



## *The Beacon*

Volume 8 • Issue 2 • Summer Edition

*The Beacon* is an information bulletin for StFXAUT members

---

### *President's Message*

Dear Members,

The summer in Antigonish was uncharacteristically hot and many of our colleagues were displaced out of their offices for the summer months. Our campus welcomed Special Olympians, coaches, family and friends from across Canada. The Special Olympians provided examples of real joy, comradery, and persistence. Hopefully your summer had elements of joy, productivity, relaxation, and adventure.

As the days get darker earlier and the students arrive on campus and in the community, we are reminded that the beginning of another academic year has arrived. In this academic year we will engage in processes to gauge your priorities for collective bargaining. Our [Collective Agreement](#) expires June 30, 2019 but preparation for negotiations will begin as the term begins.

I am looking forward to welcoming our new Members and in hearing your thoughts about our progress going forward.

Mary O.  
StFXAUT President

---

### **Table of Contents**

Special Olympics Canada 2018 Summer Games...2	<i>CAUT Bulletin</i> September 2018...20
Alumni Shout-out: Marc Champoux...3	CAUT Affinity Program for AUT Members...20
Antigonish Affordable Housing Society (AAHS)...5	CAUT's Communications and Member Engagement
History of the StFX Observatory...7	Conference (May 10, 2018)...21
Reminders...12	2018 StFXAUT Book Prize Awards...22
A Note of Appreciation...12	2018 Fair Employment Week: October 22-26...23
Maritimes-Guatemala Breaking the Silence Solidarity	Save the Dates! 12 <sup>th</sup> International Film Festival...23
Network (BTS)...13	2018-2019 StFXAUT Executive Committee...23
Remembering Dr. Ann Sherman's Legacy in the StFX	Key Dates in the 4 <sup>th</sup> <i>Collective Agreement</i> ...24
Faculty of Education...19	

## Special Olympics Canada 2018 Summer Games

by Philip Girvan, StFXAUT Communications Officer  
(previously published on the [StFXAUT website](#) August 1, 2018)

The Special Olympics Canada 2018 Summer Games will take place in Antigonish from July 31 to August 4. These games are a qualifying event for athletes to represent Canada at the 2019 Special Olympics World Summer Games. While these are the first national games hosted by Antigonish, and only the second to be held in Nova Scotia, Antigonish has hosted several Special Olympics Nova Scotia Summer Games.

In addition to hosting a number of sport events, StFX University is serving as host of the athlete's village. A number of people aligned with StFX, including AUT members, students, alumni, and other StFX personnel, have already volunteered hundreds of hours to get to this point, and, during the games, hundreds of volunteers will volunteer even more hours.

*The Beacon* had opportunity recently to speak with two StFX alumni volunteering with the Games: Marc Champoux, co-chair of the Games Organizing Committee, and Alison Sampson, who is staffing the family services booth. Champoux had no prior involvement with the Special Olympics before being contacted by his friend, Dr. Bill Stanish, who, as Champoux, put it, "approached me one day and said, 'I need to ask something of you and I need you to say yes.'"

Sampson (BBA, '02) works as an HR Advisor with the StFX University Human Resources Department, also got involved with the games because of a face-to-face request. Carla Gillis, a colleague of Sampson's from her time with conference services, asked her to lead the family services booth. The booth will provide a space where friends and family of athletes, officials, trainers, and coaches can receive schedule updates, be provided maps, be directed to food services on campus, and be offered other logistical support.

The Games are expected to draw over 9000 spectators. Champoux (BBA, '88) told *The Beacon* that the Games are "going to be a significant economic impact for the entire county. My understanding is that most hotels beyond Truro, Port Hawkesbury, and Guysborough are booked."

The Olympics are volunteer-driven. Champoux estimates that approximately 800 people will volunteer at these games, and, of these, around 90% come from Antigonish and Guysborough. Champoux commented upon the long ties to Special Olympics held by the volunteers that he met, including some of these that have lasted decades. Champoux suggested that "at the end of it, it's just about such joy. This is about athleticism. It's just about the joy of being an athlete and participating and seeing all that just draws people in and keeps people drawn in."

When asked why she got involved, Sampson replied, "It was easy. For one, I'm a planner. I love to plan. I love to be involved. I love to do logistics and things like that. It

was an easy yes to say to Special Olympics. They're such a fun and great group to work with."

Champoux encourages everyone able to attend, stating that "I think it's going to be an event this community will remember fondly for a long, long time."

The Opening Ceremonies take place July 31 at the StFX Oland Stadium. A performance by The Trews will be among first the evening's highlights. To learn more, please visit the Special Olympics National Summer Games 2018 website:

<https://so2018.specialolympicsns.ca/>.

## **Alumni Shout-out: Marc Champoux**

by Philip Girvan, StFXAUT Communications Officer

*The Beacon* regularly features interviews with StFX University Alumni on the topic of their relationships with StFXAUT Members who challenged, inspired, or helped in some way. This issue's interview is with Marc Champoux (BBA '88).



Marc Champoux; photo credit:  
Brian Lazzuri

Marc works as the Managing Director, Private Client Division, with BMO Wealth Management Inc. Marc also served as Co-Chair of the Special Olympics Canada 2018 Summer Games Organizing Committee which took place in Antigonish from July 31 to August 4.

***The Beacon:*** Thanks for doing this, Marc. Please tell our readers a bit about yourself.

**Marc Champoux:** Graduated from StFX with a Bachelor of Business Administration, Class of '88. I came to StFX from a small town in Quebec, just east of Montreal. I had never really been in Nova Scotia. I've never really left.

***The Beacon:*** You're one of these X grads that didn't hit the road.

**Marc:** We stayed in the province and lived in Halifax for a number of years, but have lived in Antigonish for about 20 years. We're lifers.

***The Beacon:*** What drew you to stay here?

**Marc:** An opportunity presented itself to stay in the province, number one, workwise, when I was done. My wife is from Antigonish so that's one of the things that drew me back. We'd never really dropped our connection to the place. When an opportunity for me came up to be able to move back here, we took it and it coincided with Claire's career being in a place where she could move back too. Here we are.

**The Beacon:** During your time at X was there any particular Professor, Librarian, Lab Instructor, Coady Program Staff Member, Extension Program Staff Member, Nurse Educator, or Learning Skills Instructor that helped you, inspired you, or was a mentor to you?

