

# NEWS & VIEWS

April 2013

## From the President's Desk

Sharon Alward



On April 3, Jeff Leclerc, Senate Secretary, presented a report he had co-authored examining academic senates and university governance. The report, entitled

“Academic Senates and University Governance in Canada: Changes in Structure and Perceptions of Senate Members,” analyzed changes in the structure of senates as well as members’ perceptions of senates around issues of engagement, effectiveness and the role of this governing body. In the report, five key concerns emerged. The perceived lack of relevance and power of

senate ranked second out of the five. The study found a consensus among participants that “real decisions were made elsewhere” or that “decision making was rushed.”

After the presentation, one of our senators commented that he was struck by the disconnect between the role of Senate, which should be to debate substantive issues and have oversight of academic programs, and his experience at the University of Manitoba. He stated that in his years serving as a senator he could not recall any substantive issues being brought forward for debate. And yet there are important issues, (*continued page 2 ...*)

## Notice to Members: UMFA Annual General Meeting

UMFA members are invited to attend the Annual General Meeting (AGM) on Monday, May 13 at 2:00 p.m. in Marshall McLuhan Hall (Room 204, University Centre). This meeting is open to all UMFA members, but only active Members who have signed a membership card are eligible to make motions and to vote. If you are not currently an UMFA member and wish to become one, membership cards will be available at the AGM. Membership in UMFA allows you to participate in the governance of the Association, to elect colleagues to office or to be elected, to serve on committees, and to vote on collective bargaining matters.

Among the items to be presented at the AGM for approval will be the 2012-13 financial statements and presentation of the 2013-14 budget. Following the AGM, a reception will be held to give you an opportunity to enjoy some time with your colleagues and to honour Karina Cardona Claros, the recipient of the Paul Fortier Prize for Student Activism.

In order for the Annual General Meeting to be properly constituted, there has to be a quorum of 50 members or more. Please RSVP your attendance to Louise Robidoux ([faum@umfa.ca](mailto:faum@umfa.ca)).

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such as the proposed amalgamations, that should be coming forward but have not.

With respect to the comment that substantive issues like amalgamation have not come to Senate for consideration, President Barnard admitted “we could have done things differently” and that “we should have a conversation at Senate Executive about what things should come earlier.” I believe that there is still time to discuss proposed amalgamations at Senate and “to do things differently.” As the report suggests, Senate should be a place where meaningful work around academic issues gets done rather than a place to merely rubber stamp decisions made by the administration.

The Interim Report on the Health Sciences Cluster, the Faculty of Medicine’s Performance Review Process, which refers to the Faculty and the WRHA “working together to develop a consistent performance review process,” and the proposed building models for the health sciences campus are being perceived as “fast-tracking” the amalgamation process in the Health Sciences Cluster. With more amalgamations planned for the future, a thoughtful discussion and collegial debate about these options is essential.

Also taking place on April 3, was the Special General Meeting, where Regular Members of the Association discussed and approved bargaining proposals for the upcoming round of negotiations. The turnout at this SGM on bargaining was one of the largest that I can recall.

There was a vigorous discussion of the changes occurring at the university as a result of the OARS and ROSE initiatives. One of the results has been an off-loading of time consuming administrative tasks on academics. There is an overwhelming sense of frustration that the administration’s expectations of academics are changing and there is less time available for teaching, research and service. We need to resist the erosion of our rights as academics and the imposition of ineffective and inefficient new procedures. This will be a challenging round of bargaining. The Collective Agreement Committee and the bargaining team are committed to ensuring a successful outcome for our Members.

Lastly, there are several changes that will be taking place in the UMFA office this month. After nearly 16 years of dedicated service, our Administrative Assistant Jettie Zwiép is retiring. Jettie’s warm smile is always the first thing to greet me when I come to the UMFA office. We are all going to miss her and wish her a fulfilling retirement. Debbie Abraham will be taking over for Jettie in May, and we welcome her to the UMFA team. Our Communications Officer Candace Weselowski has started maternity leave. Candace, we all share in your joy and are eagerly anticipating the arrival of your baby. During Candace’s leave, Paul Graham will take on Communications on a part-time basis. Paul will be hitting the ground running in this bargaining year, bringing with him years of communications experience. Welcome to UMFA, Paul!

