



WORD FROM THE PRESIDENT

At the national level it is significant that Brandon University Faculty Association faced very difficult negotiations with their Board and decided to strike. After more than 6 weeks on strike they achieved an agreement that was ratified by 93% of their members.



Rob Sutherland

In October, the Association of Universities and Colleges of Canada (AUCC) revised its statement on Academic freedom in a major way for the first time since 1988. They are proposing that each member university must affirm the new statement. There are four notable changes: loss of academic freedom for faculty participation on committees and in criticizing university administrations, omission of protection of speech in the wider community, requirement for statements to be in line with the standards of the discipline, and emphasis on institutional autonomy rather than freedom for scholarly discourse. This has led to a sharply critical, open letter from CAUT to AUCC. Notably, David Naylor, President of the University of Toronto, stated that their Board's agreement with UTFA represents their understanding of Academic Freedom and that the proposed AUCC requirement for affirmation was "unfortunate". In the same statement he announced his resignation from AUCC's Board. Here at Lethbridge, in an informal conversation on this matter with our President Mike Mahon, he made it clear to me that he fully supports the aspects of Academic Freedom negotiated between ULFA and the Board.

Provincially, CAFA council met with Deputy Minister of Advanced Education & Technology, Bill Werry. He is very new to the position but indicated that he believed that the AET budget situation was "stable".

A regular speaker series (similar to the Bacon & Eggheads series for federal parliament) is in the planning stage by CAFA. An Alberta faculty member will provide a short presentation to members of the provincial legislature highlighting the value of research. Proposals for speakers can be sent to ULFA.

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COMMITTEE UPDATES



WORD FROM THE PRESIDENT—continued

Locally, we have been meeting with retired faculty members and we hope to harmonize post-retirement benefits. All of our committees, Economic Benefits, Handbooks and Grievance have been very active this semester. Negotiations on economic benefits for Sessionals and for Handbooks are in the offing.

I am very pleased that the membership was so strongly supportive of the changes to our Bylaws affecting the functioning of the Grievance Committee. The committee is functioning well with strong leadership from Trevor Harrison and the changes should make this committee work for effectively for the members into the future.

I hope that each of you enjoyed the best of the holiday season!

Rob Sutherland, *President*
Department of Neuroscience

ECONOMIC BENEFITS COMMITTEE

As mentioned in the September newsletter, we are in the second year of our two-year contract for sessionals, and will be negotiating this spring for a new contract. The EBC this past semester decided to survey current sessionals to identify their priorities for the coming round of negotiations.

After EBC crafted the survey, ULFA's Administrative Assistant, Annabree Fairweather, implemented it and gathered the responses. The survey closed just at the start of December, so the EBC will not have an opportunity to analyse the results until early in the new year. At that time, we'll provide a summary of our findings and use that to help formulate our priorities in negotiations.

The survey itself was a voluntary affair, and over one-third of our group of sessionals responded, which I understand is a good participation rate for such a survey.

David Kaminski, *Chair*
Department of Mathematics & Computer Science




COMMITTEE UPDATES



GRIEVANCE COMMITTEE

ULFA's Grievance Committee this year consists of Trevor Harrison (Chair), Kate Chiste (Past Chair), Lorraine Beaudin, Jim Byrne, Wendy Faith, Inge Genee, Glenna Westwood, and Bernie Williams. ULFA's President Rob Sutherland and Executive Director Brenda Rennie are also in regular attendance at the committee meetings.

The Committee has met during the fall on six occasions, beginning September 19. Arranging regular meetings has been difficult this term given the complexities of everyone's schedules; however, the team has made it work, sometimes to deal with emergent issues requiring information and consultation.

The Committee has been involved in launching a number of grievances this term. Because these are currently in progress, little information can be given at this time other than to say they involve both member and policy grievances and are at various stages of the Article 22 Grievance Procedure.

As in the past, the Grievance Chair, working with the ULFA Executive, especially President Rob Sutherland and VP/President Nominate John Usher, have attempted to head off issues before they end up in grievance. This has worked well in several instances, for example, in dealing with members' concerns regarding student complaints, contract negotiations, and health and safety.

As a result of some of the issues that have arisen this term, a side benefit of the Grievance Committee's work has been to identify the need for modification to the Handbook. These concerns have been passed on to the Chair of the Handbooks' Committee, Lorne Williams.

