

NEWS FROM UWFA

EDITOR: GEOFFREY SCOTT

2000/2001 UWFA
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Kim Best (9430)

PRESIDENT'S REPORT

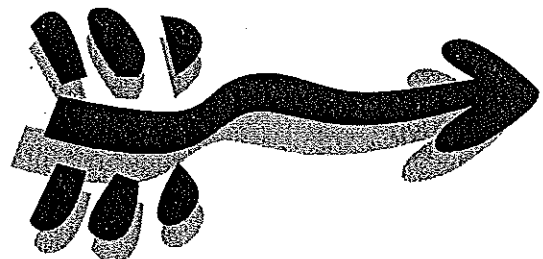
We had planned to get this newsletter out to you early in the academic year, but here we are at the end of October. Let me (belatedly) welcome all UWFA Members to the 2000-2001 academic year, and extend a special welcome our new colleagues in UWFA. The year ahead promises to be a challenging one for all of us.

As you will know, from the various mailings that you have received from me and from the Pension Committee over the past few months, the negotiations over the form of the pension plan, and the distribution of the substantial pension surplus continues. I am happy to tell you that the mechanics of the first \$3 million distribution of surplus have been sorted out, and we are now moving into phase two of this negotiation. You will have received (from Jim Osborne, the Chair of the Pension Committee), a comprehensive document outlining the possible conversion of the pension plan from its current defined benefit (DB) format to a defined contribution (DC) format. There will be two general informational meetings (**November 8 at 12:30 PM and November 13 at NOON**) at which all members of the University community will be able to ask questions of the Pension Plan actuary, John Corp, with respect to this conversion. I hope you will attend these meetings to become fully informed about this very important decision.

Also please mark on your calendars **Friday November 17 at 12:30 PM in Room 3C01** when we will have a General

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Meeting of the UWFA Membership about the pension plan and related issues. I have invited our own UWFA actuary, Doug Poapst, to attend this meeting to answer questions. In the next few days, I will send you a separate mailing with my assessment of several substantive pension issues that will require the approval of the UWFA Membership.

In parallel with the negotiations over pension matters, you will know that there have been changes in the Dean's office. The creation of four area Deans within Arts and Science means that there need to be changes to our current Collective Agreement to allow the various procedures, especially those around personnel and evaluation issues, to continue to operate legally. The UWFA Executive took a position that these changes should be kept to a minimum, rather than institute more sweeping changes, as was apparently the wish of the administration. To this end, a Joint Consultative Committee (JCC) has been established to attend to this task. The UWFA members on this JCC are Joel Novek, Amanda Goldrick-Jones, and Desiree Vanderwel. George Tomlinson, Katherine Schultz and Terry Voss are representing the administration. The JCC is also examining the type of clauses that need to be written to accommodate the creation of the Canada Research Chairs, since these chairs are to be appointed by extraordinary means. I anticipate that the JCC will finish its work shortly, and I can then report the outcome to you.

A major task for the UWFA Executive Council in this year ahead is the preparation for the negotiation of a new Collective Agreement - these negotiations will likely commence next February. To that end, two steps have been taken. First, we have enlisted the help of Ken Gibbons, Joel Novek and Wendy Josephson to design a survey of negotiating issues to be distributed to UWFA Members sometime in November. Secondly, we have established a UWFA Salary and Benefits Committee which will develop a rationale for the opening bargaining position with respect to salary floors, salary structure, stipendiary remuneration, and professional development allowance, as well as a proposal with respect to the benefits package such as life insurance, long-term disability, dental and medical coverage. We have had several volunteers for this committee, and we would hope to convene a first meeting within the next two weeks or so. I would hope that their work will be done by the end of January, 2001.

Of course there is another aspect to being President of UWFA - I occasionally have some pleasant and non-controversial news to report to you. UWFA supports two \$500 student scholarships, and the recipients for 2000-01 are Christy Pylypjuk and Tiffany Hogue. Congratulations to both of them. UWFA also supports (with the President's Office) a Distinguished Faculty Lecture Series with a fall lecture in November, and a spring lecture in March. The lectures are given by members of our faculty, and we welcome all those in attendance to a reception afterwards. The details of the first lecture, to be given on **November 15**, are given elsewhere in this Newsletter - congratulations to Sandy Kirby for being selected to give the fall lecture in the 2000 series. I hope I will see you all there.