## UMFA Membership Approves 2013 Bargaining Proposals

On April 3, a special general meeting (SGM) was held for the Members of the UMFA bargaining unit to review the proposals for the upcoming round of negotiations with the administration. Over 100 Members attended the meeting.

Mark Gabbert, Chair of the UMFA Collective Agreement Committee, explained how the proposals were developed and how the bargaining process unfolds. Chief negotiator Robert Chernomas then presented the proposals, encouraging Member questions and feedback throughout.

Motions to add additional items were brought forward by Members. Attendees then voted to approve the package of proposals.

On April 8, an SGM was held on the Bannatyne campus for Dental Clinical Staff Members. As you will recall, UMFA and the former University of Manitoba Dental Clinical Staff Association (UMDCSA) merged in 2011 into one association, but each unit still maintains its own Bargaining Certificate and Collective Agreement. An

application was made to the Manitoba Labour Board regarding the Dental Clinical Staff's inclusion in the UMFA Bargaining Certificate, which the administration opposes. In September 2012, the matter was heard by the Labour Board and we are still waiting for the Board's decision. UMFA's goal is to have one collective agreement covering all of our Members and having one bargaining certificate will bring us closer to that goal. In

the meantime, a package of proposals was presented to the Dental Clinical Staff for review, and subsequently was approved.

The administration and the UMFA bargaining team will set dates to meet to negotiate new Collective Agreements. Members will be kept informed on progress through bargaining newsletters.

## Outstanding Workplace Survey – Round 2

On April 3rd, UMFA sent an electronic survey to all Members. The survey was a modified repeat of the administration's June 2011 "It's About Us! Employee Experience Survey" which was sent to all university employees as part of the "Outstanding Workplace Initiative." The 2011 survey was developed by an outside company and the original survey is not available on the university's website.

Because the administration continues to trumpet the 2011 results, UMFA conducted a survey using questions formed from the [results of the 2011 survey](#) to see whether or not the reported level of employee satisfaction has changed in

the last 2 years.

While the administration's 2011 survey received responses from only 24 per cent of fulltime academics and librarians, 42 per cent responded to UMFA's survey.

Our more recent and representative results indicate that the administration's repeated assertion that employees regard the University of Manitoba as "a great place to work" is misplaced. If the administration's survey results had any validity at the time they were compiled, UMFA's survey makes it clear that the situation has deteriorated drastically over the past two years.

Question	2011 result – administration's survey (academic response)	2013 result – UMFA survey	Increase or decrease in satisfaction
How would you rate your overall level of job satisfaction at the University of Manitoba?	84% overall satisfaction	71% overall satisfaction	Decrease
I would recommend the U of	63% agreed	41% agreed	Decrease
I have confidence in the organization's commitment to support the outstanding	46% agreed	11% agreed	Decrease
The University of Manitoba is a great place to work.	66% agreed	29% agreed	Decrease
I go home feeling good about	76% agreed	53% agreed	Decrease
The U of M is well regarded externally.	43% agreed	37% agreed	Decrease

Question	2011 result – administration’s survey (academic response)	2013 result – UMFA survey	Increase or decrease in satisfaction
I feel respected in the workplace.	69% agreed	51% agreed	Decrease
I have friendly and supportive coworkers.	77% agreed	79% agreed	Increase
The U of M has formal recognition programs.	62% agreed	75% agreed	Increase
I receive informal recognition, e.g., thank you.	61% agreed	61% agreed	No change
Employees are treated equitably regardless of rank or position.	42% agreed	33% agreed	Decrease
Senior leadership provides a clear direction for the future of the U of M.	49% agreed	34% agreed	Decrease
At the U of M, senior leadership consistently ‘walks the talk.’	35% agreed	18% agreed	Decrease
I’m satisfied with the decisions made by senior leadership.	37% agreed	13% agreed	Decrease
I’m able to do my job with minimal interference from bureaucracy/red tape.	45% agreed	22% agreed	Decrease
There is mutual trust between managers and employees.	71% agreed	36% agreed	Decrease
I receive fair pay.	64% agreed	50% agreed	Decrease

## UMFA Status of Women Committee Presentation

Dr. Janet Morrill, Chair, UMFA Women's Committee

The Status of Women Committee held a networking event on April 12 where Dr. Janice Dodd (Medicine, Women's and Gender Studies) gave us a synopsis of the Report of the Expert Panel on Women in University Research, of which she was a member.

