



## President's Message

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**Mark Hudson**

Now that you've survived the late nights and caffeine binges of the grading crunch, I hope you are all

getting a well-deserved chance to breathe. Summer in Winnipeg is a great time to re-set, turn a focused eye to our research, and start some fresh thinking about next fall's courses. At UMFA, things continue to accelerate as we move into June, with bargaining now in full swing, a transition in government, and the UM budget having been approved by the Board of Governors.

Since our last newsletter, we've had two full meetings of the membership—a Special General Membership meeting at the end of March to discuss bargaining proposals, and the Annual General Meeting (AGM), mid-May. We had very good participation at both, and I want to thank all of the Members who attended one or both. The AGM is covered elsewhere in this newsletter, but I wanted to say how much I appreciated hearing all of your ideas for making UMFA more responsive and welcoming to more of our Membership. I hope and expect that some of these ideas will be taken up over the next year, and we'll be asking for your involvement to help support them. It was also excellent to get a chance to talk with many of you after the formal proceedings wrapped up.

In the usual patterns of ups and downs, the good mood generated at the AGM was cut short when the Board of Governors met last week and, with "nary a murmur," according to UMFA VP Jan Morrill, who was at the

meeting, passed a budget that cuts yet further and unnecessarily into educational quality at UM and our working conditions. The refrain from the administration this year is the same as last year, and it rings just as hollow. As seven-figure gifts to the University are announced, and with a \$68 million dollar surplus of operating revenue over operating expenses, the administration is yet again crying poverty, and has already begun a public relations campaign blaming salaries for their financial woes.

My apologies if you are experiencing a bit of *déjà-vu* here. I was writing almost the exact same message last year, and I am sick of hearing myself say this, we have to say it so often: the University of Manitoba is in fine financial shape. There is no crisis requiring cuts. The administration has made choices about how to spend their increasing budget which do not prioritize maintaining faculty numbers, protecting the high quality of education at UM, or enhancing the student experience—the bulk of which happens in the classroom, field, or lab in interaction with professors and instructors. Academic salaries at our university are not driving any imbalance between revenues and expenses. They are declining as a proportion of expenses.

This final point brings me to bargaining. We are, and will continue to do our best to keep you informed about what is happening at the table. Having unsuccessfully attempted a "fast-track" bargaining round with administration, we are now at the table with a full slate of bargaining priorities as they were approved by you at the Special General Membership meeting in March. We are putting forward a number of crucial governance and benefits issues, and we will carry those forward with determination.

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*President's Message continued...*

The number one priority expressed in our survey, however, was salary. Listening to administration, you might get the impression we were already bleeding the university dry through salaries, so why would we be asking for an increase? When you hear this, as you are likely to do in the upcoming months, remember that comparing our average salaries at any rank to either the "Saskatchewan 8" group of comparators, or to the U-15 group of comparators, we're in

the sub-basement. Everyone agrees on the need to boost our capacity to recruit great new faculty. Nothing will make that happen quite as effectively as closing the gap between UM salaries and those at other Canadian research universities.

## How Budget Cuts are Affecting Staff and Students in the Faculty of Arts

By now, you're likely well aware of the administration's claim that the University is having financial difficulties and therefore two back-to-back budget cuts of 4% each were necessary.

In a recent meeting of Arts Faculty Council, a report was presented that gives a first-hand account of how the budget cuts have impacted staff and students in the department. According to the report, 2016-2017 will be the fourth consecutive year of cuts to the Faculty: "A 4% cut to the Arts budget represents approximately \$1.5 million less in funding. Since budget cuts began in 2013, Arts has lost nearly \$3 million per year in financial capacity, and projected cuts for the coming year will further magnify the loss."

The Faculty is feeling the impact of these cuts in personnel losses – 31.5 full time tenured positions in the last 2 years and two term instructor positions have not been filled after the position was vacated due to retirement or leaves. Funding for sessional positions has also been lost.

Some courses have seen their enrollments swell and students have been denied admission to courses because there is just no room and not enough people to teach additional classes. The report also states that the number of courses offered in the Faculty has been reduced by about 10%.

Morale is low. Members are frustrated with the challenges presented by larger classes, such as the inability to establish desired interactions with students. Some members report that their health and work-life balance have declined. Trying to manage an increasing workload with other duties, family life, and extra-curricular activities

has resulted in members getting sick more often and having to give up activities they enjoy in order to get work done.

One department in the faculty stated that it is barely able to offer a full set of courses in each calendar year. It has had to close admissions to its graduate program and the department is no longer able to produce any original research due to a lack of professors and the instructors not having allowance for research.

From the student perspective, many have noticed that there is less variety in course offerings and in some cases, it is jeopardizing the completion of degrees. This results in students having to find the classes needed at another university and dealing with the added complication of obtaining permission to transfer the credit to complete a program. They also notice that their professors and instructors are so overworked that there is little time for receiving feedback and assistance on assignments. Students are also dismayed at the shift towards using video lectures when they would prefer to build connections with teaching staff in person.

