

ULFA NEWSLETTER

SEPTEMBER 2011



Presidents report

We are fast approaching the official end of summer and the beginning of the new academic year. I would like to welcome the new members of the ULFA Executive, Jon Doan from Kinesiology, our Secretary/Treasurer, and Lorne Williams from Management at our Calgary campus, our Chair of the Handbooks Committee. The influx of fresh blood and different perspectives is most welcome. We also have a bit of a shuffle. Bryson Brown is our representative on the Board of Governors and Trevor Harrison is now our Grievance Committee Chair. Finally, in an encore performance, we have Ilsa Wong, returning as Past President. David Kaminski and John Usher are continuing as Economics Benefits Committee Chair and Vice-President (President Nominate) respectively. You have selected an energetic and active group of representatives and I look forward to working with them in my Presidency 2.0.

We will have introductions to our new ULFA Members this year in a Welcome Back Cheese & Wine Social on September 22nd at Andy's Place (AH100) from 4 – 6 pm. In response to the majority sentiment expressed last year, we have abandoned the ULFA Picnic tradition in favour of more regular social events and including an opportunity to meet our new colleagues. I hope to see many of you at our first event of the year.

I hope Members know that we now have an ULFA Ombuds Officer. Scott Allen (Psychology) will be serving the first year of his two-year term. Members have the right to contact him about any difficulties in their dealings with ULFA.

Given the duration of our last sessional salary settlement we will have the opportunity to begin economic benefits negotiations for sessional members this academic year. Watch for updates from David Kaminski. The main features of economic benefits for other categories of Members are set out in our agreements until the end of the 2012 – 2013 academic year. I note that there has been strong interest from other Faculty Associations in the details of our agreement and in how we established it. On the Faculty Handbook side we will be actively negotiating improvements. We have a number of important items that we will be working on and we hope that some of our perennial problems can be corrected by improving the language in specific Handbook articles. Members of the Executive met over the summer to work on specific Handbook issues that have come to the fore. I continue to be concerned about the significance of discrepancies between the requirements of the Faculty Handbook and policies enacted by other bodies in the University. When ULFA enters into an agreement with the Board in good faith it is not clear to me why any body that is subject to the authority of the Board should contradict that agreement. This cuts to the core of what a contract with us means.

/continued overleaf

Inside this issue:

New Executive Committee/ Ombuds Officer	2
Lorne Williams/ Jon Doan	3
Reports EBC & Handbooks	4
STP Workshops	5
Social Dates	6
Teaching Students with Disabilities	7
Academic Scholarship	8

Finally, this fall the Executive will be acting on instructions by the Membership at our last Annual General Meeting to review the possibility of an alternate Ombuds Officer and to review our policies governing the Grievance committee around issues of confidentiality and information given to the members of the Grievance Committee.

Welcome back and I hope that you have a productive, rewarding and enjoyable Fall Semester. I look forward to meeting with those members who are experiencing any difficulty with their job, the University or ULFA. Feel free to drop by our new ULFA office on the 6th level of University Hall (D620).

Rob Sutherland
ULFA President

ULFA EXECUTIVE COMMITTEE 2011—2012

Ilsa Wong (*Past President*)

Rob Sutherland (*President*)

John Usher (*VP/Pres.Nominate*)

Jon Doan (*Secretary/Treasurer*)

Lorne Williams (*Chair, Handbooks Committee*)

David Kaminski (*Chair, Economic Benefits Committee*)

Trevor Harrison (*Chair, Grievance Committee*)

Bryson Brown (*Board Representative*)

Brenda Rennie (*Executive Director*)



NEW OMBUDS OFFICER

The Ombuds Officer for 2011—2012 is

Scott Allen, Assoc Chair, Psychology Department.

Office: D864 (University Hall) Phone: 403 329 2077.

See ULFA website www.ulfa.ca for further information on this position.

NEW EXECUTIVE COMMITTEE MEMBERS



Lorne Williams—Chair—Handbooks Committee (formerly Academic Welfare)

Lorne has a BA from the University of Calgary, a B.Mgt. (Great Distinction) from the University of Lethbridge and a Master of Arts in Leadership and Training from Royal Roads University. Currently, he is modeling his commitment to lifelong learning by finishing his D.Mgt

Lorne is student focused and has received recognition, scholarships and awards for his commitment to campus life. Lorne was the first recipient of the Residence Life Professional Association's Outstanding Service Award and he was chosen by the Students' Union as the Outstanding University Graduate when he received his B.A. He has also received awards of recognition from the students at the University of Lethbridge, the University of Idaho, the University of Alberta, and the University of Calgary. For five years in a row, he was selected as the Instructor of the Year at the University of Lethbridge on their Calgary Campus. He has also been twice nominated for the Distinguished Faculty Award at the University of Lethbridge.

