

# THE UWFA NEWS

## UWFA President's Report to the Annual General Meeting

By Dr. Kristine Hansen, UWFA President

This has been a year of considerable UWFA activity. All three bargaining units have been in the process of negotiations, there has been an ongoing need for advocacy on a variety of issues, there have been an unusual number of Member-to-Member dispute situations, and we have experienced staffing changes and other internal issues.

### Bargaining

A new contract has just been ratified for the Contract Faculty Unit. Collegiate Unit negotiations are in progress. The Main Unit Collective Bargaining Committee has held extensive membership consultations, and will soon propose membership ratification of a bargaining mandate for negotiations, which are scheduled to begin in May. Thanks to CF Chief Negotiator Hugh Grant and team; Collegiate Negotiator Karen Zoppa and team; and MU Collective Bargaining Committee Chair Dave Burley, members of that committee, and MU Chief Negotiator Wendy Josephson.

### Advocacy

This has been the second year of operations of the Main Unit Labour-Management Committee (LMC). Despite some problems of delays in considering and/or implementing solutions to some issues, the LMC has provided a useful forum for resolution of problems in administering the Collective Agreement, and we are attempting to extend the LMC model to the other bargaining units. Among the many issues the LMC has addressed have been concerns of fairness in allocating teaching load in the context of this year's move to a 2.5 FCE course load. Last year, the LMC agreed that no Member should be teaching more students under the 2.5 FCE system than he/she had taught previously under the 3.0 FCE system, and that uneven teaching loads across department members need to be balanced over time.

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UWFA Members at the 2010 AGM

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Recently, we have been discussing increases to course caps, which created some inequities this past year. Members should be vigilant in questioning any cap increases that would negate the principle of balance over time.

We also have been active in advocacy in venues in addition to the LMC. In particular, we have opposed attempts to implement outside of the Collective Agreement new or revised University policies that affect our terms and conditions of employment, given that the Collective Agreement provides that such policies shall only be implemented with UWFA's agreement. Examples of these activities include opposition to President Axworthy's Community Learning paper, as well as to policies such as Senior Scholars (which raised academic freedom concerns) and the draft policy on graduate programs (which proposed allowing persons who are not bargaining unit members to supervise students, and made no provision for teaching credit for graduate supervising). We will continue to insist that all policies that affect our employment conditions be negotiated.

Finally, the need for UWFA advocacy regarding DB pension plan issues has ended, with the recent payout of the "DB surplus" money and the implementation of the Board of Pension Trustees. We remain concerned about the contribution levels in both DB and DC plans, and will address these in bargaining.

### **Member-to-Member Disputes**

For some time now, there have been an unusually high number of Member-to-Member disputes in several Departments. These involve UWFA when the possibility of Employer discipline and/or a UWFA grievance arises. They are time-consuming and expensive for the Association, in that they often necessitate substantial legal advice and the simultaneous representation of people with opposing interests. UWFA's role is to uphold the Collective Agreement in such situations, which often is complicated. We are considering

exploring the negotiation of means of reducing the likelihood of such disputes, including confidential trained-peer mediation and the provision of confidential consultation for Department Chairs.

### **Personnel Changes**

Daniel Draper is now employed on an ongoing basis as UWFA's Administrative Assistant. His and Lisa McGifford's competence are considerable assets to the Association. Both employees have made solid contributions over the past year.

### **Thanks**

I would like to thank outgoing UWFA Executive members for their contributions. Particular appreciation is due to Alex Freund as outgoing Grievance Officer, Hugh Grant as outgoing Main Unit Chief Negotiator, Steven Kohm as outgoing Treasurer, Pauline Pearson as outgoing Chair of the Membership Committee, and Tracy Whalen (who remains as Secretary) and the Communications Committee for getting the Newsletter out regularly. In addition, a large and personally heartfelt thank you is due to David Burley as outgoing Vice-President. Dave is also soon to retire from the University, and I thank him not only for his hard work as the current V-P, but also for his contributions to UWFA over time. Finally, thanks to all of those Members who have served on UWFA committees or as UWFA appointees, and to all of you who have helped to support your union.

## **Annual General Meeting Reports**

Did you miss the AGM? The annual reports that were distributed at the meeting are available from the UWFA Office. For more information or to request a copy, email phone 786-9430 or email [uwfa@uwinnipeg.ca](mailto:uwfa@uwinnipeg.ca).

Don't forget to check the UWFA website for more information about the Association. The website is located at [www.uwfa.ca](http://www.uwfa.ca).

