

NOVEMBER 2008

From the President's Desk

Brenda Austin-Smith



It is now mid-November and we are all fully immersed in the mix of teaching, research and/or service that characterizes our work. It is never too late, however, to acknowledge some significant changes that have occurred over the summer. Our new

University President, Dr. David Barnard, assumed his duties over the summer and was officially installed as the 11th President and Vice-Chancellor of the University of Manitoba on October 28, 2008. A summary of my welcoming remarks at the installation ceremonies is reproduced in this newsletter. New faculty members and librarians have been hired and I extend a special welcome to all new UMFA members. Your input and active involvement in Association matters is encouraged.

I also want to formally welcome Louise Hébert to the UMFA staff team as our new Administrative Assistant. Louise comes to us with more than 20 years of experience in senior administrative support work within the school



system. She joined UMFA in August and her role includes responsibilities related to finances and accounting, making travel arrangements for out-of-town meetings/conferences, coordinating UMFA meetings, monitoring and implementing Board of Representatives elections, desktop publishing of the newsletter, acting as webmaster for the website, and providing computer technical support to the UMFA staff. She is bilingual and her presence will enable, among other things, a higher level of support to francophone members of UMFA.

Although last year's extended bargaining session prevented us from hosting our usual *New Members' Luncheons*, we are happy to be able to return to form. We have hosted one luncheon already and more dates are scheduled. If you are a new member of the UMFA bargaining unit and would like to attend one of these luncheons and pick up some valuable information on UMFA in the process, please call Louise Hébert at 474-8272.

Our newsletters, in conjunction with issue focused special letters or bulletins, are designed to be helpful and informative to the membership. If you have suggestions about items which should be covered in the newsletter or special bulletins, please don't hesitate to contact the office. As well, if you have any particular concerns that you think UMFA might be able to help with or that the Association should be aware of, please let us know.

IN THIS ISSUE:

2

- Welcome President David Barnard
- Recording Devices in the Classroom

3

- Mobilizing in an Era of Restructuring
- Paul Fortier Prize for Student Activism

4

- Research/Study Leaves
- WANTED! Committee Members!

5

- Western Regional Conference

6

- New Members' Luncheons
- 2008-2009 Executive Council

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Welcome President David Barnard

Brenda Austin-Smith, UMFA President

On October 28th, I offered the following greetings to President David Barnard on behalf of UMFA:

Almost a year ago, the Search Committee concluded its work with the recommendation that Dr. David Barnard become the next President of this university. And it is with good memories of that process, and of our final decision, that I bring greetings and words of welcome from the faculty on the installation of David Barnard as the 11th President of the University of Manitoba.

Dr. Barnard, academic staff here at the University of Manitoba look forward to working with you on shaping the future of this institution, which has at its core the nourishment of curiosity, the sharing of knowledge, and the discovery of new ways of seeing, understanding, and responding to our world. We look to you, President Barnard, for advocacy, for support of our mission as scholar-teachers. We look to you as a model of respect for our collegial processes, and for those formal and informal obligations we have entered into with one another as complementary elements of the university community.

Universities are astonishing places. We come to them as students and as faculty quite deliberately looking to change our minds, and to become upset in the most productive of ways by meeting people and ideas that we had not anticipated. It is here, at the university, that we experience the combination of doubt and exhilaration that attends all profound experiences of learning. It is hard work, teaching, learning, and leading at the university, but none of us would trade it for the world, for there is something in us that is attracted to challenges.

I think this is true too of our new President, who recognizes, along with the Irish writer W.B. Yeats, “The Fascination of What’s Difficult”. In the end, the speaker recognizes that he can’t resist doing difficult things—they are the things worth doing, and too important *not* to do.

The fascination of what’s difficult has drawn all of us here to hard work, for doing what is hard is most rewarding. Welcome, then, David, to the challenges and rewards that lie before us all here at the University of Manitoba.

Recording Devices in the Classroom

Academic staff should be cautious about the covert use of recording devices in their classrooms. An increase in the number of lectures surfacing on the internet without academic staff's knowledge or permission attests to the fact that more and more students are using various recording devices in the classroom versus taking notes the good old fashioned way.



