

# *in edition*

NOVEMBER 27, 1991

VOL. 9 NO. 7

## **Towards Gender Equality**

The University of Winnipeg Ad Hoc Committee on the Status of Women Employees presented its final report, "Towards Gender Equality," to the Board of Regents on Mon., Nov. 25.

"The report recognizes the contribution women can make to The University of Winnipeg and the talents and skills they bring to their jobs. It also recognizes that the workplace must be supportive of women," said Beverley Ridd, Board of Regents member and Chair of the committee.

The report contains 56 recommendations covering four major areas: employment equity, development and training, work and family integration, and atmosphere. The committee identified 17 of these recommendations as high priority ones.

According to Ridd, the report is "based on solid research." "Our goal was to honestly and thoroughly research the concerns that women have and to thoughtfully address these in keeping with the goals of the institution," she explained.

For the past 10 months, the eight-member committee consulted widely within and outside the University community. Its findings were based, said Ridd, on several written submissions, interviews, focus groups and a comprehensive, University-wide survey of both men and women.

"In our report, we presented the facts and then suggested how we can move beyond our current situation," she said, stressing that although the report is critical of certain aspects of the institution, it is "not a blaming kind of document."

Ridd noted that many of the statistics her committee compiled on the University mirror national trends. For instance, 17 percent of tenure and tenure-stream faculty in Canadian universities are women. This compares with 20 percent at The University of Winnipeg.

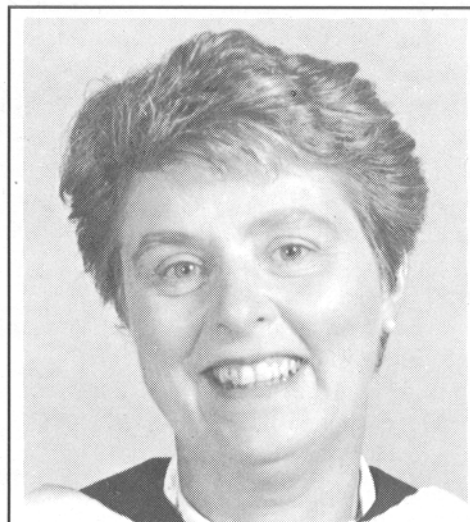
"We're certainly not unique," said Ridd. "We seem to be in line with everyone else. And like most other universities in the country, we're proposing steps be taken to improve gender

equality for both staff and faculty."

Ridd is confident that her committee's recommendations will be looked at seriously: "We know that The University of Winnipeg is capable of making changes. We also think that the situation in all of Canada is changing and by implementing our suggestions, The University of Winnipeg has the chance to be a leader in this area."

The report has now been referred to the Executive Committee of the Board of Regents. This committee will study the recommendations and report back to the board in February, 1992.

Copies of "Towards Gender Equality" will be distributed to all members of the University community as soon as possible. Much of the research that the committee compiled during its review is now available to the public in the University Library. However, if you would like more information on the University-wide survey, please call Katherine Schultz in the Psychology Department.



*Beverley Ridd: "The University of Winnipeg has a chance to be a leader in this area."*

## **Training and Development Policy Set Up For Support Staff**

*The University of Winnipeg has a new interim policy to address the need for training and development of its support staff. This policy will be in effect until March 31, 1993.*

*According to Terry Voss, Director of Employee Relations, the policy deals with a number of issues raised in the Report of the President's Committee on the Future of the University. It will guide the use of the funds currently budgeted for training.*

*"The policy contains a number of initiatives to ensure that our employees receive the training needed to perform not only their current duties, but also their likely future responsibilities," said Voss.*