## Follett to Close Canadian Office

*By Daniel Draper, UWFA Administrative Assistant*

Early this month, Follett – the company that now controls the UW Bookstore – announced that it would be closing its Ottawa offices and centralizing its operations in Oak Brook, Illinois. According to reports, Follett will be moving its trade book purchasing and sourcing to Illinois, while moving some of the other responsibilities to its bookstores in Canada.

The move to close the Canadian offices has caused serious concern for local publishers, including Wayne Antony of Fernwood Publishing. In a letter to Dr. Axworthy, he expressed concern that “only the largest national and international publishers will be able to effectively present their titles to the Follett buyer in Illinois. Local and Canadian publishers and authors have been, for the most part, shut out of the new U of W bookstore.”

Antony continues, “My question to you, Dr. Axworthy, is: why have you chosen, for the U of W bookstore, a corporate textbook, warehouse model with decisions made in Illinois over a community bookstore model deeply integrated into the intellectual and cultural life of its community?”

Within the University, concerns have been raised about new deadlines imposed by the Follett-run bookstore. It has been noted the April 15 deadline for submission of booklists for September seems disconnected from the reality of faculty life.

According to the *Quill & Quire*, “Follett... avoids foreign ownership guidelines – which require Canadian bookstores to be majority-owned and controlled by Canadians – by leasing the stores, rather than purchasing them outright.”

*For more information on Follett’s move, visit the Quill & Quire at [http://www.quillandquire.com/google/article.cfm?article\\_id=11235](http://www.quillandquire.com/google/article.cfm?article_id=11235).*

*For the full text of Wayne Antony’s letter to Dr. Axworthy, visit [www.uwfa.ca/uwfa-news](http://www.uwfa.ca/uwfa-news).*

## CAUT Begins Censure Process

*Reprinted from [www.caut.ca](http://www.caut.ca)*

(Ottawa – April 27, 2010) Delegates to the national Council of the Canadian Association of University Teachers (CAUT) meeting in Ottawa have voted unanimously to begin the process of censuring the University of Manitoba and the Winnipeg Regional Health Authority (WRHA).

The vote came after delegates discussed the findings of an ad-hoc committee of inquiry into the case of Dr. Larry Reynolds, which concluded that the University of Manitoba and the WRHA terminated his position without just cause or due process.

“To date we’ve not had much cooperation in our efforts to resolve Dr. Reynold’s case, so our Council has decided to begin the process of censure of the administrations of both the university and the WRHA,” said CAUT executive director James L. Turk.

“We wrote to both parties yesterday to inform them of Council’s decision, to urge them once again to work with us to find a resolution that is acceptable to all parties, and to offer to meet again to explore options or take whatever other action we can to assist,” said Turk. “Our objective is to ensure that Dr. Reynolds is treated appropriately and in our view that means being restored to the position he held before these inappropriate actions were taken –that of a tenured, geographically full time, full professor of medicine.”

If the issue isn’t resolved before CAUT’s November 26 to 28 council meeting, delegates have decided that censure will be imposed, meaning CAUT will begin actively discouraging academic staff in Canada and internationally from accepting appointments or invitations to participate in academic conferences at both the university and the WRHA.

“Censure is a very serious and rarely used tool,” said Turk. “CAUT hasn’t had to censure a major research university since the case of Marlene Webber at Memorial University in 1979.”



# Mandates, Negotiations and Keeping Your Cool

## An Interview with Dr. Wendy Josephson, Chief Negotiator for the Main Unit Bargaining Team

By Dr. Roewan Crowe, UWFA Member-at-Large

Pictured: UWFA Main Unit Bargaining Team (left to right) Dr. Richard Jochelson, Dr. Wendy Josephson, Ms. Lisa McGifford, Dr. Jim Currie

**RC:** Can you tell me about your role as Chief Negotiator for the Main Bargaining Unit? How long have you been in this role? What does the position entail?

**WJ:** The UWFA Executive appointed me as Chief Negotiator for the Main Unit at the end of January, so I've been in the role for just over two months.

The Chief Negotiator leads the Negotiating Team throughout the process of negotiating a collective agreement and speaks on behalf of the Association at the bargaining table. So far, I've been participating in the Collective Bargaining Committee's consultations with the Main Unit membership about what Members would like to see in the next collective agreement. Once the iterative process of establishing a mandate from the Members has been completed, I will work with the rest of the team (James Curry, Richard Jochelson, and Executive Director Lisa McGifford) to draft proposals in contract language and lead the team in negotiations with the Employer's bargaining team. It will also be my responsibility to keep the UWFA Executive informed about what's happening at the table.

**RC:** What led you to assume this responsibility?

**WJ:** It was a chance to participate in improving the situation in our workplace and looked like a really interesting thing to do.

