

NEWS FROM UWFA

EDITOR: GEOFFREY SCOTT

1999 / 2000 UWFA EXECUTIVE COUNCIL

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INSTRUCTOR REPRESENTATIVE:

Donna Young, Biology

LIBRARIAN REPRESENTATIVE:

Linda Dixon

GRIEVANCE OFFICER:

Amanda Goldrick-Jones, Academic Writing

PAST - PRESIDENT:

Allen Mills, Political Science

OFFICE - ROOM 302 SPARLING HALL:

Kim Best (9430) uwfa@uwinnipeg.ca

P resident's Report

Last spring, when Allen Mills, who was at the time President of UWFA, asked if I would consider another term as President of the Association, I have to admit that my first reaction was to say no. After all, I had been President in the late eighties, and I had been the Chief Negotiator for two recent collective agreements. I thought that it might be time for someone else to lead. But I eventually did agree to be President of the Association. Why? I think for two reasons.

First, I think that the University is entering a time of renewal. We have a new President, Connie Rooke, in place as well as a group of new, young faculty that seem full of energy and new ideas. I sense a feeling of optimism gradually creeping back into the conversations between us, especially now, as the provincial government changes hands, and we await the appointment of the new Minister of Education. At the University, there are plans afoot to build on our currently strong enrolment figures and to streamline the administrative structure of the University. There are still problems for us, of course-our salaries are

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still among the lowest in the country, our offices, laboratories and equipment need to be renovated and repaired, Wesley Hall is falling down (literally!)-but I see groups of people now looking for ways to solve these problems, rather than rail about them.

Secondly, there has been a major renewal at the Canadian Association of Faculty Association offices in Ottawa. The CAUT is an important national voice for faculty issues, and it has significantly changed its focus to be more direct in placing the issues of post-secondary education in front of the public. A major undertaking of the CAUT over the next few months is a public awareness campaign, which includes a major conference on the Commercialization of the Universities (see the back of this newsletter for details), and a day of lobbying with Members of Parliament to be held in Ottawa in November. Locally, the Manitoba Organization of Faculty Associations (MOFA) is organizing a March 2000 conference, around the theme of genetically engineered foods and the commercialization of university research. I will be bringing you more information on this conference in later newsletters.

So, enough from me. A special welcome to the new members of the Association, and I hope the academic year ahead will be a satisfying one for all of us.

Ed Byard

FROM THE EDITOR

My first task as the new editor is to thank very sincerely our outgoing editor, Dan Stone, for his years of valuable service to our association. My second task is to draw attention to some format changes in this edition - - since we have a new

University President, new UWFA President, new Acting Dean, and especially, fairly new publishing software, we are prepared to jump rashly into the new millennium with a slightly different look! Also included in forthcoming editions will be different slants on campus life such as items soliciting feedback on collective agreement issues, updates on "campus critters" (the mice!), etc. Remember, our collective agreement expires in March, 2001! Upcoming soon will also be short profiles on UWFA executive members (and associates, e.g. lawyers, Office Manager, etc.). We would include perhaps two such profiles per issue so that you get to know your representatives better.

I would also ask members who feel they have information or a slant on a topic which they feel deserves an airing, and would be of direct interest to UWFA members, to provide me with short unsolicited items. If you think there are topics that deserve to be aired but which you yourself do not wish to write about, please contact me and I will endeavor to have it addressed in a subsequent issue. Contact me at g.scott@uwinnipeg.ca or 9297.

CANADIAN FEDERATION OF STUDENTS

CFS has just informed us that their Access 2000 Campaign, which is designed to focus on "higher access, higher quality, higher funding and higher levels of education", will culminate with a Student Strike on Wednesday, February 2, 2000. We will keep you updated on this possibility

CAUT INITIATES PUBLIC AWARENESS CAMPAIGN

On September 14, CAUT launched its new National Public Awareness Campaign to help draw attention to the crisis affecting Canada's universities and colleges as a result of government cutbacks. Bill Graham, CAUT President, stated that, "as a share of the economy, federal cash transfers for post-secondary education are now at their lowest levels in over 30 years." Graham further emphasised that proposed major federal tax cuts could further compromise post-secondary funding by starving any budget surplus which could otherwise be used to help repair damage to education. Bill Bruneau, CAUT past president, stressed that private funding through corporate sponsorship is no substitute for core funding, and in fact poses a risk to academic freedom. In order to address this latter concern, CAUT has organized a conference entitled "*Stopping the Commercial Takeover of Post-Secondary Education*" to be held in Ottawa, 29-31, October (see the following poster). UWFA will be represented by our President, Edward Byard. For more information or registration forms please contact Kim Best at 9430. CAUT also plans a November lobby in Ottawa.

