

Preliminary Budget Consultation

The University can spend only the money it has available to it, and money is a scarce commodity in post-secondary education. According to Graham Lane, vice-president (finance and administration), the government's spending decisions have not reflected the importance of education. Lack of funding will likely result in difficult decisions unless revenue is increased. "We are trying to encourage the government to respond to our situation in its upcoming budget," says Lane.

Lane has discussed the University's budgetary concerns at several forums held over the past few months. Staff, faculty and students have attended, giving everyone in the University community a chance to put their concerns on the table. "It's a great opportunity for an open discussion," Lane says.

There has been no equitable funding of post-secondary educational institutions in Manitoba. Lane says, "there is no level playing field between the universities in Manitoba, and, to compound the situation, there may be a grant increase as low as two per cent. The University's operating grant is not based on what is required but rather on what is available."

The deficits have continued through the '90s, with the growing need for updated technology compounding the situation at the University. "Significant cost pressures have arisen, related to the demands of technology and renovations. Despite the need for at least two million dollars for equipment and software alone, leaving aside the needs related to the facilities, there may be as little as \$550,000 available," Lane notes. "Capital funding for technology should be required every year," Lane says,

noting The University of Winnipeg has always received less support than other universities. The University is getting by on limited funding, but to the detriment of students, faculty and staff who are either paying a larger portion of the overall budget than at other universities or are relegated to making outdated technology suffice. "Annual allocations for technology should be part of a nation-wide funding formula for post-secondary institutions. Hyper-inflation in the speed of change related to digital tech-

see BUDGET page 3



The Keystone Bluegrass Quartet will provide entertaining, toe-tapping fun in Eckhardt-Gramatté Hall on April 10.

A Student-Focused Forum

Staff, faculty and students came together at a budget forum designed to give students a voice. Graham Lane, vice-president (finance and administration), Clarissa Lagartera, president of the students' association, Allen Mills, political science professor, and Barry Barske, spokesperson for the AESES bargaining team, delivered opening remarks and then opened the floor for questions. It's clear that students appreciated the opportunity to ask questions and to participate in the process. "It answered a lot of questions about where the money goes," says a third-year arts student. "The tone was very conciliatory, and it was good to see everyone cooperating and pushing for the same things. This kind of forum gives students a sense of belonging."

Students who attended the forum expressed the following concerns:

- Students are concerned about tuition going up. Few can afford it and some wonder if further increases will prevent them from enrolling next fall. The rising cost of textbooks and the difficulties students face in obtaining student loans only add to the burden.
- Despite the University's effort to update technology, students often complain about UPLINK computers and printers not working.
- Student Association fees were cited as an area of concern. One student felt there should be an opportunity to opt out of the health plan, another made the point that annual increases are too high and unjustifiable.
- Corporate sponsorship is an area of dissension. Some students believe it is acceptable as long as it doesn't lead to control by corporations over course content.
- The quality of services is suffering, according to some students. For example, currently a six-week wait for academic advising is not out of the ordinary.
- A couple of students said that quality of education is the most important factor. They want to continue receiving first-rate instruction as well as one-on-one attention.

Keeping Enrollment Up—The Innovative Way

The First-Year Transition Committee has a plan to curb student attrition, a major concern for most post-secondary institutions. Judith Huebner, chair of the retention sub-committee, has received \$1,700 from the Innovative Projects Committee to develop a pilot project designed to improve student retention. "The most vulnerable time for students to leave university is during their first year or between first and second year," Huebner explains. "This project addresses the reasons for this pattern."

Brainchild of academic advisor Suzanne Martin and biology professor Larry Didow, the project attempts to lower the rate of attrition. "It's an exciting project that takes a new approach to this problem," says Martin. "It will be most useful for high-risk students, but anyone can benefit from it." Huebner has been collaborating with Martin and Didow to bring the project to fruition. An academic support system will be established for students in two or more selected first-year, three-credit courses. By enhancing the material taught in class and improving study skills, the project aims to motivate students and help them achieve their goals. "Mature students will find this program especially helpful," Huebner says. "These people are usually highly motivated, but often need to learn how to be students."

Linking program workshops with specific courses will make the content more useful, Huebner says, noting that the skills are interchangeable. "The strategies we'll be teaching are the same across the board. Once the foundation is laid, students will be able to improve their study habits in every course."