This multidisciplinary panel was commissioned by the Council of Canadian Academics to respond to a question by the Minister of Industry regarding the potential societal, cultural, institutional or economic factors contributing to observed gender disparities in Canadian universities. Some of those disparities include a persistent salary gap between

women's and men's salaries, and an under-representation of women, particularly at the rank of full professor. Some of the factors identified by the panel include a lack of flexibility in the typical academic career, difficulties in work-family life balance, and few female role models in some disciplines (particularly physical sciences, computer science, engineering and mathematics). An executive summary, and the full report, can be found at

[www.scienceadvice.ca](http://www.scienceadvice.ca).

## How to Behave at Library & Archives Canada

Dr. Shelley Sweeney, Head, UM Archives & Special Collections

*"A Party member... is supposed to live in a continuous frenzy of hatred of foreign enemies and internal traitors, triumph over victories, and self-abasement before the power and wisdom of the Party."*

- George Orwell, *Nineteen Eighty-Four* (1949), 220.

Library and Archives Canada (LAC) has been in the news lately, but not for some stunning acquisition or a startling rediscovery of an old archival treasure. Instead, on December 31, 2012, the management of LAC unveiled a new "Code of Conduct: Values and Ethics" that severely restricts both the professional and personal lives of its staff.

The Code starts out on a high moral tone: "each and every employee can be an ethical leader and model public sector values in their daily actions and attitudes." "We take pride in what we accomplish together." The Code then incorporates the broader Values and Ethics Code for the Public Sector which came into force on April 2, 2012.

After laying out the bread and butter values of the Values and Ethics Code such as respect for democracy, respect for people, integrity, etc., the LAC Code lays out a far more intrusive and restrictive policy for its staff. There is the

duty of loyalty: "public servants owe a duty of loyalty to their employer, the Government of Canada. This duty derives from the essential mission of the public service to help the duly elected government [emphasis mine], under law, to serve the public interest and implement government policies and ministerial decisions."

Professional development activities such as teaching or holding a research position, being a member of a board of directors, attending conferences, publishing, or working with LAC client organizations are considered "high risk" activities that are severely restricted under this code. Employees cannot speak as experts for the LAC or the government, which is completely contrary to the history of their accomplishments, their previous roles and the expectations of their colleagues.

Furthermore this duty of loyalty stretches beyond the workplace to personal life. Archivists and librarians must use caution when "making public comments, expressing personal opinions or taking actions that could potentially damage LAC's reputation and/or public confidence in the public service and the government of Canada." The Code casts a chill over professionals who only want to serve the Canadian public by providing the best service, collecting

the archives and library materials that best represent Canadian Life, and maintaining the high level of their qualifications by interacting with similarly dedicated colleagues.

Finally the Code provides threats to ensure compliance: “employees who do not comply with the [Code of Conduct] ... may be subject to disciplinary measures, up to and including termination of appointment.” This is coupled with clear encouragement for employees to rat out others suspected of wrongdoing by squealing to the somewhat sinister “Senior Officer for Internal Disclosure.” Minister of Canadian Heritage James Moore has hastily backed away, saying that the federal government has had nothing to do with this. Daniel Caron, National Archivist and Librarian of Canada, has been asked to appear before the Standing Committee on Canadian Heritage to explain the Code of Conduct.

The latest concern is the new “Statement of Merit and Criteria for Employment” which confirms that library and archival degrees are no longer required for a number of management positions at LAC, including ones dealing with highly specialized archival and bibliographic description. Instead the document notes that “graduation with a degree from a recognized university with acceptable specialization in Economics, Sociology or Statistics” is required. One year or more of experience within the last five years “managing archival programs and/or major projects relating to archives and/or library and/or information management” is also a requirement. This bizarre pairing of qualifications with management of a major cultural institution only underlines how little the current management understands its responsibilities.

The Code, coupled with severe funding cuts, elimination of jobs and services, and now these newest attacks on the professional qualifications of its staff, puts Library and Archives Canada in dire straits.

Check out CAUT’s campaign, “Save Library and Archives Canada,” which strives to provide a strong response to these changes: [www.savelibraryarchives.ca](http://www.savelibraryarchives.ca). A copy of the LAC PowerPoint used to train on the Code can be found [here](#).

*Your comments, feedback and suggestions on the newsletter are welcome.*

*Please send any comments to [faum@umfa.ca](mailto:faum@umfa.ca).*

## 2012-2013 EXECUTIVE COUNCIL

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