In conclusion, the Grievance Committee has been meeting regularly and doing its work at a high level. As Chair, I want to publicly thank the Committee members and commend them for their hard work and sage advice.

Trevor Harrison, *Chair*
Department of Sociology

JOINT WORK SITE HEALTH & SAFETY COMMITTEE

There have been some noteworthy developments over the last year. After more than three years, all of the meeting minutes for the Joint Work Site Health & Safety Committee are now posted on the Occupational Health and Safety website. You can find the Meeting Minutes dating back to 2002 at <http://www.uleth.ca/hum/riskandsafetyservices/JWSHSC>. Emergency Medical Crisis planning (including pandemic planning) is now a priority for Human Resources. We're looking forward to seeing these plans in the near future.

In the meantime, the Committee continues to work on Mental Health, including training for Directors and Deans, Promoting a Healthy Campus, including revisions to the current Smoking Policy, Communications Strategies to promote the Committee and its activities, revising and updating the Committee's Terms of Reference, and encouraging people to use Incident/Accident Reports to document health and safety issues, accident, and incidents. The forms for these reports are available on the Occupational Health and Safety website at <https://www.uleth.ca/hum/riskandsafetyservices/cair/>.

David Siminovitch, *Rep*
Department of Physics



CONFERENCE UPDATES



REPORT FROM THE CAUT LIBRARIANS CONFERENCE

The CAUT Librarians Conference was held in Ottawa, ON from 2011 October 28-29. This particular conference was the third in a series illuminating the librarians' responsibilities to take control of their own academic destiny and focused on the grievance-arbitration process and its use to enforce our rights under the terms of our respective collective agreements. The agenda followed the same instructional theme of guidance followed by role-playing offered in CAUT Grievance Workshops, albeit one scaled up from an intimate workshop to conference level. It was the most intensive and exhausting yet by far the best CAUT Librarians Conference I have ever attended.

Michael Piva, CAUT Assistant Executive Director, opened the conference with a brief history of labour relations that detailed the evolution of the grievance-arbitration process which, while it has critics, is generally considered as a positive development. He went on to delineate the difference between concept of grievance as commonly known and understood and, in some cases, lived by a member from the official definition used by CAUT which is **any allegation of violation of the legal terms and conditions of employment, whether contractual or legislated.**

Session 2 of the conference entitled "Grievance or Not a Grievance" provided five scenarios and asked the audience to determine if there was a potential grievance or not. As a result, the following points were made:

- Always consider a grievance relative to the terms and conditions of the collective agreement
- Grievances are always made against the employer
- Harassment and other workplace-based member-member disputes may potentially be grieved as a violation of workplace health and safety.

In the third session of the conference, Mariette Pilon, CAUT legal counsel, further laid the foundation for understanding the grievance/arbitration process by outlining a detailed description of the roles and responsibilities for each of the labour relations board, the arbitration board, and the Court of Common Law all relative to the union's duty of fair representation.

In the fourth session, Doug Vaisey, librarian and grievance officer at Saint Mary's University reported on the findings of a questionnaire distributed via the CAUTLIB mailing list just prior to the Conference and designed to probe librarians' willingness to pursue a grievance and on what issues. The majority of respondents (62.7%) had been tempted but had not followed through on pursuing a grievance while 23.9% had been involved in a grievance process (individual, group, or policy) and the remainder had not or had not been tempted to file one.



CONFERENCE UPDATES



REPORT FROM THE CAUT LIBRARIANS CONFERENCE—continued

The top issue in all cases, whether grieved or not, seemed to track back to matters falling into the hard-to-define category of “collegiality and respect” and in the face of this, there was some suggestion that perhaps our style of working (i.e., focus on collaborative effort) precluded our use of the grievance process as a means of resolving such matters, especially in cultures where there was fear of resulting reprisal and isolation. As was obvious, there is a need for librarians to get involved in the definition and clarification those issues resulting in the greatest sense of injustice among academic librarians. We cannot rely on our faculty counterparts to do it for us simply because they understand neither library work nor the library work environment.