A similar project at the University of Victoria (Doing Well Being Well by J. S. Parsons and M. J. McLachlan) resulted in significantly improved retention in the course (first-year biology) and registration in further courses. A follow-up of that program revealed that students improved their study skills, got better marks on quizzes, and were more likely to register in further courses in the discipline.

Math is known to have a high rate of student attrition, which makes it a perfect test subject for the pilot. "We're starting with a math course, which is considered high-risk in terms of attrition, and biology, which is lower risk by comparison. If it's successful, the project could be replicated with a range of courses," Huebner says. "By targeting the course rather than the students, we avoid stigmatizing anyone." In the future, the workshops could be used to target probationary students. "We would be doing something tangible to enhance their performance. But it will still be open to all other students."

Randomly selected students will make up an academic support group and will participate in six workshops designed to improve study reading techniques, time management, memorization strategies and listening and note taking. In

addition, one-hour tutoring sessions will be arranged for small groups. Students are free to plan extra one-hour sessions for the pre-examination period.

Martin will be delivering the workshops, with the assistance of student tutors. "Students are a valuable asset; they like learning from each other," says Martin. "The tutors are enthusiastic and knowledgeable, which makes them highly effective."

In evaluating the program, the study group will analyse the following:

- course attrition
- course grades
- overall term grades
- future registration (at U of W as well as in the discipline)

Students will evaluate the program in a survey designed to gauge their satisfaction. From there it will be decided whether to turn the project into a University-wide endeavour.

"Larry Didow has already volunteered his biology class, and the Academic Writing Centre will be training the volunteer tutors," Huebner says. "There has been a lot of support of the program."

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Comments, suggestions and submissions are welcome. (All material is subject to editing.) The deadline for the next issue is March 29.

in edition is printed on recycled paper. After you have finished with this issue, please pass it on to a friend.

OOPS!

In the Feb. 22 issue of *in edition*, we reported that Ernie Samulaitis is retiring after 25 years of service. He has actually been working at The University of Winnipeg for 30 years. We apologize for the oversight.

Budget

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ogy is not being met," he affirms.

Despite limited cash resources, the needs of academic programming, the Library, student services and critical administrative support functions will be met as best as possible. "One piece of good news is that the MSBI program is being extended and enhanced," Lane reports. "This will help the student awards program."

In an effort to achieve the balance required by law, several options are being considered, assuming the grant is not increased to meet the legitimate need. "At this stage, it seems almost certain that a tuition increase will be required and that expenditures will have to be restricted," he says. "If restricting costs is required, the Board will continue to focus on delivering quality programs at the University."

At the same time, the President and the Board will continue the effort to influence government in its spending decisions. "They are working on behalf of the University to make sure the importance of education is reflected in the upcoming budget," Lane says. "Despite all, The University of Winnipeg prides itself on having small class sizes and quality programs, and I think we can be proud to say that we have maintained high academic standards throughout, despite financial difficulties."

Honouring Achievement in Science and Technology

When Collegiate Dean Michael Fox was invited to the Manitoba Science and Technology Achievement luncheon in February, he had no idea he was about to be honoured with an award. "It was a complete surprise to find my name on the list of award recipients," he says. "But it was a nice surprise."

The Manitoba Network for Science and Technology recognized him for his outstanding achievement in 1998. "I received the Manitoba Government Award for Sustainable Development in Research last year, and that is primarily why I received this award," Fox explains. With an extensive background in "teaching the teachers" and developing curricula, Fox is uniquely qualified to assess resource education in Canadian secondary and post-secondary schools and to prescribe

sensible and practical solutions. Fox has also taught young Canadians in secondary schools and universities and has served in the administration of educational institutions at both levels.

"The idea for this study took many years to develop, from my days teaching secondary geography, trying to express to my students the vital importance of our natural resources, to my days supervising practice teachers who chose to ignore resources in their science, environmental studies, and geography classes," Fox reflects.

Fox completed a study that assessed the role of sustainable development in the traditional teaching of natural resources in Canadian schools. In addition to examining the curriculum, teachers and government representatives from across Canada were interviewed.

"The overwhelming result was that most teachers lack the basic knowledge required to teach sustainable development. It's a mystery to me why such a critical subject is being systematically overlooked," Fox says. "I've always been shocked that even though we have heard so much about sustainable development, my students exhibited so little knowledge about natural resources and their economic significance for Canada." Fox adds that his study involved a national telephone survey to determine whether students felt they were receiving adequate information about the role of natural resources in our society. "The survey confirmed my fear that this area has been badly neglected in Canadian elementary and secondary school systems."

