

## Faculty of Arts Council - Minutes

Wednesday, April 11, 2018 (12:30-1:30 PM)

**Present:** Tim Babcock, Rachel Berg, Brandon Christopher, Roewan Crowe, Linda DeRiviere, Neil Funk-Unrau, Matt Gibbs, Colin Goff, Hugh Grant, Pauline Greenhill, Steven Kohm, Shauna MacKinnon, Lisa McLean, Jaqueline McLeod Rogers, Jaqueline Romanow, Catherine Taylor, Sante Viselli, Tracy Whalen, Doug Williams

**Regrets:** Carlos Colorado, James Hanley, Roy Loewen

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*Motion to approve the agenda (B. Christopher/S. Kohm). Approved.*

*Motion to approve the minutes (S. Viselli/D. Williams). Approved.*

### Business arising

Pauline Greenhill reports that she's queried the \$80 fee for deferred exams (following the meeting of February 28, 2018), but hasn't heard back, so she'll follow-up.

Chairs in Graham Hall were to have received an advisory from Len Cann in the Physical Plant when the elevator is out of service, but the elevator isn't working and they haven't been notified. *Jaqueline McLeod Rogers will follow up.*

### Arts budget

Catherine Taylor reports that the Faculty of Arts was instructed to reduce its budget request for 2018-19 by \$300,000. As well, requests for Contract Academic Staff (CAS) and Regular Academic Staff (RAS) to teach overload came to an additional \$165,000 more than we were able to build into the budget.

To achieve the required reduction (\$465,000):

- Salaries from retiring faculty members and those moving to reduced appointments offset this amount by \$174,000.
- Start dates for three hires were deferred from July 1, 2018 to January 1, 2019, which reduced this amount by an additional \$105,000.
- The budget for a planned capacity building initiative examining issues of unconscious bias, Indigenization, and matters of equity was cut. (The idea was to mobilize those in Arts who have a deep concern for issues of social justice and equity, particularly where this is the specialization of many of our faculty.) This added a further savings of \$20,000.

However, we were still left needing to a cut an additional \$165,000. This led to us having to send messages to Arts Chairs requesting cuts to Spring courses being offered by CAS or by RAS as overload when these had an enrolment 20 students or less. The figure itself is arbitrary to a certain extent, but we took into consideration if the course was going to be offered again in the Fall and Winter for 2018-19 and worked with Chairs to take into account the needs of programs.

Having said that, Catherine states that she is open to problem-solving discussions. And, if going forward there are further changes that reduce salary costs, we may be able to offer more sections

of courses; as it stands now, reducing the budget for CAS and RAS teaching overload is the only viable solution.

As Acting Dean of Business and Economics, Hugh Grant states that they were asked to reduce their budget by \$240,000. They were able to achieve this by leaving one staff position and one tenure-track position unfilled. This meant they were able to avoid cuts to their stipend budget.

Catherine notes that, for Arts, the decision was made to maintain the new tenure-track positions.

Steven Kohm asks about the breakdown of CAS versus RAS teaching overload. *Lisa McLean will follow-up.*

Steven Kohm asks about the decision to use 20 as the minimum enrolment for courses offered on stipend. He questions the value of waiting longer to see if the low enrolment sections fill. He notes that CAS members in Criminal Justice are dismayed that sections might be cancelled, and he is concerned about compensating those who were already working on their courses.

Catherine Taylor agrees that waiting for further registration was a consideration, but that was weighed against cancelling sections before students register, so as to not inconvenience them.

Doug Williams suggests that each department could be given a mini-budget and then they would have the capacity to make changes as necessary.

Brandon Christopher notes some departments may have built-in extra sections that could be cut.

Linda DeRiviere asks if cuts could be made to the marker/demo budgets.

Catherine Taylor suggests that if we're to take the approach suggested by Doug Williams, departments could decide to maintain marking budgets or use more on the CAS side - though, she cautions, the marker/demo budgets aren't huge.

