

NEWS & VIEWS

JULY/AUGUST 2012

From the President's Desk

Sharon Alward



For most academics, summer means much deserved vacation time - a time to recharge and relax with families and friends. For some it also means dedicated time to focus on research and course preparation before heading back into the classroom. For me the magic number was always August 20th. With subtle changes in the light signaling the end of summer my anticipation to get back into the classroom would begin to build as I prepared my courses.

This summer has been very different but just as rewarding. As UMFA President I have been hearing from Members, and listening to their concerns. On June 29th, UMFA Executive Director Linda Guse and I were invited to meet with Joanne Keselman, Vice-President (Academic), regarding an update on initiatives around the proposed amalgamations of faculties in the Health Sciences cluster. We were told that faculties, e.g., Kinesiology and Nursing, that have expressed reservations about the proposed amalgamation will not be compelled to become part of an amalgamated Health Sciences Faculty. We were also told that Pharmacy, Medicine and Dentistry see advantages in joining and have established committees to look at issues such as tenure and promotion procedures if these faculties were to amalgamate into one. We appreciated being updated by Dr. Keselman and are looking forward to future conversations with her where we will continue to bring Member concerns to her attention.

Over the past few months UMFA has sent out three bargaining newsletters (if you have not received the first issues, please contact the UMFA office) and a short survey focusing on some of the ROSE initiatives (a brief summary of the results can be found on page 4 of this newsletter). I want to thank all of our Members who participated in our survey. We are in the process of preparing a letter to the administration outlining the concerns you have

shared with us.

We are now preparing the bargaining survey for the fall. This will be an opportunity for you to tell us what you think are important matters for the 2013 round of bargaining. But surveys are just one part of the process for getting input from the Membership. As I mentioned in my [inaugural letter](#) to you in June, I will be working with the Collective Agreement Committee, the Executive and the Board of Representatives to set up a series of constituency meetings through the various faculties in the Fall.

This will be another opportunity for you to tell us about your priorities and your concerns. I encourage each of you to attend and participate.

In early September, UMFA will also be involved in Labour Board hearings regarding including the University of Manitoba Dental Clinical Staff under the UMFA bargaining certificate with the result that there would be one collective agreement, not two, covering all these members. The administration is opposed to one bargaining certificate and the Labour Board will therefore have to make a decision on this matter.

There are more changes coming to our campus, specifically a new Vice-President of Administration who will begin in mid September. I want to take this opportunity on behalf of UMFA to wish Debbie McCallum all the best in her retirement. Although we have had different perspectives on issues, Debbie's honesty, grace and wit will be missed.

I also encourage you to keep in touch with your Faculty Association as your fall term begins to ramp up with research and teaching. We are your Association and we are here to support you in any way we can. No matter how big or how small your questions and concerns may seem, we are interested in hearing from you.

I wish you all a fulfilling August.

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Employer of Choice Sustainability and Transportation

In January 2011, the University of Manitoba's Board of Governors approved a [sustainability strategy](#) document that outlines the goals and vision for the university to become a sustainable institution.

The university has taken steps to make the campuses "greener" communities with initiatives such as the Waste Prevention Re-Shop, which distributes usable, but no longer needed, office supplies and furniture instead of sending them to a landfill. Other initiatives have focused on reducing water consumption with the installation of low flow water fixtures.

But one very important component of a green community is slow to get off the ground – support for green transportation initiatives. The university's document states that UM wishes to be "a campus that provides sustainable and accessible transportation options to students, staff, faculty, and the university community."

The goals listed in the document fall into one of three timeframes for implementation: short term (1-2 years), medium term (2-5 years) and long term actions (5+ years). The majority of the university's goals for transportation fall into the 2-5 year category, including the possibility of offering a subsidized bus pass, or [Eco-Pass](#), to faculty and staff.

Some universities in Canada, like the [University of Waterloo](#) and [University of Victoria](#), offer their employees discounted bus passes. While the faculty associations advocated for subsidized transit, they did not have to negotiate this

provision for their members.

[Red River College](#) in Winnipeg also offers staff at their downtown campus a 60% discount in the price of bus passes to encourage commuters to leave their cars at home.

So, why is the U of M waiting so far out into the future to offer this discount?

UMFA contacted Winnipeg Transit and asked for information on timelines to implement an Eco-Pass at an institution the size of the U of M (8,000-10,000 employees). According to Transit, this is dependent on how long it takes to get signatures on paperwork. When UMFA asked Transit if it would take a year or more, the answer was that the average length of time is one month. The employer decides the amount of discount to provide employees, Transit draws up a contract for the employer to sign. Following the employer's signature, the contract goes back to Transit for signatures from the department, and then to a lawyer. Bus passes are then delivered directly to the institution by Transit.