Lorne's service has included five years of Board experience on Alumni Boards with the U of L, and he was the creator of the U of L's Alumni Honour Society. He was also one of the founding members/creators of the Calgary Alumni Chapter. He has served on the ULFA Grievance Committee, the ULFA Academic Welfare Committee (Handbooks Committee), and is now honoured to now serve as that committee's chair.

His wife is an Alumna of the University, winning the Governor General's Award when she graduated with her B.Sc./B.Ed., and they shared a classroom together once when she completed her M.Ed. They have two children, Donovan (15) and Kimberly (8), and Lorne has just returned from an amazing two week tour of China with his son.



Jon Doan—Secretary/Treasurer

Jon holds a Bachelor of Science in Engineering degree from the University of Guelph, a Master's degree in science from Queen's University in Kingston, and a Doctorate in Behavioural Neuroscience from the University of Lethbridge. While at Queen's, Jon was active in a research project to redesign the backpack and field equipment for the Canadian military, as well as other projects related to ergonomics and design.

He is currently an assistant professor in the Department of Kinesiology and Physical Education, where he teaches undergraduate courses in biomechanics and ergonomics. His research interests centre round the concept of physical affordances and performances, which he examines in occupational, pathological and sports expert models. His service work has included chairing the Joint Health & Safety Committee, membership on the Wellness Committee, Chief Convocation Marshal and two terms as president of the Graduate Student Association.

Jon is an accomplished sports fan and a participant of mediocre talent, enjoying hockey, basketball, soccer, squash, football and baseball, as well as camping, hiking and travelling. He met his wife Barb in 2003 at Lethbridge's finest Scotch tasting, and they are the proud parents of Titus, age 4 and Mallory, age 2.

REPORT FROM ECONOMIC BENEFITS COMMITTEE

The coming year for the Economic Benefits Committee looks to be one of modest activity. There were some small problems reported with our benefits stemming from the roll-out of the new Employee and Family Assistance Program and improvements to existing benefits, but these were sorted out quickly.

This year is the second of a two-year contract for sessionals, which means we will be planning to negotiate for their contract year beginning May 1st 2012. The contract for continuing and permanent faculty is one of three years' duration, so we anticipate one more year to pass before resuming preparations for contract negotiations.

We can also expect there to be further developments in plans to modify our pension plan (UAPP). As reported at the AGM, the plan presently unfairly favours early retirement, and the ongoing difficulties with the economy mean the plan's unfunded liability is as much a matter for concern as ever. Even with quick agreement as to what should be done, there will still be a significant delay in implementing changes.

David Kaminski

Chair—Economic Benefits Committee

REPORT FROM HANDBOOKS COMMITTEE

Committee Changes Name

The Academic Welfare Committee has been renamed the **Handbooks Committee** and will see itself investigating possible changes to the Faculty and Sessional Handbooks this year. Of particular interest to the committee are the results of the Academic Assistant survey, and language surrounding “part-time” academic positions.

ULFA and the Board enacted a memorandum of understanding in July 2010, committing each group to “research and discuss language... pertaining to term appointments.” As a result of these discussions, we are planning to work with the Executive in reviewing staffing policy and practices within the University, including how hiring decisions are made surrounding tenure-track vs. contractual and full-time vs. part-time appointments. Once this investigation is complete, attempts will be made to embed new and protective language in the collective agreement.

While this will be the committee's priority over the coming year, we are certainly interested in hearing the membership's thoughts. If there are issues that concern you and you would like the committee to check into specific Handbook changes, please contact Brenda Rennie (rennie@uleth.ca) or Lorne Williams, Committee Chair (williamsl@uleth.ca). Have a great year!

Lorne Williams

Chair—Handbooks Committee



COMMITTEE VACANCIES

Page 5

Following the April 2011 Annual General Meeting (AGM) there have been two changes of committee membership. As per the ULFA bylaws, vacancies at times other than when elections are held may be filled by Executive appointment for the unexpired portion of the vacated position.

Ed Jurkowski, elected at the AGM as Chair of the Handbooks Committee, has since resigned to assume a one-year term as Associate Dean of Fine Arts. In his place, the Executive has appointed a current member of that committee, Lorne Williams, as Chair. In his role as Chair, Lorne will also be a member of the Executive.

Also, a position as professional faculty representative on the Handbooks Committee remained vacant following the recent AGM. The Executive has appointed Claudia Steinke of Health Sciences to fill this position.

Thanks to both Lorne and Claudia for their willingness to step up and help out in these very important ways.

DATES FOR YOUR DIARIES/CALENDAR

SALARY, TENURE, & PROMOTION (STP)

Once again, prior to 15 September ULFA will be presenting two opportunities for members to attend our annual Salary, Tenure and Promotion (STP) Workshop.

