

# NEWS FROM UWFA

EDITOR: DANIEL STONE

**1996 / 1997 UWFA  
EXECUTIVE COUNCIL**

**PRESIDENT:**

Alden Turner, English

**VICE - PRESIDENT**

Allen Mills, Political Science

**SECRETARY:**

Jim Clark, Psychology

**TREASURER:**

Karen Zoppa, Collegiate

**MEMBERS-AT-LARGE:**

Michael Benarroch, Economics  
 Danny Blair, Geography  
 Iain McDougall, Classics  
 Ron Norton, Psychology  
 Jim Silver, Political Science  
 Claudia Wright, Political Science

**COLLEGIATE REPRESENTATIVE:**

Howard Mathieson

**INSTRUCTOR REPRESENTATIVE:**

Gail Loadman, Theatre/Drama

**LIBRARIAN REPRESENTATIVE:**

Sandra Zuk

**GRIEVANCE OFFICER:**

Tim Babcock, Theatre and Drama

**PAST - PRESIDENT:**

Tim Babcock, Theatre and Drama

**OFFICE - ROOM 306 SPARLING HALL:**

Kim Best (9430)



## resident's Report

As you know, the combined efforts of Manitoba faculty members, Administrations, Senates and students in developing a unified response to Bill 32 resulted in changes to the legislation which should protect our post-secondary institutions from government intrusions and micro management. At the Bill 32 hearings we were very successful in encouraging the Education Minister, Linda McIntosh to accept 13 amendments to the Council on Post-secondary Education Act. On behalf of the UWFA and MOFA Executives, I want to thank all those UWFA Members who made presentations before the Law Amendments Committee of the Manitoba Legislature. Almost 100 presenters made submissions during the 25 hours of legislative hearings. The Council Members will be announced soon and begin their work on April 1, 1997; insofar as the new legislation may have implications for Senate, Board and contractual rights and responsibilities, we will endeavour to open channels of communication with them so that faculty interests and concerns can be expressed during the Council's deliberations.

During the past several months we have undertaken several other initiatives in cooperation with the administration. We agreed to a joint sponsorship of two plaques in recognition of faculty award winners, and we inaugurated a new Distinguished Faculty Lecture Series in November with a marvelous presentation by Susan Hornshaw. The second lecture in the series will be given by Alaa Abd-El-Aziz on the topic, "Plastics are Forever." It will take place on Tuesday, February 18, 1997 at 8 p.m. in Eckhardt Grammatte Hall, and Members are encouraged to attend. I would like to express our great appreciation to Bob Young for his fine work on these initiatives.

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In addition, we have established a Communications Committee consisting of Gail Loadman, Carol Harvey, Iain McDougall, Bruce Daniels and Deborah Schnitzer. In December, members of the committee and I met with Joan Anderson, Lois Cherney, and Leslie Vryenhoek of University Relations. We had productive discussion on a range of specific public relations and communications activities on which we could cooperate, and more meetings are planned.

Our consultations with UWFA Members on the draft UWFA Statement of Principles and Objectives resulted in some very constructive suggestions, including greater attention to the replacement of retiring UWFA Members with tenure-track appointments (rather than sessional and stipendiary appointments) and clarification of DPC Evaluation responsibilities and procedures. The Executive will be considering several revisions to this policy statement and then approve a final draft of the Principles and Objectives this spring.

On Friday, February 21 from 2:30 to 4:30, we will hold a General Meeting of UWFA to discuss a proposal for changes to the current Joint Pension Committee and UW Pension Plan. A detailed letter outlining the nature of and rationale for this proposal will be sent to all Members this week, and two consultants with differing views on the issues will offer their advice and answer questions at the General Meeting.