**Marc:** It's an interesting question because I was a business student, but the first name that comes to mind is Dr. Mary McGillivray, who's an English teacher. She might be surprised by that. You realize the impact that a single boost burst of confidence has on young people's path. I did take a number of English courses. Whether it was just something in a moment of time that said "your writing is meaningful or what you say has meaning to me", it's something that you don't forget.

It's something that I've not shared with her. I'm sure she is aware of my deep affection for her. For 30 years I'm sure there's hundreds of students that have been impacted by her, but I bet she would be surprised that her name pops up and I probably should have told her that myself.

I think of Father Syd Miffen in his sort of kind and gentle leadership style. He was the Dean of Students back then. You reflect back on why you deal in ways you deal and you realize that you were impacted by the people you met along the way. He's one that during my time there, and even after, has made an impact on me.

**The Beacon:** With Dr. McGillivray, it was something positive she said about your writing?

**Marc:** In many ways the details are almost irrelevant. It's just sort of that moment of interaction that we know StFX and the faculty there are noted for. Yeah, it's an interesting one.

Kent Young, who was a professor in the Business Department, again these little moments when a professor says "this is great quality work; you are doing meaningful things."

My wife, Claire, is a StFX graduate, and we both went on to Dal for professional degrees and we both often say our professions have been shaped by Dal but our lives have been shaped by StFX. She has deep-seeded roots here.

**The Beacon:** What in particular have you taken from those experiences and been able to apply to your professional career?

Professionally I'm in a leadership role with my company and, again, when you're in a position where you're forced to make decisions, deal with people, you realize that how you act now is shaped by the lessons you've learned. Dr. Tim Hynes, who is the Dean of the Business Department, and I were at school at the same time, though I did not know him well, but I was lucky enough that he approached me a number of years ago to teach a senior investment course at StFX. I got a chance to see the candid and fair way that he dealt with both students and faculty. StFX now has an academy for leadership and they

have Frank McKenna's name on building for leadership, and I think it's fantastic. It's something that I'm proud to be connected to, but, you know, the place has a culture of fostering leadership skills that predates a lot of the buildings and a lot of the programs.



## **Antigonish Affordable Housing Society (AAHS)**

by Joanne Tompkins, Faculty of Education

### *Community Building Community*

In 2014 the Antigonish Affordable Housing Society (AAHS) became a registered Canadian charity with a vision towards creating sufficient environmentally, socially, and financially sustainable community-supported affordable housing for the residents of Antigonish Town and County. The mission of the AAHS is to research and develop opportunities to create better affordable housing through either building new units or renovating existing ones and provide social support for the residents of its developments. A working board of directors made up of volunteers with skills in community development, communications, building development and management and accounting guides the work of AAHS.

The first initiative of the Society, Riverside Estates, began in the summer of 2016 and was completed in April 2017 with the first four-unit building opened for occupancy. Two of the four units are barrier free, responding to needs of people living with disabilities. Construction of Phase II of Riverside Estates began in Winter 2018 and another 10 units (two of which are barrier free) will open in September 2018.

The model of affordable housing envisioned by the AAHS is unique in its foci on financial, environmental, and socially sustainable housing. Financial sustainability is achieved through active fundraising, engaging in community and government partnerships, thus allowing the Society to keep the rents low to meet the needs of low income people. Environmental sustainability is being achieved through sound and efficient building design and construction. Heat pumps help to keep energy costs low. Garden boxes have been placed around each unit to promote socializing as well as residents' healthy eating. Future plans include exploring the installation of solar panels to further reduce costs and lower the carbon footprint.

A unique feature of the AAHS model of affordable housing is the creation of the position of a Community Navigator whose role is to support tenants in connecting to community resources and to create social inclusion within Riverside Estates and with the larger community. The Community Navigator works closely with the Tenant Advisory Committee which meets biweekly to discuss issues pertinent to Riverside Estates. The Society is actively documenting the accomplishments of the Community Navigator. The wider Antigonish community reinforced AAHS' goal of building a healthy inclusive

community by giving tremendous support to the Society's application to create a community room at Riverside Estates during the 2017 AVIVA Community Fund Competition. The AAHS was granted \$100,000 to add a community room to Phase II of Riverside Estates. This communal space will allow for a common space to build greater community among the residents of Riverside Estates.



In the spring of 2018, AAHS partnered with the StFX Extension Department and marked the celebration of a People's School on Affordable Housing at St. Ninian's Place. This province-wide day-long workshop brought together community volunteers, people living on low income, civic leaders, and researchers

to discuss strengths and challenges in creating sustainable affordable housing throughout Nova Scotia. There was a great sharing of information and this workshop increased capacity around affordable housing in Nova Scotia. Many groups expressed interest in the model that the AAHS is developing.



Our current research suggests the need for affordable housing is great. In Antigonish the presence of university students skews the rental market and keeps rents high for housing, making it especially difficult for people on low income and with disabilities to secure safe and affordable housing. Each time units become available at Riverside Estates the number of applicants requiring affordable income greatly outnumbers the units available. As one of the counties in Nova Scotia with the highest number of seniors, we especially notice the number of single senior women who cannot find safe and affordable housing within the town of Antigonish. Increasingly, we note the number of young couples with small children who cannot find affordable housing within Antigonish.



(Left to right): AAHS and StFXAUT Members Joanne Tompkins and Colleen Cameron, and Susan MacKay, StFXAUT Executive Assistant; photo credit: Dan Kane

While the AAHS has been proud of its achievements, we see the work that still needs to be done. The Society was very pleased to receive the generous donation from the StFXAUT of \$2000. This will help us achieve our goal of creating Housing for Hope.

If you would like more information about the AAHS, please visit the [website](#).

