

Candidate Biographies 2015



Holly Baines – CAS (Faculty of Arts)

Holly Baines is a Contract Faculty member of the Departments of Sociology and Women and Gender Studies. She has also taught in Global Studies at WLU and Labour Studies at McMaster University. She has served as the CAS member of the Sociology Department's monthly council for nearly 5 years, and the WLUFA Negotiating Team in the last round of bargaining for the CAS Bargaining Unit.

This extends her long career of challenging and fighting back against the incursions of neoliberalism into the university. Previous incarnations of those struggles included fighting for the graduate funding package at UofT, and working to ensure the best academic integration of the Ontario Institute for Studies in Education with the Faculty of Education at the University of Toronto; one that met the needs of students.

She has been disappointed and frustrated to see WLU following in the footsteps of austerity budgeting that she saw emerge at the UofT, as well as their practices of prioritizing administrative desires over academic needs. She brings to the table four years of service on the Finance Committee of Jarvis-George Housing Cooperative (budget approx.: \$2 million/yr), and 2 years of service on the Finance Committee of the Graduate Students' Union of the University of Toronto (budget approx.: \$5 million/yr). The recent events at WLU have lead Holly to enthusiastically join the **Reclaim Laurier** slate: Holly Baines, Shelley Beal, Kari Brozowski, Gregory Cameron, Debra Chapman, Peter Eglin, Herbert Pimlott, Garry Potter, Helen Ramirez.

Reclaim Laurier shares common goals. If you share them too, please consider voting for ALL of the slate members. It is out of our desire to make the University all that it could be, that we, the undersigned (female and male, full-time and CAS, Waterloo and Brantford), put before the membership of WLUFA the following common platform:

- Leading a university-wide campaign to reclaim the academic integrity of Laurier from the neoliberal assault on universities
- Replacing temporary contract academic work with secure, full-time employment
- Opening up WLUFA to greater democratic participation and communication
- Actively reaching out to unions and labour organizations on campus and in the local and wider communities.

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and 6 permanent-faculty retirement positions; and after the callous manner in which the incumbents of the staff support positions were removed, it's clear that management is prepared to undermine the academic function, democratic constitution and human relations of the university in order to advance its administrative agenda of differentiated, top-heavy, institutional growth (including the Milton project) according to neoliberal premises. We believe this agenda is harming the University and needs to be reversed.

We want WLUFAs to take a leading part in rolling back this agenda. This means, as we approach the last year of the CAS BU contract, that we have to go beyond the defence of full-time members' salaries and benefits to replace temporary contract academic work with secure, full-time employment, especially if we recognize that our collective working conditions are our students' learning conditions. It also means mounting an offensive to take back our University, one in which we enlist the support of all campus groups and, where possible, kindred organizations in the wider community. The platform stated above indicates where we think action needs to be taken. We ask you to support this platform by voting for our slate: Holly Baines (CAS), Shelley Beal (CAS – Brantford), Kari Brozowski (FT-Brantford), Gregory Cameron (CAS), Debra Chapman (CAS), Peter Eglin (FT), Herbert Pimlott (FT), Garry Potter (FT), Helen Ramirez (CAS).



Judy Bates - Full-time (Faculty of Arts)

Judy Bates (Full-time, Associate Professor, Geography and Environmental Studies, Faculty of Arts)

Judy has a long history of working to better the conditions for members of both of WLUFAs bargaining units. She has been on the WLUFAs Executive Committee since 2004, serving as President from 2008-2013 and Past President in 2013-14. She has also been a Grievance Officer for a number of years and has represented the interests of many CAS and full-time Members in grievances and arbitrations on a wide range of issues.

Judy is the President elect of OCUFA, and will assume that position in July, 2015. Her goals as President will be threefold: to improve the working conditions of CAS members by pushing the provincial government to include contract academic staff in the proposed Ontario Retirement Pension Plan and to make legislative changes to the Employment Standards Act to improve access to extended health and dental benefits for contract faculty. A second goal is to work for the establishment of a Jointly Sponsored Pension Plan for the university sector which would provide universities with an option that could relieve some of the financial difficulties that individual university pension plans are currently experiencing, and which would improve access to pensions for contract academic staff in Ontario. Finally, Judy will work on the e-learning portfolio to improve the quality and student access to on-line courses and to ensure that faculty members are represented on the new e-learning portal that the provincial government has established.