Session five was quiz time. Attendees were given a copy of the relevant grievance article from a collective agreement and were then quizzed on the interpretation of the procedures as written. This was followed by another session by Michael Piva, offering guidance on the investigation stage of a potential grievance: know the purpose of meeting with a member is to investigate the complaint, show sensitivity to the emotional state of the member through actively listening and querying the member’s story, be careful of your language and questions so that you do not mislead the member into thinking that a complaint is necessarily a grievance because it may not be, and get a sense of what you are not being told by the member about the circumstances and context of the case.

Armed with advice, conference attendees then split into groups of two, one as member and one as grievance officer, for the purposes of investigating a potential grievance, coming together to de-brief afterwards. The final session of the (exhausting) first day focused on gathering additional information from different sources. During this session we were able to consult both our own and other collective agreements, seek legal opinions, and ask questions of the immediate supervisor implicated in the complaint, co-workers implicated in the complaint, co-workers generally, and senior staff with institutional memories.

Hot on the heels of Vaisey’s revelation that librarians’ biggest issues have to do with collegiality and respect, day two opened with a presentation by Peter Simpson of CAUT on the topic currently referred to as “member vs. member disputes.” Simpson dislikes this framing of what is really a failure of the employer, usually through poor management practices, to provide a safe and harassment free workplace. He discouraged use of workplace policies designed to deal with member-member disputes (e.g., the UofL’s Personal Security Policy) because such policies deliver reports on conclusions but not on the investigation process which is what can be grieved if the situation is not fairly handled. He encouraged unions to accept such complaints without judgment and move quickly to grievance regarding the failure of the employer to



CONFERENCE UPDATES



REPORT FROM THE CAUT LIBRARIANS CONFERENCE—continued

provide a safe and healthy, harassment-free workplace. Quick action prevents such events from escalating and holds the employer accountable. He outlined the process by which a union could be involved in the process of resolution without pitting member against member and stressed the collaboration with other workplace unions to establish a local process is a good strategy.

More role-playing simulated a meeting among the grievance officer, the grieving member, the administrator and the human resources officer. The goal was to “meet the employer.” Some groups got to settlement and some did not. That brought the conference to a session 11, where Peter Simpson provided an overview of the issues, the skills and the strategies required to conclude successful negotiations. Most important in what Simpson had to say was that the grievance, while it might be an individual pursuing it, is an issue for the entire membership. As a result, quick settlement may not be the best outcome, especially if it denies the member the right of due process and an arbitrated settlement including the right to call witnesses and examine the facts more closely, or, if it denies the union membership, and by extension, the academic sector, the opportunity to have an official interpretation of the agreement’s language. On the other hand, settlement without arbitration can foster positive labour relations within an organization, eliminate the risk of an arbitrated settlement (i.e., one not in the favour of the union) and allow for a local remedy to a given situation to be developed.

Simpson’s session was followed by another by Mariette Pilon who quickly explained the actual arbitration process as adversarial and focused less on understanding and more on the straight facts of a case. She noted that the arbitration process informs and engages the membership in the establishment of their collective rights.

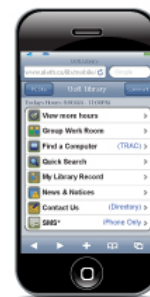
The conference ended with a bit of group reflection on the conference as a whole as the engaging experience it was.

Respectfully submitted,

Leona Jacobs

There’s a new app from the library:

*Your library
on the
go...*



add us to your home screen
<http://www.uleth.ca/lib/mobile/>



CONFERENCE UPDATES



REPORT FROM CAUT FORUM FOR ABORIGINAL ACADEMIC STAFF

As the CAUT representative for the University of Lethbridge, I had the honor of attending the CAUT Forum for Aboriginal Academic Staff 2011 held November 11-13th, in Vancouver. Wayne Peters, President of CAUT, and James Turk, Executive Director, led this third forum for Aboriginal academics. The intention was to bring Aboriginal academics together from across Canada (110 attended) to discuss various issues and share experiences related to being an Aboriginal academic in a post-secondary institution. In addition to the specific plenary sessions on *Recognizing and naturalizing indigenous knowledge* and *Bargaining inclusivity for Aboriginal academic staff: Promotion and tenure* there were discussion/talking circles throughout the days in which participants attended sessions pertaining to the topic of their interest. In total there were four concentric discussion/talking circles, repeated throughout the two and a half days allowing participants to attend two of the four. These included 1) the role of elders in colleges and universities 2) managing work/life balance 3) negotiating racial diversity in the classroom and 4) working conditions for Aboriginal academics. It would have been nice to attend all four sessions, but time constraints did not allow for that. Summary reports from each of the sessions however, were presented in a final plenary session at the end of each day allowing participants the chance to hear what was discussed in each session. In addition, there was a final closing session on the morning of the last day, which included a cumulative summary of the plenary sessions but importantly it focused on future directions and next steps forward to be implemented by CAUT. The question was asked, “What directions do you as Aboriginal academics have for CAUT to enable Aboriginal academic success in post-secondary institutions? What are some of the next steps forward?”