Following extensive analysis and discussion within the UWFA Ad hoc Compensation Committee and, subsequently, the UWFA Executive, we have adopted ten principles as the basis for our position in the Joint Consultative Committee discussions that will commence soon. Our representatives on that JCC are Michael Benarroch, John Braun, and Mike McIntyre. We appreciated Members' comments and suggestions at the meetings held to discuss these principles, and more such meetings will be held as the work of the JCC proceeds.

In this issue of the Newsletter we are featuring a series of salary comparison tables showing our position relative to provincial and national averages. Our Maclean's magazine ranking improved significantly this year, largely on the strength of the faculty component where we are tied for third and clearly rank among the top 5 undergraduate universities in Canada, and we have used this cohort as the primary basis for these salary comparisons.

From my discussions with UWFA Members during the past 6 months, it is clear that salary issues -- Salary Structure changes, CDIs, Cost of Living Increases, Merit, Days without Pay -- are on all of our minds these days, and no doubt they will move to the top of our agenda within the next few months. We need to give some careful and creative thought to our strategies and goals in an environment where the university's ongoing underfunding case is not being addressed by the provincial government. The mutual interests of UWFA Members, the UW Board of Regents and our students can only be improved in a climate where improved

communication and cooperation can effect ongoing and meaningful changes in the provincial government's priorities.

Finally, I would like to encourage all UWFA Members to consider serving on the UWFA Executive and UWFA Committees during the next year. Although we have many new Members this year, we will continue to require "new blood" as those of us who have served the Association for many years step down to pursue other professional activities. On a personal note, I wish to express my sincerest thanks to all those UWFA Members, administrators and Regents with whom I had the pleasure of working during the past ten years (and especially Kim Best). After three busy terms as President and one term as Grievance Officer, I will be leaving the Executive after fulfilling my duties as Past-President next year, and I am looking forward to devoting more time to my research, teaching and creative writing projects. I have found my union work most rewarding.

-- Alden Turner

**NOTICE OF UWFA GENERAL  
MEETING**

**FRIDAY, FEBRUARY 21, 1997,  
2:30 - 4:30 P.M. - ROOM 3C01**

**AGENDA**

**UWFA PENSION PLAN**

**REPORT OF THE COLLEGIATE NEGOTIATING  
TEAM - by Karen Zoppa**

The Collegiate Unit has chosen their bargaining team in anticipation of the end of our current Collective Agreement on March 31, 1997. The team is comprised of Howard Mathieson, Wilfred Schlosser, Ray MacDonald and Chief Negotiator Karen Zoppa. The Collegiate Bargaining Team intends to harmonize its strategies and goals, where appropriate given our different contexts, very closely with those of the Arts and Science Unit.

## REPORT FROM THE FINANCE COMMITTEE

prepared by Karen Zoppa

As reported at the December 13, 1996 General Meeting, the Committee has reviewed the Association's investment portfolio and recommended we move our assets to the firm of Lawton Partners. The rationale for this change is that this firm is willing and able to manage our fund in tune with our needs, namely, a mixed fund that provides security, liquidity and a healthy rate of return. This recommendation has been approved by the Executive.

After observing during the summer a decrease in our revenues due to the Days Without Pay Policy, which affects our members net pay, the Committee drew up a revised budget to more accurately reflect our operating situation. Some line items were decreased to accommodate this. The executive approved this change, which shall be brought to the General Membership at our next General meeting. Ironically, due to the receipt of CDI's, our actual revenue is now much higher than anticipated, giving us a healthy operating surplus.

The Executive approved the Committee's recommendation to use a \$20,000 bond as security for an overdraft at our new bank branch, the TD Main. By doing this, we obtained a very favourable interest rate.

The Committee moved three amendments to the By-Laws of the Association. Their intention is to entrench accountability in the management of the Association's finances and to protect members of the Executive from liability where they act honestly and in good faith. Due to a glaring but honest error in interpreting the Constitution, the Treasurer told the FM on December 13th that these amendments were approved by the Executive, and that this was sufficient to make the change. Fortunately, Linwood DeLong identified the error and recommended due process be followed regarding these amendments. In accordance with our Constitution, the Committee shall circulate the amendments prior to our next GM, with ballots to be sent to the Association within 14 days after the GM. I apologize to the Members for this mistake.