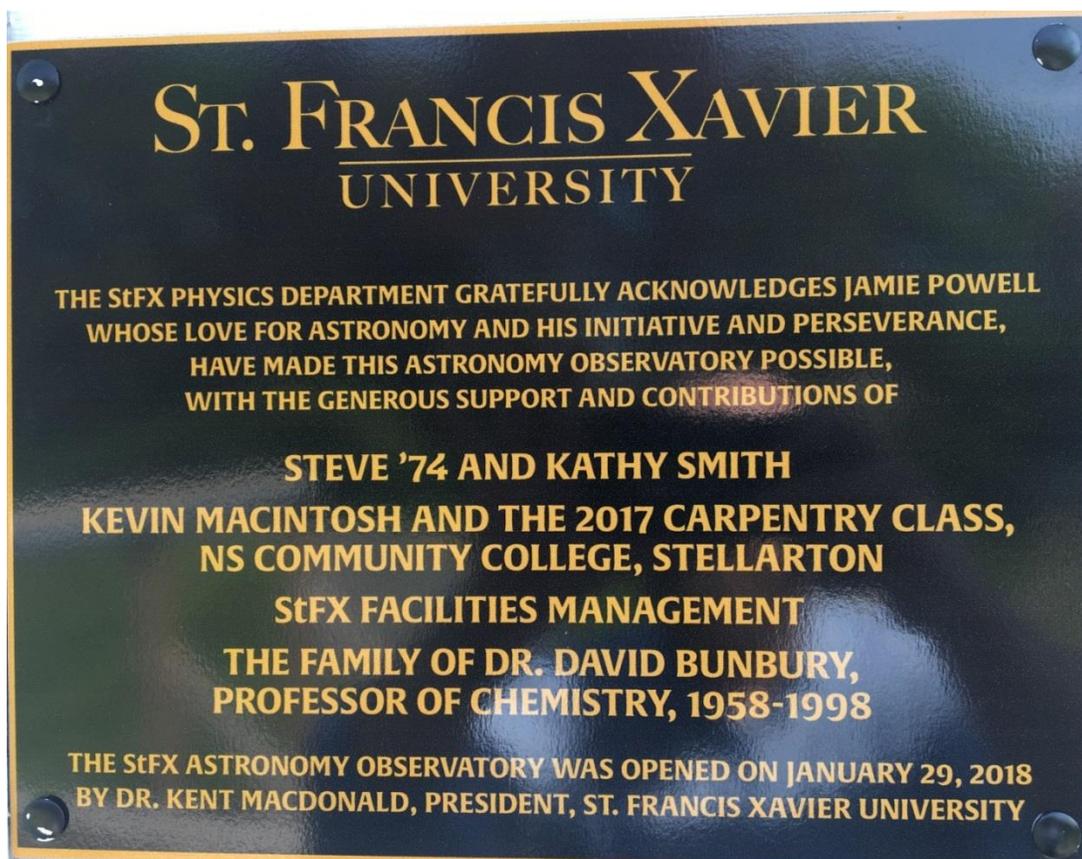
To learn more about how you can support the AAHS, please [click here](#).

Volunteers and support are always welcome!

---

## History of the StFX Observatory

by Philip Girvan, StFXAUT Communications Officer



Plaque acknowledging the opening of the StFX Observatory; photo credit: Philip Girvan



Reverend Dr. Ernest M. Clarke; source: StFX Archives

Maintaining a permanent public observatory on the StFX University campus has been a challenge. The first to attempt to get one established was the Reverend Doctor E.M. Clarke, credited with initiating the physics research program at StFX under the guidance of the then President, the Right Reverend Monsignor Doctor P. J. Nicholson, who was also a physicist. Dr. Michael Steinitz, Professor Emeritus with the Physics Department, told *The Beacon* that

Clarke purchased telescopic equipment and a dome out of his own pocket, but could not convince StFX University administration to allow an observatory to be built on campus, and the equipment sat, unused, in an attic in the science building for years.

Permission to build an observatory was finally granted following Steinitz's appointment as Chair of the Physics Department. As Steinitz tells it, this was secured only after a heated confrontation with the then University Academic Vice-President J. J. MacDonald. University administration finally agreed to provide space and allocate the funds necessary to construct an observatory. This work was performed by carpenters with StFX Facilities Management. The Clarke Observatory, built on the roof of the old Science Building, the current Schwartz School of Business, opened during the 1979-80 academic year. While the observatory was being built, Dr. Clarke was receiving care for his terminal cancer in the infirmary, then located on the top floor of Morrison Hall. Though Clarke was never able to visit the observatory, he watched the observatory's progress from his bed, and saw most of it completed just before he died. In addition to training students, the Clarke Observatory held weekly public viewing sessions throughout the academic year. These attracted significant interest. Jamie Powell, Senior Lab Instructor with the StFX University Physics Department, took over the operation of the observatory in 1990. The observatory was well used. For example, around a hundred people queued to view Comet Hyakutake in 1996 and Comet Hale-Bopp in 1997.

Free, public rooftop observations came to an end once StFX began transforming the science building into The Schwartz School of Business. Telescopic equipment was moved to the Physical Sciences Centre in 2004, and lugged out to be set up whenever a significant stellar event would take place.

Since the dismantling of the Clarke Observatory, there has been a decade-long community effort to re-establish a public observatory. Powell has been the driving force behind this.

“That has occupied a lot of my time,” Powell admitted, “trying to get the observatory back.”



Telescope housed in the StFX Observatory; photo credit: Philip Girvan

Powell emphasized to *The Beacon* his belief that community outreach is key to the university mission: “Having a resource to use seems to me at least one of the functions of a University: to engage the public in culturally significant things, scientific things”. This belief has informed Powell’s outreach efforts which include, among others, his role in the establishment of the Harbour Sky Astronomical Club, a shared partnership between the Fresh Air Society and the StFX Physics Department; his involvement organizing physics exhibits at the annual MayFest fundraiser; and his participation in week long summer camps involving students from the Chignecto School Board with personnel from other science departments. All these community efforts have been critical toward the promotion of the marvels of physics to Antigonish, as well as the broader Nova Scotia community.

One of Powell’s outreach activities provided at least a temporary solution to the closing of the Clarke Observatory. He was providing astronomy lessons to enrollees of the Free Play program being run by Frank Gallant, and approached Frank and Heather Gallant regarding their Lanark property to see whether they would agree to “put the telescope out there in Lanark and use the refurbished dome and do outreach there” as Powell put it.

The Gallants agreed and construction began. This work involved considerable community mobilization. Individual contributions from the Gallants as well as Dr. Michael Brennan and Dr. Roger Porter covered costs related to the site’s construction. Arsenault Monuments provided a truck to transport the dome from the roof of the old

Science Center to Lanark. Volunteer labour was provided and involved landscaping the site, digging a hole for a cement footing, installing a steel pipe for the telescope to sit on, relocating a large deck as a base for the dome, rebuilding walls to support the dome, and, finally, raising and placing the dome.

A new telescope was secured in the spring of 2010 via a [Service Learning](#) Faculty Development and Research Support Fund grant: the Community-based Astronomy Education and Outreach awarded to Dr. Shah Razul and Powell. This was installed in the Lanark space in the fall of 2010. The Clarke Astronomical Observatory Dome began supporting students enrolled in the newly created StFX Physics department astronomy courses PHYS171, Introduction to Astronomy I, and PHYS172, Introduction to Astronomy II. Students facilitated the public viewings that served as part of the courses' Service Learning components.