Ed Byard,
President, UWFA

Blast from the Past!

This UWFA member is a Past-President of our association! If you think you can identify him, phone Kim at 9430 with your answer.



The first twenty correct callers will have their names placed in a hat, and one lucky name will be drawn. The prize? Lunch for two at the Faculty/Staff Club!

Distinguished Faculty Lecture Series

Sandra Kirby of the Department of Sociology is the next presenter in our **Distinguished Faculty Lecture Series**, a series co-sponsored by UWFA and President Rooke. It will take place on Wednesday, November 15th at 7:30 pm in Eckhardt-Gramatté Hall, and will be followed by the traditional reception in the Faculty/Staff Club honouring our guest speaker. Those wishing to attend the reception must pick up tickets by Friday, 10th November, claimable from the Dean's Office, the Faculty/Staff Club, the Associate VP Academic Office (4CM02), or by phoning 786-9797. Sandra's topic is entitled:

"Foul Play: Sexual Abuse, the Ethics of Care and the Crisis Facing Canadian Sport"

Few of us failed to take an interest in at least some events in the recent Sydney Olympics when the media dissected every disappointment and triumph experienced by our Canadian athletes. But one aspect of the Games which the media gave little attention to was the nature and scope of sexual harassment and abuse, a problem which exists wherever sport is done, and independently of whether sport is a recreational, leisure, school physical education or university intramural activity.

As well as being a sociologist, Sandra is also a past Olympian and an active coach in the sport of rowing. This unique background has positioned her to become established as an authority in this area of sexual abuse in sport. Among her recent publications in this area are two co-authored

books, *The Dome of Silence: Sexual Harassment and Abuse in Sport* (2000), and *Feminist Success Stories* (1999), and book chapters, "Are Your Kids Safe?: Media Representations of Sexual Abuse in Sport" in *Sport, Leisure and Gendered Spaces* (2000), and "Protecting Athletes From Sexual Abuse in Sport: How Theory can Improve Practice", in *Sport Psychology : Linking Theory and Practice* (1999).

Sandra's presentation is about sport. It is also about the nature and scope of sexual harassment and abuse. Research with the 1996 Canadian Olympians serves as the basis for a far reaching discussion about the future of organized sport, and she brings to the issue of sexual harassment in sport some new insights, and perhaps some guidance about what needs to be done to make sport a safer place for all participants, at any level. She scrutinizes the values underlying sport by examining the contradictory experiences of Canada's elite athletes. Values such as competition, compulsory heterosexuality and patriotism are analysed for their effects on athletes, coaches and the culture of sport, and she will recommend revamping these values to create a more ethical and caring sport scene for all.

She also addresses changes that have been made by sport organizations and points to further steps that need to be taken by all who participate in organized sport. While Sandra's presentation will contain some shocking information that may touch the raw nerves of some, her lecture is oriented towards making sport better for all.

WIZARD OF ID



ELECTION 2000

The UWFA Communications Committee, in cooperation with AESES and the UWSA, will be holding an information meeting on WEDNESDAY, NOVEMBER 22nd, 12:30 p.m. in Theatre "A". Representatives from all four of the major political parties will be on hand to discuss issues related to post-secondary education. A question period will follow. PLEASE PLAN ON ATTENDING. A survey will be sent out to various riding participants. The results of this survey will be published in a special edition of *NEWS FROM UWFA* prior to the election.

CONGRATULATIONS TO THE TEAM OF THE CENTURY!!!