In summary, the Association's finances are well managed and in excellent health. I would like to thank the Finance Committee for their many hours of work and their good sense and expertise.

\* \* \* \* \*

## COMMENTARY : A NEW CULTURE FOR COLLECTIVE BARGAINING

In recent years the entire University community has suffered through some very fractious contract negotiations. The fallout from these negotiations has not been catastrophic, but they have had short-term adverse affects on faculty relations with the Administration, and a more lastingly adverse affect on faculty and staff morale. The simple fact is that we have had no increase in pay for five years, despite very long, difficult, and time-consuming negotiations. Even the most credulous person would be left to wonder how much the faculty is valued by the Board and the Administration. We have surely got to the point where actions will speak louder than words to this issue. But to be fair, the Administration have not asked to be in the position of forcing these unfair wage settlements upon us. They too are underpaid, and they find themselves demonized simply for executing the responsibilities of their jobs properly. In a very real sense, everyone in the University has suffered from these past two rounds of negotiations.

This has been apparent for some time, and it has given rise to calls on both sides for a new culture of negotiations; one that is less fractious, less fractious, less likely to end in job action, and less costly in terms of personal and professional relationships. Most of us, I would venture to say, would like to develop such a new culture, and process, of negotiating contracts. It seems to me that two concrete measures might contribute to this; one positive, the other negative. My guess is that these will not be sufficient to create a better negotiating culture, but they might move us in the right direction. The positive proposal has been suggested by our Chief Negotiator Reg Skene. This would be to have both negotiating teams attend a seminar (or a few seminars) on how to reach agreements with the minimum of adverse fallout. There are various industrial relations models for how this might be done, and both UWFA and the Administration would have much to gain by agreeing to meet prior to negotiations to work out protocols, areas of mutual interest, and common strategies for reaching a mutually satisfactory agreement.

The negative proposal that would help develop a better culture for negotiations would be for both sides to refrain from propaganda projects intended to shape people's expectations prior to negotiations. For UWFA this would mean keeping a tight rein on inflammatory rhetoric, maintaining open lines of communication with the Administration and the Board, and generally giving the Administration credit for understanding the extent to which faculty morale has suffered as a result of the last two rounds of negotiations.

For the Administration it would mean, among other things, not attempting to shape faculty expectations of upcoming salary negotiations by distributing apocalyptic scenarios regarding the University's financial future. Sharing

actual budgetary information with the Faculty Association Executive might promote more mutual understanding of the University's financial situation, and this could contribute to a more effective process of negotiation. distributing hypothetical financial crisis scenarios directly to the faculty in order to shape their expectations of the next settlement is very likely to have the opposite effect.

The reason for this is that any attempt to influence faculty expectations of future settlements invites a response in kind. UWFA, or any Faculty Association, is obligated by such attempt to counter them with its own version of the situation, which in turn invites a riposte, and so will lead inevitably to an escalation of rhetoric and a more tense, fractious environment for negotiations. This is especially the case now, given the Government's new labour legislation, which empowers employers to bypass elected union representatives by taking contract proposals directly to the membership. The idea behind this legislation is evidently to enable an employer to negotiate directly with employees in the event that it cannot make an agreement with their representative.s This gives employers, including ours, a vested interest in shaping the opinions and expectations of union memberships directly, which is best done by characterizing Association leadership as out of touch with reality: too radical, too unrealistic, and therefore irresponsible.

No one disputes that the University is in a difficult financial situation. The issue whether, within this unfortunate context, we can find a better way of reaching a negotiated settlement. sharing information must be part of that process, but this must be done in a way that avoids rhetorical battles over the appropriate construction of our fiscal and political reality. If the University wishes to share it full financial situation with its unions this would no doubt contribute to building a strong climate of trust around negotiations. Distributing hypothetical scenarios based on incomplete information is likely to achieve the reverse. A new and better culture of negotiations is certainly possible at University ofWinnipeg if we work together to achieve it.

