

NEWS & VIEWS

DECEMBER 2011

From the President's Desk

Cameron Morrill

The holiday season is a great time to slow down and spend time with family and friends. Coming as it does at the end of the calendar year, it is also a good time to reflect on events taking place and projects finished during 2011, and what is to come in 2012.

At UMFA, the year was full and, in many respects, satisfying. I am pleased to report that there are some fresh new faces around the UMFA offices. Alison Calder (English) and Mike Shaw (Biology) joined the Executive this year. Candace Weselowski (see below) joined the staff as Communications Officer. For an example of Candace's work, I invite you to check out UMFA's Twitter presence described in the article on page 4.

There will be a lot to tweet and talk about in the coming year. The most significant is likely to be bargaining. Our last round of bargaining only finished in March of this year and the Fall was marked by news of negotiations, and a 45-day faculty strike, at Brandon University. Our

own preparations for the 2013 round of bargaining will begin early in 2012. See the article on page 2 for a description of the preparation process.

For most of us, classes are finished and final exams underway. I hope that this past term was rewarding for both you and your students; and that you will celebrate the successes and accomplishments of the past semester before moving on to the Winter term. On behalf of the UMFA executive and staff, I wish you a peaceful holiday season and happiness in the New Year.



Welcome new UMFA staff member!



There's a new face in the UMFA office! Candace Weselowski joined the UMFA staff on November 1st as Communications Officer. Candace holds a Bachelor of Arts from the University of Winnipeg, and a Diploma in Creative Communications from Red River College. She comes to us with five years experience in various communications roles, which includes work with social media, writing for various media, event planning, and public affairs.

Working with the UMFA team, she will manage UMFA's social media; produce content for newsletters, the website and Member emails; conduct research as required and assist UMFA committees. Candace's contact information is available on our website at www.umfa.ca. Welcome, Candace!

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Collective Agreement 2013: The Preparations are Starting!



The current UMFA Collective Agreement expires on March 31, 2013, but preparations are beginning in anticipation of the next round of bargaining with the administration. In early spring 2012, UMFA will distribute a survey asking Members to identify and prioritize issues for the upcoming negotiations.

Though many Members have been through bargaining processes before, many have not. Here is a brief synopsis of the process:

Renew, revise or terminate the current Agreement

As per Section 38.3 (page 138) of the Collective Agreement, either UMFA or the Administration can make a request, in writing, to the other party to renew, revise or terminate the current Agreement. This can occur any time from 60 to 150 calendar days prior to the expiry date of the Agreement. As the current Agreement ends on March 31, 2013, notice can be given between November 1, 2012 and January 30, 2013.

Develop negotiation proposals

The UMFA Collective Agreement Committee (CAC) consists of the UMFA Executive, UMFA Bargaining Team and other members named by the Board of Representatives. The CAC solicits Member suggestions for improving the collective agreement. This is done through constituency meetings, the Board of Representatives, questionnaires, individual input and identification of issues by UMFA staff. This work is critical, and it is your chance to bring forth concerns and suggestions. We need to hear from you!

Recommendation of priorities

The CAC meets regularly and prepares a draft of the Association's bargaining positions. The CAC then recommends a package of proposals to the UMFA Executive who will then make a recommendation to the Board of Representatives. The Board, in turn, will consider the Executive's recommendation and endorse a package that will go to a Special General Meeting.

Bargaining protocol is established

Prior to negotiations on the Collective Agreement, UMFA and the Administration negotiate a bargaining protocol document. This document is designed to clarify the process by which decisions related to collective bargaining are made. The document will outline items like how often meetings will occur between the administration and the association, the location where meetings are to be held, and how the parties can go about opening items for bargaining.

Presentation to membership

The bargaining package will be presented to the membership during a Special General Meeting. It is here that the regular membership of the Association will have an opportunity to add to the recommended proposals and to delete proposals. Once a motion has been passed finalizing the package, more work will be done on the language that will go to the bargaining table, with ongoing advice from the CAC.

With the bargaining package approved, the Bargaining Team, again with ongoing advice from the members of the CAC, can begin the negotiation process with the administration. The two Chief Negotiators (one for each side) will set dates to meet.