*One of the key features of the policy is an*

*See TRAINING page 2*

The **UNIVERSITY**  
of **WINNIPEG**

## Training...

*continued from front page*

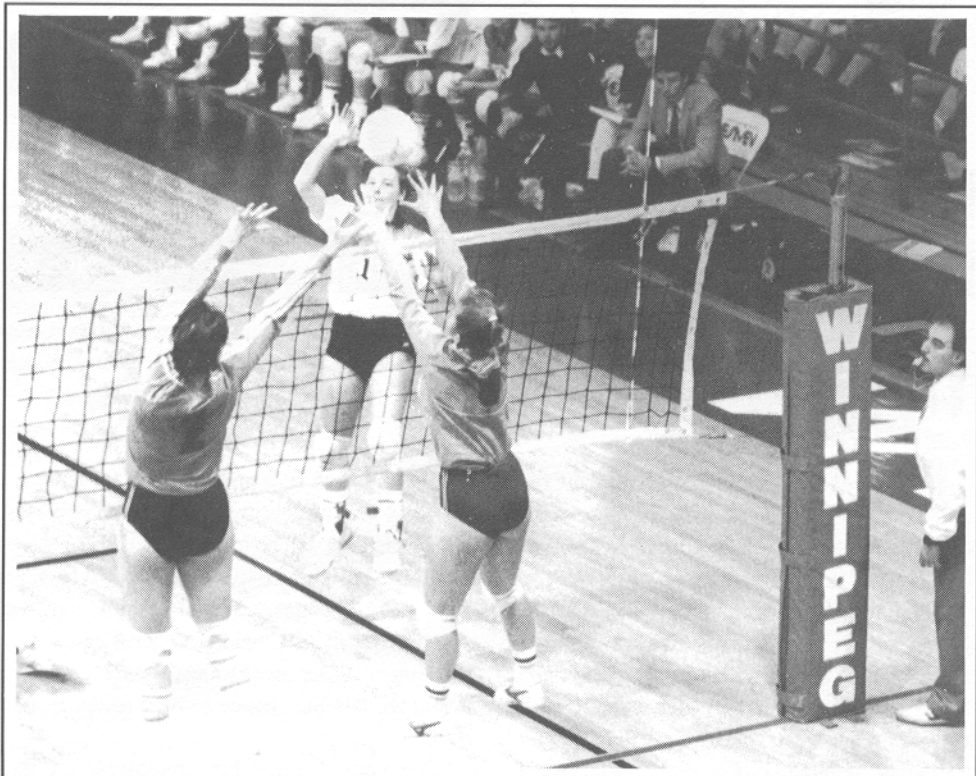
extensive employee orientation program designed specifically for each position. Each person's orientation will now include general University information as well as particular information related to the duties of his/her job.

The policy also outlines a plan to encourage departments to provide training for their employees. Departments will be offered a 60 per cent reimbursement of registration fees for workshops and seminars which their employees attend. "This program is designed to overcome a chronic problem related to shortages of funds within departments for training and will draw upon the money allocated centrally for this purpose," explained Voss.

The emphasis will be on offering University-sponsored training programs, consisting mostly of in-house seminars and workshops. Topics will be selected on the basis of the recent survey conducted by Employee Relations. University employees or outside consultants may be involved as instructors.

Other initiatives in the policy cover tuition waiver/reimbursement benefits for credit and non-credit courses, internal advertising of promotional opportunities, and annual performance reviews that address the question of future development required by the incumbent.

The Employee Relations Office will be responsible for the administration of the new policy. Anyone interested in reading the document should consult one of the many policy manuals located around campus, including the Library and most department offices. Further information and assistance with training is available from Terry Voss at 786-9215.



*Wesmen Natalie Reimer (white shirt) drives the ball between two Russian defenders. Moscow Sparta defeated the Wesmen 3 to 2 in an exciting five-game match this month.*

## Coin Exhibition on Display in Library

"Rome and the Germans as seen in Coinage" is on display in The University of Winnipeg Library until Dec. 3.

Coin collections have a value far beyond their metallic content. According to Dr. Wolfgang Hess, Director of the Staatliche Munzsammlung in Munich, Germany, coins may be compared to archives.

"They have an almost inexhaustible value as a source for history," he says.

This exhibition of electrotype replicas of coins minted between 32 B.C. and 536 A.D. reflects the Roman view of the Germans and the value of coins as a means of imperial propaganda.

The coins have already been displayed at a number of American universities, including Princeton, Emory, the University of Minnesota and the Smithsonian Institute. They will leave The University of Winnipeg and travel to the University of Ottawa and then on to McGill, completing their North American tour.