RICHARD NOBLE

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**UPDATE ON THE HUMAN RIGHTS COMPLAINTS AGAINST MANITOBA UNIVERSITIES FOR SYSTEMIC DISCRIMINATION AGAINST WOMEN**

Remember the Human Rights Complaints filed in 1989 by a group of Manitoba women? In 1990 UWFA used research funds to investigate the questions these Complaints raised about systemic discrimination and the status of female faculty. Hugh Grant was the research officer and Wendy Josephson and Janice Freeman represented the Status of Women Committee. Their 57 page report (and 9 page summary) was completed in July 1991 and presented to UWFA at a general meeting on November 21, 1991, where

membership accepted the 11 recommendations. More of this later.

That same November in 1991 the Board of Regents Ad Hoc Committee on the Status of Women Employees, chaired by Bev Ridd, presented its 81 word report and 56 recommendations to the Board of Regents. More of this later.

But the Human Rights Complaints? What has happened to them? The Human Rights Commission is now investigating these Complaints through consultants from out of province and expect to complete their investigations within this year. "Why now?" the wary might ask (thinking of the enactment of Bill 32 and of the upcoming contract negotiations). "Because the option of earlier is gone and we surely do not want to put it off to later," the practical might answer (thinking that this work is always difficult, no matter what the context).

While the timing is not of our choosing, the investigation is underway. Recognition of Systemic Discrimination is relatively recent in Human Rights law, and these Complaints are broad, general, and exceedingly complex. Several years have gone by in identifying the kind of evidence that would determine the existence of systemic discrimination; we complainants have argued that it cannot be investigated as multiple cases of individual discrimination. We want to improve the system of these universities, not increase the risk for individual women working and studying here. While the Commission's investigation continues, complainants and the University of Winnipeg will be exploring voluntary resolution that may involve identifying ongoing issues, creating a process of remedy and agreeing on a method of reporting and accountability. If you have questions, information, or concerns, you may contact Keith Fulton, Judith Kearns, or Dianna Scarth, Executive Director of the Manitoba Human Rights Commission. The Status of Women Committee will keep you posted in upcoming UWFA Newsletters.

KEITH LOUSIE FULTON & JUDITH KEARNS

**CALL FOR NOMINATIONS  
1997/1998 UWFA EXECUTIVE COUNCIL**

**POSITIONS AVAILABLE**

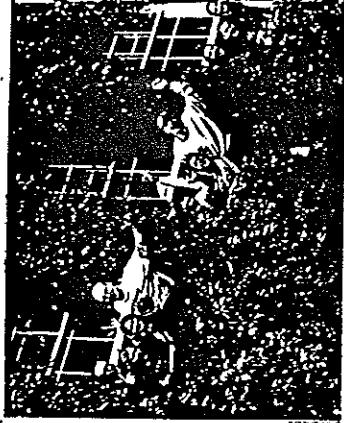
- President**
- Vice-President**
- Secretary**
- Treasurer**

**Members-at-Large (six to be chosen)**

If you would like to serve or want to nominate someone, please contact Kim Best (9430) or Allen Mills (9376) for a nominations form.

# Rankings

## PRIMARILY UNDERGRADUATE



Primarily Undergraduate universities are those largely focused on undergraduate education, with relatively few graduate programs.



Student with anthropology professor Susan Jamison at Trent, Acadia students (far right)

### REPUTATIONAL WINN

Maclean's surveyed more than 3,400 high-school guidance counsellors, academic administrators and CEOs of major corporations across the country.