Once negotiations begin, UMFA will provide updates to the Membership throughout the process.

Holiday Office Closure: Please note that the UMFA office will be closed for the holiday season starting Wednesday, December 14, 2011, and will reopen on Wednesday, January 4, 2012.

CAUT Forum for Aboriginal Academic Staff

Cathy Rocke, Faculty of Social Work and Rainey Gaywish, Aboriginal Focus Program



From November 11th to 13th, CAUT hosted the third annual Forum for Aboriginal Academic Staff in Vancouver, B.C. The theme of the forum was “Recognizing and Naturalizing Indigenous Knowledge in the Academy,” which brought together Aboriginal academics from across Canada. The forum looked at the specific challenges that Aboriginal staff face within the academy, and different ways support can be provided. The two and a half day forum began with an opening ceremony hosted by the Coast Salish people welcoming conference participants to their traditional territory. Opening remarks were then made by CAUT Executive Director, James Turk and President Wayne Peters. James Turk reminded participants that the purpose of this forum was to identify strategies that could be implemented at the individual, group, institutional and CAUT level.

The opening ceremony was followed by a plenary session hosted by Maxine Matilpi (University of Victoria) and Don Roronhiakewan Longboat (Trent University) who shared their experiences on integrating Indigenous Knowledge within the academy. Matilpi outlined current plans to create a law degree at the University of Victoria that incorporates both Indigenous and Common law perspectives. She noted that challenges to date have included concerns over cultural appropriation and the administrative hurdles of creating new curriculum. Don Roronhiakewan Longboat reminded conference participants that we are all involved in transforming education. In recounting the creation story of the Haudenosaunee people, he described how the current state of the world is understood and the myriad of challenges that face humanity if we are to survive. He explained that this story can be used to inspire Aboriginal students to recognize that Indigenous people have significant knowledge to contribute to the world.

Conference participants were then invited to join one of four discussion groups that looked at: the role of Elders within colleges and universities, managing work life balance, negotiating racial diversity within the classroom and, workplace conditions for Indigenous academics. These discussion groups were repeated on the second day of the conference. Both days ended with the groups sharing their discussions

with the other forum participants.

The role of Elders within colleges and universities remains central to many of the participants’ hearts as Elders “bring the Creator into the institution.” This belief is rooted in the worldview articulated by one of the Elders present at the forum that “we are all spiritual beings having a human experience.” Despite this belief, the involvement of Elders within colleges and universities varies across the country, and is even contested within some institutions. For example, University College of the North moved to incorporate Elders within the governing structure of the institution only to have this move challenged by CAUT based on the principle that these positions need to be filled with academics.

The managing work life balance discussion group reminded Aboriginal staff to recognize the wounds they may bring to the academy and the need for individuals to focus on taking care of themselves. This healing includes going beyond the intellectual to find balance between the heart and the spirit.

The challenge of negotiating racial diversity within the classroom remains one of the most difficult issues facing Aboriginal academics. There was recognition that these issues can play out between Aboriginal and non-Aboriginal staff members with dispute resolution processes, often resulting in less than ideal solutions.

One recommendation was that CAUT and faculty associations identify and distribute resources that address these issues and can be shared electronically. Workplace conditions for Aboriginal academics proved to be the most popular of the small group discussions. The discussions examined the sense of isolation many Aboriginal academics feel and the often unrealistic expectations placed on new Aboriginal academics to be the spokesperson for anything “Aboriginal” within their departments.

The second day of the forum began with a plenary session on the unique issues of promotion and tenure for Aboriginal academics. Senior Aboriginal academics shared their experiences, which included some general advice on knowing the criteria for promotion and tenure. Suggestions included: knowing how many publications are required, volunteering for hiring committees to familiarize oneself with the



CAUT Forum for Aboriginal Academic Staff (Continued from page 3)



process, the importance of documenting everything one does, seeking out a mentor and, finally identifying the advocates one has within the department. Forum participants were also reminded that CAUT has publications available that give good advice to junior academics on the promotion and tenure processes.