In his report, *An Assessment of Resource Studies in Canadian Schools*, Fox encourages the integration of sustainable development into the Canadian education system. "We can't wait for society to do the job," Fox asserts. "Schools and universities have an important role to play in making students aware of science and technology."



Michael Fox says that sustainable development needs to be properly taught to secondary school teachers.

A Perspective on Domestic Violence...

A Serious and Prevalent Family and Societal Problem

All couples or families, whatever their form, experience troubles and conflict from time to time. Conflict in and of itself is not a problem, however, the way in which the conflict is resolved can be problematic.

Signs of problematic conflict resolution range in severity and vary from those couples or families that frequently find themselves in arguments and laying blame to those who stop discussing issues as a means of avoiding conflict. Fortunately, professional counselling can help couples and families develop productive strategies for resolving conflict.

Conflicts occur at all stages of couple or family relationships and often occur over some of life's most central challenges.

Managing Money

Holding differing opinions on... what to spend money on, how much to spend, how much to save and how "disposable" income is divided up amongst partners can create conflict nearly every time a decision regarding money needs to be made. When differences prevail, partners may regularly criticize each other about spending habits or go out of their way to keep spending secrets from one another.

Productive Strategies

To minimize differences, it can be helpful to set priorities through planning in advance how money will be managed. A clearly outlined budget is an excellent tool for pre-determining what, when, how and why money will be handled. For those who find the notion of a budget "too restrictive," defining some guiding principles or rules can lessen the likelihood of conflict.

Guidelines need to be developed in response to the unique struggles a couple is experiencing. Some examples of guidelines are: one partner manages expenses while another manages insurance needs; major purchases over "X" dollars will be discussed and mutually decided upon; "X" dollars per month are available to each partner for "no questions asked" purchases.

Seeking Assistance

Resolving money matters is not a straightforward task for most couples. Seeking professional assistance can pave the way for establishing a framework for effectively handling money conflicts when they arise.

An AEP Counsellor can assist couples by helping them clarify their individual values and beliefs regarding what money means to them and how these beliefs are underlying their struggles. A financial counsellor has the specialized expertise to provide couples with a range of practical money management solutions that they may not arrive at on their own.

Raising Children

Child rearing presents parents and caregivers with both significant rewards and sometimes overwhelming challenges at each stage of a child's development. With children getting into their own battles and competing for parental attention, family life can often feel stressful and chaotic. Demands of work, financial pressures and trying to keep up with household tasks often heighten the stress of parenting.

When parents hold different parenting views, such as the common situation where one parent is seen as "too easy going" and the other as "too strict and rule bound," conflict will often occur.

Productive Strategies

It is not necessary that parents or caregivers always agree on how to manage every parenting situation, however, it can be very helpful to discuss and agree upon some basic rules and expectations of children. When situations arise that are not covered by the rules, it is helpful to focus on coming up with a solution geared at serving the best interests of the child. Giving children a unified solution on a given situation will minimize confusion for the child and the opportunity for conflict to arise between parents.

Seeking Assistance

Parenting challenges and family problems are inescapable. Most often, families are able to resolve day to day challenges and are stronger and closer as a result. However, when a family problem persists or when efforts to resolve the problem are not getting the desired results, families are encouraged to seek the assistance of a professional counsellor.

EAP Counsellors deal with a wide range of family and parenting issues and can assist by helping a family explore practical strategies for resolving problems. They can also assist by identifying community resources such as parenting classes and support groups.

Should family or couple problems of any sort escalate to the point where violence ensues, families are urged to seek professional assistance as early as possible as the likelihood of re-occurrence is high when alternative problem solving strategies are not available.

Domestic violence is a serious problem impacting people from all backgrounds, ages and income levels. Because incidences of family violence are often shrouded in secrecy, the prevalence and catastrophic impact are not well known by the general public. Studies have reported that in North America a woman is abused every 15 seconds; domestic murders represent some 30 per cent of all murders; children who observe abuse in their family of origin often demon-

strate abusive behaviour as adults; female teens today are more tolerant of abusive behaviour from their boyfriends than their mother's generation due to increased peer pressure to have a partner.

These studies portray a grim picture but can serve as a message to those who are experiencing abuse that they are not alone in their plight and to society that we must open the door for both victims of abuse and perpetrators to get the professional help they need.

