

September 15, 2016

UMFA Results are in! - Members Keep Our University Working

We'd just like to take a few moments to fill you in on the results of the survey that many of you filled out a few months ago. The results were very positive.

Nearly 700 of our members, representing all our faculties, made the time to complete the survey – the highest participation rate ever for an UMFA survey. We asked you to tell us a bit more about how you feel about your work life, and how we could do a better job representing your needs and priorities.

The results made it clear that our members value UMFA, and many of you are willing to be more involved. It is also clear there are widespread concerns about certain administrative initiatives underway – about what those might mean for our University, and for your working lives in particular.

Here are some highlights from what we learned:

- **UMFA is a Strong Voice**
Over 80% of respondents see UMFA as a strong voice for faculty on campus. Three-quarters of members told us that they would turn to UMFA if they encountered a work related problem. Your elected UMFA Board representatives are already doing an excellent job: 89% of members have been satisfied or very satisfied with support offered by their reps and other UMFA officials.
- **Collective Agreement Rights a Priority**
When it comes to UMFA priorities, more than 91% ranked negotiating a fair collective agreement that benefits all members in first or second place. Close behind were: ensuring the collective agreement is honoured by the administration; and representing members during grievances. More than 93% of respondents thought UMFA should create more opportunities for members to learn more about the collective agreement and their rights.
- **Heavy and Growing Workloads**
Workload is a key concern for Members, with 74% indicating difficulties doing their jobs due to decreased administrative support. A full two-thirds of members tell us that they have insufficient time for research. A vast majority - 91.8% - agree or strongly agree that the Administration is asking UMFA members to do too much with diminishing resources, while fewer than a quarter of respondents (22.4%) believe that the administration is doing its best given current budget realities. Such unified concerns, coming from all faculties, shows that the Administration needs to address workload issues across campus.
- **Keeping the University Working**
There are clear frustrations about working conditions on campus. But UMFA members also take pride in their work and their contribution to the life of the University. Almost all of those who completed the survey (88%) agreed that UMFA members are what keeps University of Manitoba working. Members would like to see UMFA spread that message. There was strong support for public advocacy and campaigns to help students and parents better understand and appreciate

the value of work done by the highly trained and commitment professionals who make up our membership.

The survey results tell us why solidarity and collegial support among faculty and librarians is more important than ever. UMFA members share deep common concerns about the Administration.

Only 16.2% of members trust or strongly trust President David Barnard when it comes to information about bargaining or university funding. Members believe almost unanimously (95%) that the Administration should take a more constructive approach to bargaining. As negotiations unfold, UMFA hopes to see meaningful problem solving at the bargaining table.

Yours,

Esyllt Jones, Chair, and Alison Calder, Member
UMFA Communications Committee