LIBRARIES 2000

CAUT has organized a conference for librarians to be held in Banff from 21-23, October. This conference will address the rapid changes in technology and workplace organization that have had so much impact on libraries over the last decade. Delegates will also examine how these changes impact their profession. UWFA's delegate at this conference will be Linda Dixon. For further information,

conference agenda and registration forms, please contact the UWFA office at 9430.

AUTUMN CONVOCATION

Please note that convocation is at 2:00 p.m. on Sunday, 17 October. Everyone is encouraged to attend and show support for our graduating students and their families. One of the highlights of this convocation will be the instillation of our new President and Vice-Chancellor, Constance Rooke. Those individuals who would like to rent a gown and hood should contact University Relations at 9174. Remember, such rentals can be claimed from your PDTA!

UWFA COMMITTEE MEMBERSHIP

Our committee membership slate for 1999 - 2000 is almost complete, but we are still looking for a few volunteers. Mark Fortier, Chair of the Nominating Committee, is still in need of volunteers. If you would like your name to stand for either the Finance or Joint Employee Benefits committees please contact Mark at 9777.

BLAST FROM THE PAST!

Can you identify this person? Contact Kim at 9430 - from the first 20 correct respondents we will draw one to receive a "valuable prize"!



WELCOME TO ALL NEW MEMBERS

According to the Letters of Appointment that I have received to date, the following new Members have joined the faculty and I know that we all wish to welcome them aboard.

JOHN ANCHAN, Education
PETER ANDRUSIAK, Collegiate
JERRY AMEIS, Education
CAROLE BHAKAR, Bus.Computing
and Admin. Studies
ROBERT BUDD, English
SHELAGH CARTER, Theatre/Drama
MONICA ELLIS, Education
MICHAEL EZE, Chemistry
LORI DOWNEY, Wpg. Ed. Centre
MICHAEL HALLDORSON, Psychology
JAMES HANLEY, History
SUSAN HART, Education
RICHARD HECHTER, Collegiate
IAN HUDSON, Economics
DERRICK LARSEN, Psychology
DEBORAHMORTIMER, Bus.Computing
and Admin. Studies
ANDREW O'MALLEY, English
CHARLOTTE REID, Wpg. Ed. Centre
BRIAN RICE, Religious Studies
LISA SINCLAIR, Psychology
DAWN LEIGH SUTHERLAND, Education
SANDRA TOMSONS, Philosophy
ROBERT WARDHAUGH, History
TRACY WHALEN, Academic Writing
DOUGLAS ZOOK, Education

The UWFA Office is normally open from 9 a.m. to 4 p.m. Please drop by to introduce yourself, ask any questions or check out our office and boardroom. We are located on the 3rd floor of Sparling Hall - Room 3502. I apologize up front - we don't have elevator service, so if you have difficulty navigating stairs it might

be prudent to call first to make sure I'm in.

I can attempt to answer most of your questions with respect to your terms and conditions of employment, the UWFA Collective Agreements (both the main unit and the Collegiate) and most anything else you can throw at me. However, if you have succeeded in winning the "Stump the Office Manager" quiz, I'm a master at pointing you in the right direction. Also, the Faculty Association has a terrific Grievance Officer, Amanda Goldrick-Jones, Academic Writing (9453) and two Associate Grievance Officers - Mark Fortier, English (9777) who also wears the hat of UWFA's Vice-President and Sandra Zuk, Special Projects Librarian (9813). These Members can always help you with the tricky personal stuff.

So again, welcome, and please drop by or give me a call (9430). It will be a pleasure to meet you.

Kim Best,
UWFA Office Manager

DATES TO REMEMBER

ANNUAL ACTIVITY REPORTS (Clause 14.16): These reports must be submitted to your Chair / Library Department Head / Coordinator or the Associate Vice-President (Student Services) by **NOVEMBER 15th**. There is a standardized form used for these reports and they are available through your department.

TENURE AND CONTINUING APPOINTMENTS (Clause 25.03): In the final year of a probationary appointment, a Member who is eligible to be considered shall apply, in writing, to their Chair / Library Department Head / Coordinator or the Associate Vice-President (Student Services) by **NOVEMBER 15th**.

**REFLECTIONS OF A PAST
GRIEVANCE OFFICER**
by Don Jewison

Geoff Scott has repeatedly asked me to provide a short report on my eighteen months as the UWFA Grievance Officer so there seems to be no escaping my duty.

The time I spent as your grievance Officer was interesting, frustrating, time-consuming and rewarding. There were times I felt that I might as well move a cot into our lawyers' office and times when I began to believe (how foolish of me) that all situations were now under control and that no new problems would ever arise.