Judy recognizes that the current climate at Laurier is very challenging and a strong Executive will be necessary to resist the University's attempts to limit faculty rights.



Shelley Beal - CAS (Faculty of Liberal Arts)

Shelley Beal, M.A., Ph.D., CAS Representative 2014-15, English Program Committee, Faculty of Liberal Arts; Brantford Foundations Instructor

In my early forties, I became alarmed by the pattern of layoffs and no-benefit contract work affecting my employment in Canadian and multinational corporations as a bilingual finance and credit administrator. When the Ontario government announced its intention to invest in higher education, and the University of Toronto introduced full funding for PhD candidates, I took a leap of faith to become one of the some 15,000 full-time professors that the expanded system would need. The details qualifying that figure escape me now, but what I can verify is that, in the five years that I have been teaching almost thirty English, French, and SCE (CT) Methodologies courses as CAS at WLU, faculty hiring has not kept up, either with earlier projections or with real demand; *au contraire*. It seems that every successful course I create, develop, and achieve seniority in gets budgeted out of existence. But it's not really about me. I am sincerely more concerned with the effect ever-larger class sizes and fewer academic choices are having on teaching and learning at WLU. Budget constraints are starting to severely limit all faculty's pedagogical choices and freedoms: undergraduate peer grading and tutorial leaders, online quizzes and forums, podcast lectures and scantron testing are particularly unsuited to the Arts. Being forced to resort to such methods erodes the level of professional service and personalized feedback our students are paying ever more dearly for.

I am pleased to be running in association with the **Reclaim Laurier** slate, whose nine participants are: Holly Baines, Shelley Beal, Kari Brozowski, Gregory Cameron, Debra Chapman, Peter Eglin, Herbert Pimlott, Garry Potter, and Helen Ramirez. If you, like I do, think that transparent fiscal and administrative practices should support fair and adequate employment for all faculty and, in turn, better education for our students, I ask you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving our common goals.

Out of our desire to make the University all that it could be, we, the undersigned (female and male, full-time and CAS, Waterloo and Brantford), put before the membership of WLUFA the following common platform:

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Replacing temporary contract academic work with secure, full-time employment

Opening up WLUFA to greater democratic participation and communication

Actively reaching out to unions and labour organizations on campus and in the local and wider communities

After the disproportionate growth of management over the last decade; after the attempted administrative coup represented by the IPRM campaign (partially beaten back by concerted opposition); after the Board of Governors' eyeless support for the IPRM; after the recent cutting of 13 WLUSA positions (with reduction of hours for five others), 9 CUPE custodial positions, 75 CAS stipends, 12 LTAs and 6 permanent-faculty retirement positions; and after the callous manner in which the incumbents of the staff support positions were removed, it's clear that management is prepared to undermine the academic function, democratic constitution and human relations of the university in order to advance its administrative agenda of differentiated, top-heavy, institutional growth (including the Milton salient) according to neoliberal premises. **We believe this agenda is harming the University and needs to be reversed.**

We want WLUFAs to take a leading part in rolling back this agenda. This means, as we approach the last year of the CAS BU contract, that we have to go beyond the defence of full-time members' salaries and benefits to replace temporary contract academic work with secure, full-time employment, especially if we recognize that our collective working conditions are our students' learning conditions. It also means mounting an offensive to **take back our university**, one in which we enlist the support of all campus groups and, where possible, kindred organizations in the wider community. The platform stated above indicates where we think action needs to be taken. We ask you to support this platform by voting for our slate: Holly Baines (CAS), Shelley Beal (CAS-Brantford), Kari Brozowski (FT-Brantford), Gregory Cameron (CAS), Debra Chapman (CAS), Peter Eglin (FT), Herbert Pimlott (FT), Garry Potter (FT), Helen Ramirez (CAS). **Thank you for your vote to restore quality higher education to WLU!**