**RC:** What attributes make for a good bargaining representative?

**WJ:** I'm not sure there's a definitive set of attributes. We've had a lot of really good Chief Negotiators and Negotiating Team members through the years and I don't think they were all that much alike in their personal attributes. Some of the things I really value about the members of the current Negotiating Team are that they all seem really determined, hard-working, and committed to getting a good deal for the membership. They also have particular strengths that they bring to the team individually, such as a background in labour law, especially well-developed communication skills, or skill in quantitative analysis.

**RC:** What are some of the rewards and challenges of this role?

**WJ:** I've enjoyed working with the members of the Negotiating Team and the rest of the Collective Bargaining Committee, and it's been really interesting to talk with so many of UWFA's Main Unit Members in our consultation meetings, so far. I also know from being on the Negotiating Team in the past that it's remarkably rewarding every time the team is successful in getting agreement on something at the table.

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## Interview with Wendy Josephson

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Having had a chance to listen to Members' experiences directly, we develop an especially strong sense of the practical implications of the proposals that form our mandate.

There are a lot of challenges, too, of course. There's reason to believe that negotiating financial matters may be especially challenging this time around. There are some personal challenges to deal with as well. There are usually some times when team members need to keep their cool when things get a bit nasty at the table. Negotiators don't usually get everything they're trying for, so we'll have the challenge of dealing with our own and Members' disappointment in those areas where we may not be completely successful. It can also be a challenge to maintain confidentiality in the way that is expected of Negotiating Team members. According to the CAUT guidelines that UWFA follows, communications to Members about bargaining come from the Association Executive or the President. That's valuable to ensure a clear and consistent message going to all Members of the Association at the same time, and it keeps members informed without elevating the risk of revealing our negotiation strategy to the Employer. So, although I'll be making regular reports to the UWFA Executive about negotiations, and the Executive will ensure that regular reports go out to the membership, the Negotiation Team has to respect the Association's reporting structure and not just answer colleagues' questions about what's happening at the table from our own point of view.

**RC:** Can you discuss strategies you use to handle disagreements/conflict in this context?

**WJ:** In bargaining, there are bound to be important areas where UWFA Members' interests are in conflict with the Employer's interests. In those matters, we expect to make trade-offs, sometimes having to give up things that are lower

priorities for our Members in order to make gains from the Employer on things that are of particular importance to our Members. That's one of the reasons why the information from our recent consultations and the Member survey about priorities is so important for the negotiation team. There are also areas where UWFA Members' interests and those of the Employer overlap. On those, negotiations can be more like problem solving, and both sides may benefit from the same solutions.

**RC:** Thanks so much Wendy for taking the time to answer these questions, and a big thank you to you and the negotiating team for representing us all at the bargaining table.

## UWFA Executive 2010 - 2011

UWFA is proud to announce the membership of its 2010-2011 Executive Council. Contact Information for each of these members is available on the UWFA website.

- **President** – Kristine Hansen, Psychology
- **Vice-President** - Jane Barter-Moulaison, Theology
- **Treasurer** – Hugh Grant, Economics
- **Secretary** - Tracy Whalen, Rhetoric, Writing and Communications
- **Librarian Representative** – Linda Dixon
- **Instructor Representative** – Don Campbell, Physics
- **CF Representative** – Teresa Cordiero, Modern Languages
- **Collegiate Representative** – Karen Zoppa
- **Grievance Officer** – Alexander Freund, History
- **Member-at-Large** – Roewan Crowe, Women's and Gender Studies
- **Member-at-Large** – Allen Mills, Politics
- **Member-at-Large** – Richard Jochelson, Criminal Justice
- **Member-at-Large** – Mark Golden, Classics
- **Member-at-Large** – Satyendra Singh, Business and Administration
- **Member-at-Large** – Andy Park, Biology

# A Name is a Name is a Conundrum

By Dr. Tracy Whalen, UWFA Secretary

So much lies in a name. The typeface we know as *Helvetica* started life with the less striking---and certainly less marketable---*Neue Haas Grotesk*. Scientists have given us the Big Bang theory, Nemesis (or Death Star), and Black Hole, names that tap into human neuroses, love of cataclysm, and fascination with annihilation (at a distance, anyway). A form of argument about the value of a discovery, names can make a phenomenon worthy of notice. These values explain in part why we take such care in naming children and anything we hold dear.

Names can also be controversial, especially when they name companies, buildings, or publications. This past January, it was announced that Canada's history magazine, *The Beaver*, was changing its name to *Canada's History* because spam filters were blocking the possibly suspect title. (In 2001, Beaver College in Pennsylvania changed its name to Arcadia University, in part to address its new university status and in part to put an end to sophomoric jokes.)