### OVERALL RANKING

LAST YEAR	STUDENT BODY			CLASSES			FACULTY		FINANCES			LIBRARY			REPUTATION				
	Average Entering Grade	Proportion With 75% Or Higher	Out Of Province (1st Year)	Student Awards	Class Sizes: 1st And 2nd Year Level	Class Sizes: 3rd And 4th Year Level	Classes Taught By Tenured Faculty	Faculty With PhDs	Awards Per Full-Time Faculty	Social Sciences & Humanities Grants	Medical/Science Grants	Operating Budget	Scholarships & Bursaries (Percentage Of Budget)	Student Services (Percentage Of Budget)	Holdings Per Student	Acquisitions	Expenses	Alumni Support	Reputational Survey
1. Mount Allison	1*	2	1	4	10	4	2	7	6	17	6	2	5	8	2	7	5*	5	2
2. Acadia	3	3	4	1	13	16	13	2	4	5	11*	11	2	9	4	6	4	8	1
3. Trent	2	6	5	5	1	12*	15	6	1	1	2	10	10	13*	10	14	2	1	4
4. Wilfrid Laurier	4	1	3	15	7	9	19	4	7	4	10	17	3	15	9	4	12	7	6
5. Bishop's	5	5	8	2	2	1	4	17	9	14	17	6	9	4	8	13	1	2	11
6. Lethbridge	7	15*	14	6	14*	3	8	10	9*	6	1	3	13	1	5	12	8	16	5
7. Winnipeg	10	7	7	8	12	2	11	9	2	2	9	4*	15	3	13	17	3	11	12
8. St. Francis Xavier	6	9	2	2	16	17	1	3	9*	12	5	12	7	12	7	3	11	6	8
9. Saint Mary's	8	12	11	10	11	7*	16	1	5	7	4	16	6	5	12	15	9	12	7
10. St. Thomas	11	4	18	16	14*	12*	7	11	9*	13	N/A	8	1	2	3	16	7	15	14
11. Mount Saint Vincent	9	10	15	14	3	12*	5	14	9*	9	15	15	11	19	15	22	15	4	9
12. P.E.I.	14	8	9	7	5	12*	17	16	9*	8	16	1	12	13*	6	5	16	9	18
13. Brandon	12	14	10	3	6	5*	3	8	9*	15	11*	7	18	7	1	19	17	3	16
14. Brock	13	7	17	9	19	10*	12	5	3	11	3	18	17	16	16	10	5*	17	10
15. Cape Breton (UCOB)	19	18	12	18	4	5*	6	18	9*	3	14	19	16	11	18	11	18	13	17
16. Nipissing	15	17	N/A	19	8	7*	9	12	9*	18	18	13	8	6	11	8	13	N/A	19
17. Lakehead	16	15*	13	11	18	18	18	13	9*	10	7	14	4	10	17	10	10	10	13
18. Laurentian	18	19	16	12	9	10*	14	15	8	15	8	4*	14	17	14	9	14	14	15
19. Ryerson	17	13	12	17	17	19	10	16	9	19	13	9	15	13	19	12	19	18	3

\*INDICATES A TIE. For description of the methodology, page 21.

			<i>FACULTY</i>			
<i>RANKING</i>			<i>Faculty with PhD's</i>	<i>Awards per Full-time Faculty</i>	<i>Social Sciences &amp; Humanities Grants</i>	<i>Medical/ Science Grants</i>
1	(10)	Trent	6	1	1	2
2	(17)	Saint Mary's	1	5	7	4
3*	(22)	Winnipeg	9	2	2	9
3*	(22)	Acadia	2	4	5	11*
3*	(22)	Brock	5	3	11	3
4	(25)	Wilfrid Laurier	4	7	4	10
5	(28)	Lethbridge	10	9*	6	1
6	(29)	St. Francis Xavier	3	9*	12	5
7	(33)	St. Thomas	11	9*	13	N/A
8	(36)	Mount Allison	7	6	17	6
9	(39)	Lakehead	13	9*	10	7
10*	(44)	Brandon	8	9*	16	11
10*	(44)	Cape Breton (UCCB)	18	9*	3	14
11	(46)	Laurentian	15	8	15	8
12	(47)	Mount Saint Vincent	14	9*	9	15
13	(49)	P.E.I.	16	9*	8	16
14*	(57)	Bishop's	17	9*	14	17
14*	(57)	Nipissing	12	9*	18	18
15	(60)	Ryerson	19	9*	19	13