Opening the Door through Understanding

Abusive behaviour is generally understood to serve the purpose of maintaining control over another individual and can take many forms: physical acts such as hitting, kicking, punching, forcing sexual contact, destroying property; emotional tormenting through comments that belittle or those that instill fear through threatening to do harm to the individual or to their children; economic restrictions such as withholding money or keeping a partner from having a job; controlling who the victim sees, where they go, or who they talk to on the phone.

Domestic violence tends to follow a predictable cycle beginning with a slow escalation of anger expressed towards the victim usually in the form of threats followed by an intense outburst of physical violence; the final stage is often referred to as the honeymoon stage, where the abuser behaves in a kind and loving way towards the victim, often expressing feelings of shame and promising that the violence will not happen again. The abuse cycle then most often repeats itself with many families caught in a never-ending cycle of abuse.

People who have not been exposed to family violence will often ask the question, why doesn't the victim leave? However, for the victim it is usually not an easy option to pursue without assistance. Not having a safe place to turn to or the economic means to leave and support children are major obstacles for most victims. The effects of abuse leave many victims lacking the confidence they need to act on solutions they know to be the best thing for them. Still many others continue to love their partners in spite of the abuse and live with the hope that things will improve.

Developing a Safety Plan

Even though there may be significant periods of time when things are going smoothly for the family, it is important for victims of abuse to develop a plan to ensure safety for themselves and their children. Some elements of a safety plan are: telling a trusted friend or family member about the situation of abuse; educating children on how and when to call police; finding somewhere to go if violence occurs (this could be a domestic shelter or the home of a friend unknown to the abuser).

Helping Someone You Care About

If someone you care about is a victim of abuse or a perpetrator, and you want to offer assistance, find a safe and private place to talk to the person. Share your concern and encourage the person to speak with someone who works with victims of domestic abuse.

The EAP—An open Door to Professional Assistance

Recognizing that abuse in any form is never appropriate or justified in any relationship is an important first step towards seeking professional assistance.

For the victim: The EAP counsellor can help you examine all of your options so that you can decide what is best for you and your family. The counsellor can assist in developing a safety plan and in identifying community resources such as shelters and legal and financial services.

For the abuser: Abusers are urged to take personal responsibility for changing their behaviour. Meeting with a professional EAP counsellor can begin the process of looking at your personal attributes and the circumstances that are contributing to your abusive behaviour. The EAP counsellor can assist by identifying community resources such as programs for anger management and communication skills development.

Our EAP counsellors are highly skilled and trained to deal with a wide range of family and couple issues. They are empathetic and non-judgmental in their approach to working with people from all walks of life. Should you be struggling with a relationship or family problem no matter how big or small, please contact the EAP for assistance — help is a phone call away.

All contact between you and your counsellor is completely confidential.

English service: 1-800-387-4765

French service: 1-800-361-5676

General information: 1-888-814-1328

*This article was provided by
Warren Shepell, the EAP Professionals.*

Staff Changes Report

New Appointments

Glen Lupton	Library Assistant 1 (part-time, sessional)	Library
Tracy Pfeifer	Office Assistant 4	Education
Gisele McLeod	Office Assistant 4	Student Services-Admissions

Position Change

Roberto Urrea	Fr: TSL 3 To: TSL 6	Tech. Support Services
Kirk Dowson	Fr: Office Assistant 3 To: Office Assistant 4	Student Records

Leave of Absence

Blake Taylor	Assoc. Professor	Theatre
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Departures

Raymond Lau	Asst. Director	Tech. Support Services
David Junk	Service Worker II	Physical Plant

Revision to Nov.16/99-Jan. 8/99 report:

Sandra Peterson	(Student Records) Fr: Office Assistant 5 (part-time) To Office Assistant 5 (full-time)
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There are three changes to the phonebook update that appeared in the last issue of *in edition*:

Chemistry

(Faculty)	Jacobs, Morley	3C25A	9015
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Enrollment Management

Program Assistant	Streuber, Rita	0GMO5 V	9064
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Theatre

(Faculty)	Skene, Reg	L0A
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Campus Notebook