Problems quickly began to arise. The Lanark location had no electricity. "We were running things manually," Powell recalled. In the spring of 2012, Dr. Frank Comeau with the Engineering Department, Dr. Peter Poole with the Physics Department, and Powell wrote a successful Service Learning grant to buy solar panels and batteries to power the observatory.

The final, fatal snag involved insurance. In order to protect both the University and the Gallants from liability issues, the two parties entered into a land-use agreement. Powell considered the financial burden to the Gallants prohibitive. He told *The Beacon* that, "I wanted to end that arrangement because the cost to them made no sense to me. I wanted to be sure that we stopped it before they had to say no." As a result, the observatory was abandoned. The dome sits on the Gallants' property to this day. Powell removed the telescope and moved it back to the Physical Sciences Centre and, once again, began carrying it out to the back of the building for observing sessions.

Potential spots to locate the observatory off-campus continued to be sourced. These were ultimately unsuccessful. Around 2014, Powell began scouting locations on campus. At this time, both the university and the Physics Department were feeling a financial pinch, and Powell recognized that "whatever we did had to be done at essentially zero cost. There were no resources."

Wendy Morse, Manager of Procurement Services suggested that Powell contact the Nova Scotia Community College. Powell reached out to Kevin MacIntosh, faculty with the NSCC Pictou Campus Carpentry Diploma Program. MacIntosh noted to *The Beacon* that the carpentry program "is geared toward entry level construction". Carpentry students are expected to complete two work terms which involve applying knowledge and skills to a construction project. Typical projects, according to MacIntosh, would include "baby barns, group homes, miniature or downsized housing". Powell was proposing a unique and interesting challenge. MacIntosh and Powell met at the NSCC and scribbled some notes. Following this initial meeting, MacIntosh felt that this "looked like a very nice opportunity for the community college to work with the university."

Powell met the students and provided them with dimensions that would allow advantageous lines of sight. The rest was up to them. MacIntosh emphasized that no architect or engineer guided this work and, while students don't "typically take ownership of the design," he described the class as "relentless" to see this through.

There was still a matter of sourcing building materials. Powell reached out to Steve and Kathy Smith, then still owners of Central Building Supplies, who graciously agreed to donate building supplies.

Construction began in January 2017. The building was completed in April, but yet another challenge arose. The observatory was to have been built behind the student apartments located on West Street. However, during the summer of 2017, Powell was informed that these were being torn down. The West Street location, with its space for parking, its washroom, its proximity to campus, was, in many ways, ideal. Powell noted that it had "a light rise in ground and we would be allowed to have one of the West Street apartments as our storage area, and what I would call a warm room."

A warm room was critical. An observatory cannot be heated due to the sensitivity of the instruments. Astronomy is what Powell termed "a low energy activity" that involves a lot of waiting and being still. As a result, astronomers require a space to warm up as the temperature drops.

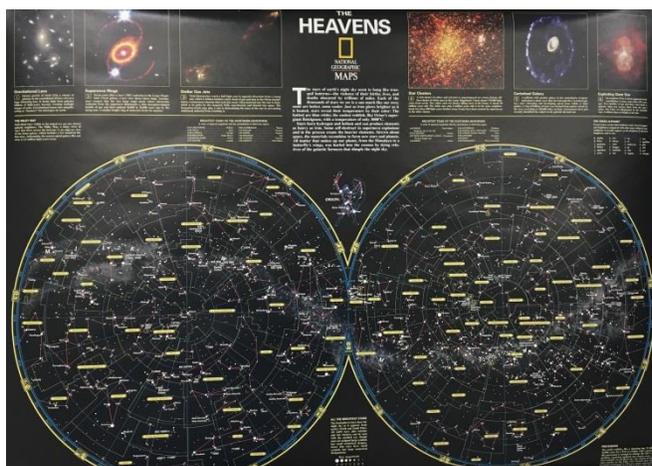


Photo of chart affixed to the "Warm Room" wall, adjacent to the StFX Observatory; photo credit: Philip Girvan

The Dean of Science, Dr. Petra Hauf, arranged for a small structure to be built in the West Street location. This provided classroom space and storage. Over the summer of 2017, electrical wiring was installed and, during the fall, Powell, along with physics students Heather MacIsaac, Patrick O'Brien, and Liam Farrell began commissioning the two telescopes to ensure that they were aligned. The solar panels and batteries from the Lanark site were and in the classroom.

The grand opening of the StFX Observatory that took place on January 29, 2018, was the culmination of a decade-plus long community effort. Powell emphasized to *The Beacon* that:

What's impressed me about all this has been the cooperation between various parties: administration, the Physics Department, NSCC, Facilities Management, the Dean [of Science], private individuals like Steve Smith coming together. Iain Boyd has been in this helping to liaise with donors. Getting all of this together, and coordinated, and made, and put up. It's been rewarding to see this level of cooperation.

Public observing sessions at the observatory will be held Monday and Wednesday evenings starting September 17<sup>th</sup>, weather permitting. For more details on dates and times, please visit the StFX Department of Physics [Facebook page](#), or [webpage](#), or contact Jamie at [jpowell@stfx.ca](mailto:jpowell@stfx.ca).

---

#### Further reading:

- “StFX Observatory officially opens”. StFX News. <https://www.stfx.ca/about/news/observatory-opens> last accessed July 22, 2018.
- Harbour Sky Astronomy Club. Fresh Air Society. Sustainable Antigonish. <http://sustainableantigonish.ca/community-initiatives/fresh-air-society/harbour-sky-astronomy-club/> last accessed July 22, 2018.
- Steinitz, M.O. “The Little Physics Department That Could (The History of St. F.X....)”. *Physics in Canada*. March/April, 1999. [https://forms.cap.ca/temp\\_PiC\\_archive/1999-v55-n2.pdf](https://forms.cap.ca/temp_PiC_archive/1999-v55-n2.pdf) last accessed July 16, 2018.

---

## Reminders...

- The next deadline to submit the [StFXAUT Sponsorship Policy and Application Form](#) is **Monday, October 1**. Please note that applications can be submitted any time before this deadline. The StFXAUT invites sponsorship requests from organizations committed to education, labour, social justice, and community development.
- The Canadian Association of University Teachers (CAUT) offers [Health and Dental Benefits for Retirees](#). To learn more about monthly premiums for residents of Nova Scotia, please [click here](#).
- StFXAUT social media activity is ongoing: follow [@StFXAUT](#) on Twitter and like our [Facebook](#) page, [www.facebook.com/StFXAUT](http://www.facebook.com/StFXAUT), to monitor goings-on.
- Please remember to send your event notices and campus updates to the StFXAUT list serve to keep all Members informed.

