

# FAST FACTS



**February 12, 2019**

**NEWS YOU CAN USE** 

## **Taking your research/study leave? Read this!**

No one expects it will happen to them, but it happens often enough – taking your RSL and becoming so ill you're prevented from doing your research. The biggest mistake you can make in this situation is using your RSL to convalesce. While a bad cold will go away relatively quickly, other ailments can take months to heal. Your Collective Agreement offers protections: If you're injured or get sick while on leave you may be able to delay the rest of your RSL until you're well: Section 21.8 allows you to take sick leave and re-claim your unused RSL credits.

If you're in this situation contact the office immediately for confidential support and advice: [faum@umfa.ca](mailto:faum@umfa.ca) or 474.8272

Section 21 of the CA is [available here](#). 21.8 is below:

### **21.8 Sick/Leave While on Research/Study and Administrative Leave**

### 21.8.1 Where a Member:

- v. a) Is on paid sick leave in accordance with s. 22.4 for a continuous period of one month or more; and
- a. b) indicates in writing to the dean/director that he/she wishes to end the research/study leave or administrative leave,

the Member's research/study leave or administrative leave shall end and the credits (rounded to the nearest half credit) equivalent to the untaken portion of the research/study or administrative leave shall be returned to the Member's bank of research/study leave credits. The Member shall still be responsible for submitting a written report in accordance with s. 21.6.2 for the portion of the research/study or administrative leave taken.

21.8.2 Notwithstanding s. 21.8.1 above, once a return date from sick leave is established, a Member may apply in writing to the dean/director with a request to use the credits equivalent to the untaken portion of the research/study or administrative leave and to take the missed portion of the research/study leave or administrative leave following his/her return.

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## SEEQs and UMFA – update

Not long ago we asked you all about your thoughts on SEEQs. While some support SEEQs in general, at least half of those who responded don't. Further, even some of those who supported SEEQ's feel that while it is the best instrument available it's problematic.

Overall there's been wide agreement regarding the problems with SEEQ's. Common complaints were that...

- only questions 31 to 33 are actually used,

- it includes several irrelevant questions (e.g. assessment of one's use of humour),
- important questions are missing (such as whether an instructor seemed knowledgeable, the degree of creativity in teaching, and
- answers to questions 1 to 30 seem to be uncorrelated with the overall evaluations contained in questions 31 to 33.

Maybe most startling was one Member's graphed grade vs SEEQ data. Their numbers showed that the scores on questions 31 to 33 were strongly correlated with student grades – the better the grade, the higher the SEEQ score... and vice versa.

Do these observations match your own? Do they differ?

**Send us your comments! Let us know your stance on SEEQs by sending your thoughts to [umfaseeq@gmail.com](mailto:umfaseeq@gmail.com).**

**Consider...**

- **Academic value:** Do you think that the SEEQs provide constructive, formative feedback on your teaching practices?
- **Harassment:** Are written student comments respectful? Have you ever received written SEEQ comments that are harassing?
- **Teaching Dossier:** Have you ever been encouraged by your Dean or Director to start or maintain a Teaching Dossier?
- **Privacy:** SEEQ scores are made available to the student population. Do you feel it is reasonable and justifiable to distribute this information?

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## Help avoid a strike at UOIT

Faculty Members at the University of Ontario Institute of Technology (UOIT) have voted 86% in favor of a Strike Mandate.

Please take action to help them avert a strike by visiting [www.uoitfa.ca/take-action](http://www.uoitfa.ca/take-action) where you can send a message to the UOIT Administration.

Key issues during this round of bargaining include:

- Pension & Benefits: the Employer is seeking to remove Benefits Coverage language from the agreement
- Workload: They are asking for fair and collegial provisions, especially for contract academic faculty members
- Job security: the Employer has tabled language that would erode the meaning of Tenure (Termination of Employment outside of the discipline article and referenced in the Tenure article).

For more details on this round of bargaining, visit the [UOIT website](#).

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This November marks 45 years since UMFA became the certified bargaining agent for full time academic staff at the University of Manitoba. In future editions of Fast Facts, we will share a few highlights from UMFA's history. If you have any photos and details from past events (rallies, support pickets, parties, etc.) that you'd like considered for sharing, please email them to [umfa-communications@umfa.ca](mailto:umfa-communications@umfa.ca).

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# AWARDS

UMFA is now accepting nominations for the following awards:

### *ROY VOGT MEMORIAL AWARD*

The Roy Vogt Memorial Award is to be presented to an Association member or past member in recognition of outstanding service to the Association. The award will be a certificate, as well as a contribution to the charity chosen by the award winner.

### *PAUL FORTIER PRIZE FOR STUDENT ACTIVISM*

The \$500 Paul Fortier Prize for Student Activism is presented to a current University of Manitoba student who demonstrates an active involvement in union related activities and/or community activism and/or activities aimed towards improving student life and/or working conditions of student employees, including markers, research assistants and sessional lecturers.

### *CAUT DEDICATED SERVICE AWARD*

The CAUT Dedicated Service Award was established to recognize exceptional service provided by individuals at the local or provincial level. This award is granted by CAUT upon receipt of a recommendation from a local, provincial or federated association.

Deadline for nominations is 4 pm Friday, March 8, 2019

For details see [www.umfa.ca](http://www.umfa.ca)

*2019 AWARDS*

# MEETINGS & EVENTS

## UMFA Meetings 2019

UNIVERSITY OF MANITOBA  
Faculty Association

### Executive Council

(all at 9:00 a.m.)

Thursday, February 7

Wednesday, February 20

Wednesday, March 13

Thursday, April 4

Wednesday, April 17

Thursday, May 2

Wednesday, May 15

Thursday, June 6

### Board of Representatives

(all at 4:00 p.m.)

Wednesday, January 30

Thursday, February 28

Thursday, March 21

Thursday, April 25

Wednesday, May 22

Thursday, June 13

All meetings take place in the UMFA  
boardroom unless otherwise stated

## UMFA Board Meetings – Open to all Members

Is your department currently without representation? Do you have an issue you'd like to raise with your UMFA colleagues? Just want to see how UMFA conducts business? Come to a Board meeting at the UMFA office.

While only Board Members can table motions and vote, Board meetings are open to all Members of the Association.

***If you have information or an event that you'd like to share in an upcoming issue, please email the item to [umfa-communications@umfa.ca](mailto:umfa-communications@umfa.ca) for consideration.***

We make **UofM** happen

UNIVERSITY OF MANITOBA  
**Faculty Association**



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