

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Executive Committee Comité de direction

Nomination Form / Formulaire de mise en candidature

Nominee / Candidat ou candidate

Carolyn Sale

Position / Poste

Representative-at-large (General)

To use this form / Comment utiliser ce formulaire

1. Save this file to your desktop / Enregistrez ce fichier sur votre ordinateur.
2. Open the form using Adobe Reader / Ouvrez le formulaire à l'aide d'Adobe Reader.
3. Fill in the fields / Remplissez les champs indiqués.
4. Attach additional documentation as required / Joignez, au besoin, toute documentation supplémentaire.
5. Save completed form to your desktop / Sauvegardez le formulaire rempli sur votre ordinateur.

Documentation / Documentation

Nominations should include / Les dossiers de mise en candidature doivent comprendre :

- (a) a letter of nomination / une lettre de mise en candidature
- (b) the agreement of the nominee to serve if elected / le consentement du candidat ou de la candidate advenant son élection
- (c) a completed executive committee nomination form / le formulaire dûment rempli de mise en candidature au Comité de direction

Nomination deadline : March 1

Date limite des mises en candidature : 1^{er} mars

Send completed form to

Faites parvenir le formulaire dûment rempli au

Chair, Elections and Resolutions Committee
Président, Comité des élections et des résolutions
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université
2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2
Email / Courriel : nominations@caut.ca

Personal information / Renseignements personnels

Name / Nom **Carolyn Sale** Telephone / Téléphone **5879897624**

Email / Courriel **sale@ualberta.ca** Fax / Télécopieur

Full institution address including academic unit / Adresse complète de l'établissement, y compris l'unité académique

University of Alberta
Department of English & Film Studies
3-5 Humanities Centre, Edmonton, AB T6G 2E5

CAUT is committed to principles of equity and actively seeks to diversify the membership of its committees. Nominees are encouraged to indicate, in the space below, whether they self-identify as members of racialized groups, people with disabilities, gay, lesbian, bisexual, transgender, queer and 2-spirited people, Aboriginal people, and women. Responses are voluntary.

L'ACPPU souscrit pleinement aux principes de l'équité et s'emploie activement à diversifier la composition de ses comités. Les candidates et candidats sont invités à indiquer, dans l'espace ci-dessous réservé à cet effet, si elles ou ils s'identifient comme membre d'un groupe racialisé, personne ayant une limitation fonctionnelle, gai, lesbienne, bisexuel, transgenre, allosexuel et bi-spirituel, Autochtone et femme. Les réponses sont facultatives.

I am a woman.

Languages / Langues

CAUT's official languages are English and French. Indicate your level of competence.

Les langues officielles de l'ACPPU sont l'anglais et le français. Indiquez votre niveau de compétence.

I am fluent in English, and can read French reasonably well.

University and college appointments / Postes universitaires et collégiaux

Provide a brief summary of the university/college appointments held including name of institution, position and years.

Décrivez brièvement les postes universitaires/collégiaux occupés et indiquez le nom de l'établissement, le titre du poste et les années en poste.

University of Alberta, Associate Professor, July 1, 2011–present
University of Alberta, Assistant Professor, July 1, 2006–June 30, 2011
University of Windsor, Assistant Professor, July 1, 2004–June 30, 2006
University of Windsor, Assistant Professor, Contractually Limited Appointment, July 1, 2003–June 30, 2004

Experience in academic staff affairs / Expérience des affaires du personnel académique

Provide a summary of your involvement with academic staff associations at the local, provincial, and/or national level.
Décrivez brièvement vos activités au sein d'associations de personnel académique à l'échelle locale, provinciale et nationale.

Windsor University Faculty Association (WUFA), VP Women's Issues, 2005–06
Association of Academic Staff University of Alberta (AASUA), Councillor,* 2009–present
AASUA Director (Chair, Academic Faculty Committee**), 2012–2015; 2017-18
Talk for the University of Saskatchewan Faculty Association's Academic Freedom Day 2014, "On the necessity of educating Boards of Governors, or Why Buckingham Should Never Have Been Fired."
AASUA Bylaws Amendment Committee, spring 2015–present (one of four elected "Drafting" members)
AASUA Vice-President, 2015-16, and Chair, Governance Committee
AASUA Academic Freedom Week, Nov. 2nd-6th, 2015 (Organizer; Council-approved budget, \$30,000)
CAUT, Council Delegate for AASUA (Alternate), 2015–16
AASUA President, 2016-17
Confederation of Alberta Faculty Associations (CAFA), AASUA Delegate, 2015-16; Treasurer, 2016–17
CAUT, Council Delegate for AASUA, 2016–17
CAUT Western Regionals talk, "Why Alberta Academic Staff Associations Should Want the Protections of the Alberta Labour Relations Code," 4 November 2016
Solidarity Picket for University of Manitoba Faculty Association, Fall 2016
CAUT Parliament Hill Day, 24 November 2016
AASUA Past-President, 2017-18 (member, Governance Committee; chair, Nominating Committee)
AASUA Bargaining Planning Committee (representing the faculty), 2017-18
CAUT, Trustee, J.H. Stewart Reid Memorial Fellowship, 2017-2020