The exhibition is presented by the Staatliche Munzsammlung, Munich and by the Schatten Gallery of Emory University with contributions from Lufthansa Airlines, the Union Bank of Bavaria and the Goethe-Institut of Atlanta.

*in edition* is published every two weeks during the regular academic session by University Relations, The University of Winnipeg, 4W16 - 515 Portage Ave., Winnipeg, Manitoba R3B 2E9.

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Comments, suggestions and submissions are welcome. (All material is subject to editing.) The copy deadline for the next issue is Dec. 2.

*in edition* is printed on recycled paper. Keep the cycle going: After you've finished reading *in edition*, please place it in your Paper Grower tin.

Canadian Crossroads  
International  
**Annual  
Poinsettia Sale**

- 6" Pot - Red \$13.00
- 7" Pot - Red & White \$19.00
- 8" Pot - Red,  
Pink & White \$30.00

- Free delivery within city limits
- Deliveries to be made weekend of December 14th/15th
- Gift Orders welcome

We are a non-profit, charitable organization committed to fostering friendship, cooperation and understanding between Canadians and the peoples of the developing world. Proceeds from our sale of poinsettias this season will help support the placement of Winnipeg volunteers in self-help projects overseas during the coming year.

We appreciate your generous support and extend to you our warm wishes for a happy holiday season!

Contact: Michael Gray at 786-9779 or 453-6170.

**Committees on Computing,  
Institutional Analysis to  
Begin Work**

Two advisory committees - one on computing and the other on institutional planning and research- have been formed to examine the University's needs in these areas. Both were established in response to recommendations in the Futures Committee Report.

George Tomlinson, Academic Assistant to the President and Chair of both committees, noted that the work of the two groups is closely related: "We need to have a clear understanding of our needs for institutional data as they relate to ongoing operations as well as future planning and we need to have an effective means of accessing and using this data. This, clearly, will involve the use of computers and must be examined in the broader context of our academic and ad-

ministrative use of computing resources."

Tomlinson stressed that "the committees need to receive input from all users in order for appropriate systems to be planned and developed." All members of the University community are invited to make submissions either in writing or in person to George Tomlinson, President's Office (ext. 9194; Vax E-mail TOMLINSN). The deadline for submissions is Jan. 15, 1992.

**Advisory  
Committee  
on  
Computing**

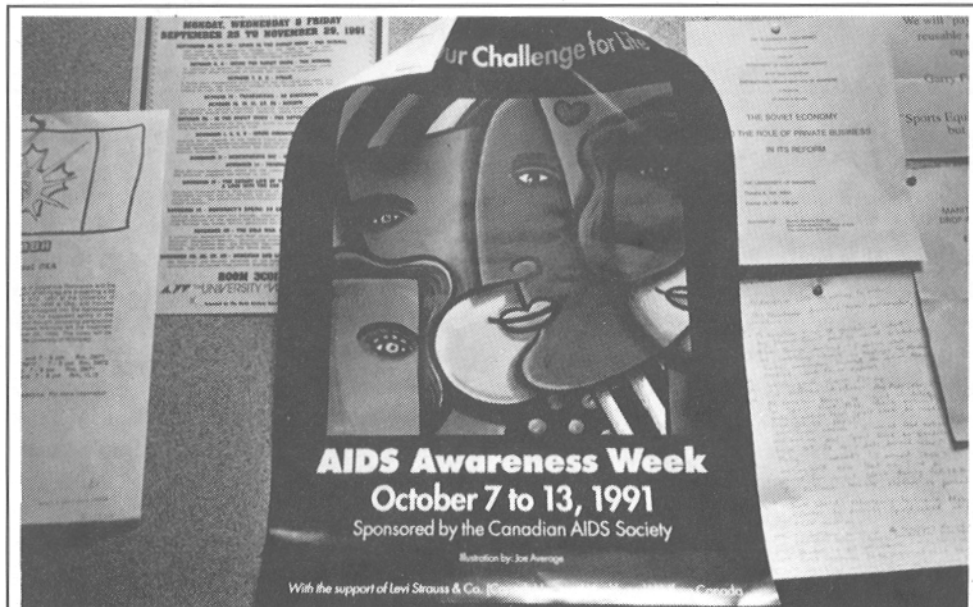
- George Tomlinson,  
President's Office (Chair)
- Herb Mays, Office of the  
Vice-President  
(Academic)
- Don Kerr, Office of the  
Dean of Arts & Science
- Gary Pawlychka,  
Controller's Office
- Wilf Schlosser, Collegiate
- Jim Clark, Psychology
- David Erbach,  
Business Computing
- Brian Pettitt, Chemistry