At the annual Manitoba Sports Hall of Fame dinner at the Convention Centre last Saturday night (November 4th) Sport Manitoba, the Manitoba Sports Hall of Fame and Museum and the Manitoba Sportswriters and Sportscasters Association, bestowed a remarkable honour on our 1994 Wesmen Women's Basketball Team. They were presented with the team *Athlete of the Century Award!*

Many of you will remember this 1994 team, under coach Tom Kendall, capping off a winning streak that lasted 26 months and resulted in a North American record tying 88 straight victories. The team defeated 30 different opponents by an average of 31.5 points per game, repeated as CIAU Champions and were named Canada's Team of the Year and Manitoba's Team of the Year. Other teams in consideration for this award were, the 1946 Winnipeg Monarchs (hockey), the 1956-57 Flin Flon Bombers (hockey), the 1961 Winnipeg Blue Bombers (football), and the 1971 Don Duguid Rink (curling). All associated with this team are to be congratulated for this outstanding honour which brings credit not only to this remarkable team, and our sports program, but which reflects positively on the whole University community. Congratulations!!!



From the left, Aubrey Ferris, outgoing Director of our Recreation and Athletic Services, and team members Marnie Nechwediuk, Lynette Lafreniere-Brusse, Pam Danis (née Flick), and Jennifer How, accepting the team *Athlete of the Century Award* at the Convention Centre on 4th November, 2000.

WESTERN REGIONAL FACULTY ASSOCIATIONS COMPARE NOTES IN WINNIPEG

At the end of September, delegates of faculty associations from across western Canada met at the Sheraton Hotel in Winnipeg to conduct the business of the annual CAUT Western Regional Conference. In addition to comparing notes about local issues of concern from Lakehead to Victoria, delegates attended a variety of special topic sessions organized by our hosts, the University of Manitoba Faculty Association. As I listened to my colleagues from across the west, it was clear that the issues facing faculty are those we know from our own circumstances.

From coast to coast, it is getting increasingly more difficult to attract and retain good faculty. As a result, there is pressure to raise salaries and benefits to make a university job more attractive. This might be seen as a natural impetus to raise salary scales at universities, and thus a good development for our overall compensation levels. The catch, of course, is that pressure to raise salaries is not across the board, but targeted at a few market-driven areas, thus compromising the salary scales within universities. Is it reasonable to raise the salaries of only computer scientists, for example, to attract them now, when the demand for them is high. What happens, then, when the demand goes down—will their salaries be lowered accordingly?? There is no easy solution to this problem, especially when collective agreements lay out salary scales that apply to all faculty. Supplementing the incomes of new faculty as an incentive means that new faculty might well be earning more than established faculty—certain fuel for conflict.

The arrival of information technology and distance education on campuses has raised many issues which we recognize—who owns courses offered online; is the quality of these courses comparable to those offered in person; is a personal "residence" on campus still going to be a requirement to issue a degree; is the workload required to offer a course online equivalent to that required to offer a traditional lecture course; are virtual labs an adequate substitute for the real thing; can a Dean force a faculty member to teach a course using online methods if he/she does not want to? It is fair to say that the technology is moving very fast, but many of the curricular and workload issues are being addressed more slowly.

One session asked the question: can the General Agreement in Trade and Services (GATS), which is an international trade agreement, affect the future of Canadian universities. Surely it is the case, you might reasonably say, that the autonomy of Canadian universities is not threatened by a trade deal in services. Well, it could be that the GATS *will* affect Canadian education, by allowing private universities to set up shop here, or allowing outside agencies to shop around online courses for degree credit. Our government officials are being vague about the impact of the GATS, and it is not clear from them what exactly is or is not on the table. Unsettling stuff indeed. Stay tuned for more on this issue, as the Manitoba Organization of Faculty Associations (MOFA) is planning a one-day conference on the GATS and universities early in 2001

As is usual at this conference there was much networking in the hallways, and we enjoyed a dinner hosted by Eموke Szathmary, the President of the University of Manitoba. The 2001 conference will, for the first time ever, be hosted next October by the University of Northern British Columbia.