The issues in Arts will not improve with continued budget cuts. And the story is likely similar throughout the University.

The full report, which includes commentary from students and academics across the Faculty of Arts, is available to read starting on page 6 of the document found [here](#).

How has your faculty been impacted? UMFA Members are encouraged to push their Faculty Council Executive to produce similar reports so the administration can see the full impact of their financial decisions.

# Health and Safety Incident in Human Ecology Building

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On the weekend of April 9-10 in the Human Ecology Building, dust from the demolition of a concrete floor got into the air ducts and spread throughout the building coating walls, floors, and furniture. UMFA was informed by the administration that the building has since been tested for toxic materials related to the incident and was found to be safe.

The administration also informed UMFA that individuals in the building received a copy of the University's [Notice of Injury Form](#). Even if you have no current symptoms we strongly recommend anyone who was in the building the week following that incident complete this form and submit it to the EHSO at [EHSO@umanitoba.ca](mailto:EHSO@umanitoba.ca). This will create a record of the incident that will be kept for a minimum of thirty years. This is important in the event that you develop symptoms in the future.

If you have seen a physician or have missed time from work, you must contact Judy Shields (Occupational Health Coordinator – 204-474-6438) so that the University can make an employer report to the Workers Compensation Board.

If you intend on making a WCB claim, you must contact the Workers Compensation Board (204-954-4100) and ask to complete a worker report.

## AGM 2016 Summary

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*UMFA Members vote on a motion at the AGM*

UMFA's Annual General Meeting took place on May 17. The meeting was well attended, with great participation and questions from attendees.

Newly introduced this year was a short breakout session where Members got together in groups to discuss what led them to be at this year's meeting and what they thought would mobilize their colleagues. Thank you to everyone for your thoughts!

The 2016-17 President and Vice-President were acclaimed: Mark Hudson will serve another term as President and Janet Morrill will also serve another term as Vice-President.

Annual reports were presented to the Membership, including the auditor's report and 2016-17 budget, committee reports, and the grievance officers' report.

Finally, a number of awards were presented. The Roy Vogt Memorial Award for Exceptionally Meritorious Service was presented to Michael Shaw. The CAUT Dedicated Service Award was received by Cameron Morrill, and Claudyne Chevrier accepted The Paul Fortier Prize for Student Activism.

Following the presentation of the awards, UMFA Members and guests stayed for a reception to honour the award recipients and mingle with colleagues.



*Members participate in a breakout session*

# Upcoming Events

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## Family Area at Winnipeg Folk Festival

The 43<sup>rd</sup> Winnipeg Folk Festival takes place July 7-10 this year, and the Manitoba Federation of Labour and its affiliates are sponsoring the Family Area under the Chickadee Big Top. For the past two years, the festival provided free entrance for children under 12 to help families attend the festival. Last year, over 1200 children attended the festival and took part in family activities. Reducing these costs allows many families to attend the festival, who otherwise may not have the means to do so. If you're heading to the Folk Fest this year, keep an eye out for the Family Area.

## Canadian Labour Congress Kids Camp

From August 21 to 26, the Canadian Labour Congress will host a Kids Camp for kids aged 12-15 at Camp Nutimik. The event focuses on issues relevant to young people including social justice and equality combined with activities, games and tons of fun. The deadline to register is June 1. More information can be found in the attached [brochure](#). If you have any questions please contact Manitoba CLC Representative Cindy Murdoch at: [cmurdoch@clc-ctc.ca](mailto:cmurdoch@clc-ctc.ca) or 204-947-9494.

## Unveiling of Women's Memorial Monument

The Canadian Labour Congress, Manitoba Federation of Labour and Winnipeg Labour Congress invite you to join them for the unveiling of the Women's Memorial monument in the Union Centre lobby. This is a come and go event and there will be refreshments available in room 103.

WHEN: June 6th, 2016

WHERE: Union Centre Lobby/Room 103

TIME: 3:30 - 6:00 pm

## Coming Soon: New UMFA website

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We've been working on a new website that will be easier to navigate and be more modern in appearance. Launch is expected late this summer, so keep your eyes open for the new [umfa.ca](http://umfa.ca)!

## Pride Events:

### Volunteer Opportunity: Winnipeg Pride Festival

The Manitoba Federation of Labour's Pride and Solidarity Caucus is looking for volunteers to help out at this year's Pride Winnipeg events. For more information, please visit: <http://www.pridewinnipeg.com/volunteer/>.