- Resource Persons:**  
Dave Bell,  
Computer Services  
Michael Dixon,  
Technical Services

**Advisory  
Committee  
on  
Institutional  
Planning &  
Research**

- George Tomlinson,  
President's Office (Chair)
- Herb Mays, Office of the  
Vice-President (Academic)
- Terry Voss,  
Employee Relations
- Herb McMullin, Controller
- Brian Daly,  
University Relations
- Wendy Phaneuf,  
Continuing Education
- Rick Oleski, Office of the  
Dean of Arts & Science
- Sheena Gardner, Education
- Jim Clark, Psychology
- Rhys Dow, Chemistry

- Resource Persons:**  
Alesia Gordienko,  
Computer Services  
Ray Lau, Technical Services  
Lynn Jones, Office of the Vice-  
President (Administration)



Last month the University participated in two AIDS Awareness Weeks - one sponsored by the Canadian AIDS Society and another organized by the Manitoba Post Secondary AIDS Peer Education Project, Oct. 28 - Nov. 3.

## Winnipeg Hosts International Go Tournament

David Erbach, Director of the University's Administrative Studies and Business Computing Programs, was the chief organizer of The 1991 Fujitsu North America Go Championship held at the Westin Hotel in Winnipeg, Nov. 9-11. The tournament featured players from the United States, Canada, Mexico and Japan.

As Erbach explains, "Go is a strategic board game; it is not a game of luck. It's fundamentally a game of market shares, with each player trying to control as much of the board as possible. Whoever has the most territory at the end of the game is the winner."

In order to be a professional Go player you have to be certified by one of four professional associations - in China, Japan, Korea and Taiwan. Erbach points out that Go champions are national personalities in Japan, with the status, prestige and income of Wayne Gretzky or Arnold Palmer.

Erbach has been interested in the intellectually demanding game since his days as a graduate student at Cambridge University in England, where, he says, he used it as an antidote to academic work. "I learned the game from a friend," he adds. "I taught him English, he taught me Go."

In Japan, some corporations have Executive Go playing rooms. When he was in Japan, Erbach discovered that the ability to play Go well can give you unexpected entry at senior levels in business. He quotes a Japanese businessman: "North Americans run their businesses too much like a game of poker and not enough like a game of Go."

Erbach is president of the Manitoba Go Association, the Foreign Affairs Officer of the Canadian Go Association and Director of the International Go Federation.

### WHAT GOES UP...SHOULD COME DOWN

Just a reminder: All posters that are displayed around campus for specific events should be removed when the event is over.



Theatre students (left to right) Julia Arkos, Steven Wiebe and Susan Kurbis starred in "The Crossing."

## University Contributes to Educational Video

"The Crossing," a video directed, shot and edited by Bruce Hanks of The University of Winnipeg's Media Services Department, will be used to help promote multi-cultural awareness and understanding in Manitoba schools.

The theme of the story, told in mime, is diversity. It is a tale of different people who are brought together and must learn to live with and trust one another. Actors and set designers in the production were students from The University

of Winnipeg's Theatre Department.

"The beauty of mime is that each student must interpret the story for him or herself," says Cathy McDonald, an historical research consultant who was contracted to write the script. "A diversity of opinion is then created within the classroom; students learn that different views don't mean any one view is wrong. Instead, they find a common element on which they can agree."

"The Crossing" is part of an "Edukit" package designed by the Manitoba Multicultural Resources Centre, a non-profit group housed at The University of Winnipeg. The package includes a teachers' guide for helping students interpret what they see. The "Edukit" is aimed at Grade 9 students.

"Kids are visually literate; they watch videos all the time," says McDonald. "This is a way to teach without preaching."