Kari Brozowski – Full-time (Faculty of Human and Social Science)

I have been a member of the WLUFAs Executive committee and the WLUFAs Communications Committee from 2013 to present. As a member of the WLUFAs ad hoc committee to monitor and investigate the IPRM, I organized speaking events for WLUFAs members. Throughout these terms I have worked hard for the working conditions and rights of WLUFAs members. My knowledge of the Wilfrid Laurier University Act and WLUFAs Collective Agreements has provided me with the tools to defend the rights of WLUFAs members. In addition to these duties, I have been the Program Coordinator for the Health Studies and Health Administration programs at the Brantford campus.

Current events at WLU has prompted me to join the **Reclaim Laurier** slate, whose participants are: Holly Baines (CAS), Shelley Beal (CT-Brantford), Kari Brozowski (Brantford), Gregory Cameron (CAS), Debra Chapman (CAS), Peter Eglin, Herbert Pimlott, Garry Potter, Helen Ramirez (CAS). If you support our

common goals I ask you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving them.

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Gregory Cameron – CAS (Faculty of Arts)

Dr. Gregory Cameron has been a CAS member since 2005, teaching in Cultural Studies and Communication Studies. In 2010/11, Gregory was the CAS Liaison Officer on the WLUFAs Executive. More recently he has been involved in the Strategy Committee, writing newsletter articles and CAS postcards, as well as engaging in research and running an information booth. Gregory has been a long time Union supporter with a strong commitment to member engagement. The recent round of negotiations have

shown what is possible when CAS members attempt to reach the membership and the university community as a whole. Gregory is committed to maintaining a strong presence of CAS on the university campuses and to keeping the Laurier community as a whole aware of issues facing CAS and precarious workers in general. Maintaining respect for CAS is an on-going endeavour, we will have to work so as to prevent our sliding back into invisibility. Gregory is willing to do this work.



Debra Chapman – CAS (Faculty of Arts)

Debra Chapman served on the WLUFAs executive from April 2008 to May 2010 and April 2013 to May 2014. She was also a member of the WLUFAs Contract Academic Staff strategy committee (2013). She was the lead organizer of a WLUFAs Equity Workshop with guest speaker Linda Rumleski (2010) and attended a number of OCUFA workshops.

Chapman (PhD, UWO, 2009) is Contract Faculty and has taught a variety of courses ranging from Urban Politics to Political Economy of Development in the Political Science, North American Studies, Global Studies and former

Contemporary Studies Departments or programs at WLU Waterloo and Brantford. She is the author of *The Struggle for Mexico: State Corporatism and Political Opposition* (2012) and three peer reviewed journal articles. She has served as CAS representative in Political Science (2012), advisor for the creation of an online course in political sociology (2012), member of a working group organized by Laurier Centre for Community Service Learning (2012), member of the WUSC advisory board (2010-2012), and member of the Laurier Students' Public Interest Research Advisory Council (2009). She has organized public events both on campus and in the community, including the recent talk by Jim Stanford (UNIFOR).

Her current research includes being a node leader in an international project titled Food: Engaging Action for Sustainable Transformation (FEAST), led by Alison Blay-Palmer at the Laurier Centre for Sustainable Food Systems.

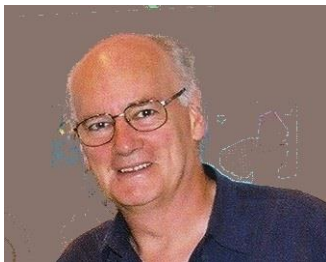
Debra approaches faculty association business with transparency and integrity. She would like to see greater efforts to grow membership involvement in union activities. She favors consensus over majority rule when it comes to executive decision-making. Her extensive experience as chair and president of numerous community organizations and her experience on the WLUFAs executive give her the knowledge and skills needed for effective participation on the executive once again. Her concern for the university arising from current events at WLU has prompted her to join the **Reclaim Laurier** slate, whose participants are: Holly Baines, Shelley Beal, Kari Brozowski, Gregory Cameron, Debra Chapman, Peter Eglin, Herbert Pimlott, Garry Potter, Helen Ramirez. If you support our common goals she asks you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving them.

