

FAST FACTS



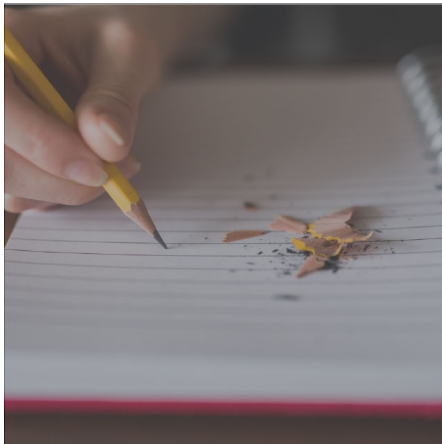
OCTOBER 24, 2018

Hi everyone,

Below you'll find relevant news items and UMFA related information that we hope you'll find helpful. If you have information or an event that you'd like to share in an upcoming issue, please email the item to umfa-communications@umfa.ca for consideration.

IMPORTANT TO NOTE

Expecting feedback on your course but ended up harassed instead? TELL US!



The University of Manitoba uses the SEEQ instrument to evaluate instruction, but on many occasions members expecting to read feedback on their courses instead received comments that were inappropriate and harassing.

Do you typically find that student comments you receive are written respectfully? Have you ever received written SEEQ comments that are harassing

and that might show bias on the part of your students? If so, what has been the nature of these comments and have they had negative effects on your experience as an instructor/professor and employee? If you still have copies of harassing or otherwise inappropriate comments, we'd like to see them so we can fully impress on the Senate Committee the extent and nature of the problem.

UMFA has established an ad-hoc committee so that the Association can make a submission to Senate, and we'd like a written account of your experiences, good and bad. Don't worry – we'll keep your information confidential and not share your name with anyone. Information on how to submit your comments is below.

In addition to the above, there are three other main areas on which we'd like you to focus when making your comments:

Academic value: Do you think that the SEEQs provide constructive, formative feedback on your teaching practices? Do you generally receive informative written student comments? Do you receive comments that pertain to aspects other than your teaching practices (these can be positive or negative, like comments on how you look or dress)? Did you receive discriminatory comments that are personal, sexist, racist, or that have an ethnocentric bias? What kind of feedback would assist you to improve your courses? Do you perceive that summary scores are considered equitably in tenure and promotion decisions?

Privacy: SEEQ scores are made available to the student population. Do you feel it is reasonable and justifiable to distribute this information?

Teaching Dossier: Have you ever been encouraged by your Dean or Director to start or maintain a Teaching Dossier? What do you keep in it? Has it helped you improve the effectiveness of your teaching?

Please submit your comments, experiences, and any documents you'd like to share about SEEQs to umfaseeq@gmail.com by November 26, 2018. All submissions will be kept confidential.

Please note, too, that if you or your colleagues are experiencing harassment or other

forms of inappropriate behavior, via SEEQs or otherwise, please immediately contact the office for confidential advice and support: faum@umfa.ca 204.474.8272.

Thinking of retiring soon and you are over 58?

The date to give notice of your retirement and participate in the retirement allowance program is December 31. The details of the retirement allowance program are found in Appendix F of the collective agreement-the program provides a retirement allowance \$20,000 to \$100,000 if you provide irrevocable notice to retire. The amount of the allowance depends on your age at retirement and the number of years' notice you provide.

If you are thinking of retiring, we encourage you to contact the pension benefits office and request a statement of retirement benefits. This statement, which is provided upon request, gives you information about your expected monthly pension given your exact age at retirement, and an estimate of the lump sum payment you would receive if you choose to take your money out of the UM plan. Since it takes up to six weeks for the pension office to generate your statement, please contact them as soon as possible.

Contact information is below.

Surnames beginning in:

A to K: Please email pension-pension-admin@lists.umanitoba.ca

L to Z: Please email Dawn.Dumanske@umanitoba.ca

Career Month

Hello everyone,

Working with the UM Career Month Working Group, UMFA has offered to encourage our members to engage in conversations with our students about our careers and to promote Career Month events. To that end, please [click here](#) to access three power point slides that include some possible questions for you to answer for your class sometime between October

29 and November 7. Note that there are different slides for the first and second weeks as they promote different events.

