

ULFA EXECUTIVE

- Past President
Ilsa Wong
Kinesiology/2232
- President
Bryson Brown
Philosophy/2506
- VP/President Nominate
Rob Sutherland
CCBN/-Neuro.Sc/3987
- Secretary/Treasurer
Ed Jurkoswki
Music/2342
- Academic Welfare Chair
Trevor Harrison
Sociology/2552
- Economic Benefits Chair
Wayne Lippa
Chem-Biology/2326
- Grievance Chair
Kate Chiste
Management/2139
- Board Representative
Leah Fowler
Education/2457
- ULFA OFFICE/2578
Brenda Rennie
Executive Office
- Sue Edwards
Administrative Assistant

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NEWSLETTER

ROOM D472

AUGUST

Report of the President

As the Fall term approaches, I hope all of you have had a happy and productive summer. I'm honoured to serve as President of ULFA over the coming year, which promises to be very challenging. The sudden economic changes that struck in the latter half of 2008 have drastically reduced the revenues of the Government of Alberta, and the University has been told to expect, at best, no increase in funding from the Province in the spring of 2010. Needless to say this will make negotiations next spring more difficult than they have been for some time. In order to prepare for those negotiations, we will be engaged in discussions with the administration this fall to examine the state of the University's budget and discuss ways of mitigating the impact of this dramatic change in finances on the University as a whole, and on our members in particular.



Happily, it seems that, despite an early lag in applications, recruiting efforts have succeeded in raising student registration numbers slightly above those of last year. From an economic point of view, this makes perfect sense: opportunities for high-paid jobs with little education available in Alberta have diminished dramatically over the last year, so the opportunity cost of pursuing further education is now much lower than it was a year ago. Still, for demographic reasons that were discussed at the town-hall meeting this spring, the dramatic growth in student numbers that helped the University cope with budget cuts in the early to mid-90's is not likely to be repeated. Moreover, as also reported at the town-hall meeting, the administration expects growing competition for new students from Mount Royal, with its new status as a degree-granting institution.

As Neils Bohr once said, prediction is very difficult, especially if it's about the future. But I think we can confidently predict that there will be pressure for concessions from ULFA in next spring's negotiations (if not before). Cutting compensation for our members and for other employees is one of, if not the simplest way for the University to reduce its costs. But we will work to ensure that other more creative ways of cutting costs are thoroughly explored and pursued. In this regard, the Provincial Government's refusal, thus far, to dictate a wage-rollback is helpful: it acknowledges the arms-length relation between Government and Universities in Alberta, and the Universities' responsibility to work out their own responses to whatever financial restrictions the Government may impose.

In other news, information sessions on salary, tenure and promotion issues will be offered on Thursday September 10 (8:15-10:15) and Monday September 14 (10:00-12:00), and some members of the executive will be attending the CAFA meetings in mid-September to share information and ideas with our colleagues at the University of Alberta and Athabasca University.

No doubt there will be other issues that come up as well. Please write or come to see us in the ULFA offices if you have any questions or concerns you would like to discuss with us. Our raison d'être is to serve our members and represent their interests, both individually and collectively, in negotiations and discussions with the administration.

Bryson Brown, President of the University of Lethbridge Faculty Association.

New Executive & Staff Biographies

Bryson Brown – President of ULFA



I am a member of the Department of Philosophy. I joined the University in 1986, shortly after receiving my PhD from the University of Pittsburgh in 1985. Since then I have worked and published mostly in the fields of philosophical logic and philosophy of science; most recently I was co-editor and contributed two papers to *On Preserving* (University of Toronto Press 1999), a volume setting out the preservationist approach to logic, especially paraconsistent logic.



Trevor Harrison – Chair Academic Welfare Committee



I was born in Edmonton, Alberta, and received my BA (Sociology) at the University of Winnipeg in 1979; my MA (Sociology) at the University of Calgary in 1985; and my Doctorate (Sociology) at the University of Alberta in 1993.

I am Professor and chair of the Department of Sociology at the University of Lethbridge, and until recently was Interim Director of the Prentice Institute for Global Population and Economy at the same university. I write widely on subjects ranging across the fields of culture, economics, history, politics, and public policy. My interests otherwise include music, art, and sports.