Although the protection of a member's ownership of his/her course work and lectures is assured in our Collective Agreement, the Canadian Association of University Teachers strongly suggests that the following statement be included with all course syllabi and/or material handed out to students each term:

"The lectures and displays (and all material) delivered or provided in this course <course number, professor's name>, including any visual or audio recording thereof, are subject to copyright owned by <professor's name>. It is prohibited to record or copy any means, in any format, openly or surreptitiously, in whole or in part, in the absence of express written permission from <professor's name> any of the lectures, materials provided or published in any form during or from this course."

Mobilizing in an Era of Restructuring

Sandie Kouritzin, Chair—Status of Women Committee

The theme of the CAUT Women's Conference held October 16-18 in Ottawa was *Mobilizing in an Era of Restructuring*. One keynote presentation featured Rosemary Deem from the University of Bristol in England, who spoke about the impact of new managerialism in a time of restructuring. New managerialism, she argued, is characterized by workload models that emphasize 'doing more with less' and 'distributed leadership' where responsibility is shared but not power. These issues have a particular impact on women and she called on faculty associations to focus on fair workload models and take ownership of university ranking exercises using equity scorecards.

David Robinson (CAUT) and Pat Armstrong (York University) presented on the theme of *Working in a Time of Scarcity* and noted that the share of university funding directed toward academic rank salaries declined from 42% in 1990 to 33% in 2007, clearly indicating that the priority in university expenditures has not been on faculty. Other topics covered by these speakers included the intensification of work, the culture of assessment, and the prioritization of research funding for specific projects and people rather than curiosity driven research.

Paul Fortier Prize for Student Activism

At the September 25th Board of Representatives' meeting, Ms. Rachel Heinrichs was presented the *Paul Fortier Prize for Student Activism* by Dr. Brenda Austin-Smith, UMFA President. Rachel was a strong voice for progressive change in her roles as Vice-President (Advocacy) for UMSU, student representative on the UM Board of Governors, the UM Senate, and the UM Alumni Association Board of Directors, and Chair of the UM Student Senate Caucus.

In a third session on *The Unsustainable Job*, Chris Ferns (Mount Saint Vincent University) and Kathleen Dindoff (Fanshawe College) raised a number of questions about the effects of moving from collegial to corporate styles of governance in universities.

A highlight of the conference was the final session on *Building Inclusive Academic Staff Associations* with Lorraine Weir (University of British Columbia), Carl James (York University), and Brenda Austin-Smith (University of Manitoba and UMFA President). This group of presenters sparked a lively discussion about how equity can be enhanced within both staff associations and universities.

Conferences like this one and other related events are organized and sponsored by the CAUT Women's Committee, and Caterina Reitano, an UMFA member, serves on this national committee. The UMFA Status of Women Committee meets regularly and UMFA members are welcome to attend these meetings.

**Meeting dates
for the Status
of Women
Committee and
other
committees
will be posted
on the UMFA
website.**



Rachel Heinrichs, Recipient of the Paul Fortier Prize for Student Activism, with UMFA President Brenda Austin-Smith

Research / Study Leaves

Article 21 of the Collective Agreement provides for Research/Study (R/S) Leaves for UMFA Members. All Members can earn leave credits but only those with probationary, continuing or tenured appointments are eligible to apply for such leave. Members, with one exception, who are on term or contingent appointments cannot apply. Lecturers on term appointments who have completed at least the initial six years of full-time service are eligible to apply. Faculty members/Instructors are eligible for full or half R/S leaves and earn a half credit towards R/S leave for every half-year of full-time service. Librarians accumulate Research/Study leave credits on a different basis than faculty members/instructors and can apply for full or partial R/S leaves.

Article 21 has more information on R/S leaves, including the timing of applications, the process involved, conditions, obligations and remuneration.

For **new** Members, there is an especially important provision in that faculty members/instructors with either a probationary or a tenured/continuing appointment granted subsequent to a probationary appointment can receive the first six-month R/S leave at 100% of salary instead of 80% of salary if the leave commences within six years of the start of the probationary appointment. Academic librarians with probationary or a continuing appointment granted subsequent to a probationary appointment have a similar provision. **UMFA urges new Members to take advantage of this provision.** Time spent on R/S leaves extends the maximum untenured period for Faculty Members and the probationary period for Librarians and Instructors.

If you have any questions, please contact UMFA at 474-8272.

WANTED! Committee Members!

UMFA has a number of committees working in place who need more members. If you are interested in sitting on any of these committees, please contact Louise Hébert at 474-8272.