In one of your classes between October 29 and November 7, we encourage you to take about 15 minutes, if possible, to answer any or all of the questions or to substitute your own. The questions are:

1. What were the routes/experiences that got you here? What experiences enhanced your career success?
2. Beyond teaching, what are the other aspects of your position (research, service etc.) that excite you?
3. What career advice do you have for the students in front of you?

Not only will this help our students, but it also strengthens UMFA by allowing our students to understand all the things we do outside of the classroom, and why we think they are important.

Janet Morrill
UMFA President



NEWS YOU CAN USE 

Faculty association highlights from across the country

On October 16, members of the **York University Faculty Association (YUFA)** reached a tentative agreement with their employer. A special general membership meeting took place on October 18, with a ratification vote following on October 22. The agreement was ratified.

The **University of Regina**, in negotiations with the Faculty Association (**URFA**), earlier this month put forward a proposal that would threaten academic freedom by allowing a professor's tenure to be revoked after three consecutive negative performance reviews. In addition, the administration proposed measures where tenure could be denied to a professor if the university received 40 letters from the professor's former students claiming the professor is not

an "effective teacher", or if five professors from the same faculty wrote letters claiming the faculty member in question has not been "consistently respectful."

The administration quickly rescinded those proposals, citing that their intention was never to limit academic freedom.

Negotiations continue.

The **University of Western Ontario Faculty Association (UWOFA)** has asked a provincially appointed conciliator to file a "No-Board" Report, which starts the countdown toward a legal strike/lockout. UWOFA members will be in a position to legally strike the week of November 5.

UPDATE: Budget 2019 Consultations

On October 18, the House of Commons Standing Committee on Finance was in Winnipeg as part of a series of national hearings, to gather feedback from individuals and groups about their priorities for the next Federal budget.

UMFA was in attendance and spoke briefly. For details on the discussion, please click [here](#) to go to our website.



UMFA Solidarity Committee

Are you interested in helping support other labour and union activities in Manitoba?

Would you be able to commit to attending at least one event per year?

If so, we want you to join the UMFA Solidarity Committee.

Committee activities involve:

- joining picket lines and marches in solidarity with other unions
- organizing goodwill gestures such as providing cookies or coffee at events
- being part of the larger labour movement across Manitoba and Canada

To be added to the email list of events that the Solidarity Committee will attend throughout the year, click [here](#).

****NOTE: if the Canadian Union of Postal Workers (CUPW) strike comes to Winnipeg, we'll be there!****



Calls for CAUT nominations

CAUT is soliciting nominations for a number of awards.

The [Donald C. Savage Award](#) was established in 1997 in honour of Donald C. Savage, Executive Director of CAUT 1972-1997, and was instituted to honour and to recognize outstanding achievements in the promotion of collective bargaining in Canadian universities and colleges.