Sue Edwards – Administrative Assistant



Hi I'm Sue and I originate from Liverpool, U.K. (home to the Beatles), but have lived in other areas of the U.K mainly Buckinghamshire, Hertfordshire and more latterly Gloucestershire. My husband Dave and I emigrated to Canada in October 2007, so we are very new to both the Country and to Lethbridge, but am pleased to say we have settled in really well, mainly due in part to the friendliness of the Canadian people.

So for a little background: Well for 18 years I worked for Local Government in the U.K in a variety of departments, but for the last 5 years before coming to Canada, I worked in the Education department. My job consisted of mainly inspecting schools to ensure that their classrooms, halls and other teaching spaces, met necessary requirements to teach curriculum. It was an interesting job and I got to meet lots of people. I also helped to undertake mock interviews for students aged between 15-16yrs old. This I really enjoyed as I felt I was able to provide some good advice to young people starting their careers, based on my own full-time working experience of 34 years.

My first job was in retail and preceding my career in Local Government, I worked for a large department store in the U.K. called John Lewis. I initially started off on the shop floor selling, but soon realised that my real love was for administration work.

In my spare time I enjoy travelling and photography and have been lucky enough to visit several parts of the world, including Singapore, Hong Kong, Thailand, China, USA and several countries in Europe. I also enjoy gardening and reading and have a real passion for History, which forms part of the B.A. Honours Degree I hold, (the other part being Psychology, which I also find fascinating).

I obtained my degree through distance learning with the Open University based in the U.K. The degree took me 6 years to complete, as I did it while still working full-time and it required a lot of discipline and sacrifice, but it was worth it. I would have loved to have gone to University proper, if I had had the chance when I was younger, so I am really pleased to be part of the University of Lethbridge and look forward to meeting most of you during the course of my work with the Faculty Association.



The Teaching Dossier

You are advised not to procrastinate putting together a teaching dossier, a record of your teaching accomplishments. The Center for Excellence in Teaching and Learning (CAETL) would be happy to help you. Call 380-1856 for an appointment.

To further assist you with this task, ULFA has available copies of the Canadian Association of University Teachers (CAUT) "Teaching Dossier."

Also available are Robert Runté's [Faculty of Education] "Notes on Teaching Efficiently" and Robin Bright's [Faculty of Education] "Preparing a Teaching Dossier". Call 2578, drop by the Office (D472), or e-mail [susan.edwards@uleth.ca] if you'd like a copy of any of this literature.

Email Distribution List

In the month of August we up-dated the e-mail distribution list of all Academic Staff and plan to communicate with you using this method whenever appropriate. Should you not receive any of these messages and/or suspect that your name has been missed, please contact Sue in the ULFA office (2578) (susan.edwards@uleth.ca)



Further, please advise Sue immediately of any changes to your e-mail address as our entire master mailing list is compromised where an improper address remains in our system.

Employment Insurance (EI) Rebate

As per a 1979 memorandum of understanding between the Faculty Association and the Board of Governors, each year the Board puts aside an amount equivalent to 5/12 of the EI rebate to be passed on to Members of the academic staff through professional supplement. The actual EI rebate received in the previous year, as calculated by Payroll and Benefits, is allocated proportionately to ULFA members on staff as of July 1. The amount is prorated for part-time faculty and those whose term is less than one year. This year's full entitlement is \$57.50 and should have been added to your professional supplement account as of 1 July 2009.

Tuition Scholarship Program

Application forms for the Tuition Scholarship Program are available from the **Scholarships & Student Finances office (SU-065)** or the **Human Resources Office (AH-135)**.

The administration for the handling of the University of Lethbridge tuition scholarship program changed effective January 2007 in accordance with Canada Revenue Agency (CRA) regulations.

Please note that the current entitlement of the benefit to employees has not changed for the tuition scholarship program. However, depending on the GPA received for the student receiving the tuition scholarship, there may be a difference in the tax treatment of the scholarships received.

Scholarships are awarded to a spouse and eligible dependents of University of Lethbridge employees for graded courses completed at the University of Lethbridge with a minimum of a 2.0 Grade Point Average (GPA). If the spouse and/or eligible dependent receive a GPA of 3.5 or higher for the relevant semester, the amount paid to the spouse/dependent will be reported on a T4A as scholarship income. In other words, a GPA of 3.5 or higher is considered a scholarship and is subsequently not a taxable benefit to the employee.