Whatever UM's reasons delaying this initiative, it's not because of length of process.

Upcoming Labour Board Hearing

As Members are aware, UMFA and the University of Manitoba Dental Clinical Staff Association (UMDCSA) merged last year into one association but each unit still maintains its own bargaining certificate and collective agreement.

UMFA has applied to the Labour Board for inclusion of the Dental Clinical Staff under the UMFA bargaining certificate. The University of Manitoba is opposing this action, saying that the Labour Board does not have the jurisdiction to merge the two bargaining units or, if it does have the jurisdiction, there are significant differences between the two units.

The two collective agreements have many similarities, and in fact some identical articles.

Hearings will be held on September 4th, 5th and 6th where UMFA and the administration will present their arguments to the Labour Board.

Access Copyright “Hall of Shame and Fame”

As UMFA stated in the [May](#) newsletter, the University of Manitoba made the disappointing decision to sign a copyright agreement that was negotiated between the Association of Universities and Colleges Canada (AUCC), the organization representing Canada’s university presidents, and Access Copyright. UM President David Barnard was on the AUCC team that negotiated provisions.

In recent weeks, UMFA has received information from other faculty associations indicating whether the administrations at their universities have signed a license agreement with Access Copyright. Of the universities that did sign, many did so without

any consultation from faculty or students. For those who haven’t signed, many cite the financial burden, existing licenses to access copyrighted materials, and the recent passing of Bill C-11 ([An Act to Amend the Copyright Act](#)) as some of the reasons.

Ariel Katz, an Associate Professor at the Faculty of Law at the University of Toronto, has created a Hall of Fame/Shame on his [blog](#) where he lists the universities who haven’t signed with Access Copyright and those who have.

The list is as follows (as of end of July):

Have signed	Will not sign	Not yet signed agreement, but have signed letter of intent
University of Manitoba	University of Winnipeg	University of Calgary
University of Toronto	Athabasca University	University of Alberta
University of Western Ontario	University of Windsor	Thompson Rivers University
University of Victoria	University of British Columbia	
McMaster University	York University	
Mount Allison University	University of Waterloo	
Laurentian University	Mount Royal University	
Dalhousie University	Trent University	
Kwantlen Polytechnic	Memorial University	
Emily Carr University of Art + Design	Carleton University	
Wilfrid Laurier University	Royal Roads University	
University of Ottawa	Queen’s University	
Brock University	University of Guelph	
Ryerson University	University of Saskatchewan	
Lakehead University	University of Northern British Columbia	
Acadia University	University of New Brunswick	
University of Lethbridge		
University of Regina		
St. Paul University (through U of O)		
Mount St. Vincent University (unconfirmed)		
Nipissing University		

UMFA Survey on ROSE Initiatives: Results

The UMFA Survey on ROSE Initiatives was sent to Members on June 18 and ran for three weeks until July 9. Just over one-third of the Membership responded to the survey. Thank you to everyone who participated and shared their thoughts on Concur and Microsoft Exchange. Below are some highlights from the responses we received.

Highlights (Concur): The percentages below refer to the responses to particular questions on the survey

- Most respondents (88%) completed Concur training and of those, 65% felt the training gave them a good overview on how to use the tool.
- 73% of respondents said they have used the Concur Travel and Expense Tool.
- 63% said they spend more time on booking travel now compared to before.
- 80% said they require more assistance from administrative staff to complete travel bookings than before Concur.
- 61% said there was nothing preventing them from using Concur. The remaining 39% gave reasons such as: better prices through sites like Priceline and Hotwire, the process is too time consuming (scanning receipts, questions, process), it's not user friendly, it does not handle special circumstances well, users feel uncomfortable with Concur, there are issues booking international travel, trouble when booking multiple-person trips (e.g. students, family members), "colossal waste of time", etc.
- 91% said they have not seen any cost savings from Concur.
- 42% said there are features they consider to be an improvement over previous processes. Some include: there is no need to talk to an agent, can book travel themselves, quick notification when something is approved, using UM credit cards avoids being out of pocket, less fees, no travel agent fees for domestic trips, less paper waste, no more waiting for signatures, expense tracking is easier, able to book 24 hours a day, etc.
- The 58% that said there were no features that were improvements over the previous process listed reasons like: the tool is complicated, takes longer to book, lack of assistance, difficult to book joint travel, can find cheaper flights and car rentals themselves, generates more paper, more work for individual and administrative staff, copying and scanning receipts takes a long time, etc.