Doug Williams suggests that you would need to review programs in order to know what spending should be per program, etc.

Jacqueline Romanow expresses concern, as given the increased demand on Indigenous Studies due to the Indigenous Course Requirement (ICR), she doesn't know what they would do if they had to cut further.

Doug Williams observes that if you compare the Faculty of Business and Economics in terms of teaching capacity and budget to Psychology . . .

Catherine Taylor suggests that she is open to ideas to achieve the additional \$130,000 in savings.

Steven Kohm comments that there are other hires that are going ahead in senior administration. And, it doesn't seem right, he says, to say it doesn't matter how much revenue we bring in.

Catherine agrees, but states that while big enrolments contribute to UW's income, and would help make the case for a larger Arts budget in future, tuition dollars are not passed on to the Faculties, so we don't see the additional revenue. [In other words, we would have to cut sections even if all of our courses were over cap.]

Matt Gibbs offers that if the budget is being cut 1% overall across the institution, \$300,000 seems like a disproportionately high part of the Arts budget.

Catherine explains that we're not making enough more to pay for the salary increases (i.e., 3.7% plus increments as per Jacqueline Romanow) and salaries are the largest part of the budget.

Catherine Taylor explains that it's hard to say if the reduction in Arts is in line with the cuts in other faculties. In some areas, the cuts might be less because there is less capacity to start with. Science, she says, didn't go ahead with the hires that had been approved for 2018-19 and they have a roof to replace on a greenhouse. There are different issues in the different areas.

Roewan Crowe expresses concern, stating that there needs to be equity. Just as the university feels there should be equity in funding levels from the province, so too would we expect there to be equity in funding levels within the institution. She also acknowledges that departments with higher enrolment help the smaller department such as Women's and Gender Studies.

Steven Kohm suggests that there is a compelling case to be made that Arts isn't funded as it should be by using basics statistics (e.g., student FCEs per RAS, etc.).

Catherine cautions that we want to avoid setting up competitive situation within Arts, and so she suggests keeping this as a faculty by faculty comparison.

Chairs agree that there's something compelling about stats and charts, etc.

One issue, Catherine says, is that donors don't recognize the areas of arts and education in the way they do other disciplines. This is reflected in the architecture of our campus and the situation is similar at other universities as well.

Tim Babcock offers that while it's possible to argue that Arts is underfunded relative to other faculties, we also need to try to address the issue of the structural deficit and underfunding of UWinnipeg as compared to the University of Manitoba and Brandon University. It is, after all, he says, our tax dollars that are being disproportionately allocated. He remembers that, at one time, there was talk of a joint appeal to the province with management, the unions, and students.

Tim Babcock adds that another consideration is that in Theatre and Film roughly half of the department is likely to retire in the next few years. They're down to one RAS member who is core in an area. Streams like musical theatre are offered entirely by CAS members and they're already offering several of their courses on a rotation.

Several Chairs offer to sit on a subcommittee that would look in more detail at Arts and the University budget. *Catherine Taylor will set up a meeting and send an e-mail to Chairs inviting them to attend if they'd like.*

#### Merchants Course invitation

Shauna MacKinnon notes that Urban and Inner City Studies is concerned about losing courses when they need to fill courses being offered in the new space at Merchants Corner. She encourages other Chairs to consider offering courses there.

#### Supports for CAS and new RAS

Roewan Crowe would be interested in receiving any departmental guides you might have that would be useful for CAS and new RAS. *Catherine Taylor invites Chairs to send anything you have that might be helpful on to her and our office will make those files available to all Chairs.*

#### Roundtable (including department events)

- Catherine Taylor states that she has been the representative to Congress. She isn't able to attend this year and asks that if there's someone who is already planning to attend, and who would be willing to go to the dinner and to the general meeting as the UWinnipeg representative, please let her know.
  
- Tim Babcock requests that two THFM special studies courses be designated as Humanities courses and these are approved.

***Motion to adjourn (T. Whalen/S. Viselli). Approved.***