If the spouse and/or dependent receive a GPA equal or greater than 2.0 but less than 3.5, this amount paid to the spouse/dependent is reported as a taxable benefit on the employee's T4 slip. In other words, a GPA greater than 2.0 but less than 3.5 is considered a taxable benefit. For the months of February, June and October each year the employee will have the tuition scholarship amount added to their salary and additional tax will be deducted.

The deadlines for application are as follows:

April 15 for the spring semester

August 15 for the summer session

December 15 for the fall semester

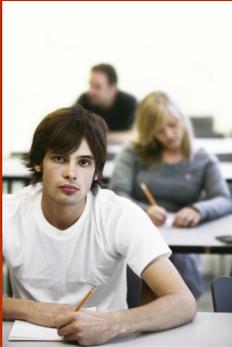
Late or incomplete applications are not considered

26th Annual ULFA Picnic

The annual Faculty Association picnic will be held beginning at 6:00 p.m. on Tuesday September 15th at the John Martin Recreational Area in Pavan Park. Specific details will be mailed to you shortly. Once again we are offering advance prices until 11:30 a.m. Friday, September 11th.

This is the social highlight of the year and the perfect opportunity to meet new academic staff who will be introduced in a brief program once the meal is completed. This year will also see a 'thank you and goodbye' to Norma Gibbon, who retired as ULFA Administrative Assistant in May and whose hard work in organising past picnics is much appreciated. If you have a new member(s) in your department, please encourage them to attend.

Remember: New members and their family may attend free of charge



Workshops

STP workshops are planned for September 10th & 14th. Below is a brief outline of their content. More detailed information will be provided via e-mail closer to the event.

Please note: STP Committee chairs will also find this workshop useful.

Salary, Tenure, and Promotion (STP)

Handbook Article 20.03.2(a)(i) states that "No later than 15 July of the academic year in which promotion (extension of probation, or tenure) is to be considered, the STP Committee Chair shall write to all Members who have agreed under 20.02.1 to be considered for promotion, and also to all Members eligible under 20.02.2 to invoke the right to be considered for promotion. The letter shall invite the Member to supply, by the following 15 September, a rationale and whatever material and information the Member deems necessary to justify his/her promotion (extension of probation, or tenure) and request the Member to make recommendations regarding additional evidence for the Chair to gather."

Since September 15 is right around the corner, this workshop will be presented twice in hopes that one of the times will be convenient. The sessions are open to all Faculty, not just those who will be going through the process this academic year.

- **Thursday September 10 – 8.15 to 10.15am Room C620**
- **Monday September 14 – 10 a.m to noon Room AH116**

Member Relations

The Faculty Association has a Member Relations line item in its budget, the purpose of which is to recognize our members as a result of significant events such as the birth of a child, a hospital stay, the death of a loved one in the immediate family, etc. In order to send cards, a gift, flowers and such, we need to be informed of these events. Please e-mail or call the ULFA office so that we may act accordingly.



ULFA BY-LAWS

An amended version (October 2008) of the By-Laws is now available on the ULFA website:

<http://www.ulf.ca>

Professional Supplement

For the information of new members in particular, please note that one of the economic benefits to which you are entitled is a professional supplement.

For the year 2009-2010: Faculty Members/Professional Librarians are entitled to \$1,900; Academic Assistants \$1,520 . Both amounts are pro-rated for terms shorter than one year. This supplement may be used to purchase travel, books and other items necessary to a Member's teaching and research. Unused balances may be carried forward.

There is concern that some term appointments, in the recent past, have not taken full advantage of this money. Unspent funds are returned to the Faculty Association's Stabilization Fund when faculty leave the University, but Members are encouraged to use the supplement for those legitimate purposes for which it is intended.

You can view your own personal professional supplement account using The University of Lethbridge's Web Information System.

For full details, please contact Human Resources.

Picture I.D. Cards

If you haven't yet obtained your picture I.D. card, take your I.D. number and one other piece of identification to the Campus Card production site(s) in University Hall and Anderson Hall.