Highlights (Microsoft Exchange): The percentages below refer to the responses to particular questions

- 41% of respondents felt Microsoft Exchange was neither easier nor more difficult than previous email systems. 22% found it more difficult and 13% found it easier than previous email systems.

Some responses as to why Exchange is easier: Much easier to use e-mail and calendar from different computers and Blackberry, searching is faster than previous webmail, previous system was archaic, easier sharing of email between devices, includes calendar and contact info for all UM employees, more user friendly, all work e-mail is accessible at home and at work, can search email using names, etc.

Some responses as to why Exchange is more difficult: Slower than previous system, some cannot exchange calendar bookings with another (non-UM) Exchange system, emails get lost in the strings, Exchange does not auto save email addresses, it crashes frequently, the email client has to be closed periodically otherwise it will lose its connection to the Exchange server, cannot redirect mail (can only forward it), contacts from previous program did not properly transfer, search function isn't good, etc.

- 37% said there were features that were improvements over the previous system including: the calendar, user-friendly webmail, access to university directory, reminders sent to phones, faster and better handling of attachments, fast searches, able to see email threads, it indicates when you replied to an email, etc. The remaining 63% of respondents did not consider any features to be improvements over the previous system. Some said they did not use previous email systems and therefore could not compare, or provided examples such as "Outlook doesn't automatically add every address that you use to your address book."
- 44% of people who required assistance contacted IT, 22% did not contact IT, and 34% did not have any issues.
- Of those who contacted IT for assistance, 48% received an answer to their question the same day, while 24% waited 3-5 business days for a response. For those who did not contact IT for assistance (22%), some received help from department/faculty IT personnel, contacted Tech/net staff from libraries, some figured out a solution on their own, received help from a colleague or friend, or the issue was not resolved.

LAC Cutbacks: Why You Should Care

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

“All history was a **palimpsest**, scraped clean and reinscribed exactly as often as was necessary.” — George Orwell, *Nineteen Eighty-Four* (1949), 35.

As many Members know, Library and Archives Canada (LAC) has been under attack by the Harper government for some time. The Canadian Association of University Teachers (CAUT), supported by a number of other organizations such as The Canadian Federation of Students, came to its defense. Fewer Members may be aware, however, that on April 30, 2012, in a move archivists refer to as “Black Monday,” Library and Archives Canada made a number of financial cuts aimed at devastating the Canadian archival system. These cuts are part of the \$9.6 million that LAC is expected to lose over the next three years from an already greatly thinned budget.

The cuts more or less eliminated the Canadian Council of Archives, which coordinates the Canadian Archival System, effectively reversing 26 years of archival development. The Council was responsible for coordinating the work of over 800 archives across Canada using funds from the National Archival Development Program (NADP) for both major cooperative projects and the development of small and medium archives, including university archives. Successful projects included the development of Canadian archival descriptive standards and the description of the University of Manitoba’s Manitoba Gay and Lesbian Society archives. The NADP was also eliminated along with almost all the archives advisors in every province.

It is important to note that these cuts are not ideological. In fact, the Canadian archival system was approved under the Progressive Conservative government of Brian Mulroney. But the current federal government is not interested in evidence based research. There has been a distinct “Disneyfication” of

Canada's past with the recent \$29 million spent on the celebration of the War of 1812. Instead of nuanced and complex history, our history is quickly being reduced to two-dimensional, easily digested, selected narratives.

Why should academics care about these financial cuts and dire changes in focus?

The records you will need to do any non-governmental historic research could be gone. LAC and the provincial archives will only collect government records and the university archives will likely stop collecting as they fill up with offloaded collections from LAC. Access to whatever records remain at LAC will be increasingly restricted. Digitization of records will be commercialized, but this will only represent a tiny fraction of Canada's records. Can the commercialization of access to whatever records remain be far behind? One can imagine a “pay per view” approach in the future. And while digitizing records increases access, migration issues will be enormous as formats for electronic records change over time. Finally, there has been a devaluing of archivists and librarians with Masters and PhD degrees at LAC in favor of career bureaucrats.

If you haven't signed CAUT’s petition, go to:

www.savelibraryarchives.ca. Then sign a petition to save the NADP: www.change.org/petitions/make-it-better-write-a-letter-help-save-canada-s-national-archival-development-program.

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