

**Statement of Interest for the Position of YUFA Chief Steward**  
**Marcia Macaulay**

My name is Marcia Macaulay. I am an Associate Professor in the Department of English and the Linguistics Program at Glendon College. I would be honoured to continue serving you as Chief Steward. I have been actively involved in YUFA for over twenty years and thus have extensive knowledge and experience working with and for members within the association.

From 2001, I served as my department's (Glendon English) steward for three successive periods. From 2011, I served as the Steward for Glendon Humanities for two periods. For approximately 15 years I have been engaged in YUFA's governance through representation of Glendon English or Glendon Humanities on Stewards' Council. During this period, I also served as the Stewards' Representative on Executive (2006-7). I have also served on YUFA's Climate Emergency Committee (2020-21). In 2005-6, I was the Chair of YUFA's Bargaining Priorities Sub-Committee. This committee critically examined imbalances in workload in Teaching, Research and Service. Our committee laid the groundwork for the reduction of the cap in teaching load from the standard 3 full courses in most faculties other than Science to 2.5 courses (for the Professorial Stream). This reduction has been standard since 2006, although further reduction is needed especially with respect to Teaching Stream positions. In 2013 I served as a YUFA Trustee (2013-14). Additionally, I served on the Grievance Committee for two periods (2000-3) and (2009-11).

For the past three months, I have had the opportunity and pleasure to serve in the position of **Chief Steward** and have gained valuable experience in the handling of a wide-ranging number of members' concerns, complaints, and grievances. I have participated in both mediations and arbitrations. I have also participated in measures to ensure protection of Glendon's academic integrity in light of possible restructuring of the college's programs through the hiring of the external Australian consultancy firm NOUS that has been engaged in restructuring at The University of Alberta and Laurentian and that, beyond Glendon, could have implications for the broader university community. My fundamental concern has been to serve the interests and welfare of individual members and the membership as a whole while also actively defending YUFA's collective agreement rights.

The main job of the Chief Steward is to attend to and investigate complaints from the membership that can proceed to grievances and beyond this to mediation or arbitration. It is important for the Chief Steward to have a good knowledge and understanding of the Collective Agreement in attending to any member's concerns and to provide clear explanation about what a complaint/grievance process entails and how this process can evolve for any member considering putting in a complaint or proceeding to a grievance. The Chief Steward needs to work closely with staff to ensure that members' concerns are appropriately taken up.

In recent years, the number of complaints and grievances from the members has increased. With Covid, this has been exacerbated especially with regard to accommodation, health and safety as well as pedagogy. It is thus very important to ensure that there is strong advocacy for the

membership and that the collective agreement is fully protected in light of this increase. I am deeply committed to such advocacy.

I have a wide experience at the departmental and faculty level. In terms of academic service, I have served as Coordinator of Linguistics in the Glendon Linguistics Program and on virtually all of Glendon's committees, including several of my own department's committees. I have also served on Senate from 2008-9 and then later from 2015-19. Further, I have organized conferences and conference panels at international conferences.

My academic work is also broad. I have done work in both Literary Discourse and Political Discourse, including work on Medieval Poetry, Shakespeare, and Oscar Wilde as well as Speech Act Theory, Narrative Theory, Oral/Written Speech and political interviewing. My current research is on populism and populist discourse. I shall be publishing a volume on North American Populist Discourse in 2022 for Palgrave MacMillan. My work in linguistics intersects with my participation in YUFA in that I bring an interest in the relationship between power and language to both endeavors.