

THE UWFA NEWS

The Crowe Case: A Student's Perspective

By Joe Martin, Class of 1959

It is difficult to write about this episode even after half a century. It was a brutal, angry affair that changed my life from academia to business. NOTHING in subsequent years in business, in politics or in sport touched the intensity of the Crowe Case.

In the 1950s Harry Crowe was not only a lecturer of History at United College, he was also one of the most popular, as good a teacher of undergrads as any in Canada. He was part of a small, but distinguished History department, which also included Stewart Reid, Ken McNaught and G. K. Brown, and which had close relationships with the History department at Fort Garry headed by W. L. Morton.

As we returned to campus after the 1958 summer break, rumours were swirling that Harry had done something awful. As events unfolded we learned that what he had done was write a letter to a colleague, which somehow never reached the colleague but was received by the administration. On the basis of that intercepted letter, Harry was fired.

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Closing the Gap: In Search of Librarian/Faculty Parity

From 23 to 25 October 2009, Michael Hohner attended a CAUT conference entitled *Negotiating for Parity: Closing the Librarian/Faculty Gap* on behalf of the UWFA Executive. The conference was about how academic freedom allows librarians to vigorously oppose efforts to censor, filter or divert information. It also allows librarians to critique workplace mechanisms and structures that interfere with the exercise of their duties. It is

therefore essential that parity in regard to academic freedom exist between academic librarians and faculty in collective agreement language. It is equally important that librarians elevate the exercise of academic freedom to a central place in the culture of their workplaces, as faculty have done.

Michael Hohner is the Systems & Media Services Coordinator for the University of Winnipeg Libraries (on leave for 2009-2010). His full conference report can be found at www.uwfa.ca/librariansconference.

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<http://www.uwfa.ca/uwfa-news>



Control Matters: Intellectual Property and Electronic Files

**In this section: Email Ownership, Syllabus Control
and Intellectual Property**

By Alexander Freund, UWFA Grievance Officer

From 11 to 13 December 2009, some fifty grievance officers and others involved in grievance processes at universities across Canada met in Ottawa to learn about the protection of intellectual property. The three-day CAUT workshop, *Care, Custody and Control: Protecting Members' Correspondence, Documents and Intellectual Property*, introduced participants to a broad range of issues that have been disputed between universities and faculty associations and have even been taken to arbitration and the judicial process. Lisa McGifford and Alexander Freund represented UWFA, which was one of forty faculty associations present at the workshop.

Intellectual and legal ownership of documents and ideas has, over the last decade, moved to the centre of disputes between university administrations and faculty associations. At issue is the fundamental question of who owns the emails, syllabi, administrative files, research results, inventions, and other intellectual property created by faculty. This is especially important now as data networks (such as email systems and servers) are making it easier for employers to have access to this information. Do universities own the documents created by faculty members simply because, as university administrations have claimed, faculty are employees of the university?

For information on email ownership, syllabus control and intellectual property concerns from across Canada, visit www.uwfa.ca/controlmatters. Specific questions relating to your rights as a UWFA member should be directed to the UWFA Office.

The University of Winnipeg Faculty Association Presents

The We Faculty Social

**Friday, March 12, 2010
4:00 - 7:00 P.M.
King's Head Pub
Free Admission**

**Free Beverage With Ticket
50/50 Draw and Raffle
Proceeds to the
UW Scholarship Fund**

Tickets available from the UWFA Office at 786-9430 or uwfa@uwinnipeg.ca

Community Learning? The UWFA Executive Responds

By Kristine Hansen, UWFA President

Is “Community Learning,” as contemplated in President Axworthy’s recent position paper, a good thing for the University of Winnipeg? The UWFA Executive is not yet convinced. The Association has responded to concerns the document raises in the domains of academic freedom, faculty workload, and Collective Agreement provisions. We also have commented on the implications for the funding of core academic operations of university fundraising for community activities. Concerns remain about process and about the need for academic review. The UWFA response is too lengthy for inclusion here, but members are urged to read Dr. Axworthy’s paper at www.uwfa.ca/axworthy-communitylearning.

Then read UWFA’s response at www.uwfa.ca/hansen-communitylearning.

Thanks from the UWFA Executive

The UWFA Executive thanks all the faculty who supported the successful drive to raise money for student scholarships and bursaries. With the enthusiastic help of UWFA Members, the University was able in 2009 to fund all student scholarships and bursaries at a minimum of 60% of the previous year’s amounts – and some at an even higher percentage. The generosity of the faculty strongly contributed to the University being able to meet its \$1.1 million goal for award funding. The presence of UWFA Members as regular donors to many projects on campus is much appreciated by the University of Winnipeg Foundation.