### *A Note of Appreciation*

*Thank you to **Social Affairs Committee Members** for organizing a well-attended year-end brunch for AUT Members in Dennis Hall on Tuesday, April 10<sup>th</sup> and the Welcome Social on Saturday, September 8<sup>th</sup> to welcome new and current AUT Members to celebrate the commencement of the new academic year.*

*Thank you to **StFX Music Department students** Cassandra Mann, Robyn Gale, Travis MacDonald, Kyle Roche, and Tanner MacDonald for performing at our events.*

## Maritimes-Guatemala Breaking the Silence Solidarity Network (BTS)

by Janette Fecteau, BTS Member and Part-time Academic Instructor in Fine Arts

The StFXAUT has had a rewarding connection with the Maritimes-Guatemala Breaking the Silence Solidarity Network (BTS) for close to 20 years. Members of our Union have invited speakers from Guatemala into our classrooms, have acted as Faculty Leaders for the [Immersion Service Learning Guatemala experience](#), and have organized films, speakers, and other events in the Antigonish community. (For a more in-depth look at this history, see Philip Girvan's [article](#) "The StFXAUT Breaking the Silence (BTS) Connection" in the Spring 2017 issue of *The Beacon*.) This past May, I had the privilege of participating in the 2018 BTS delegation to Guatemala, an annual learning tour that visits grassroots organizations working on human rights, social justice, Indigenous land rights and education, feminism, and more. The 14-day itinerary was packed! Rather than offer a diary of all our meetings and experiences, I will reflect on three topics dear to the hearts of StFXAUT members: education, research, and—coffee.

### Focus on Indigenous Education

The New Hope Foundation school, in the highlands town of Rabinal, is one of BTS's oldest partners and has operated since 2003 with an impressive curriculum grounded in Maya Achí culture. The Maya Achí are one of 23 separate Indigenous groups in this Central American country, and their region was intensely affected by the internal armed conflict (1954-1996). A violent scorched-earth program perpetrated by state forces and state-authorized paramilitaries disproportionately focused on areas with high Indigenous populations. Jesús Tecú Osorio, 2008 StFX honorary doctorate recipient, is a survivor of the 1983 massacre in Rio Negro, one of six that occurred in the area during the early 1980s. He founded the school with funds from the John F. Kennedy Foundation's Reebok human rights award granted him in 1996.



Students perform the "Rabinal Achí, a UNESCO World Heritage dance of the Maya Achí; photo credit: Terri Pridham

The school teaches junior high academic curriculum and high school-level vocational training in the field of community development, both grounded in the Maya Achí culture which was disrupted during the internal armed conflict. The language is taught as a subject and a language of instruction along with Spanish. The day we visited, students showed us traditional foods, crafts, dances, and farming methods. Younger students invited us to participate in a traditional market, where they had prepared a dozen or so different foods and crafts. They performed an ancient dance called the “Rabinal Achí” which now has UNESCO World Cultural Heritage status. Older students and their instructors showed us around organic gardens, greenhouses, and shade houses burgeoning with tomatoes, peppers, coffee, and a traditional grain, amaranth.



New Hope Foundation student explains that both the leaves and the grain, amaranth, were traditionally used by the Maya Achí. During colonial times, she says, Spanish colonizers wanting to maximize the work capacity of the Indigenous people discouraged its cultivation in favour of corn, which promotes strength; photo credit: Juan Carlos Martinez

One of my fellow delegates, Dr. Juan Carlos Martinez of Mount Allison, remarked that here the students are subjects, not objects: a new and hopeful approach. Many graduates have gone on to university or college, and some are now teachers at the school. The school’s curriculum is recognized by the Guatemalan government, but receives no state funding and is entirely dependent on international donors. School director Sandra Lopez shared with us how frustrating it is for her to struggle constantly with the government for funding.

In June 2018, the StFXAUT sponsored a talk in Antigonish by school director Sandra Lopez, recent graduate Lilian Bolvito and a current student Andrès Colocho Chachal. Having spent three days in Eskasoni, they spoke about the similarities between the Indigenous cultures of Guatemala and Canada, such as the association of particular precepts, spiritual qualities, and colours with the cardinal directions, the sacredness of the earth, and the connection of all living beings.

They also spoke of the similar histories of colonialism, and the racism Indigenous people experience in both territories. Breaking the Silence has always looked for opportunities to use its privilege to be a bridge between its Mayan and Xinka partners in the south and Mi'kmaw and Maliseet people in the Maritimes. BTS's annual guest speakers visit Indigenous communities in the Maritimes, and Indigenous people have participated in delegations to Guatemala. BTS volunteer and Mi'kmaw youth Hannah Martin writes in her [blog](#) of the experience of living in Rabinal and working at the school for three months:

*...after hearing in-person, from community members and students that I work with, about the history here, I feel that this experience could not be any more enriching, suitable and powerful for me (June 1, 2016).*

Now, through the support of the StFXAUT, BTS bursaries will be available for Indigenous people and Guatemalans living in Canada to participate in an upcoming tour (next scheduled for Fall 2019).

### **Restoring an Important Archives**

One of only two organizations we visited that were not grassroots community groups (the other being the Canadian Embassy!) was the

Historic Archives of the Guatemalan National Police. The fascinating story of the discovery of this extensive paper archives was outlined to us: eighty million documents from the National Police dating to the turn of the century and including records kept during the internal armed conflict, were accidentally discovered in 2005, when investigators responded to local Guatemala City residents' complaints of danger of explosion in the old police buildings. The documents were in terrible condition—subject to moisture, dust, and vermin. They had been stored in piles on cement floors in what had previously been a notorious detention and torture centre in Guatemala City.