The challenges that Trent University has faced in Elders being tenured (which was originally granted but later rescinded) was also discussed. To address this issue, there are current attempts at Trent to provide a framework that can assess the qualifications of an Elder in a way that will meet the requirements of the institution. Forum participants then broke up into smaller groups to identify and discuss the specific issues of promotion and tenure at their respective institutions. Executive Director, James Turk advised forum participants that there has been a general tightening of the tenure and promotion processes across Canada. The changes are perceived by CAUT to be a result of the belief by some institutions that denying promotion and tenure will help to raise their standings within Maclean's annual ranking of post-secondary institutions. CAUT has recognized that this may put some Aboriginal academics in double jeopardy.

The discussion groups on promotion and tenure identified some unique challenges for Aboriginal academics. Specifically, Aboriginal academics often enter the academy after having worked for many years

within the community only to discover that their previous work experience is considered of little value in the promotion and tenure process. Additionally, there is an ongoing issue faced by many Aboriginal academics whereby work done within their own community is not considered valid for their community work requirement.

On the final day of the forum, participants were challenged to come up with action plans that can be implemented at three levels: CAUT, faculty associations and the individual. The recommendations were all recorded with plans to turn these recommendations into action plans that will be provided to forum participants.

Recommendations for CAUT included creating a list of best practices and resources for Aboriginal programming within institutions and ranking universities on their friendliness for Aboriginal academics. Faculty associations will be encouraged to develop a better understanding of dealing with conflicts rooted in identity issues and developing alternative ways to deal with these conflicts. Individual participants were encouraged to both familiarize themselves with and participate in the work being done by CAUT and their faculty associations, and to share that information with their colleagues. Participants were reminded that the best way to effect change within the institution is to become involved!

Follow UMFA on Twitter!

UMFA is now sharing information using social media. A Twitter account has been established to help increase accessibility to UMFA news.

Twitter is a real-time information network of small bursts of information called Tweets. Each Tweet is 140 characters in length, often containing links to full stories, images and websites. It's a good way to get a quick snapshot of news and events. Twitter is available on both smart phones and computers, making it available even when you're on the go. Twitter also helps connect people and organizations who share a similar interest, and allows for exchange of news, information and events.

UMFA will post links to articles on our website, or relevant news from other Faculty Associations on our Twitter feed. Please note that Twitter will not replace existing UMFA communications, and will only serve to enhance our outreach. Confidential information and Members-only information will not be shared on this account. Follow us at @UMFA_FAUM (www.twitter.com/UMFA_FAUM).



Snapshot of UMFA's Twitter page showing recent Tweets to followers.



Faculty Budgets Get Short End of the Stick!

The University of Manitoba (UM) is in the early stages of planning for the 2012-2013 Operating Budget. The current budget was approved in May and is publicly available on the [UM website](#).

UMFA has noticed some figures in the current budget that should be noted. While some individual faculties experienced a slight decrease in budget compared to 2010-2011, the overall budget for academic units was increased 4.17%. When looking at the overall totals for each budget unit; however, it clearly shows that academic units are receiving the short end of the stick. The chart below highlights these differences:

Unit	2011/2012 baseline	2010/2011 baseline	+/- change (%)
Academic units (page 1)	\$288,027,494	\$276,509,454	+ 4.17%
V.P (Academic) & Provost (page 2)	\$22,284,718	\$20,836,909	+6.95%
Total V.P. (Research) (page 3)	\$13,043,965	\$12,158,365	+7.28%
Total V.P (External) (page 2)	\$7,127,307	\$5,644,468	+26.27%

Certain departments within the V.P (External) units saw their budgets increased by **more** than 50% including Government Relations (51.27%) and Public Affairs (86.21%). UM has stated many times in the past that it is under financial pressure and is looking to control costs, but has still chosen to substantially increase funding to the central administration unit and limit the increase to academic units. In fact, seven faculties saw their funding decrease.

UMFA encourages faculty members to review the budget and to be aware of where your faculty stands in advance of new budget preparations.

Committee Members Needed!

The UMFA Women's Committee is looking for additional members to join the group to share their energy and ideas in the new year. All UMFA Members are welcome to sit on this committee. If you are interested, please contact the UMFA office at 474-8272. Remember that service in the Association is considered service to the University community.

2011-2012 EXECUTIVE COUNCIL

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