\* INDICATES A TIE

RANKING	UNIVERSITY	FULL PROFESSOR FLOOR	CEILING	ASSOCIATE PROFESSOR FLOOR	CEILING	ASSISTANT PROFESSOR FLOOR	CEILING
1 (10)	TRENT	68336.	99939.	54036.	85717.	41816.	69916.
2 (17)	SAINT MARY'S	68712.	84939.	48511.	66867.	39096.	48454.
3*	WINNIPEG	57134.	96698.	44595.	75047.	34948.	52520.
3*	ACADIA	57332.	91030.	46014.	70685.	37029.	58491.
3*	BROCK	58007.	85933.	45535.	N/A	37975.	N/A
4 (25)	WILFRID LAURIER	59745.	N/A	48621.	N/A	37810.	N/A
5 (28)	LETHBRIDGE	57491.	N/A	44530.	N/A	37350.	N/A
6 (29)	ST. FRANCIS XAVIER	62367.	79839.	46351.	65279.	37816.	49263.
7 (33)	ST. THOMAS	63621.	85881.	49705.	71869.	39784.	58048.
8 (36)	MOUNT ALLISON	55642.	77276.	44264.	69359.	34854.	48970.
9 (39)	LAKEHEAD	61730.	97910.	49120.	88120.	39165.	61730.
10*	BRANDON	63156.	90443.	50117.	78517.	37798.	56858.
10*	CAPE BRETON	55206.	69066.	40081.	55041.	30858.	40458.
11 (46)	LAURENTIAN	67685.	108363.	53757.	87730.	43255.	66074.
12 (47)	MOUNT SAINT VINCENT	55642.	77276.	43401.	66388.	35611.	50485.
13 (49)	P.E.I.	56342.	74263.	47403.	63324.	36464.	50616.
14*	BISHOP'S	66211.	85874.	52168.	79052.	40128.	57383.
14*	NIPISSING	73511.	96931.	60446.	79646.	46589.	62753.
15 (60)	RYERSON	43947.	83646.	38563.	71577.	32800.	57399.

\* Indicates a tie

**TOP "5"**

**FULL PROFESSOR**

UNIVERSITY	FLOOR	CEILING	MEAN	MEDIAN
TRENT	68336.	99939.	91778.	93600.
SAINT MARY'S	68712.	84939.	76033.	77700.
<b>WINNIPEG</b>	<b>57134.</b>	<b>96698.</b>	<b>83987.</b>	<b>85350.</b>
ACADIA	57332.	91030.	75203.	75650.
BROCK	58001.	85933.	85827.	85625.
<b>AVERAGE</b>	<b>61903.</b>	<b>91708.</b>	<b>82566.</b>	<b>83585.</b>
<b>% DIFFERENCE</b>	<b>-8.35</b>	<b>+5.16</b>	<b>+1.69</b>	<b>+2.1</b>

**ASSOCIATE PROFESSOR**

UNIVERSITY	FLOOR	CEILING	MEAN	MEDIAN
TRENT	54036.	85717.	69245.	67575.
SAINT MARY'S	48511.	66867.	57936.	59025.
<b>WINNIPEG</b>	<b>44595.</b>	<b>75047.</b>	<b>61746.</b>	<b>58475.</b>
ACADIA	46014.	70685.	59851.	60650.
BROCK	45535.	N/A	68686.	70300.
<b>AVERAGE</b>	<b>47738.</b>	<b>74579.</b>	<b>63493.</b>	<b>63205.</b>
<b>% DIFFERENCE</b>	<b>-7.05</b>	<b>+0.62</b>	<b>-2.83</b>	<b>-8.1</b>