## Research Profile

# Professor Studies Children in Family Day Care Settings



*Eleoussa Polyzoi is researching language development among preschoolers in family day care settings.*

Assistant Professor Eleoussa Polyzoi, Coordinator of Developmental Studies, has received a major research grant from The University of Winnipeg to complete a pilot study in the area of language development among preschoolers in family day care settings.

Polyzoi's main objective in the study is to examine the relation among three vari-

ables: training of the day care provider; quality of care that is provided; and children's language development. Polyzoi chose language as the focus of her study because "it involves processes that lie at the center of a child's cognitive growth and that are essential to many other areas of development."

"Most studies on the subject have focused on the structural aspects of language, as-

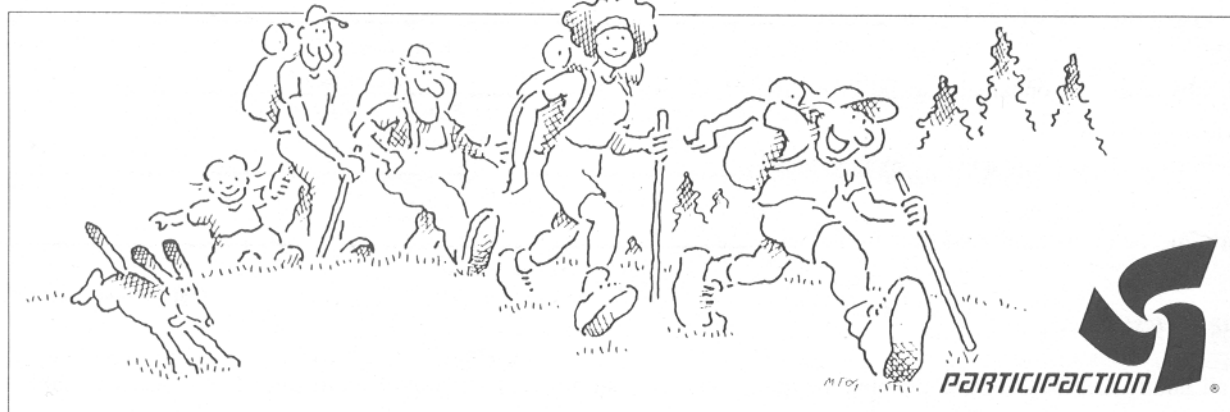
sessed primarily through use of standardized tests measuring various levels of expressive and receptive vocabulary. Very little research has systematically examined the quality and content of caregiver-child conversation through naturalistic observation," she explained.

While still engaged in preliminary research, Polyzoi has some idea what fruit her study

will bear. "The quality of child care is an increasing concern for families with young children. One of the most frequently recognized measures of quality is the training of the day care provider," she said. Currently, formal training in child development or day care is not a requirement in Manitoba.

Polyzoi hopes to draw implications from the pilot study that will address a number of concerns. These include the effect of training of family day care providers on the quality of care they provide; patterns of communication in the family day care home that are related to the quality of care provided; and the direction that policy should take in Manitoba regarding the mandatory training of family day care providers.

Polyzoi has conducted previous research on language development at The University of Texas at Austin, related to communicative competence among limited English Proficient, Hispanic kindergarten children who were identified as speech and language disordered.



**PARTICIPACTION**



**Make your move.**

## Money - Comparing Your Family Values

What happens in your family when you bring up the subject of money? If your situation is like so many others, talk about money charges the atmosphere with all sorts of emotions. This often makes it hard to agree on spending or saving decisions that have to be made and which can affect everyone in the family.

How do you get some healthy - and constructive - discussion

going on money values without precipitating a major battle? The following quiz may help. I think you may find it a useful tool for stimulating family money talk.

To analyze your family's values and priorities, complete the following thoughts with a word or a phrase. If you simply can't answer, enter a question mark. But, avoid overuse of question marks; the object is to make a choice or decision in each case.