#### **HOW YOU CAN LEARN MORE/HELP:**

- **READ** Philip Girvan's [Beacon article](#)
- **SEND** a [donation](#) to the Tatamacouche Centre with "Breaking the Silence – New Hope Foundation" in the memo line
- **DONATE** school supplies to future delegations or the StFX Immersion Service Learning (ISL) Experience
- **VISIT** the Archives' Spanish-language website (includes an extensive [photo gallery](#) )
- **READ** the [report](#) "From Silence to Memory: Revelations of the Archivo Histórico de la Policía Nacional" available through the University of Oregon

### HOW YOU CAN LEARN MORE/HELP:

- **SUBSCRIBE** to the [Archives' Bulletin](#), if you read Spanish
- **READ** the [article](#) "Terror in Guatemala" by Simon Granovsky-Larsen in the NACLA Report on the Americas Magazine
- **CHECK** the Breaking the Silence blog <http://www.breakingthesilenceblog.com/>
- **JOIN** the BTS email list serve
- **FOLLOW** BTS on social media (FB=[BTSGuateMaritimes](#); Twitter=[BTS\\_MG](#)) to learn more about the recent attacks on CCDA and CODECA members and how you can write letters of concern to the Canadian and Guatemalan authorities
- **MAKE A DONATION** to the Tatamagouche Centre with "Breaking the Silence-CCDA" in the memo line, or see the CCDA's website for how to [donate directly](#)
- **BUY** Breaking the Silence roast from [JustUs!](#) and encourage your friends to do the same!



BTS delegation members at the Historic Archives of the National Police;  
photo credit: Stacey Gomez

The logs, photos, reports, memos, letters, etc. are being painstakingly restored, digitized, and stored. They provide evidence in human rights cases stemming from the war, including charges of genocide, and also help individual families learn what happened to their disappeared loved ones. The Archives operates under the auspices of the Guatemalan Ministry of Culture, but receives zero budget from that Ministry, and is entirely dependent on international donations. The dedicated team of archivists often works for periods without pay. Only a quarter of the documents are currently stored properly on shelves. The rest are piled in boxes on the floor, atop cinder blocks in case of flooding. The archival team expects the work will take 20 more years. It was very moving for us to see pages of identity photos of victims of state repression. "They shouldn't have been in that book," said my fellow delegate Margaret Greene. "They shouldn't have been in any book. They should have lived their lives."

### Coffee, Corruption, and Killings

Since 2001, a three-way partnership between BTS, [JustUs!](#) [Coffee Roasters](#) Co-op in Grand Pre, NS, and the Small Farmers' Committee of the Highlands (CCDA) in Guatemala has resulted in the "Breaking the Silence" roast by JustUs!. Our delegation visited the headquarters of the CCDA near San Lucas Toliman, a small town in a coffee-

growing region in the highlands, on the shores of Lake Atitlan. Members of the CCDA's leadership team showed us around the processing plant, and explained the many steps of the coffee harvesting and roasting process, including the grading and selecting of the highest-quality beans. The international sale of fair-trade organic coffee is a means to an end for the CCDA: it funds their grassroots work on Indigenous land rights, access to land, gender equality, literacy, education in organic farming, and community development. The CCDA supports approximately 30,000 families of small farmers in 20 of the 22 departments of Guatemala. Founder Leocadio Juracán is now a member of the Guatemalan Congress.



Lubia López describes the extensive work of the CCDA in 20 of the 22 departments of Guatemala; photo credit: Stacey Gomez

Because they are one of the largest politically active Indigenous organizations in the country, the CCDA has long been the target of criminalization and repression. In what is believed to be a backlash against the arrests and convictions of over 200 prominent politicians and businesspeople for corruption in 2015-2017, there has been an upswing in human rights violations against civil society. While our delegation was in the country, sickening cluster attacks were taking place. Seven activists from the CCDA and a sister organization, the Campesino Development Committee (CODECA) were murdered execution-style by bullets or by machete between May 9th and June 8th. Instead of taking

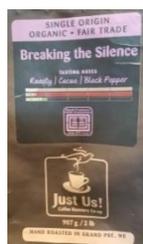
a moment of silence in memory of recently-killed companeros José Can Xol and Mateo Chamán Paau, our CCDA presenter Luvia López invited us to fill the room with sound by clapping for a full minute. We were moved to stand as we applauded the dedicated lives and work of these men, who both leave behind young families. Members of the CCDA executive later explained that although they are sorrowful about these losses, they feel more compelled than ever to continue to struggle for justice on behalf of the families they support.

### StFXAUT & BTS: Facilitating Meaningful Exchange



Standing in front of Alan Syliboy's painting, "The Dream Canoe", Dr. Mary Oxner, StFXAUT President (left) presents a cheque to Amy Brierley (right) accompanied by Members of Breaking the Silence and the StFXAUT: (left of Mary) Nancy Forestell; (right of Amy) Janette Fecteau and Bob Zecker; photo credit: Susan MacKay

Most of the fourteen organizations we met with on the May 2018 delegation are created, led, and run by Indigenous Guatemalans. As we learned about their struggles for land rights affirmed by the 1996 Peace Accords, their efforts to recover culture, language, and land after a genocidal civil war, the constant underlying racism pervading the country, and the courage, imagination, and resilience of people in the grassroots movements, we were reminded again and again of parallel struggles in Canada. That is why BTS is so excited about the StFXAUT's support for the participation of an Indigenous or Guatemalan person living in Canada on the next delegation. Breaking the Silence looks forward to this enriching North-South exchange, and to a continued fruitful partnership with the StFXAUT.



If you live in Antigonish and would like to order Breaking the Silence (BTS) coffee, please contact Janette Fecteau at [jfecteau@stfx.ca](mailto:jfecteau@stfx.ca).

## Remembering Dr. Ann Sherman's Legacy in the StFX Faculty of Education

by Joanne Tompkins, Faculty of Education



Photo of Dr. Ann Sherman;  
photographer unknown

Dr. Ann Sherman joined the Faculty of Education in 1997, having spent almost 20 years in teaching and leadership roles in public education. Ann's early teaching experiences were in a small First Nations community in Northern Alberta and this experience greatly influenced her sense of social justice in education. When Ann joined the Faculty of Education, StFX had just signed a Memorandum of Understanding with Mi'kmaw Chiefs of Nova Scotia in which the University committed itself to prepare teachers to teach in band operated and provincial schools in the province. Ann was an ardent supporter of many initiatives supporting Mi'kmaw education during this period. She played a lead role in the development of L'nui'sulti'nej -a biannual conference that

brought together people working on Mi'kmaw language revitalization from around Atlantic Canada and this conference has subsequently played a major role in mobilizing support for Mi'kmaw language in schools and communities. Ann also helped facilitate the creation of the Mi'kmaw Language Foundation document to frame Mi'kmaw language curriculum in the province. Ann helped in the creation of two important committees on campus to support African Nova Scotian and Mi'kmaw communities, both underrepresented and underserved in public education. These two committees were visionary and well ahead of their time. They helped to provide direction to the work the wider university needed to do to redress historical injustices.