* AASUA Council is the Association's 60+ member policy-making body for our over 4,400 members

** The AASUA's Academic Faculty Committee represents the Association's over 2,000 faculty members

Other relevant experience / Autre expérience pertinente

Provide a brief summary of experience or qualifications which you feel would be useful in the position for which you have been nominated.
Décrivez brièvement l'expérience ou les compétences acquises qui vous permettraient d'occuper le poste pour lequel vous avez été recommandé(e).

I have several years' experience in many roles, including President, with Canada's largest academic staff association, the Association of Academic Staff University of Alberta (AASUA). As the AASUA has seven constituencies, this is experience in building understandings across groups whose interests are sometimes in tension. This experience has also been one of intense collaboration to make the AASUA a more democratic, more effective, member-run organization. My earlier experience with WUFA was formative, the union fundamentals that I learned there proving invaluable to my work as AASUA President in 2016-17, as I sought support for the Government of Alberta putting the postsecondary sector under the Code. I am prepared to defend the interests of the academy and protect academic working conditions by any means possible, and thus also serve on the University of Alberta's General Faculties Council (Arts rep, 2014–16, 2017-20) where two years ago I drove an unprecedented academic governance review and have been fighting the use of student evaluations in employment decisions. I also work outside institutional structures. In 2013, in the face of the historic cuts to postsecondary education in Alberta, I wrote blog posts (ArtsSquared) reprinted by rabble.ca and excerpted in Alberta Views magazine. I also helped to organize the Coalition for Action of Postsecondary Education (CAPSE), to enable academic staff and students to work together to fight the cuts, and was asked to give speeches at two rallies organized by Public Interest Alberta. In 2014, when the University of Saskatchewan fired its Dean of the School of Public Health I wrote an open letter to the University of Saskatchewan's Board of Governors that over 1,000 academics signed.

Priorities for CAUT / Priorités de l'ACPPU

Identify what you feel should be major priorities for CAUT in the next two years.

Quelles devraient être, selon vous, les grandes priorités de l'ACPPU pour les deux prochaines années?

If elected, my first priority, as a rookie member of the Executive, is to support the initiatives of the President and Vice-President, especially in the mobilizing of academic staff across the country to take more concerted and better co-ordinated action against the various threats to academic research and post-secondary education as public goods. I would, however, also like to see CAUT more explicitly defend the full range of academic research as vital to the future of Canadians and their collective responsibility to a rapidly-changing planet. The "Get Science Right" campaign has been important — indeed, essential — but in our engagements with the public and governments we must expand beyond it. Our continuing rigorous defense of academic freedom is also essential, as are our efforts to empower equity-seeking groups, support the Indigenization of the academy, and fight the academy's corporatization. We must make every effort to end the Canadian academy's structural dependence upon contract academic staff not supported as fully-fledged researcher-teachers as a phenomenon hollowing the academy from the inside out, and be vigilant in pre-empting attempts on the part of university administrations to import baleful models of "productivity," the quantification of research, and increasing precarity from elsewhere (especially the UK and Australia). And when we pass policy on the CAUT Council floor I would like to see that translate into high-profile education campaigns that help those policies gain a foothold with academic staff across the country so that the policies have a real chance of translating into change at the local level not just through academic staff association work but in venues of collegial governance at all levels. (The CAUT policy opposing 'student opinion surveys' is a good example here.) That kind of communication element would, I think, pay all kinds of dividends in enhanced perception of the national organization's role in protecting the academy and the working conditions of academics.

Additional comments / Autres renseignements

Provide any additional information you feel would be useful to Council delegates in their consideration of your candidacy.

Ajoutez tout complément d'information utile que les délégués du Conseil pourraient prendre en compte dans l'appréciation de votre candidature.