Ongoing current information about days/hours/locations can be found at the following webpage ... <http://www.uleth.ca/it/labs>

U. of L. campus cards are valid for the following:

- Photocopying and Computer Printing
- Food Services
- Conference and Housing Services
- Recreation and Athletics
- The Book Store
- The Library

July 1, 2007 Faculty Handbook

The July 1, 2007 Faculty Handbook is the most recent printed copy of the agreement. However, there have been amendments ratified since that time. We strongly suggest that you consult the on-line version, which is completely up-to-date. It can be found on our website under the heading of Handbook at : <http://www.ulfa.ca/> or by going directly to the version on the Human Resource website: <http://www.uleth.ca/hum/listDocs?type=12>



ULFA Academic Scholarship

Application forms for the ULFA Academic Scholarship are available from the **Scholarships & Student Finances office (SU-065)**. Eligibility requirements are as follows:

"A full-time student who is the spouse or dependent child of a dues-paying Statutory Member of ULFA*, and who is either:

- A. an undergraduate student at a recognized university, including the University of Lethbridge, who has completed at minimum of ten (10) semester courses (or equivalent) of a baccalaureate degree-granting program;

OR

- B. an undergraduate student at a recognized University, including the University of Lethbridge, who has completed twenty (20) semester courses (or equivalent) in a program that began at a college and transferred to a baccalaureate degree-granting program."

*The member must be a dues-paying ULFA member and hold a full-time or full-time part-year appointment in the academic year for which the application is submitted.

No student may receive this award more than two times.

The student applying for the scholarship must have a minimum cumulative GPA of 2.70 (or equivalent).

The value of this scholarship is variable, minimum equivalent to tuition for one (1) 3.0-credit course offered at the University of Lethbridge (as outlined in the Academic Calendar for that year).

The available funds will be divided equally among eligible students regardless of location (those not attending the UofL; those attending the UofL).

The deadline for application is September 30, 2009.

NOTE: Students studying outside of the University of Lethbridge must attach official transcripts to the application form in order for the application to be considered complete.

Late or incomplete applications are not considered

TEACHING STUDENTS WITH DISABILITIES

Are you aware that we have an office at the University which deals with services for students with disabilities? The following might be very useful information for you to keep on hand.



Sheila Gilker, located in A782, is employed by the University in the area of Counselling Services to deal with, amongst other things, assisting academic staff who may be teaching students with disabilities. If you have any questions about specific disabilities, how to accommodate students with these disabilities etc, Sheila invites you to please get in touch (ph:2281 email: sheila.gilker@uleth.ca)

Working with Sheila is Lenore Fikowski (ph: 2766) who will look after exam accommodations and Lesley McDonald (ph: 2194) who is taking responsibility for assisted technology used by these students throughout the semester. A Handbook is available for anyone who is interested.

Live as if your were to die tomorrow. Learn as if you were to live forever.

Gandhi



FACULTY ROBE RENTAL &/or PURCHASE

ULFA subsidizes rental of convocation regalia from the Bookstore each fall and spring. The cost of dry cleaning caps became prohibitive so the Bookstore no longer rents them. Starting with the Fall 2007 convocation, ULFA paid for a cap for each member who attended and wanted one. ULFA will purchase each member just one cap, so if you were given one, you are to bring it with you to each convocation ceremony henceforth. They will put a check beside your name indicating you have received your own and after that any time you attend convocation you are expected to bring your own. If you don't, and want one, you will have to pay for one again.

Convocation Regalia: Faculty can help bring colour and character to the ceremonies by investing in their own robes. The purchase can be done through the professional supplement program.

The expense claim process works as follows:

1. Order the required item(s) from the company of choice (two common ones are listed below).
2. Upon receipt of an invoice and proof of payment, complete an Expense Claim electronically.
3. Submit the proof of payment and invoice to Financial Services in a receipt submission envelope.

Two suggested companies to order regalia from in Canada are :

- Gaspard and Sons in Winnipeg. (<http://www.gaspard.ca>)
1-800-380-8214

OR

- Harcourts Ltd. in Toronto (<http://www.harcourts.com>) (416) 977-4408

For more information, contact:

- Carol Gaetz, Financial Assistant (Professional Supplement) at 403 380 1870
or gaetz@uleth.ca

Dues Deductions for 2009 - 2010

Beginning July 1, 2008 the following schedule of dues came into effect for all Faculty Association Members:

ULFA:	Mill rate (5.0) x actual salary	
CAUT:	Professor/Prof.Librarian IV	\$15.51/mos
	Associate Professor/Prof.Librarian III	12.29/mos
	Associate Professor/Prof.Librarian II	9.94/mos
	Other	9.39/mos
	Part Time/Sessionals	3.13/mos
CAFA:	All members (except sessionals)	\$ 9.79/mos
	Sessionals	Dues exempt