



## **What is the Academic Mission?**

The academic mission is about preserving and supporting faculty and all the people and resources that help ensure the success of our students and of our research programs. It is also about future investment, including human investment. Our academic mission is the provision of a learning environment that encourages innovative, critical thinking, learning and research. The academic mission also ensures student-centered learning environments, and a supportive culture of academic freedom and opportunities for professional development for faculty members.

## **Who is the University?**

University faculty at StFX are not just employees or staff. Faculty are elected members of all University committees, and elected members of the Senate and the Board of Governors. Faculty are co-administrators and co-planners at StFX. The university is not the administration – faculty, staff and students are all important stakeholders who make valuable contributions to the university and how it operates. Unfortunately, the principles of collaborative decision-making have been systematically eroded.

## **Who should make academic decisions at the University?**

StFX is an academic institution and academics should be centrally involved in crafting and directing the University's academic mission and intellectual content. Faculty members are qualified and entitled to articulate the substance of this mission. Faculty should be at the core of academic decision-making in collaboration with administration. The faculty strike is an exercise in academic citizenship. It seeks to ensure faculty participation in all matters affecting the university. Unilateral decisions made by administrators, in an unjust and unfair manner, undermine academic integrity.

## **Should the business model be applied to a university?**

The once collaborative relationship between the faculty and administration at StFX has drastically declined in the last decade corresponding with the transformation of the university into a business. Instead of a place committed to higher learning, universities now operate on a business model. This model is unsustainable and contrary to the academic mission. This new corporate mentality has prevented faculty and administration from co-operating. Academic programs should not be subjected to the logic of the marketplace.

## **Who owns the University?**

The university is not owned by administrators. If the university was owned by anyone, it is actually the collective property of faculty and students. The administrators have the least claim on it, yet they make decisions and statements that suggest they are the owners of this academic institution.

**Change is needed for responsible spending, increased accountability,  
collaborative decision-making,  
and respect for all employees at StFX.**

## **A Rebranding of X is Necessary**

For more information contact: StFX AUT Strike Headquarters – Olga Gladkikh – 735-3261

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## Dispelling the Myths

**Myth:** *Professors are “greedy” making on average \$147,000 a year (MacLeans Magazine, 2012)*

- Facts:**
- professors spend about 12 years in post-secondary education and training
  - when they start, they’re usually in their mid to late 30s or 40s and normally make a starting salary of \$64,114 only rising to the upper ranges later in their careers (in their late 50s or 60s)
  - PTR (progression through the ranks) is a standard practice in Canadian universities providing faculty with slight increments of their deferred salaries over their careers; PTR is not “bonuses” or “adjustments”
  - contract instructors receive only \$4,750 for a three-credit course and have no benefits with no job security from term to term. Like full-time professors, they spend unseen hours researching, preparing lectures and marking, often starting from scratch each year because they are assigned completely different courses

**Myth:** *Professors are highly paid teachers who work only 9 hours a week*

- Facts:**
- professors do much more than teach. They produce original research, advise students, supervise theses, apply for research funding, present at conferences, do community outreach and sit on committees which keep educational programs and the University running
  - according to a 2006 study, professors work on average 50-60 hours per week

**Myth:** *Professors are greedy and care only about themselves – not students’ education.*

- Facts:**
- StFX claims to provide an intimate and student-centered learning environment. This can only be achieved with support from administrators to faculty and staff who prioritize the academic mission.
  - instead, working conditions have worsened over the years. Workloads are rising, classes are larger, contract work is increasing.
  - competitive pay scales will attract and help keep strong professor-researchers who bring in funds that build facilities and provide students with work and training
  - our faculty are award-winning educators
  - the salaries of academic staff of a top undergraduate university should not be at the bottom, while we have the highest paid university President and Vice President in Nova Scotia among ANSUT members (the Association of Nova Scotia University Teachers).

**Myth:** *Professors’ salaries should be in keeping with the local economy.*

- Facts:**
- universities must compete on provincial, national and international levels for faculty
  - the University needs to attract the brightest and the best who will invest in the community and build the local economy

**Why should your education be second-rate?**

**Why should this community accept less than the best?**

