essential for CUPFA members to update our skills on a regular basis. The PD fund is a good resource to help fulfill this requirement.

Music CD: Gary Schwartz (Music) is preparing a CD of music from the repertoire of Ornette Coleman, innovator of the Free Jazz movement. The project includes writing new material and rearranging existing original compositions. Gary is an acclaimed guitarist whom you may remember from our 15th Anniversary Gala. Notices of Gary's concerts are often posted on the CUPFA website. We invite you to support our members by attending their concerts, plays, film screenings, etc.

Art: Stephanie Russ (Studio Arts; Print Media) whose research has concentrated on exploring "the beauty...(of)..traces of life once lived" is preparing a series of prints working with images "of cancer cells and remnants in nature such as flower petals that fall to the ground after the flower itself has died." She is scheduled to exhibit this work at the Galerie St. Ambroise in 2010. Please note, the committee would like to encourage our members to exhibit their art work, and expect that the applicant will endeavour to secure a venue for this purpose.

Research: Constance Classen (Anthropology/Sociology) is conducting an historical and contemporary study of museum display practices in Northwestern Argentina. Members should note that this is a new project which extends research published in articles from 2005-2007. Evidence of previous publications/exhibitions etc. shows the PD Committee there is the likelihood this project will result in an end-product, which our guidelines list as a factor of importance.

Ideally, we would like to publicize all of the projects and recipients. We are still trying to open a satellite site to the CUPFA website, where we can feature the awards. We want to be able to show images of art, sound bites from CDs, film clips, book jackets, etc. Although some progress has been made, we are not yet ready to launch the site. When we do, we hope it will serve to showcase the talent of our members and help potential applicants in preparing their project descriptions.

In the meantime, The CUPFA site is a place where we advertise upcoming art exhibitions, book and CD launches, etc. Please get into the habit of regularly checking the site. When thinking of a gift, why not consider one of our members CDs or books, or tickets to one of our dance or theatre productions. Whether or not your work was supported by CUPFA PD funding, please let us know about these endeavours, and we will post them on our site.

Pointers: Applying for PD Grants

- We cannot fund retroactively. You must apply before the start of your project, conference date, etc.
- There is a maximum amount that may be awarded; currently it is \$4000.00.
- Allow approximately 6-8 weeks till you will hear the decision of the committee.
- Apply well in advance of the start of your project. **Projects planned for May to June, are best served by the January 15 not April 15 round.**
- Any research involving human subjects requires approval from the University Human Research Ethics Committee (UHREC). If you plan to interview anyone this requires ethics approval.
- It is expected that the project will be completed within one budget year (see Article 17).
- The project should lead to an end product such as creation of art, presentation at a conference, a book, a publication in an academic periodical, etc.
- Conference presentations with proof of paper acceptance and Concordia listed as at least one of your affiliations, may receive total funding up to the maximum allowed by the committee. You may apply before you receive acceptance of your paper. The committee will make a decision pending proof of paper acceptance.
- Attendance at conferences may receive no more than 1/3 of required costs, and cannot exceed the maximum allowed by the committee. On a case-by-case basis, the committee may decide to allow funding total costs to a maximum of \$2500 to those who have not received PD funding (excluding small claims) in the last four academic years.
- No stipends may be paid to the applicant. We do not pay for your time.
- Travel requests must follow the University's travel policies. Please see the Concordia website or the link from the CUPFA website to the travel policy. Standards rates have been established and there are rules regarding which travel agents may be used. If you choose not to use the University's agents, you must obtain same-day written quotes (email is acceptable) from them and your agent, showing the latter to have the most economical fares.
- Remember, you may or may not receive a grant. You are responsible for costs incurred should you not receive a grant. Similarly, if you do not follow the travel policy, you will not be reimbursed.
- Please be sure to include all required items in your budget. You cannot add items at a later date, nor can you move funds from one area of your budget to another.
- We do not fund self-promotion or projects designed to be "money making." We will fund the production of a manuscript for publication, but not fund mass production of a book.
- If you need to hire technicians, musicians, etc., in your budget please be sure to indicate the hourly rate and number of hours required. It is best to indicate the names of those involved and to submit, where applicable, estimates from them.
- If you receive a grant, you will be required to credit receipt of a Concordia University Part-time Faculty Professional Development grant in any publication, exhibition, film, CD, etc. produced as a result of the award.
- Grant recipients will also be required to submit to CUPFA a report of the activity after it has been completed.