- Continuing Education is looking for families to host a student or students from various countries. This provides the students with an opportunity to see how English-speaking Canadians live, to observe first-hand some of the differences in our way of life, and to appreciate the many essential similarities. Host families get as much out of the arrangement as the visiting students. Payment for this hospitality is provided on a per student basis by Continuing Education. Please call Geri Carvelli at 982-1163 if you wish to host a student.
- Our Wesmen women's basketball players earned national recognition recently. Forward Erin Soroko was named a second team All Canadian. Heidi Schwartz was also honoured, selected to the All Canadian Rookie team. Not to be outdone, the Men's Basketball team received honours. Matej Maroti was named GPAC first team all star. Luc Buller was selected a second team GPAC all star.
- The Manitoba Arts Council has announced the appointment of two new arts officers, one of whom is a University of Winnipeg faculty member. As of April 1, writer and English professor **Mark Morton** becomes literary officer. This provincial funding body distributes more than \$6 million to artists and cultural groups each year.
- The online address books and/or directories will provide users with an employee's e-mail address in the new alias format (firstinitiallastname@uwinnipeg.ca), and will also provide the employee's full name, department, office telephone number, and any other information that may be appropriate and possible within the confines of the system currently in use. The online address books and/or directories are accessible only by employees with valid accounts on the e-mail system.

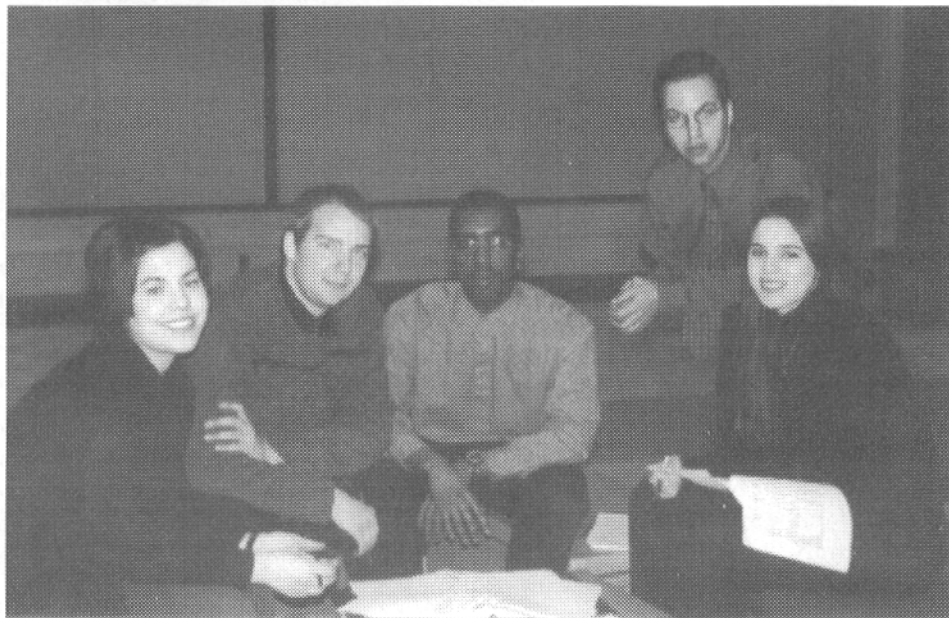
U of W Students — Peak of the Market

The University of Winnipeg placed in the top three at the finals at the Manitoba International Marketing Competition (MIMC) for the third year in a row. "It's a credit to our program that we can field such strong teams in consecutive years," says John Melnyk, faculty advisor to the team. "The University of Winnipeg is the only school that has been represented in the final round of the MIMC for each of the last two years—that's an extraordinary accomplishment."

Anna Gilfillan, Rachel Lewis, Russ Reimer, Ronald Connor, and Lesley Klassen from the administrative studies and business computing department won their division and placed third overall, despite tough competition from St. Mary's University in Halifax, the University of Regina and the University of North Dakota.

"They worked tremendously hard on this challenging project and became a highly effective team," Melnyk reports proudly. "They represented the University with distinction, both in their performance at the competition, and in the way they conducted themselves throughout the event."

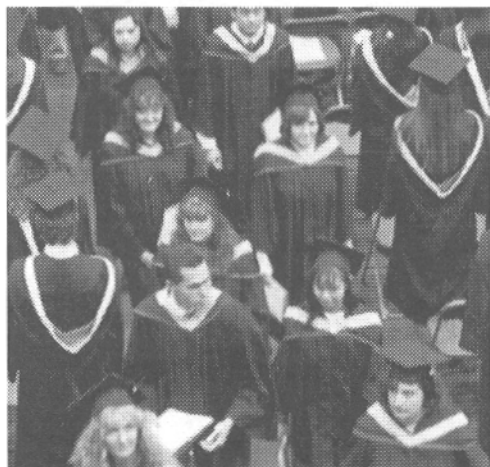
Now in its 17th year, the contest brings teams from all over the world to Manitoba to compete in an advanced marketing simulation called *MarkStrat3*. It is played over the Internet during Fall term, and teams present their results to a panel of judges drawn from the local academic and business communities. This year 12 teams took part. "We had one



Anna Gilfillan, Lesley Klassen, Ronald Connor, Russell Reimer, and Rachel Lewis rose to the occasion at the Manitoba International Marketing Competition when pitted against some of the best business students in the world.

team from the United States and one from Germany. These students are some of the best in the field," notes Melnyk.