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Peter Eglin – Full-time (Faculty of Arts)

Peter Eglin (PhD, UBC, 1975) is Professor of Sociology at WLU Waterloo where he has taught courses on chiefly criminalization, human rights and ethnomethodology since 1976. He is the author, co-author or co-editor of five books including *A Sociology of Crime* (with Stephen Hester, 1992), *The Montreal Massacre: A Story of Membership Categorization Analysis* (with Stephen Hester, 2003), and *Intellectual Citizenship and the Problem of Incarnation* (2013).

He is currently one of two elected faculty-at-large members of the Board of Governors (since 2014), has served on search committees for Assistant Vice-President: Student Services (1997) and Dean of Arts and Science (1994), on Senate (1994-1998), Senate Finance Committee (2000-2006) and other Senate committees including sub-committees of SCRAP (1984-85), on Faculty of Arts (and Science) Co-ordinating Committees for Anthropology (currently), Global Studies (2000-2003) and Communication

Studies (1978-1985), and on the Curriculum Committee (2000-03, 1990-92, 1985) and has served as Chair of the (then) Department of Sociology and Anthropology (1992-1995) and Acting Chair of Sociology (2006-2007).

He is looking forward to retirement in obscurity. But not quite yet.

His agitation and agitating arising from current events at WLU have prompted him to join the **Reclaim Laurier** slate, whose participants are: Holly Baines, Shelley Beal, Kari Brozowski, Gregory Cameron, Debra Chapman, Peter Eglin, Herbert Pimlott, Garry Potter, Helen Ramirez. If you support our common goals he asks you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving them.

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Kimberly Ellis-Hale – CAS (Faculty of Arts)

Kimberly Ellis-Hale Contract Faculty (CF) Department of Sociology

Although I have been (primarily) CF at Laurier since 1998, it has only been in the last couple of years that I have become involved with the union. I was chair of the CF Strategy Committee in 2013, and am completing my first year on the executive.

In addition to my broader executive responsibilities, I am co-CF liaison, and a member of the Communications, Standing Appointment Review and Special Topics Review committees. Moreover, I coauthor the monthly *focus on Contract Faculty* newsletter.

Based on my experiences, I believe the following issues are of key concern for the next executive:

- continuing to press for University accountability regarding financial and strategic decisions;
- undertaking a constitutional review/modernization to address transparency concerns, election processes, governance issues, and inadequacy of executive representation given membership and university growth; creating a more open and outward-looking union where input is encouraged, opportunities for involvement across campuses, faculties and bargaining units are promoted, and broad consultation is the norm;
- continuing to build upon the momentum around CF employment conditions in preparation for next year's negotiations (elimination of Standing Appointments in favour of Conversions, compensation, job security, health benefits, pension plan accessibility, office space/conditions, centralized scheduling concerns, online teaching issues, service recognition, and further service/voting opportunities in department, faculty and university-wide bodies);
- and given that many of our issues reflect broader trends, reaching out to other groups (union/non-union, in house/external, political/non-partisan) to build strong informational and supportive networks.

It is because of my belief in the centrality of these issues and my commitment to working on them to the benefit of all members that I am seeking re-election. If you would like to discuss any of this further or would like information regarding my teaching, research and/or service at Laurier, please contact me (kellis@wlu.ca).



Azim Essaji – Full-time (SBE)

Azim Essaji is Associate Professor of Economics. He received his BAsC and MA from McMaster University, and a JD (LLB) and PhD from the University of

Toronto. His primary research interests are in international trade and development, with a particular focus on the role of institutions in shaping developing country trade patterns. Azim has served on the School of Graduate Studies Awards Committee, the University Librarians' Continuing Appointment and Promotion Committee and chaired an OGS Doctoral Awards Committee. Moreover, he was a member of the WLUFA Bargaining Committee for the most recent round of Full-time negotiations, and is the incoming director of the Master of Arts in Business Economics program. Prior to joining Laurier in 2004, Azim was a steward at CUPE 3902, the unit representing teaching assistants and CAS faculty at the University of Toronto.