Presentations will cover the STP process, putting together a teaching dossier, research materials and the service component of assigned duties, in addition to the appeal process in the event of negative decisions.

The dates and location of the workshops are as follows:

Monday 12th September 2pm—3.30pm - AH116

Tuesday 13th September 12.15pm to 1.45pm - TH177

(please note this venue only takes 20 people)

If you wish to attend, please let either Brenda rennie@uleth.ca or

Sue susan.edwards@uleth.ca know **by September 7th 2011**

Detailed information will be provided by email as soon as it's available.

COME & SEE THE NEW FACULTY ASSOCIATION OFFICE

You are invited to **'drop in'** and see the new Faculty Association Office which is now situated in **Room D620** of University Hall, on

Wednesday, September 21st between 2—5pm.



A WELCOME BACK FACULTY CHEESE & WINE SOCIAL

Will be held on

Thursday 22nd September 2011 from 4pm to 6pm

In Andy's Place, AH-100, Anderson Hall

(Music will be provided by Jason Barron, Classical Guitarist)

Please let Sue know by Friday 16th September
if you will be attending. Email: susan.edwards@uleth.ca

Please note space will be limited to 70 places.

FACULTY GET TOGETHER - FUTURE DATES

Due to the success of the get-togethers held between January and March, the following 'get-togethers' have been arranged for:

**Thursday 20th October (3pm–5pm), WE2034 (Seminar Room) &
WE2046 (Foyer/Lounge Area)**

2nd Floor—Water & Environmental Science Building

Thursday 17th November (3pm–5pm) University Hall, Venue to be advised

Thursday 22nd December (3pm–5pm), Markin Hall Atrium

Thursday 19th January 2012 (3pm–5pm), Andy's Place, AH-100 Anderson Hall

Thursday 16th February 2012 (3pm–5pm), Markin Hall Atrium

**Thursday 22nd March (3pm–5pm), WE2034 (Seminar Room)
& WE2046 (Foyer/Lounge Area)**

2nd Floor—Water & Environmental Science Building

Thursday 19th April (3pm-5pm), Andy's Place, AH-100 Anderson Hall

It is hoped that these get-togethers will become a good networking base from which faculty members (both new and established) can glean useful information, meet members they would not normally meet and just generally socialize.

A cash bar and snacks will be available, so make sure you make a note on your calendar!!!

FALL ANNUAL GENERAL MEETING

This years Annual General Meeting will be held on

Friday 9th December at 1pm.

Venue to be advised.



ULFA MEMBERSHIP DUES

The following dues schedule takes effect July 1, 2011:

ULFA	Mil rate (5.0) x actual salary	
CAFA	All Members	\$ 7.65/mos. *
	Sessional Lecturers	Dues Exempt
CAUT	Professor/Prof. Librarian IV	\$16.96/mos.
	Associate Professor/Prof. Librarian III	13.29mos.
	Assistant Professor/Prof. Librarian II	10.72/mos.
	Lecturers/Others	10.22/mos.
	Part-Time	3.47/mos.

*** NOTE: Individual member CAFA dues reflect a sizeable decrease this year since the University of Calgary Faculty Association has voted in favour of rejoining CAFA.**

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 B760, is employed by the University in the area of Disability Services to assist with, amongst other things, supporting 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 (phone: 2281 or email: sheila.gilker@uleth.ca)

Working with Sheila is Aaron Tamayose (phone: 3949) who will look after exam accommodations, Dale Pulvermacher (phone: 3967) who assists with funding and exam accommodations, Lenore Fikowski (phone: 2766) administrative assistant and Leslie MacDonald (phone: 2194) who is responsible for assisting students with assistive technology and alternate format textbooks.

A Handbook is available for anyone who is interested.

QUOTE: *Education is an admirable thing, but it is well to remember from time to time that nothing worth knowing can be taught—Oscar Wilde,*
(“The Critic as Artist, “, 1890)

ULFA ACADEMIC SCHOLARSHIP

Application forms for the ULFA Academic Scholarship are available from the
The Cash Office, Anderson Hall.

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 a 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 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 30th 2011

NOTE: Students studying outside 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

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.

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.

SOME SEPTEMBER FACTS

- The sapphire is the gem for September.
- The morning glory is the flower for the month of September
- Great Britain and its American Colonies adopted the Gregorian Calendar, September 14th 1752
- Quebec surrendered to the British, September 18th 1759
- Canadian Provinces of Alberta & Saskatchewan established, Sept 1st 1905
- Russians launched first rocket to the moon, September 12th 1959

**"By all these lovely tokens
September days are here,
With summer's best of weather
And autumn's best of cheer."**

Helen Hunt Jackson, *September*, 1830-1885 (American Writer)