On a day-to-day level Ann enjoyed working directly with Mi'kmaw and African Nova Scotian students to support their learning and to ensure they had the supports they needed to succeed in a welcoming environment. She made sure that students felt a sense of belonging and she worked to create visible recognition of Mi'kmaw culture in Xavier Hall. Ann never missed an opportunity to travel to these communities as a Faculty Member at StFX.

Ann had a love of travel and adventure and, later in her career, she boasted of having visited over 50 countries. Her interest in travel and educational partnerships led her in the early 2000's to engage in an important multi-year CIDA funded project toward capacity building at the Royal University of Bhutan to develop and deliver a comprehensive educational leadership program. Bhutanese headmasters came to StFX to spend short term study leaves. Many completed their M.Ed. through StFX and StFX Faculty later travelled to Bhutan to help build the capacity of the Bhutanese Faculty Members there to lead such a program in Bhutan. This program continues to this day and is but one example of the way that Ann worked to make supports available so that educators could have access to higher education. She continued this work on international projects throughout her career with a delightful combination of creativity and energy and a deep interest in the individuals with whom she was working. At the heart of the projects that Ann was involved with was a desire to see education be a force of change in the world. Ann left StFX to take up a leadership role in the Faculty of Education at the University of Calgary and later moved on to become Dean of Education at the University of New Brunswick, the University where she had begun her

## CAUT Bulletin September 2018

 [President's message /  
On the wisdom of chasing  
excellence](#)

 [Interview / Karen  
Foster](#)

 [By the numbers /  
CAUT survey of contract  
academic staff in Canada](#)

 [Shattering myths  
about contract academic  
staff](#)

 [Commentary / You  
can't say that, can you?](#)

 [From our readers /  
More faculty, fewer  
administrators](#)

 [Book review / Why  
dissent matters: Because  
some people see things  
the rest of us miss](#)

As an **AUT Member**,  
you are entitled to  
**CAUT's Affinity**

### Programs:

- ✓ Car Rentals
- ✓ Coursepacks and Custom Courseware
- ✓ Insurance (home, auto, property, travel)
- ✓ Relocation services

graduate studies. While at UNB, Ann turned her attention to one of her first loves which was early childhood education. She had a keen interest in how young children engage in learning and her doctoral studies involved interviews with pre-school children. While at UNB, Ann was instrumental in obtaining funding that led to the creation of the UNB Early Childhood Centre which advocated and provided professional education to prepare teachers to provide quality education for society's youngest learners.

Ann also kept her interest in Aboriginal education throughout her career and she was instrumental in bringing the Aboriginal Teacher Educators conference to UNB in 2014. She was an active partner in creating partnerships between the Faculty of Education and neighbouring Mi'kmaw and Maliseet communities. Her efforts did not go unnoticed and she received funding from the Paul Martin Foundation to advance Aboriginal education. She continued to partner with Universities (StFX among them) to create research programs on Indigenous pathways to employment.

Ann left a big footprint on StFX and deeply affected the work of our Faculty Members during her years in the Faculty. In her academic career she created a regional, provincial, and national profile about teacher education and served a 2-year term on the Association of Deans of Education at the national level. In spite of being diagnosed with melanoma in the spring of 2017, Ann kept working on projects that were dear to her. In late May 2017, just two months before her untimely death, Ann volunteered to be an external examiner to support an African Nova Scotian doctoral student.

In recognition of Ann's long-standing work supporting education among underrepresented groups, Ann's family (John and Judy Bragg) have contributed to a scholarship at StFX that will support African Nova Scotian and Mi'kmaw students pursuing education at the Bachelor, Masters, and Doctoral Levels. These funds will be matched by the [Jeannine Deveau Fund](#) and will serve to greatly increase the educational capacity in both these communities. The [Dr. Ann Sherman Scholarship](#) will help us continue the important work of building community capacity that Ann began over 20 years ago at StFX.

## **Canadian Association of University Teachers (CAUT)'s Communications and Membership Engagement Workshop**

by Philip Girvan, StFXAUT Communications Officer

On May 10, 2018 two StFXAUT Communications Committee members, Susan MacKay, StFXAUT Executive Assistant and Philip Girvan, StFXAUT Communications Officer, attended the Canadian Association of University Teachers ([CAUT](#))'s Communications and Membership Engagement Workshop.

The workshop, organized by the Association of Nova Scotia University Teachers ([ANSUT](#)), was held on the Mount Saint Vincent University campus. Other Faculty Associations (FA) present included the Faculty Union of Nova Scotia College of Art & Design ([FUNSCAD](#)), the Saint Mary's University Faculty Union ([SMUFU](#)), the Mount Saint Vincent University Faculty Association ([MSVUFA](#)), and the Cape Breton University Faculty Association ([CBUFA](#)).

The day began with a visioning exercise. Participants shared who they were, the history of their respective Faculty Association, its purpose and values, how FAs are perceived by membership (and others), and how this perception aligns or contrasts with how they would like it to be seen. Facilitators asked questions concerning the respective identities of the FAs, and who created this identity? Was it membership? If so, do they feel a sense of ownership towards it or is there an entity outside of the Union influencing this identity? This prompted a spirited discussion and segued into a conversation regarding issue-based campaigns, particularly the challenges of engaging membership in between bargaining years.

Other topics of interest discussed included inter-generational wedges between junior and senior Members in respect to service as well as the need to create pro-union spaces and feelings. The need to emphasize the "collective" aspect of the collective agreement was raised. There was discussion around a frequent perception that collective agreements belong exclusively to the membership and not the institution, and that Unions are often held solely responsible for stalling decision-making.

Following the break, the group turned to other questions. These included whether there is a need to identify single issues and build a communication strategy around each single issue. A discussion that may influence the current StFXAUT Communications Plan involved a suggestion that the communications strategy list resources, including people. The two StFXAUT Communications Committee reps agreed that recruiting subject matter experts within membership may potentially strengthen communications. In addition to content specialists, an example of this could be identifying StFXAUT Members who are adept and active with social media and encouraging them to share StFXAUT social media messaging in order to increase our reach.

We came out of the workshop engaged and feeling that the StFXAUT was in a good place. The StFXAUT has prioritized communications, and has allocated funds to pay staff to do this critical work. This investment has resulted in the development of a StFXAUT Communications Plan. Work directed by the plan includes regularly published

newsletters, enhanced and dedicated social media activity, video production, and the ongoing upkeep of the StFXAUT website.