Jim Gerlach – CAS (Faculty of Science)

Before joining WLU as contract faculty in 2006, I was a Principal Investigator in the Cancer Research Laboratories at Queen's University and an Adjunct Professor in the Departments of Biochemistry and Oncology. During contract negotiations for the part-time bargaining unit in 2007-2008 I became involved with WLUFA, first as a member of the Strategy Committee and then working full time in the strike office. Since that time I have served on the negotiating teams for the last two collective agreements for contract faculty and librarians.

I was first elected to the WLUFA Executive Committee in 2011 and since then have served as **Association Treasurer**. In 2010-2011 WLUFA had a deficit of more than \$49,000. Since that time the executive, staff and I have worked hard to reduce that deficit. This year I was pleased to report a **surplus of almost \$64,000** for 2013-2014. This was accomplished without raising dues (still a low 0.9%) and without slashing services (Jim Butler please take note). As Treasurer I have endeavoured to provide fiscal responsibility with full transparency to the membership. With the recently announced faculty cuts, maintaining a sound fiscal policy will become even more important as revenues from faculty salaries decline.

I believe it is also important that we form strong alliances with our colleagues in Ontario and across Canada. Since 2013 I have served as WLUFA's first representative on the CAUT Contract Academic Staff Committee. Recently, I was nominated to chair the committee, which means I will also be on the CAUT Executive. I am a member of the OCUFA Ad Hoc Committee on Contract Faculty and Faculty Complement, whose recent "We Teach Ontario" campaign has been highly successful. We must continue these partnerships to ensure our voices are heard.

I remain firmly committed to improving working conditions, especially job security and benefits, for contract faculty at Laurier and across the country. I believe this can only be accomplished by a united Laurier faculty, one that fights for the rights of both regular and contract members. If re-elected, I will continue working to represent all members of WLUFA and to ensure all voices are heard.



Angele Hamel – Full-time (Faculty of Science)

I have been a professor in the Department of Physics and Computer Science since 2000, and was cross appointed to the Department of Mathematics in 2014. My Ph.D. is in mathematics from the University of Waterloo and I worked in New Zealand and England before coming to Laurier. My research focuses on combinatorics and algorithms, and I currently hold an NSERC Discovery Grant. Within Laurier I've been on a number of committees, including Senate, Senate Finance, Faculty of Science curriculum committee, and Graduate Faculty Awards committee. Externally I was on NSERC's Scholarships and Fellowships Committee for Computing and Mathematical Sciences for three years, and on the Ontario Ministry of Research and Innovation Early Researcher Award (ERA) panel for Information Technology for four years, chairing the panel in 2012. I was a member of, and secretary to, the WLUFA Executive Committee from 2011-14.



Peter Kuling – CAS (Faculty of Arts)

Peter Kuling is a CAS lecturer in Communication Studies at Wilfrid Laurier University teaching courses on visual culture, media history, multimedia production, and performance studies. He received his Ph.D. in English from the University of New Brunswick for new research on queer adaptations of Shakespearean drama in Canada. His current research explores intersections of queerness, national identities, and performance studies across contemporary theatre, film, video games, and digital media environments. He has recently co-edited a special issue of *Canadian Theatre Review* on digital performance and will be editing an upcoming issue focused on theatricality and performance elements in professional sports. He currently works as the membership coordinator for the Canadian Association for Theatre Research after serving as the past co-chair of CATR's annual conferences in Waterloo and St. Catherines .



Joanne Oud – Full-time Library

I've served as a member of the Full-Time Negotiating Team four times, been a member of the Joint Liaison Committee for four years, and have been on the Executive Committee over the past year. I'd like to continue to serve as a member of Executive to help create strategies to safeguard working conditions at this difficult point at Laurier.