Here at the University of Winnipeg, as buildings rise around us, the names of generous donors rise too: the Science Complex and Richardson College for the Environment; McFeetors Hall/Great-West Life Student Residence; the Buhler Centre. John Buhler's name, seen through a labour union lens, has given some UWFA members pause. As many know, after a long strike (followed by an employer lockout) at Buhler's Versatile tractor factory in 2000, the Manitoba Labour Board ruled that Buhler had bargained in bad faith with the CAW employees at his plant. This momentous time in Manitoba's labour history is chronicled in Doug Smith's *Stickin' to the Union: Local 2224 versus John Buhler*. John and Bonnie Buhler have donated four million dollars for construction at 460 Portage Avenue and for student scholarships and will have their name on the building in recognition of such. It's standard practice in North American universities and colleges to adopt a donor's name to brand or identify a faculty, building, or school.

But does corporate branding and individual naming *have* to be the norm? The answer is no. On April 19<sup>th</sup>, the Alberta School of Business proved that there are alternatives to naming a building after an individual. A two-year campaign succeeded in raising over 20 million dollars from alumni, students, and core donors and enabled the school to remain The Alberta School of Business. According to the University of Alberta's *Express News*, Dean of Business Mike Percy said, "For us, there was never the thought of adopting the name of a single individual . . . This school is owned by its alumni; it's owned by the community."

The Alberta School of Business has pushed back against the corporatization of the university, has collectively raised the necessary funds (during an economic downturn), and has kept its name. It is gratifying to see alternatives in naming practices. Perhaps the day will come when giving a substantial donation anonymously or in the name of the institution will become established and respected practice on our university campuses.



## Vice Presentation

*By Dr. Mark Golden, UWFA Member-at-Large*

Somewhere amidst the Dark Matter that makes up so much of our universe a committee is meeting. Made up of representatives of the Board of Regents, support staff, students, senior administrators and UWFA members, it will at length recommend a new Vice-President Academic to Lloyd Axworthy.

There is a lot not to like in this process. The committee makes use of headhunters and these do not come cheap. Senate will have no role in ratifying what is after all an academic appointment. But what I find most galling is its secrecy. Are we choosing a colleague or an undercover agent?

Other Canadian universities are more open, from sea to shining sea. At UVic, the two final candidates for the most recent competition for a Vice President of Research gave public presentations. So too the four short-listed for VP Academic at UPEI last year -- and their CVs were posted on the university website as well. We used to do something similar here. But the first presentation by a candidate to succeed Mark Leggott as University Librarian was cancelled on the morning it was to be delivered and ever since senior positions have been filled in secret.

Administration apologists explain that secrecy is required to attract the best candidates, who would otherwise be unwilling to show their present employers that they have itchy feet or be embarrassed if we failed to scratch them. But I'd bet that all those in positions of leadership already suspect their peers are as ambitious as they are. If this were a real problem, universities would simply refuse to consider applicants who would have to leave a job before its term had expired.

As for embarrassment, of course it's no fun to be passed over (unless you've taken the precaution to

smear a lamb's blood on your doorpost), let alone publicly humiliated, but teaching faculty need to put themselves at just that risk whenever we apply for a new job. And our job -- unlike that of a senior administrator -- rarely involves public presentations before audiences who don't have to listen to us or even pretend that they do. Our recent history here ought to indicate how important a part of a VP Academic's job public performances can be. Two recent presidents, Marsha Hanen and Connie Rooke, were replaced by their VPs Academic for part of their terms. Surely the university community, as well as the selection committee, should get some idea of candidates' skills in that area.

## We Heart Faculty Social Thanks

The UWFA Membership Committee would like to thank all those members who came out to the UWFA We Heart Faculty Social at the King's Head on March 12. Together we raised over \$300.00 for the UWFA Scholarship and Bursary Fund.

We would like to also thank all of our sponsors who donated prizes for the social:

Sorrentos, Casa Burrito, the YMCA, Soup, Sandwiches & More, Staples, UW Bookstore, UW Computer Store, the Wesmen, Twist, Out 'n' About Travel, Movie Village, Rumors, Thunder Rapids, Pure Escape, UWSA (Soma Café) and Zealous MediSpa.

Without the generous donations from our sponsors, we wouldn't have been able to raise these funds. We encourage you to visit one of our sponsors today.

The social was one of the best attended in UWFA history and we look forward to more great events next year. See you in the fall!