Status of Women

Men and Women members are invited to join and assist in planning for workshops and other activities of interest to the membership.

Member Mobilization

This committee is developing ways of improving membership involvement in UMFA and is always looking for new ideas.

Plain Language Collective Agreement

The collective agreement can sometimes be difficult to interpret for members. This committee will be developing a plain language version of some of the articles of most interest to members, e.g. research/study leaves, promotion & tenure, maternity/parental leaves.

Workplace Safety & Health

UMFA has a representative on the central WSH committee and more work needs to be done to inform UMFA members of their rights, reporting mechanisms, and issues related to their safety in the workplace.

Newsletter Committee

This committee will generate ideas for topics to be covered, identify potential authors, and draft, review, and edit articles for the newsletter to be published 4 to 6 times a year.

Western Regional Conference

Brenda Austin-Smith, UMFA President

Linda Guse, UMFA Executive Director, and I attended the Western Regional Conference of Faculty Associations from October 23-25. The conference was held in Vancouver, and was hosted by the Simon Fraser Faculty Association. Sessions on Thursday evening were focused on the mental health needs of academics across Canada, and the resources available to those experiencing stress and mental illness. Sessions on Friday and Saturday involved reports from associations on recent arbitrations, contract settlements or other workplace developments, and a panel debate on the role of government in directing university research.

By far the most significant presentation was the one given by Allan Black, QC, on a case involving a University of British Columbia Senate policy on teaching evaluations. The UBC Faculty Association had filed a grievance, claiming that the policy was in violation of the collective agreement. When the grievance was referred to arbitration, the arbitrator declined to rule on the case. He stated that he did not have jurisdiction in this matter as Senate derived its powers from the University Act and that the Collective Agreement with the Faculty Association had been signed by the Board of Governors; therefore, given the bicameral governance of the university, Senate was not bound by it.

The declaration of the arbitrator that he did not have jurisdiction to rule on the apparent conflict between Senate policy and the collective agreement effectively declares that the UBC Senate has the authority to overrule articles of the collective agreement dealing with matters that fall under the jurisdiction of Senate. This could include evaluative processes, teaching workload, tenure and promotion procedures. There is also the very strong possibility that Senate powers over the collective agreement could be deemed to

extend into areas of responsibility that Senate and the Board of Governors share.

University administrations and Associations are watching this case with interest. The Association of Canadian Colleges and Universities has been granted intervenor status on the administration side of the argument at the appeal, as have CUPE and CAUT on the side of the Association. If the arbitrator's position is upheld, it is possible that university Boards of Governors across the country could sign off on collective agreements with provisions that their Senates could then overrule. The Association has filed an appeal which should be heard sometime in the spring of 2009.

An indication of the far-reaching implications of this decision is the recent conflict over the posting of teaching evaluations with instructors' names on a website at Memorial University. The administration's action was challenged under privacy legislation by the Faculty Association and arbitration was scheduled. Based on the UBC decision, the University administration threatened to argue that the publication of teaching evaluations was a University Senate policy. The Association indicated it was prepared to take the matter to court, if necessary, and in this case a settlement was reached whereby the publication of identifiable teaching evaluations on a secure website requires the academic staff member's consent. The mechanism for giving consent, however, is not optimal because it is an 'opt-out' rather than an 'opt-in' process whereby faculty members must complete and return a form to withhold consent.

"If the arbitrator's position is upheld, it is possible university Boards of Governors across the country could sign off on collective agreements with provisions that their Senates could then overrule."

New Members' Luncheons

Brenda Austin-Smith, UMFA President

ATTENTION NEW MEMBERS!

The University of Manitoba Faculty Association (UMFA) is hosting luncheons for New Members of the Association in the near future and we very much hope you will be able to attend. We want to introduce ourselves to you and tell you about the services that UMFA offers. The luncheons will also provide an opportunity for you to meet newly-arrived colleagues from other departments and faculties.

The upcoming luncheons will be held:

- Thursday, November 20, from 11:30 am to 1:00 pm
- Wednesday, December 10 from 12:00 to 1:30 pm

Please email (faum@umfa.ca) if you are available to attend.

The luncheons will be held at the UMFA Offices at 100-29 Dysart Road.

We look forward to seeing you!



New Members' Luncheon held on October 28, 2008, in the UMFA Boardroom.

2008-2009 EXECUTIVE COUNCIL

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