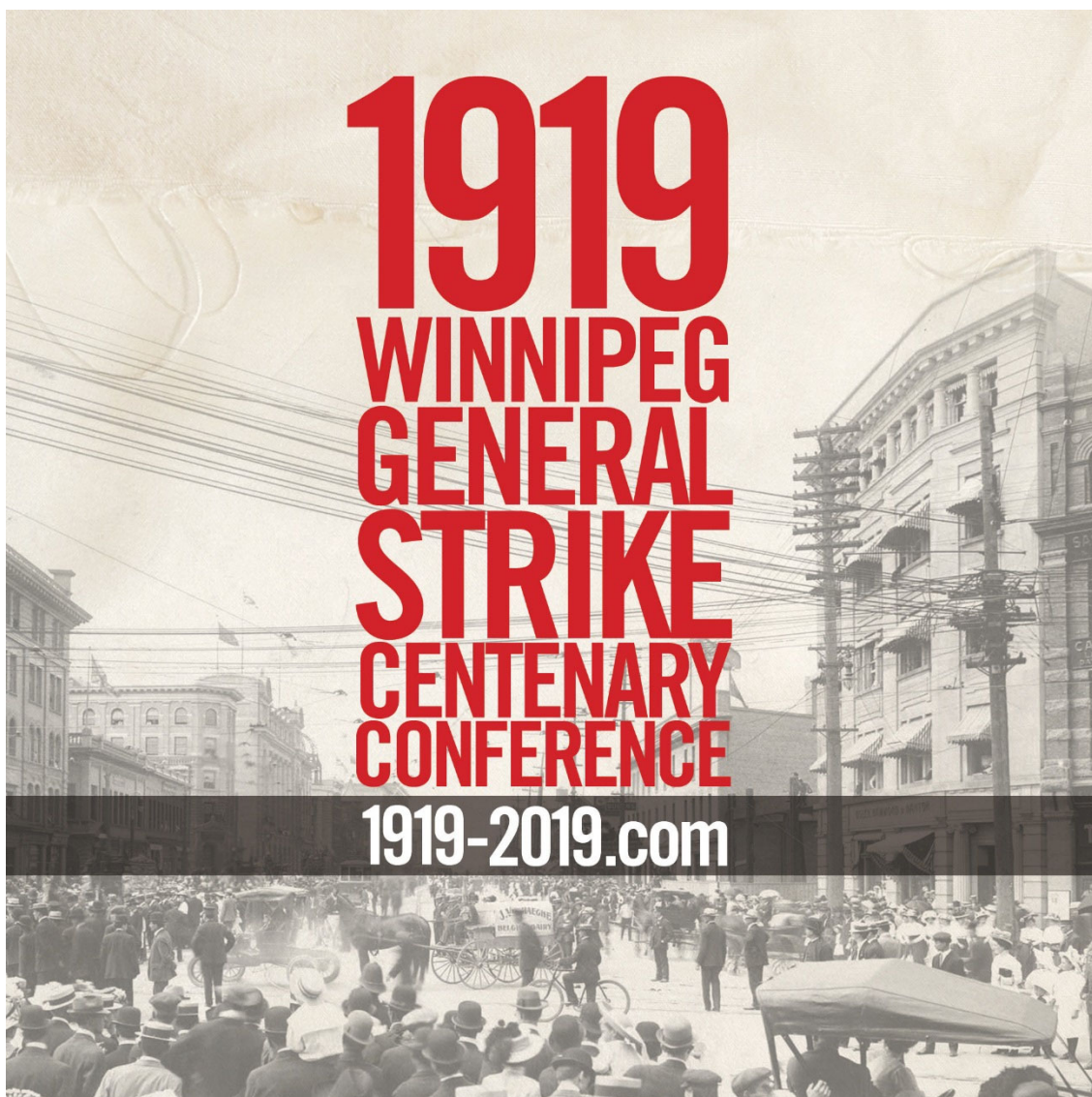
The [CAUT Equity Award](#) was established in 2010 to recognize post-secondary academic staff who have demonstrated an outstanding commitment to challenging exclusionary behaviours

and practices such as racism and homophobia and by so doing have made post-secondary education in Canada more inclusive.

The [Bernice Schrank Award](#) was established in 2013 to recognize outstanding contributions to the enforcement of academic staff workplace rights through grievance/arbitration.

The nomination forms, procedures, and deadlines are available on the CAUT website using the above links.

MEETINGS & EVENTS



This conference commemorates the Winnipeg General Strike of 1919, a landmark moment in North American working-class history. In May and June that year, some 30,000 workers ceased work for six weeks. Provoked by the inequities of industrial capitalism, the authoritarianism of their workplaces, the brutal experiences of the First World War, rising prices and stagnating wages, an insecure economic outlook, intransigent employers, and a federal state that responded to their demands with growing repression, the city's workers stood together in an astounding display of unity. This conference explores the history and continuities of those struggles, many of which continue to confront us today.

The conference is part of an extensive program of commemorative activities planned for spring 2019. More information can be found on the Manitoba Federation of Labour's website: <http://mfl.ca/1919>.

The conference website is <http://1919-2019.com/>. Registration will begin soon. Please plan to attend!

For a list of upcoming UMFA meetings, please visit our website:

<http://www.umfa.ca/news/meetings-events>.

If you have information or an event that you'd like to share in an upcoming issue, please email the item to umfa-communications@umfa.ca for consideration.

We make **UofM** happen

UNIVERSITY OF MANITOBA
Faculty Association





Copyright © 2017, University of Manitoba Faculty Association, All rights reserved.

**You are receiving this email because you are a member of the
University of Manitoba Faculty Association.**

Mailing Address:

100-29 Dysart Road, Winnipeg, Manitoba, R3T 2M7

[Update your preferences](#) or [unsubscribe from this list](#).

This email was sent to [<<Email Address>>](#)

[why did I get this?](#) [unsubscribe from this list](#) [update subscription preferences](#)

University of Manitoba Faculty Association · 100-29 Dysart Road · Winnipeg, Manitoba R3T 2M7 · Canada