The next UWFA social event is on 12 March from 4 until 7 pm at the King’s Head Pub. The We ♥ Faculty Social will have a prize raffle and a 50/50 draw. All monies raised will go directly to the student scholarships at the University of Winnipeg. Please encourage your colleagues to come out to socialize and support a great cause.

The Crowe Case: A Student’s Perspective

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This was very distressing to many members of the student body. For some reason it particularly bothered those who supported either the CCF [Harry was a supporter] or PC parties – not normally political bedfellows. The more active students demanded action.

We signed a petition protesting the dismissal and made our views known directly to the Board of Regents. Subsequently we made a presentation to the CAUT investigating committee. We even went so far as to picket the College on a very cold January day in 1959 – the only time in my life I was ever on a picket line. Some of us were so distressed that we refused to enter the college, taking our classes off site, with the full support of Harry Crowe.

Sixteen members of faculty resigned – they were recently recognized by the CAUT in Ottawa. For at least one student the Crowe affair meant giving up on the notion of being a professor and becoming a businessman instead. For that student nothing else in life ever came close to arousing the deep and angry emotions that were raised by the dismissal of Harry Crowe and the departure of so much talent from our formerly beloved United College.

It took years before we were able to re-enter the building and to financially support the University of Winnipeg.

The Crowe Case of fifty years ago proved to be one of the most significant academic freedom cases in Canadian history.

Author Joe Martin and his sister Marian (one of the faculty members who resigned) attended United College in the 1950s. Joe was Senior Stick in 1957/58 and completed his B.A. (Honours) in History with the plan to become a History professor in 1959. A more complete biography is available on the UWFA website.

Raising Course Caps... And Concerns

By Alexander Freund, UWFA Grievance Officer

“So much for our reputation for a high level of teaching.”

“Goodbye quality education at U of W, hello factory: churn students out, the more, the more money.”

“This is no longer the small, student-friendly university it once was.”

Such is a sample of responses when, on 5 October 2009, the UWFA polled members about raised course caps and the increased minimum number of students in courses. Fifteen members replied, some reporting increased caps as high as 100%. Further informal conversations with members revealed that caps have been raised across several departments. While members were generally informed about changes by their department chairs, they were unsure *who* exactly had made the decision to raise caps in the first place. Reactions to the move were mostly negative, especially since some members were told of the increased caps just before (and even after!) the beginning of fall term.

Members raised various concerns including quality of teaching, workload, fairness, and morale. Some reported covering less material than previously, because there were more questions in larger classes. Others gave fewer exercises and group work, minimized discussion time, and reduced or eliminated exam questions that required, as one respondent explained, “longer integrative written work.” Given limited marking hours, members stated that they have reduced their comments on written assignments and can no longer “offer the kind of hands-on instruction first-year students need.”

According to the communicated sentiment, the interpersonal dynamic in the classroom has changed, too, as a result of cap increases. Some noted a greater number of disruptive students as a result of larger class sizes; others lamented the

inability to know students’ names; another acknowledged the reality that “the students get less personal attention.”

Members were also concerned that the distribution of the teaching load within their department had become less equal. Members reported (in both the survey and in informal discussions) that instructors, contract faculty, and untenured faculty were more likely than tenured faculty to have their course caps raised. Unfair distribution of workload demoralized members as much as the feeling that they could no longer be effective teachers.

At the other end of the spectrum was the issue of raised minimum caps, which were increased substantially in some cases. Again, the process of informing members of the implementation and rationale lacked transparency and consistency, and the new practice was introduced without regard for a department’s curriculum design. Several members reported that they were informed of cancelled courses either in July or late August/early September. Several members reported not knowing the minimum number of students for a course to go forward or they were “simply told” about the increased number by their chair. This had a significant impact on some contract faculty members who found themselves unemployed just days before courses were to begin.

Overall, respondents pointed to the inconsistency between the university’s claims of quality instruction and the reality of teaching at this institution. Caps have been raised---and so have concerns, clearly.

Have you noticed an impact on your department from the changes to course caps? Has the cancellation of courses had an impact on the ability of students to complete their degrees?

The UWFA News would like to hear from you on the impact of changing course caps. Send your comments to t.whalen@uwinnipeg.ca.

UWFA Women and Equity Committee

By Roewan Crowe, Chair - Women and Equity Committee

The UWFA Women and Equity Committee (WE) is a Standing Committee of UWFA. Formerly the Status of Women Committee, it was renamed in 2009. WE works to represent the interests of women, designated equity groups, and other marginalized people (henceforth “women and equity”) on the University of Winnipeg campus and to liaise with the UWFA Executive and other committees regarding their interests.

