

NEWS & VIEWS

July/August 2014

From the President's Desk

Thomas Kucera



Summer greetings to all Members of UMFA! After two months, I am still feeling very “new” in the role of President. I had quite a dramatic initiation. Just before I

took office, the provincial government introduced Bill 63, to abolish COPSE and put control of the universities directly in the hands of the Minister of Education and Advanced Learning. UMFA staff and Members were called in from vacation or leaves. There followed high pressure meetings, an appearance before a Legislative committee, phone conversations with the Minister and his assistants, and finally a meeting with the Minister and his staff. While we achieved some improvements to the language of the Bill, UMFA remains disappointed that it was introduced at all.

Then in June came the arbitrator's decision on the outstanding issues from our last round of collective bargaining. All who were present at the arbitration hearing in January will remember forever the administration's stating that if UMFA really wanted

governance items, they should have gone on strike. These were not matters for arbitration.

Although Collective Bargaining draws the most attention from our Members, the enforcement of the Collective Agreement and the protection of Members' rights under the CA is the aspect of our work which demands the most time and energy from our organization. Much of this is of a sensitive and therefore confidential nature, and remains largely unknown to the Membership. We will be reporting some of this work in general terms in this and subsequent newsletters.

In closing, as we prepare for the upcoming academic year, I ask that you consider becoming more directly involved in the activities of your union by standing for membership on the Board of Representatives, or by volunteering to serve on one of UMFA's Standing Committees. Please feel free to contact me by email with any comments or concerns you may have, and at the first signs of any problems, contact the UMFA office for advice and assistance.

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Your feedback is welcome on this newsletter.

Please send any suggestions/comments to:

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Tenure and Promotion Recommendation Information for Recent Applicants

UMFA Members holding tenure track positions who have recently applied for tenure and/or promotion are reminded to review the provisions for recommendation in Articles 19 and 20 of the Collective Agreement.

Section 19.D of the Collective Agreement outlines the general provisions for tenure recommendation procedures. A similar process for promotions is outlined in section 20.A.3 of the Collective Agreement.

- Upon receiving a probationary appointment, faculty members are given the criteria and weightings as decided by the dean/director on the advice of faculty council
- The dean/director or designate shall be the chairperson of each tenure committee and shall serve in a non-voting capacity
- The duties specifically assigned to the faculty member during the period under consideration, the application of the criteria and weightings and the assessment of the academic attributes and the performance of assigned duties of the faculty member by his/her peers are all taken into account
- The dean/director shall make known the names of those faculty members to be considered by a tenure committee and will invite submissions to the committees by both faculty and students

- Notice of a tenure hearing shall be given to the faculty member at least 5 working days prior to the commencement of the hearing
- The faculty member being considered shall have an opportunity to meet at least once with the tenure committee. The member shall supply whatever material and information s/he or the committee deems necessary to justify being granted tenure. **UMFA strongly recommends Members keep a copy of all materials submitted.**
- If the committee cannot make a positive recommendation, the chairperson will inform the faculty member in writing, indicating the areas of concern that the committee will wish to discuss and establish a date for a subsequent meeting where the faculty member will be able to speak to the concerns. A reasonable time will be given in order to seek advice, solicit opinion and provide further documentation.

Members should contact the Association immediately whenever there are concerns or difficulties regarding a positive recommendation at any point during the recommendation process for promotion or tenure.

Upcoming Anomalies Process

As per Article 26 of the Collective Agreement, the University shall establish an anomalies fund of \$100,000 in each year of the Agreement to correct anomalies in base salary rates among Members. Any UMFA Member may apply for a salary adjustment in their base salary rate. Department Heads and Dean/Directors may also apply on behalf of a Member. A joint committee will consider applications for both the 2013-2014 and 2014-2015 contract years. Members of UMFA as of March 31, 2013 may apply for the 2013 and/or the 2014 year, and Members of UMFA as of March 31, 2014 may apply for the 2014 year.

Salary data including rank, years in rank, department, and other relevant criteria on UMFA Members, can be reviewed, by appointment, in the UMFA office between the dates of **Monday, August 11, 2014** and **Friday, September 12, 2014**. You will be able to take notes on the information provided, but no copies of the data can be taken with you. Please call UMFA at 474-8562 to make an appointment.