Herbert Pimlott – Full-time (Faculty of Arts)

Herbert Pimlott has been teaching full-time in the Department of Communication Studies since it was founded in 2001. After working full-time in the media, Herbert moved into academia and worked as both contract and limited-term (half-time and full-time) faculty at universities in the UK and Canada. He has engaged in media and communications work in support of contract negotiations for both bargaining units of the Wilfrid Laurier University Faculty Association, including acting as WLUFA’s Media Relations Officer during the contract faculty strike in 2008, and helping to found and edit the *WLUFA advocate*. Herbert works outside the university providing communications advice for labour and social justice groups, in addition to his scholarly research on alternative media, labour communications and journalism practices.

His concern over the administration’s direction of resources out of Laurier’s core mission has prompted him to join the **Reclaim Laurier** slate, whose participants include: Holly Baines, Shelley Beal, Kari Brozowski, Gregory Cameron, Debra Chapman, Peter Eglin, Herbert Pimlott, Garry Potter, Helen Ramirez. If you support our common goals he asks you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving them.

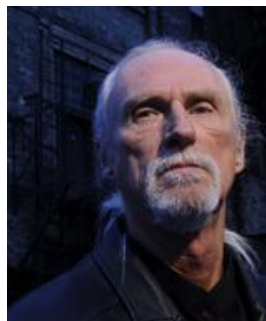
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Garry Potter – Full-time (Faculty of Arts)

Garry Potter has previously served upon the WLUFA Executive and Laurier's Board of Governors. He is currently a Faculty of Arts elected representative on Senate. He has been a trustee of the CAUT Defence Fund since 2007. He is a film maker, political activist and sociologist. The title of one of his recently published articles – "Rebellious Responses to the Walmartization of Canadian Higher Education" – is indicative of his views upon Laurier's current situation.

For just that reason, he joined the **Reclaim Laurier** slate, whose participants are: Holly Baines (CAS), Shelley Beal (CAS), Kari Brozowski (Brantford FT), Gregory Cameron (CAS), Debra Chapman (CAS), Peter Eglin (FT), Herbert Pimlott (FT), Garry Potter (FT), Helen Ramirez (CAS). If you support our common goals he asks you to consider voting for ALL the slate members so that we may have a reasonable chance of achieving them.

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After the disproportionate growth of management over the last decade; after the attempted administrative coup represented by the IPRM campaign (partially beaten back by concerted opposition); after the Board of Governors' eyeless support for the IPRM; after the recent cutting of 13 WLUSA positions (with reduction of hours for five others), 9 CUPE custodial positions, 75 CAS stipends, 12 LTAs and 6 permanent-faculty retirement positions; and after the callous manner in which the incumbents of the staff support positions were removed, it's clear that management is prepared to undermine the

academic function, democratic constitution and human relations of the university in order to advance its administrative agenda of differentiated, top-heavy, institutional growth (including the Milton salient) according to neoliberal premises. We believe this agenda is harming the University and needs to be reversed.

We want WLUFAs to take a leading part in rolling back this agenda. This means, as we approach the last year of the CAS BU contract, that we have to go beyond the defence of full-time members' salaries and benefits to replace temporary contract academic work with secure, full-time employment, especially if we recognize that our collective working conditions are our students' learning conditions. It also means mounting an offensive to take back our university, one in which we enlist the support of all campus groups and, where possible, kindred organizations in the wider community. The platform stated above indicates where we think action needs to be taken. We ask you to support this platform by voting for ALL the members of our slate: Holly Baines (CAS), Shelley Beal (CAS), Kari Brozowski (Brantford FT), Gregory Cameron (CAS), Debra Chapman (CAS), Peter Eglin (FT), Herbert Pimlott (FT), Garry Potter (FT), Helen Ramirez (CAS).