We feel that the workshop was time well spent. In addition to the exchanges discussed above, we were happy to share our experience and learnings with other participants. At the same time, the workshop provided us with suggestions that might enhance the StFXAUT communication strategy and improve our outreach.

Our thanks to all those who participated; Teresa Workman, ANSUT Office and Communications Manager; ANSUT for organizing the day; the StFXAUT for supporting our participation; and a special thanks to facilitators Lisa Keller, CAUT Communications Officer, and Christina Muehlberger, CAUT Membership Engagement Officer.

## 2018 StFXAUT Book Prize Awards

by Susan MacKay

The StFXAUT would like to congratulate the 2018 Book Prize Award recipients Corrina Degen (Bachelor of Arts with Honours in Development Studies with Subsidiary) and Kelsey Fahie (Bachelor of Arts in Human Kinetics with Distinction).



Left photo: Dr. Mary Oxner, Corrina Degen, and Dr. Susan Vincent (Anthropology); right photo: Dr. Mary Oxner, Kelsey Fahie, and Dr. Charlene Weaving (Human Kinetics)

Each student was presented with a cash award of \$200 and Canada Reads 2018 “[The Marrow Thieves](#)” by Cherie Dimaline and “[The Big Picture: The Antigonish Movement of Eastern Nova Scotia](#)” by StFXAUT Member Dr. Santo Dodaro and Leonard Pluta.

The StFXAUT Book Prize is awarded at Spring Convocation to two graduating students who demonstrate a commitment to social justice advocacy and community development on campus or in the community.

*Congratulations Corrina and Kelsey!  
We wish you the very best in your future endeavours!*

## 2018 Fair Employment Week: October 22-26

### Make It Fair For Academic Staff

Opportunity. Security. Respect.

An increasing number of teachers at Canada's colleges and universities are trapped in precarious contract and part-time work. Contract and part-time work has quietly gone from a short-term stepping stone to a career-long condition. Many earn less than a living wage.

Thousands of professors are denied the opportunity each year to participate in (and be paid for) all aspects of academic work - research, teaching, and service. This has serious implications, not only for contract academic staff, but for students, their regular academic staff colleagues, and the integrity of post-secondary institutions.

We can change this, by improving the working conditions and job security of contract academic staff.

[Fair Employment Week](#) is October 22 to October 26, 2018. CAUT members across Canada are hosting events on campus to support fair treatment of all academic staff.

### *SAVE THE DATES!*

The StFXAUT is pleased to be one of the major sponsors for the [12<sup>th</sup> Annual Antigonish International Film Festival](#).

**October 26-27, 2018**

### YOUR 2018-2019 EXECUTIVE COMMITTEE

[Mary Oxner](#), President  
[Rachel Hurst](#), Vice President  
[Brad Long](#), Past President  
[Clare Fawcett](#), Secretary  
[Martin van Bommel](#), Treasurer  
[Ken MacAulay](#), Co-Chief Grievance Officer

[Christie Lomore](#), Co-Chief Grievance Officer  
[Chris Frazer](#), Member at Large  
[Karen Kenny](#), Member at Large  
[Kris Hunter](#), Member at Large  
[Martin Sastri](#), Member at Large

## KEY DATES

Some of the upcoming deadlines in the [Fourth Collective Agreement](#) include:

### October 1<sup>st</sup>:

- Deadline for Academic Dossier for those being considered for renewal of probationary appointment, tenure and/or promotion. **(Article 2.1.6 Academic Tenure:3.0), (Article 2.2.3.1 Evaluation of Faculty Members Holding Probationary Appointments:4.0) (Article 2.2.3.2 Evaluation of Faculty Seeking Tenure:3.0)**

### October 15<sup>th</sup>

- Deadline for Librarians to notify of intention to apply for advancement in rank. **(Article 3.1.5 Advancement in Rank:2.0)**

### October 31<sup>st</sup>:

- Deadline for Faculty Members, who were employed by the University in the previous Academic year, to submit an electronic copy of an Annual Report of Activities. **(Article 2.0.1 Faculty Responsibilities:7.0, 7.1)**

### November 1<sup>st</sup>:

- Deadline for the Departmental Evaluation Committee to submit its written evaluative report to the Dean and to the Faculty member being evaluated. **(Article 2.2.3.1 Evaluation of Faculty Members Holding Probationary Appointments:5.0) (Article 2.2.3.2 Evaluation of Faculty Seeking Tenure:4.1) (Article 2.2.3.3 Evaluation of Faculty Seeking Advancement in Rank:3.1)**
- Deadline for Librarians seeking renewal or advancement in rank to apply, in writing, to the Chair of the Librarian Promotion and Assessment Committee. **(Article 3.1.5 Advancement in Rank:3.0) (Article 3.1.5 Advancement in Rank:4.0) (Article 3.1.6 Permanent Appointment:5.0) (Article 3.2.3.1 Evaluation of Librarians Holding a Probationary Appointment:4.0)**

### November 2<sup>nd</sup>:

- Deadline for Members engaged in external employment to inform their Department Chair and Dean, of the nature and time devoted to these activities in the previous Academic year. **(Article 2.8 Outside Professional Activity:10.0)**

### November 15<sup>th</sup>:

- Deadline for Academic Vice-President and Provost to give final approval of sabbaticals. **(Article 2.4.1 Sabbatical Leave:14.5) (Article 3.4.1 Sabbatical Leave:14.4)**
- Deadline for Librarians to ensure his or her Academic Dossier is complete. **(Article 3.1.6 Permanent Appointment:3.0)**

### November 21<sup>st</sup>:

- Deadline for Nurse Educators on probationary contracts to submit a file to the Probationary Review Committee. **(Article 5.4 Probationary Appointments:10.0)**
- Deadline for Nurse Educators to submit a file to the Performance Evaluation Committee. **(Article 5.5 Performance Evaluation:4.0)**

### December 1<sup>st</sup>:

- Deadline for the Librarian Evaluation Committee to submit its written evaluative report and recommendation to the University Librarian and to the Librarian being evaluated. **(Article 3.2.3.1 Evaluation of Librarians Holding a Probationary Appointment:5.0)**

**IF YOU HAVE ANY QUESTIONS, PLEASE CONTACT THE STFXAUT OFFICE:**

#219-42 West Street (Old Municipal Building) • (902) 867-3368

[Email](#) • [Website](#)