The Women and Equity Committee

- makes recommendations to the UWFA Executive and to the UWFA bargaining teams on matters relating to women and equity on the University campus.
- helps to coordinate strategies and activities promoting women and equity on the University campus.
- advises the UWFA Executive and other UWFA committees concerning the policies of UWFA in all areas affecting women and equity, reviews proposed UWFA policies, and examines University practices and policies in terms of their implications for women and equity.
- encourages and facilitates exchanges of information between students, staff and faculty at the University.
- encourages the development of a constituency concerned with women and equity in the University community through communication and meetings with other comparable groups on campus.

Even if you are not a Women and Equity committee member, please come out to a meeting. Everyone is welcome!

The UWFA Women and Equity Committee normally meets every three months. If you would like to join the committee, contact Roewan Crowe at (r.crowe@uwinnipeg.ca) or the UWFA Office at (uwfa@uwinnipeg.ca).

UWFA Bargaining Updates

By Lisa McGifford, UWFA Staff Officer

We are now at varying phases of bargaining for all three of the UWFA bargaining Units.

Collegiate: We have been to the table once and agreed on a bargaining protocol and scheduled some meeting times. We will be exchanging proposals on non-monetary items next week. The Employer's team includes Laurel Repski as Chief Negotiator, Mike Bergsgard (Associate Dean (Acting), Education), Gina Schiak (HR). The UWFA team includes Karen Zoppa as Chief Negotiator, Lisa McGifford (UWFA Staff Officer), Jim Treller (Collegiate), and Michael West (Collegiate).

Contract Faculty: The next meeting is scheduled to occur the week following reading week. The parties have agreed to a number of articles including one on a Labour Management Committee to deal with issues arising from the CF collective agreement and another on appointments, including the right of first refusal. They have also concluded discussion on other non-contentious matters. The teams have differing perspectives on the role of CF and this is why it is difficult for us to agree on some matters. The Employer takes the position that CF are teaching-only positions while UWFA is taking the pro-rata approach that is advanced by CAUT. This has led to disagreement on some matters such as Academic Freedom and Rights and Responsibilities.

Main Unit: We have received Notice to Bargain from the Employer. The Executive has ratified the appointment of Wendy Josephson (Psychology) as the Chief Negotiator with the rest of the team still to be decided upon. The Collective Bargaining Committee has been struck and is meeting the first Monday following reading week. We will hold a series of meetings with Members and ultimately distribute a survey in order to develop a mandate, which will then be brought before the Main Unit membership.

331 Days and Counting...

By Tracy Whalen, UWFA Secretary

Remember that crowded UWFA meeting to which Administration members were invited, the one in which some members were enjoying the prime real estate of floor seating? Well, that meeting took place 30 March 2009---almost a year ago. You may recall that at that meeting, UWFA member Pauline Greenhill presented a few faculty and administration numbers to President Lloyd Axworthy. Greenhill, for instance, calculated a 51.42% increase in the number of administrators between 2001 and 2009, but only a 17.89% increase in UWFA Members (Collegiate members included) for the same time period. She also noted that in 2004 there was 1 administrator for every 7.25 members, while in 2009 the number was 1 for every 5.72. Axworthy maintained, however, that there was a reduction in the proportion of administration to faculty. Greenhill calculated a 14% increase in tenured faculty between 2004 and 2009. Axworthy put the figure at 25%. Whatever the case, the University President said that Greenhill's figures were incorrect and promised he would send UWFA his numbers.



Greenhill, the former editor of the UWFA newsletter, promised to publish those numbers once they arrived.

They have not arrived. UWFA members are starting to ask me in the hallway about those numbers. They are starting to ask how many days it has been since those numbers were promised. I can give you *that* number at least: 331.

Members are still waiting.

Class Acts V

February 26, 2010 at 7:00 p.m.

Eckhardt-Gramatté Hall

For more information visit
www.uwinnipeg.ca



About The UWFA News

The UWFA News is compiled and published by the UWFA Communications Committee.

Communications Committee
Members:

Tracy Whalen (chair)

Allen Mills

Alexander Freund

Michael Hohner

Roewan Crowe

Mark Golden

Darlene Abreu-Ferreira

Layout: Daniel Draper

Images in the UWFA News are from sourced from the Wikimedia Commons.

For more information on The UWFA News, contact Tracy Whalen at:

t.whalen@uwinnipeg.ca

The UWFA News accepts submissions from UW Faculty Association members on issues of interest. Unless otherwise stated, the opinions expressed are those of the author(s) and not necessarily of the Association or its Executive Committee.

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Your News.