1. If I had an extra \$100 right this minute, I would \_\_\_\_\_
2. I can't understand how some people can spend so much money on \_\_\_\_\_
3. If I had to tighten up my budget, the first place I'd cut back is \_\_\_\_\_
4. I suppose I could be criticized for spending too much money on \_\_\_\_\_
5. I've found that the best way to save money is \_\_\_\_\_
6. The money I have put aside will be used for \_\_\_\_\_
7. I wish I'd done some comparison shopping before I bought \_\_\_\_\_
8. I seek the advice of others when I buy \_\_\_\_\_
9. The thing I would feel most justified in going into debt to buy is \_\_\_\_\_
10. One service I'm glad to pay others to perform is \_\_\_\_\_
11. The personal service I probably spend most money on is \_\_\_\_\_
12. If I had to borrow \$500 immediately, I'd borrow it \_\_\_\_\_
13. When I need financial advice I go to \_\_\_\_\_
14. One hobby or interest on which I spend a fair amount of money is \_\_\_\_\_
15. When I feel strongly about a family money issue I \_\_\_\_\_
16. When someone in my family asks me for money I \_\_\_\_\_

### *Comparing values:*

When all family members have completed the quiz, compare your answers. It could lead to some lively and invaluable discussion.

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## New Telephones For Christmas

It won't be wrapped or placed under a Christmas tree, but this "gift" is something you'll certainly appreciate. A new telephone will be waiting for you when you return to work after the Christmas holidays.

Many of the changes to your phone will appear to be simply cosmetic, but almost everyone will have access to some new features including last number redial. An information sheet explaining the changes will accompany your new phone and many of you will be invited to attend brief training sessions. Perhaps the best part of all is that only a few telephone numbers will change as a result of this up-

grade.

That was not the case in 1969 when the University installed a new telephone system to replace the faculty phone booths. This system allowed you to call most people on campus right in their office, but it meant learning a lot of new telephone numbers. Long distance calls still had to be placed through the switchboard when one of the operators had the time.

More of you will remember the switchover in 1984 to a direct-in-dial system which allowed 24-hour access to nearly every office on campus. This system required changing a lot of telephone numbers but it permitted most

employees to place their own long distance calls directly. All telephones became equipped with conference and transfer capabilities and many people got access to a wide variety of other special features including call forward, ring again and speed call.

Then in 1988, the University expanded the capacity of its telephone system which required changing to four-digit locals. Do you remember how hard it was to remember to dial "9" before dialling one of the old three-digit locals, or to dial "8" instead of "9" before making a call to an off-campus number?

It is important to note that this year's upgrade will con-

tinue to accommodate only our voice communication needs. In our present situation, it is still more cost-effective to address our data communication needs through hard-wired data lines and mainframe computer networks.

As the University and Manitoba Telephone System prepare for this latest upgrade, individual internal requests for changes to the current system will likely be deferred until after Christmas. If you have any specific questions or concerns, please call Lynn Jones at 786-9218.

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## Staff Changes

### Appointments

Dale Glaseman	Engineer 4th Class	Physical Plant	10/21/91
Richard Sitarz	Service Worker 2	Physical Plant	10/28/91
Sandra Brown	Library Asst. 2 (part-time continuing)	Library	11/18/91

### Resignations

Jamie Koshyk	Admin. Asst. 2	Centre for Child Care	11/01/91
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### Leaves of Absence

Bernadine Restall	Office Asst. 4	Student Records	09/27/91
Kathy Frankow	Office Asst. 5	Awards Office	09/27/91
Catherine Charette (Maternity)	Admin. Asst. 5	I.U.S.	11/25/91
Ruth Schultz Ronald (Maternity)	Special Needs Worker	Child Care (Infant Centre)	11/26/91

### Name Change

Teresa-Lee Reutcky	To: Teresa-Lee Cooke	Classics	10/15/91
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# COMING EVENTS

"Coming Events" is compiled by University Relations. If you are planning a campus event, please let us know. Send the information (in writing) to Lois Cherney, University Relations, Room 4W17. Basic details about your event are required: what, when, where, sponsor, and the name of a contact person. Deadline for submissions is Dec. 2.

CONTINUING UNTIL FRI., NOV. 29

- The University Theatre Department presents Peter Anderson's **Creation** at 8 p.m. at the Gas Station Theatre. The play features members of the fourth-year acting class. For reservations call 786-9402.