### LGBTB\*Q Faculty, Staff, and Student Pride Reception

**When:** Thursday, June 2, 4.30pm-6.00pm

**Where:** At the Bannatyne Campus; 405 Brodie Centre at 727 McDermott Avenue (see: <http://umanitoba.ca/map/bannatyne/>)

**Why:** To network, build relationships, and establish community!

**Please RSVP to:** [Chelsea.Jalloh@umanitoba.ca](mailto:Chelsea.Jalloh@umanitoba.ca)

*\*Light refreshments provided*

*\*\*This event is sponsored by the Alan Klass Memorial Program for Health Equity, Community Health Sciences and the Margaret Laurence Endowment Fund, Women's & Gender Studies.*

# CAUT Article of Interest - Respectful Workplace Policies and Academic Freedom Issues at McMaster

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CAUT is providing legal support for a group of faculty at McMaster University seeking justice at the Ontario Divisional Court over an unfair internal hearing process that imposed serious -- and for three professors career-ending -- penalties for which the University provides no avenue of appeal. The case raises important questions about academic freedom, due process, and procedural fairness. See more [here](#).

## Know Your CA – Academics' Participation on Hiring Committees

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A small but important change to the structure of search committees occurred in the last round of bargaining: **UMFA Members are to form the majority of voting members on search committees.**

The following process is outlined in the collective agreement **for all departments**:

- A meeting of academic staff members with faculty rank in a department is to be held in order that priorities and procedures regarding the search, assessment, and recommendations for appointment can be decided and recommended to the appropriate Dean or Director. At this meeting, 5 UMFA Members in the department should be recommended to sit on the Search Committee.
- A search committee normally of 5 people is struck by the Dean/Director, and **3 of the 5 UMFA Members chosen by the department are to be on this committee.**
  - At least one faculty member from a related discipline is normally involved in the committee;
  - 2 persons of each gender should be on the committee. Where this is not possible, at least 1 person of each gender is to be on the committee;
  - Provisions shall be made for student involvement, but failure to include students will not invalidate the process;
  - The Dean/Director or their designate is also on the committee as a non-voting chair.

A similar process holds for the **hiring of academic librarians**:

- A meeting of academic librarians is to be held in order that priorities and procedures regarding the search, assessment, and recommendations for appointment can be decided and recommended to University Librarian. At this meeting, 5 UMFA Members in the unit should be recommended to sit on the search committee.
- A search committee of 6 people is to then be struck by University Librarian, and **3 of the 5 UMFA Members chosen by the academic librarians are to be on this committee.**
  - 2 persons of each gender should be on the committee. Where this is not possible, at least 1 person of each gender is to be on the committee;
  - The University Librarian or their designate is also on the committee as the non-voting chair.

In both of these cases, Members are to be advised when candidates are visiting the unit.

This process is an important part of collegial governance, which is why it's important that UMFA Members have a majority of the positions on these committees.

If these rules are not being followed in your unit, or there currently sits a committee that does not meet these criteria, please contact the UMFA office.

In the case of cross-appointments, or where faculties or schools are not organized into departments, the Dean/Director is to outline procedures modeled on those outlined above.

# Call for Nominations for Sarah Shorten Award

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CAUT is soliciting nominations for the Sarah Shorten Award. The award was established in 1990 in honour of Sarah Shorten, who served as Vice-President (1982-83) and two terms as President of CAUT (1983-84 & 1984-85), to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities and colleges.

## Criteria:

- Candidates need not be a member of the academic community but the results of their contribution(s) must have benefitted women in post-secondary education;
- Candidates' contribution(s) may have benefitted any or all groups of women (faculty, students, staff) in the post-secondary community;
- The form of the candidates' achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or distinguished service;

- The outstanding quality of the contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the post-secondary community; and
- Candidates' contributions to the advancement of women in the post-secondary community may have been focused locally, provincially, regionally, or nationally, or a combination of these.

Nominations for the award may be submitted by academic staff associations, status of women committees, or any other interested parties. The deadline for nominations is **June 1, 2016**. The nomination form and procedures are available on the [CAUT website](#). Nominations will be reviewed by CAUT's Equity Committee and recommendations will be forwarded to CAUT Council. The number and frequency of awards will be as the Committee and CAUT Council deem appropriate.

If you have any questions or concerns please contact our office at 204-474-8272.

## 2016-17 UMFA Executive Council

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*Sociology*

**TOMMY KUCERA**

Past President  
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**JANET MORRILL**

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**MARK GABBERT**

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**VANESSA SWAIN**

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Communications Officer

**DEBBIE ABRAHAM**  
Administrative Assistant  
(Financial)

**ILZE CEPLIS**  
Administrative Assistant



**University of Manitoba Faculty Association**

100-29 Dysart Rd Winnipeg, MB R3T 2M7

Phone: (204) 474-8272 Website: [www.umfa.ca](http://www.umfa.ca) Email: [faum@umfa.ca](mailto:faum@umfa.ca) Twitter: [@umfa\\_faum](https://twitter.com/umfa_faum)