The deadline for receipt of applications is **4:00 p.m., Monday, September 15, 2014** and any adjustments are expected to be made by **December 2014**.

Important Information Re: Investigations

According to Section 19.B.1.8 of the UMFA Collective Agreement:

“Where a meeting is scheduled by the University for the purpose of imposing discipline or conducting an investigation into inappropriate behaviour, the Member shall be provided reasonable notice of the meeting; advised of the nature of the meeting; and advised of the right to request that a representative of the Association attend the scheduled meeting. Where a Member intends to have an Association representative present, the Member shall so advise the person arranging the meeting.”

The right to have UMFA representation also applies to respondents under the Respectful Work and Learning

Environment (RWLE) policy, as well as to UMFA Members who are called as witnesses in such investigations. The University's Office of Human Rights and Advisory Services is often involved in the informal state before a written, formal complaint is submitted. Although Members have been told that matters dealt with by this office are confidential, there has been an instance where such “confidential” information was used in an arbitration against a Member.

Contact the UMFA office **immediately** should you be asked to meet with someone from the Office of Human Rights & Advisory Services.

Grievance Summary

The following is a brief summary of grievances that have been filed over the last few months:

- Two Association grievances in Dentistry regarding the increased workload for Dental Clinical Staff;
- An Association grievance regarding an external program review, where contrary to Article 37 of the Collective Agreement, individual Members were named with comments on their performance;
- Two individual grievances on increased workload;
- Two grievances on the withholding of an annual increment;
- Four grievances regarding Members being required to teach extra courses because the administration cancelled their courses;
- One grievance on an annual performance review; and
- One grievance on an increased teaching load because of research productivity.

Navitas Loses Big Bucks as University in Sydney Severs Ties

Navitas, the for-profit corporation that opened the International College of Manitoba (ICM) at the University of Manitoba, has recently seen backlash from investors resulting in a loss of 1/3 of its market value. According to the Australian Associated Press, the drop was sparked when Macquarie University in Sydney announced that in

2016 it would end its 18-year agreement with Navitas and create its own pathway program. Navitas' stock fell from \$4.86 to \$2.18, resulting in a loss of \$820 million from \$2.65 billion at the market opening. In June, the shares had hit a record price of \$7.81. Speculation that other universities will follow Macquarie University's lead is

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causing analysts to recommend investors sell Navitas stock.

The University of Manitoba should follow Macquarie University's lead, end the relationship with Navitas and offer its own programs for International Students.

ICM is offering courses that are already being taught or could be taught by UMFA and CUPE 3909 Members.

By the Numbers – Snapshots from the UM's Budget

UMFA recently conducted a review of the UM's budgets from 2009 to 2013 and came across some alarming, though not surprising, trends. While faculties are being told to tighten their belts and prepare for budget cuts, it appears as though the same can't be said for the administration, which has seen increases far beyond what most faculties received.

In 2009, the University's total expenditures were \$487.2 million. In 2013, that number jumped to \$572.9 million – an increase of 17.6%. The increase to **all** faculties in the same period went from \$260.4 million to \$311.0 million, which is an increase of 19.4%. Three of the faculties with the lowest increases were Science, Arts and Agriculture.

Below is a sampling of some of the budget numbers.

| Faculty/area | 2009 | 2013 | % increase |
|------------------------------------|-----------------|---|------------|
| Academic areas (faculties) overall | \$260.4 million | \$311.0 million | 19.4% |
| Science | \$27.1 million | \$29.9 million | 10.3% |
| Arts | \$31.3 million | \$35.7 million | 14.1% |
| Agriculture | \$14.1 million | \$16.0 million | 13.5% |
| Engineering | \$15.4 million | \$18.4 million | 19.5% |
| Nursing | \$9.5 million | \$11.3 million (includes \$1.2 million targetted COPSE grant) | 18.9% |
| IST | \$16.1 million | \$23.1 million | 43.5% |
| Legal | \$0.8 million | \$1.3 million | 62.5% |
| VP external | \$5.6 million | \$11.0 million | 96.4% |
| VP academic | \$18.5 million | \$25.8 million | 39.5% |
| VP admin | \$113.4 million | \$131.4 million | 15.9% |

2014-2015 EXECUTIVE COUNCIL

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