CONTINUING UNTIL TUES., DEC. 3

- The University of Winnipeg, the National Archives of Canada and the Office of the Speaker of the House of Commons present **Capital Offences: Canadian Cartoonists Look at Parliament Hill**, Mon. to Fri. from 10 a.m. - 3 p.m. and Sat., 1 - 4 p.m. in Gallery 1C03.

- **Rome and the Germans as Seen in Coinage** will be on display on the Library Mezzanine during regular Library hours.

MON., DEC. 2

- The Biology Department presents a seminar entitled **The Causes and Complications of Diabetes** by Donna L.W. Young at 12:30 p.m. in Room 1L11.

TUES., DEC. 3

- **First Term Lectures** close.

MON., DEC. 9 - FRI., DEC. 13

- The twelfth annual **Exhibition and Sale of Watercolours** by Dr. Kenneth Hamilton, Professor Emeritus of Theology and Literature, will be held from 3 - 9 p.m. on Dec. 9, 8 a.m. - 9 p.m. from Dec. 10 - 12 and 8 a.m. - 2 p.m. on Dec. 13 on the Library Mezzanine.

THURS., DEC. 12

- **The University Senate** will meet at 2 p.m. The location has not been confirmed.

MON., DEC. 23 TO WED. JAN. 1, 1992

- **Christmas Break**-The University is closed.

## 1992

MON., JAN. 6

- **Second Term Lectures** begin.

THURS., JAN. 16 THRU SAT., FEB. 15

- **27 X Sonia--Portraits by Walter Gramatté (1897-1927)** will be held Mon. thru Fri. from 10 a.m. - 6 p.m. and Sat., 1 - 4 p.m. in Gallery 1C03. Co-sponsored by The University of Winnipeg and the Eckhardt-Gramatté Foundation. The official opening will be Sun., Jan. 19.

MON., JAN. 27

- The **Board of Regents** meeting will be held at 8 p.m. in Room 2M70.

TUES., FEB. 11

- **Laird Lecture.**

WED., FEB. 12

- Tentative--**Chancellor's Lecture** in Room 1L12.

THURS., FEB. 13

- **Bonnycastle Lecture.**

WED., FEB. 14

- The Virtuosi Concert Series presents **Sandra Graham**, soprano, with the **Winnipeg Chamber Music Society**, at 8 p.m. at Holy Trinity Church. The series is co-presented by The University of Winnipeg and CBC Stereo and assisted by the Manitoba Arts Gaming Fund Commission.

MON., FEB. 17 TO FRI., FEB. 21

- **Mid-Term Reading Week.**

SAT., MAR. 7

- The Virtuosi Concert Series presents the **St. Lawrence String Quartet, with David Moroz**, at 8 p.m. at Holy Trinity Church. The series is co-presented by The University of Winnipeg and CBC Stereo and assisted by the Manitoba Gaming Fund commission.

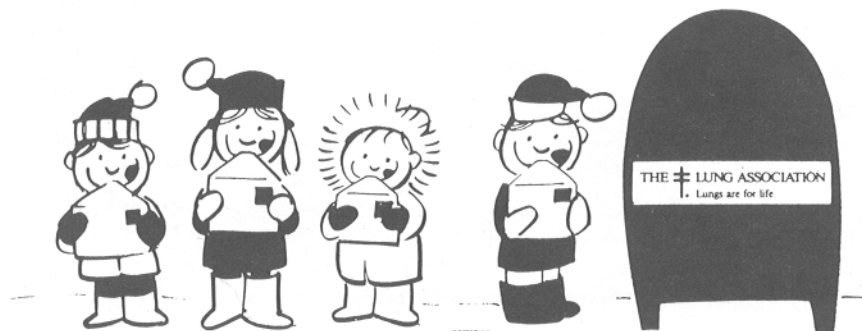
SAT., MAR. 28

- The Virtuosi Concert Series presents **Moshe Hammer, violin, with David Moroz, piano**, at 8 p.m. at Holy Trinity Church. The series is co-presented by The University of Winnipeg and CBC Stereo and assisted by the Manitoba Gaming Fund Commission.

FRI., APR. 10

- **Winter Session Lectures** close.

*Before you send it, seal it...  
with a Christmas Seal!*



THE  LUNG ASSOCIATION  
Lungs are for life