**ASSISTANT PROFESSOR**

UNIVERSITY	FLOOR	CEILING	MEAN	MEDIAN
TRENT	41816.	69916.	56050.	57700.
SAINT MARY'S	39096.	48454.	46111.	44550.
<b>WINNIPEG</b>	<b>34948.</b>	<b>52520.</b>	<b>45993.</b>	<b>44600.</b>
ACADIA	37029.	58491.	45923.	44350.
BROCK	37975.	N/A	51102.	50000.
<b>AVERAGE</b>	<b>38173.</b>	<b>57345.</b>	<b>49036.</b>	<b>48240.</b>
<b>% DIFFERENCE</b>	<b>-9.23</b>	<b>-9.19</b>	<b>-6.62</b>	<b>-8.16</b>



**TOP 5  
AVERAGE SALARIES FOR ALL RANKS COMBINED**

UNIVERSITY	FLOOR	CEILING	MEAN	MEDIAN
TRENT	54729.	85191.	72358.	72760.
SAINT MARY'S	52106.	66753.	60027.	60425.
<b>WINNIPEG</b>	<b>45559.</b>	<b>74755.</b>	<b>63909.</b>	<b>62908.</b>
ACADIA	46792.	73402.	60326.	59217.
BROCK	47170.	N/A	68538.	68055.
AVERAGE (all ranks combined)	49271.	75025.	65032.	64673.
% DIFFERENCE	-8.15	-36	-1.76	-2.81

**CURRENT UWFA / UMFA SALARY COMPARISONS: 1995/96**

	UWFA	UMFA	% / \$DIFF
<b>FULL</b>			
MEDIAN	\$83550	\$90590	8.4% / \$7040
MEAN	82738	88151	6.5% / \$5413
FLOOR	57134	68123	19.2% / \$10989
MAXIMUMS	96698	104213	7.8% / \$7515
<b>ASSOCIATE</b>			
MEDIAN	\$56850	\$70274	23.6% / \$13424
MEAN	60183	66780	11.0% / \$6597
FLOOR	44595	52718	18.2% / \$8123
MAXIMUMS	75047	80638	7.5% / \$5591
<b>ASSISTANT</b>			
MEDIAN	\$44400	\$49837	12.2% / \$5437
MEAN	44574	51736	16.1% / \$7162
FLOOR	34948	40868	17.0% / \$5920
MAXIMUMS	52520	62509	19.0% / \$9989

# Which Way Forward?

## Workshop topics include:

- governance structures
- student-faculty relations (incl. the course-teacher evaluation debate)
- community college and universities - worlds apart or not?
- accessibility - what does it mean? how can we achieve it?
- the new provincial Council on PSE
- tuition fee policy - what is viable in today's economy?
- funding for aboriginal students - what do the changes mean?
- high quality education and national standards - puzzling them out (incl. distance education, new teaching/learning technologies)
- graduate students - what are the prospects?
- budget cuts - how do they affect policy?
- valuing education - relating to community and the public



## A Symposium on Policy for Post-Secondary Education in Manitoba

**Friday, Feb. 28**

**Keynote Speaker: Carl Ridd**

**Starts at: 7:30 pm (Rm 3C01)**

**Saturday, March 1**

**Panel Discussion & Workshops**

**10:00 am**

**Sunday, March 2**

**Workshops**

**10:00 am**

*University of Winnipeg - Bulman Student Centre*



Hosted by the Canadian Federation of Students (MB.)