When selecting students for the competition, Melnyk says the top criterion is the ability to work well on a team. "Marks are secondary. The program requires close teamwork and can be very stressful," he says. "This group performed extraordinarily well as a team." Team member Ronald Connor says the group dynamic had a lot to do with their success. "We spent hundreds of hours together working on strategies, sometimes working until 4 a.m.," he notes. "What I'll remember most is the fun we had."



Spring Convocation

Spring is in the air, and Spring Convocation is just around the corner. As usual, volunteers are needed to help the Sun., June 6 event run smoothly. If you want to be a part of this special occasion, please contact Marilyn Lockwood at 786-9174.

Also, if you know any members of this spring's graduating class who might make for an interesting feature article in the *Convocation Bulletin*, please let us know. Contact the editor, Paula Denbow, at 786-9172.

COMING EVENTS

"Coming Events" is compiled by University Relations. Planning a campus event? Please let us know. Send **written** information to Paula Denbow (paula.morphy@uwinnipeg.ca), University Relations, 10 working days in advance of the event. Basic details are required: what, when, where, sponsor, price of admission (if any) and the name of a contact person.

MON., MARCH 22
THROUGH THURS., APRIL 1

- The Library is sponsoring the 3rd annual exhibition and sale of paintings by **Kam Wing Lee** of the Library's Technical Support Services area. This year's exhibit, *Zen In/Zen Out*, will be opening in the Hamilton Galleria, Library mezzanine at 3 p.m. on Mon., March 22. Refreshments will be served and all are welcome. Proceeds from the sale will go toward Library acquisitions. For details, please contact Allison Dixon at 786-9031.

MON., MARCH 29

- Music at Noon—Pianist **Leanne Regehr**, a senior music student at Concord College, will perform. This free concert runs from 12:30 to 1:20 p.m. in Eckhardt-Gramatté Hall.

TUES., MARCH 30
THROUGH SAT., APRIL 3

- Theatre Department Production—*Sisters*, directed by Mariam Bernstein, features members of the fourth-year honours acting class. It plays at the Gas Station Theatre from Tuesday, March 30 through Saturday, April 3, 1999 (including Good Friday, April 2). Curtain is at 8 p.m. Admission is free. For reservations call 786-9402 or visit our web site at www.uwinnipeg.ca/theatre.

WED., MARCH 31

- Skywalk Lecture—Conflict Resolution Studies professor **David Falk** will present *Transforming Conflict: Realizing the constructive potential of conflict*.

THURS., APRIL 1

- Skywalk Concert—**Sister Dorothy Classic** will play hits from the 1600s to 1990s, from Dowland and Bach to her own "Ott Potato," and featuring selections from her new CD.

TUES., APRIL 6

- Music 'N Mavens—Philosophy professor **Elliot Levine** will present *Winnipeg's role in the historic return of Ethiopia's Beta Israel* (Berney Theatre).

FRI., APRIL 9

- Interfaith Marriage and Family Institute's Family Tales Series — Author **Rupert Ross** will be speaking on *Aboriginal Teaching: Implications for Healing and Justice*. Ross is an Assistant Crown Attorney for the Dis-

trict of Kenora, Ontario. He works closely with Ojibway and Cree people to make the court system more responsive to the needs of their communities. The Family Tales Series begins at 7:30 p.m. in Eckhardt-Gramatté Hall.

Music 'N Mavens

Lectures are at 2 p.m. at The Rose and Max Rady Jewish Community Centre. Lectures are free. The RJCC is located at 123 Doncaster St.



The Skywalk Concerts and Lectures are free and happen on Wednesdays and Thursdays from 12:15–12:45 p.m. at the Winnipeg Centennial Library's 2nd Floor Auditorium.

Sonatenblast!
Beethoven Festival
Robert Silverman / Piano
APRIL 28 - MAY 8, 1999