Helen Ramirez – CAS (Faculty of Arts)

For the last few years, it has been a battle to make sure the issues of Contract Faculty did not disappear and to find new ways of linking with colleagues to bring their issues to the forefront of union and university operations. This year as a dual team representing CF on WLUFAs executive we have produced Contract Faculty newsletters, been the centre of a CBC documentary, we've held coffee houses, we brought CF colleagues together for a direct conversation with Max Blouw, and have worked hard to ensure that every WLUFAs executive meeting heard the voices of CF. While this litany of activities is good, the future is looking much more dire. We are moving into a time when our contract is at risk. We need a much more coordinated effort to ensure that our (CF and TT/T Faculty) futures are not placed into a deeper precarity.

At the core is the urgency to create a strong and committed union executive that does more than respond in hindsight to current issues and instead builds a solid base against the ways in which rights slip away and conditions worsen for all of us. After sitting on the executive for the last two years, I know we need to deliver a more consolidated action mandate which means I am running as part of a slate. I have worked on gendered violence issues on this campus for years but what I am witnessing and participating in this year is the steering committee on gendered violence that brings together a collection of committed and skilled people who will make this campus safer for students, faculty and staff. The slate intends to do the same. So, I stand with Garry Potter, Deb Chapman, Shelley Beal, Gregory Cameron, Holly Baines, Kari Brozowski, Peter Eglin and Herbert Pimlott to Reclaim a Laurier that builds a democratic, open and action taking union to prevent more moves to diminish education by displacing the very people who make learning possible.

What follows is our platform.

Out of our desire to make the University all that it could be, we, the undersigned (female and male, full-time and CAS, Waterloo and Brantford), put before the membership of WLUFA the following common platform:

- Leading a university-wide campaign to reclaim the academic integrity of Laurier from the neoliberal assault on universities
- Replacing temporary contract academic work with secure, full-time employment
- Opening up WLUFA to greater democratic participation and communication
- Actively reaching out to unions and labour organizations on campus and in the local and wider communities

After the disproportionate growth of management over the last decade; after the attempted administrative coup represented by the IPRM campaign (partially beaten back by concerted opposition); after the Board of Governors' eyeless support for the IPRM; after the recent cutting of 13 WLUSA positions (with reduction of hours for five others), 9 CUPE custodial positions, 75 CAS stipends, 12 LTAs and 6 permanent-faculty retirement positions; and after the callous manner in which the incumbents of the staff support positions were removed, it's clear that management is prepared to undermine the academic function, democratic constitution and human relations of the university in order to advance its administrative agenda of differentiated, top-heavy, institutional growth (including the Milton salient) according to neoliberal premises. We believe this agenda is harming the University and needs to be reversed.

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Glenda Wall – Full-time (Faculty of Arts)

Glenda Wall is an Associate Professor in the Department of Sociology. She joined the university in 2000. Her research focuses parenting culture and experience and social constructions of childhood. She has extensive prior service to the university and the faculty association which includes a term as chair of the

Department of Sociology, a term as Women's Faculty Colleague, and membership on Senate, the Senate Tenure and Promotions Committee, and the Joint University-Association Employment Equity Advisory Committee. She has served two terms on the WLUFAs Executive and has presented in workshops for WLUFAs members on preparing for tenure and best practices in hiring and promotion.



Stephen Wenn - Full-time (Faculty of Science)

Stephen Wenn is professor, Kinesiology and Physical Education, and has been a WLUFAs member since the time of his initial appointment in 1993. He has served seven years on WLUFAs Executive (non-consecutive), as well as two years as WLUFAs Vice-President. In addition, he was a member of the bargaining team for the 2011-2014 collective bargaining agreement and has served on the strategy committee for other negotiations, most recently in conjunction with the CBA ratified this past month. He has served 4.5 years as Chair of Kinesiology and Physical Education, and is currently the unit's Undergraduate Advisor. Stephen teaches sport history within the KPE unit and his research specialization is Olympic history. He is a co-author of *Selling the Five Rings: The IOC and the Rise of Olympic Commercialism* (University of Utah Press, 2002, rev. ed., 2004) and the lead author on *Tarnished Rings: The International Olympic Committee and the Salt Lake City Bid Scandal* (Syracuse University Press, 2011). He served a two-year term as the President of the North American Society for Sports History (2007-2009) and is currently an Associate Editor of the *Journal of Sport History*.