*The UWFA Membership Committee is always looking for volunteers and ideas for new events. If you'd like to help out with a UWFA event or have a suggestion, please contact the UWFA Office at 786-9430 or [uwfa@uwinnipeg.ca](mailto:uwfa@uwinnipeg.ca).*

# Spring CAUT Council Report

By Dr. Tracy Whalen, UWFA Secretary

This past week (April 22-25), I attended the 2010 Spring Council for the Canadian Association of University Teachers (CAUT) in Ottawa. This session included some of the standard fare: reports on administration and finance; annual reports from standing committees; the amendment of clauses in CAUT Policies and Issues; the presentation of awards. But one topic on the agenda---diversity and representation on the Executive---provoked debate and ultimately a change in CAUT by-law.

The invited speaker was Dr. Anthony Stewart, President-Elect of the Dalhousie Faculty Association and author of *You Must Be a Basketball Player: Rethinking Integration in the University*. He examined how we conduct ourselves institutionally, especially in terms of our own privilege, and the structural barriers that remain in postsecondary institutions. He argued that if a place looks different, people will act differently. Most generative for those attending, it seemed, was Stewart's notion of a *posse*, the idea that members of underrepresented groups might travel to an institution as a group, a strategy that not only addresses the isolation experienced by those without positions of privilege, but also makes such members of the community visible and powerful *en masse*.

Stewart's talk framed thematically the highlight session of Council: a proposed amendment to CAUT by-law, essentially, a change in Executive structure that is intended to allow for more diverse representation of members. This proposal passed with over 90% support from delegates, but not without some debate, mostly concerning women's representation on this new Executive. With this amendment, the Women's Committee in its current form has been dismantled in favour of a structure that addresses women's voices in a context of intersectionality. To this end, the Executive has been increased (from 11 to 14 representatives), including a new Member-at-Large (Aboriginal) and Member-at-Large (Francophone) position, as well as two new Co-Chairs (one of whom must be a woman) of what will be a newly formed Diversity Council. This Diversity Council will be a Standing Committee, constituted of members from four working groups (one for women, one for racialized academic staff, another for academic staff with disabilities, and one for lesbian, gay, transgendered, bisexual and queer academic staff).

Other topics of interest arose, too. Possible university censure was one. (For more on this discussion, see the CAUT article in this issue, page 3). Delegates also heard about troubling trends in research grants and the increasing bias towards research linked to government and corporate interests. A session about outsourcing of academic work focused on companies (teaching EOL to international students) that have started to infiltrate postsecondary institutions, using the institution name in exchange for paying a share of profit to the host institution. Another report centered on copyright laws, specifically the intention of the Copyright Board of Canada to significantly increase fees for primary and secondary schools. The outcome of such initiatives (which are being contested by school boards and ministers of education) will have broader implications for postsecondary copyright laws. A discussion about privacy and Google Apps, a survey report on academic stress, and an update on First Nations University of Canada (See April *CAUT Bulletin*) made for an informative and productive spring Council.

## UW Returns to its Roots

An April Fool's Joke

By Dr. Jim Clark, Psychology

In a surprise press release today (1 April 2010), U of W announced that it had decided to cut back on administration and return to the governance structure that existed 20 years ago. Administration made this unexpected given the opportunity provided by the exodus of the current VP Academic.

In essence, there will be a single Dean to oversee all academic programs and this Dean will report directly to the President. This change will ensure cooperation among existing and new programs, and maximize the efficient use of our academic resources without assuming unwanted and unnecessary financial burdens due to redundant administrations, course duplication, and unhealthy poaching of students. Most importantly academic needs will now receive priority attention at the highest levels of administration.

Without providing details, the 15-person public relations office (in its last act before dissolution) further announced that there would be equally dramatic reductions at all levels of Administration. The President, for example, will now assume direct responsibility for researching and writing convocation and other speeches, press releases, and all minutes of Board and Senate meetings.

When asked about the loss of jobs resulting from this restructuring, affected people reported confidently that they expected no problem finding new positions, as 99% of universities continue to hire more aggressively at administrative levels than for teaching or other direct services to students. They reported rumours, for example, that Lakehead University would soon be expanding its senior administration.

The restructuring was expected to save the university about \$10 million annually. In another surprise (even shocking to some) move, it was announced that all of this released money would be distributed at the departmental level to support teaching, research, and service functions. Academic hiring would resume, departmental discretionary budgets would be restored, and our best students would receive additional funding related to their schooling (e.g., through reinstated marker-demonstrator budgets).

Finally, it was announced that this restructuring would mean that there would now be an expanded retirement party next spring (1 April 2011) at the Winnipeg Convention Centre. All are invited to this celebration.

## About The UWFA News

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

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