The major case that has still not been settled involves the greatest number of faculty, correct placement on the new salary grid. The most complicated cases involved disciplinary action by the administration. Such cases can, I am told, involve union expenses of \$50,000 to \$100,000 if they go to arbitration. The cases I saw through to a settlement did not involve arbitration but I came to the conclusion that justice might require that UWFA take some cases involving only one person to arbitration despite the costs.

I found the administration's response to various cases to range between the extremely helpful and even compassionate to, on a very few occasions, the possibly disingenuous if not misinformed or apparently dishonest. In some cases I thought the administrative decisions were wrong, but administrators, like us, have a right to err. Terry Voss, Director of Human Resources was particularly helpful. On the other hand, in some instances my chief concern was to get the UWFA member to move to what I thought was a more realistic view of the situation.

My job was lightened considerably by the work of three Associate Grievance Officers, Mark Fortier, now the UWFA Vice-President, Amanda Goldrick-Jones, the current UWFA Grievance Officer, and Sandra Zuk, whose good

sense and experience got me out of more than one jam. Allan Mills, the UWFA President for most of my time as Grievance Officer, and Kim Best in our office, also helped me greatly.

My overall assessment of my times as your Grievance Officer is that it reinforced in me two long-held beliefs about institutional systems: the temptation to demonize the other side should be resisted, and we must listen carefully till we have all versions of the truth.

I thank all of you for placing your trust in me and hope that I have made a positive difference for at least some of you.

**JOINT CONSULTATIVE COMMITTEE
ON INSTRUCTOR WORKLOAD**

UWFA Members may remember that the Administration and UWFA agreed to a Joint Consultative Committee (JCC) to discuss some issues related to Instructor workload. One of the issues, for example, was the standard teaching load for Instructors which had varied somewhat across academic units.

The UWFA members of the Committee thought that good progress had been made with respect to the main issues and that we were close to an agreement. In the spring, however, the Dean's leaving was announced and nothing more was done with respect to a final agreement. Dean Zaworotko had been the primary spokesperson for the Administration.

We are now waiting to hear from the Administration as to the status of the Committee and whether discussions should continue but with Acting-Dean McKinnon representing the Administration. Once this happens or other arrangements are made, we hope that matters can be resolved quickly.

UWFA representatives on the Committee are Jim Clark, John Melnyk and Donna Young. Other Instructor members have been consulted as needed.

**Jim Clark,
Psychology**



The University of Winnipeg and the United Way

“WORKING TOGETHER WITH OUR NEIGHBOURS”

This year's United Way Campaign will kick off on **Wednesday, October 13**, with a breakfast in Riddell Cafeteria. Time: **7:30 - 8:30 am**. Cost - **\$3.00 per person**. Come and enjoy **food, conversation, and the music of Ron Paley** as we join with our neighbours in “*getting into the swing*” of the United Way. Tickets are available from your department canvasser, the UWSA Info Booth, from Kim in the Faculty Association Office, or from Inga in the United Way Office on campus (786-9186). Bring your friends!

Please give as generously as you are able to the United Way campaign. Our goal this year is **\$63, 200.00** for this campus.

As a convenience to Faculty and Staff, we invite you to **donate to the University of Winnipeg Scholarship and Bursary Fund as a designated part of your donation through the United Way**. If you are unsure of how you may donate to both at once, ask your department canvasser. You can achieve your charitable goals for the United Way and the University of Winnipeg in one convenient step. Remember that faculty and staff donations to the scholarship fund are **tripled** (ie matched by both the provincial government and the University). Your United Way dollars make a powerful impact on our community. Your U of W scholarship and bursary dollars make a powerful impact on our university community as well. Let's “*work together with our neighbours*” for the good of all!



universities & colleges in the public interest

THE integrity and independence of Canada's universities and colleges are under threat from private commercial interests. In response to government cutbacks in public funding, university administrators are raising tuition fees and welcoming restrictive corporate partnerships. Governments are increasingly forcing researchers into relationships with private sector corporations as a condition of public funding. Business is pressing universities to be servants of corporate interests.

CAUT invites you to join some of Canada's most distinguished researchers and educators in panels and workshops as we consider the impact of commercialisation on research and education, and develop strategies to reclaim universities and colleges for the public interest.

October 29-31, 1999

**Crowné Plaza Hotel
Ottawa**



**Keynote Speaker:
Dr. Ursula Franklin**

**Marjorie Griffin
Cohen: Trade rules
target education**



**Dr. Nancy Olivieri:
Corporate interests
vs. research ethics**

Plus: Paul Axelrod, Michelle Brill-Edwards, Bill Bruneau, Ann Clark, Michael Conlon, Bill Graham, Janice Newson, David Noble, Claire Polster, Wayne Renke & Maureen Shaw

**Don't Miss It.
Register Today!**

**Contact Nancy Gordon
613.820.2270
www.caut.ca**

Stopping the Commercial Takeover of Post-Secondary Education