# Legislature Watch #7

A Publication of the Manitoba Organization of Faculty Associations

For further  
information contact

**MOFA President**  
Robert Chernomas  
474-9510

**Brandon University  
Faculty Association**  
Errol Black  
727-7347

**University of  
Winnipeg Faculty  
Association**  
Alden Turner  
786-9328

**University of  
Manitoba Faculty  
Association**  
Earle Ferguson  
474-8272

**Association des  
professeurs du  
Collège universitaire  
de Saint Boniface**  
Rolland Gaudet  
235-4417

## MOFA lobbying campaign

### bears fruit: COPE changed

**A** concerted lobbying effort, organized by the Manitoba Organization of Faculty Associations and supported by academics across the province led the Manitoba government to make a number of significant amendments to its recently adopted Council on Post-Secondary Education Act.

Concerns about the proposed Act were voiced by MOFA and its member associations, the Senates at the University of Winnipeg and Brandon University, the University of Manitoba Arts Faculty Council and the President of three Manitoba universities.

During the legislative committee hearings on the bill over 80 people made public presentations. Most of them were from the university community, and the vast majority of them supported amendments which had been put forward by MOFA and the Senates at the U of W and BU. It was a major organizational effort.

While MOFA still has serious concerns with the Act, it can point to a number of improvements which would not have been adopted had members of the university community not demonstrated their concerns with the bill.

MOFA members may recall that a legal opinion prepared for the U of M Faculty Association concluded that the Act, as originally proposed "could interfere with the autonomy of the universities and allow the government indirectly through the Minister and Council, to cause the elimination of programs and people."

#### Important amendments

For example the government amended the bill to give recognition to the importance of academic freedom and collegiality. The phrase "in an atmosphere of open and critical thought" was added to a passage stressing the importance of the creation and sharing of knowledge. Another passage, which said the government was committed to providing "accessible and

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# MOFA lobbying campaign bears fruit

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effective" education, was amended to a commitment to "choice and accessibility". Finally, the government modified the newly created Council on Post-Secondary Education's responsibility to coordinate education in the province by requiring it to undertake this coordination "in consultation with universities and colleges"

## Protecting accessibility

The original bill made regular reference to the need to "avoid unnecessary duplication of effort and expense." There was concern that this could lead to a reduction in accessibility and a government-directed micro-managing of the universities. The phrase was deleted and replaced with a commitment to promote "fiscal responsibility." In addition, "accessibility" was added to the goals of post-secondary education.

The University Grants Commission (the predecessor to COPE) had been prohibited from interfering "with the basic right of a university to formulate academic policies and standards." However, in the corresponding section of the COPE Act the phrase "academic policies" had been deleted. The UMFA legal opinion noted that "there are no restrictions on the Council when it comes to academic policies." This phrase was reinstated in the final Act. In addition, a proposed qualification on the limitations on those areas that the Council may not interfere with was eliminated, making them absolute.

## Ministerial power

The extension of ministerial power was also tempered in a number of amendments. The original bill stated that the Council would operate "within a framework of accountability established by the minister".

The Act was amended to include "act as an intermediary between post-secondary institutions and government."

Another portion of the Act originally stated that the minister could give the council direction on "(a) priorities the council should follow; and (b) coordination of the council's work with the programs, policies and the work of government." This section was amended to state that the minister could give direction on matters that relate to its mandate and matters of significant public interest."

## Increased consultation

Where COPE was originally charged with assessing post-secondary needs "within a framework established by the minister" a provision has been added for "consultation with the universities and colleges and with students." The same requirement was added to a provision which mandated COPE to establish tuition fee policies.

The Act had originally read "A university or college that wishes to establish, expand or reduce a program of study, service or facility involving money at the disposal of the council shall first obtain the council's written approval." Concerns had been raised that this would place severe limits on university autonomy. The words "expand or reduce" were replaced with the phrase "make significant modifications to, or cease to provide."

Despite these changes, the COPE does represent a significant centralization of power and authority in a council which is subject to considerable ministerial direction. The successful efforts that MOFA and other members of the university community undertook to lobby for changes to the Act will be an important base to build upon as the government establishes the Council and gives it direction.