My abiding commitment is to rigorous collective decision-making and action in defense of the academy and academic working conditions. It would therefore be an honour to have the opportunity to contribute to the work of the national organization that I hold in such high esteem. I am a creative strategist and effective communicator and liaison whose research specialization, Shakespeare and the law, gives me skills in language (whether with contract language, bylaws, policy, or outreach) that I find invaluable in the fight to protect the interests of academics. My article on the firing of Robert Buckingham at the University of Saskatchewan in 2014 appears in a special issue of the Journal of Historical Sociology, "Academic Freedom and the Contemporary Academy" (March 2016), and other activities on behalf of the academy include an Op-Ed* for the Edmonton Journal (23 November 2015) co-written with University of Alberta colleagues Laurie Adkin (Political Science) and Sourayan Mookerjee (Sociology) insisting on the need for a diverse, public-interest composition of Boards of Governors at a moment when we knew Alberta's government might take this advice seriously. I am ever optimistic about what activist academics can achieve for the academy, even in relation to long-standing problems, and eager to put my shoulder to the wheel as a "Representative-at-Large (General)" for CAUT's member organizations.

*<http://edmontonjournal.com/news/politics/opinion-dont-lose-sight-of-u-of-as-public-interest-mandate>



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February 27th, 2018

Ted Montgomery
Chair, Elections and Resolutions Committee
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Fax: (613) 820-7244
Email: nominations@caut.ca

Dear Ted,

It is with great pleasure that I write to nominate Carolyn Sale as a candidate for "Representative-at-Large (General)" on the CAUT Executive for 2018-19.

I have known Carolyn since 2009, from our work together on the Association of Academic Staff University of Alberta's Council. AASUA Council is the policy-making body for the Association's over 4,400 members in seven constituency groups. Carolyn and I have also served together on the AASUA Executive since the Fall of 2012, where Carolyn sat as the chair of the Academic Faculty Committee (which represents the Association's over 2,000 faculty members). In 2013, we were the AASUA delegates to the Harry Crowe Conference and since then we have worked together very closely in initiatives seeking the increased democratization and effectiveness of our Association. As Vice-President of the Association in 2015-16, Carolyn led the Governance Committee through an arduous process of creating a new set of election rules for the Association (along with the necessary bylaw changes) to allow for democratic election of the Association's Officers by members. Carolyn has served on various other Association committees including the *ad hoc* Bylaws Amendment Committee, which has been at work for the last two and a half years producing new bylaws for the Association through a rigorous consultation process with members and AASUA Council. In 2015-16 she planned and hosted a series of events and brought in various external speakers for the Association's first "Academic Freedom Week." In 2016-17 Carolyn and I were the first President and Vice-President of the Association elected by the membership.

As President, Carolyn provided exceptional leadership for the Association in a particularly challenging year. Despite some concerted opposition, she led the Association through various, careful steps to ensure that the Government of Alberta, in its responsiveness to the holding in the *Saskatchewan Federation of Labour v. Saskatchewan*, would produce new legislation

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providing academic staff associations within Alberta the protections of the *Alberta Labour Relations Code* along with the right to strike. This required extensive engagement with members and Government, as well as the urging of solidarity on the issue amongst academic staff associations in Alberta.

In tandem with this, Carolyn led the AASUA Executive in creating a new suite of policies for AASUA Council's approval to equip the Association to plan for and execute its first round of negotiations under the *Code*. She also led us through our first consultation process with members for the setting of bargaining priorities, and created a Bargaining Planning Committee for the Association to increase the involvement of members in the work of bargaining preparation. This year, as we prepare for our first negotiations under the new labour relations regime, she represents our over 2,000 faculty members on that committee. Carolyn's special initiatives as President included spearheading a Salary Equity Task Force that pursued an unprecedented intersectional analysis. To all of her work on behalf of our Association she has brought great intelligence and an unflagging work ethic.

Carolyn is now eager to put her considerable skills and energy to work for CAUT. Her broad understanding of issues facing academic staff at this juncture in the history of the Canadian academy along with her strategic thinking, dedication, and skills at collaborative decision-making will make her a wonderful contributor to the CAUT Executive.

Please let me know if there is anything else I may provide to support this nomination of Carolyn to the position of "Representative-at-Large (General)."

Yours sincerely,

A handwritten signature in dark ink, consisting of several overlapping, horizontal, slightly wavy lines that form a stylized, elongated shape. The signature is positioned above the typed name.

Rachel Milner, Ph.D.
Vice-President, AASUA

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28 February 2018

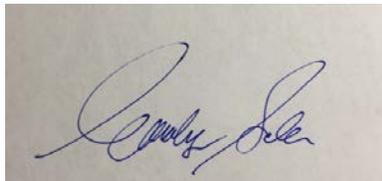
Ted Montgomery
Chair, Elections and Resolutions Committee
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Dear Ted,

Re: Nomination by Rachel Milner to the CAUT Executive as a "Representative-at-Large (General)"

I write to confirm that I accept Rachel Milner's nomination of me as a candidate for the CAUT Executive 2018–19 as a "Representative-at-Large (General)." If elected I agree to serve the term in full.

Yours sincerely,



Carolyn Sale