ED BYARD,
PRESIDENT



The University of Winnipeg Faculty Association

2000/2001 UWFA EXECUTIVE COUNCIL

<i>POSITION</i>	<i>MEMBER</i>	<i>PHONE #</i>	<i>EMAIL ADDRESS</i>
President	<i>EDWARD BYARD</i> (Biology)	786-9723	e.byard@uwinnipeg.ca
Vice-President	<i>MARK FORTIER</i> (English)	786-9261	m.fortier@uwinnipeg.ca
Secretary	<i>GAIL LOADMAN</i> (Theatre)	786-9385	g.loadman@uwinnipeg.ca
Treasurer	<i>KAREN ZOPPA</i> (Collegiate)	786-9143	k.zoppa@uwinnipeg.ca
Members-at-Large	<i>JOANNE BOUCHER</i> (Political Science) <i>KEN GIBBONS</i> (Political Science) <i>JAMES HANLEY</i> (History) <i>JOEL NOVEK</i> (Sociology) <i>ALDEN TURNER</i> (English) <i>DOUG WILLIAMS</i> (Psychology)	786-9421 786-9387 786-9005 786-9270 786-9283 786-9334	j.boucher@uwinnipeg.ca k.gibbons@uwinnipeg.ca j.hanley@uwinnipeg.ca j.novek@uwinnipeg.ca a.turner@uwinnipeg.ca d.williams@uwinnipeg.ca
Instructor Representative	<i>DONNA YOUNG</i> (Biology)	786-9722	d.young@uwinnipeg.ca
Librarian Representative	<i>SANDRA ZUK</i>	786-9813	s.zuk@uwinnipeg.ca
Collegiate Representative	<i>DAVID WELHAM</i>	786-9077	d.welham@uwinnipeg.ca
Past - President	<i>ALLEN MILLS</i> (Political Science)	786-9934	a.mills@uwinnipeg.ca
Grievance Officer	<i>AMANDA GOLDRICK- JONES</i> (Academic Writing)	786-9453	a.goldrick-jones@uwinnipeg.ca

2000 / 2001 UWFA COMMITTEE REPRESENTATION

COMMITTEE	MEMBERS	TELEPHONE
GRIEVANCE OFFICER	Amanda Goldrick-Jones	9453
ASSOCIATE GRIEVANCE OFFICERS (3)	Mark Fortier Byron Sheldrick Sandra Zuk	9261 9813 9377
JOINT EMPLOYEE BENEFITS COMMITTEE (4 members)	John Ting (Coll.Rep.) David Burley Michael Wahn John Selwood - until Jan.1/01	9086 9012 9303 9226
JOINT WORKPLACE SAFETY & HEALTH	Douglas Williams Werner Danchura James Hanley	9334 9300 9005
JOINT PENSION COMMITTEE	John Ting (Coll.Rep.) 2002 Ed Byard 2003 Anne Lavack 2002 Alden Turner 2001 Tim Babcock (Alternate)	9245 9723 9425 9283 9455
FINANCE COMMITTEE	Karen Zoppa (Treasurer) Kim Best (ex officio) Henry Thille	9143 9430 9348
JOINT CONSULTATIVE COMMITTEE - Decanal Changes / Can. Research Chairs	Amanda Goldrick-Jones Joel Novek Desiree Vanderweil	9453 9270 9033
JOB ACTION COMMITTEE	In abeyance	
COMMUNICATIONS COMMITTEE	Gail Loadman (Chair) Bruce Daniels Carol Harvey Geoff Scott (Newsletter Editor)	9385 9412 9476 9297
AD HOC SALARY AND BENEFITS COMMITTEE	Don Campbell Xiao Dong Grace O'Farrell Pauline Greenhill Herb Katz Rais Khan Devin Latimer John Lehr Chris Meiklejohn	9753 9307 9906 9439 9880 9305 9002 9224 9717
BARGAINING TEAMS: Main Unit: Collegiate Unit:	To be determined To be determined	
DISTINGUISHED FACULTY LECTURE SERIES	Geoff Scott Mark Golden	9297 9196
MOFA DELEGATES	Ed Byard (UWFA President) Jim Clark	9723 9757
STATUS OF WOMEN COMMITTEE	Phyllis Webster (Collegiate Rep.) Additional members to be determined	9423
CAUT DEFENCE FUND	Karen Zoppa - Delegate Gail Loadman - Alternate	9143 9385