Directions as described to CAUT by the participants included:

- Elders are critical to the academy and should be paid or recognized as equivalent to tenured professors. They hold a wealth of cultural knowledge that is not written down.
- Each institution should have an Aboriginal Advisory board
- There should be different ways of acknowledging scholarly contribution aside from publishing. Much of Aboriginal scholarly work requires one to be engaged in the community. This takes time away from writing; therefore there should be different ways of ensuring academic recognition.
- Many Aboriginal academics experience “committee fatigue” – the “token” Aboriginal scenario much like the “token” woman in science; the problem is representation but no voice.



CONFERENCE UPDATES



REPORT FROM CAUT FORUM FOR ABORIGINAL ACADEMIC STAFF—continued

- Tenure and promotion are different for Aboriginal academics. Much of their work is not as recognized as scholarly and is considered “fluffy” and non academic.
- We need to have public awareness as to what it takes to be involved in an Aboriginal community.
- Equity and fair is not the same as equal. There needs to be an attention paid to equity and fairness.
- Critical to improve working conditions for Aboriginals. Recognition of connection to community, the need to support each other, demographics of Aboriginal research is not the same demographic as being in a lab in an institution.
- “A thousand pots of tea” has to happen before acceptance, and before anything happens. This needs to be acknowledged in academia.
- Role of tenure and promotion committees. There has to be an Aboriginal person on such committees. Practical recognition of practical work.
- The “responsibility to say yes but the right to say no” was an issue brought up. Like women in science, Aboriginal people are made to feel they need to be that representation.
- There should be designated seats for Aboriginal people at universities.
- There should be an Aboriginal Advisory Council to the president.
- White guilt is an issue. “We can’t ask that of an Aboriginal academic”.
- Role of elders in universities is a real hodge-podge across Canada, no standardization. There needs to be a standardization.
- Exploitation and appropriation of knowledge, particularly with elders. Elders are experts, the witnesses, the bookkeepers of our knowledge and they need to be remunerated in the appropriate manner for their knowledge. Optimize a plan for elder training and compensation; it is a complex position. Both sides need to be clear as to what is expected of an elder. There should be core funding for elders as a norm in all institutions.
- Institutions should have an Indigenous Faculty Caucus; change the face of university evaluation
- Being a woman and Aboriginal results in many challenges within the academy – having voice is a challenge factor for Aboriginal academics and an even greater issue for Aboriginal women academics – Should I express my identity? Is the question.



CONFERENCE UPDATES



REPORT FROM CAUT FORUM FOR ABORIGINAL ACADEMIC STAFF—continued

- Most PS institutions across Canada have few Aboriginal academics, many have none. Isolation is a huge factor for Aboriginal academics and an even greater issue for Aboriginal women academics – Should I express my identity? is the question.
- CAUT needs procedures with guidelines for “best practices” that would help institutions help faculty members.
- Aboriginal student achievement plan should be in place. Aboriginal students are not seeking special status. The education system has not educated them equitably. As such it is an injustice, discrimination, unequal treatment. There are 417,234 Aboriginal children who will be in the age group of 21-29 by the year 2014; almost ½ in the current workforce have only a grade 8 or lower education.
- CAUT is a lobby group and as such can issue a public statement identifying issues but also calling into question inequities at post-secondary institutions.
- How do we understand diversity or difference? To lump everyone into one category is wrong. Everyone is not the same. Equity is not about treating everyone the same but rather it is about negotiating difference and diversity.

It was concluded that CAUT as a lobby group has the responsibility to call into question many of the issues and to attend to equity and fairness. It is the responsibility of CAUT to work with Faculty Associations of universities to provide them with the appropriate and correct tools. Workshops are critical for Faculty Associations and there should be Aboriginal representation and voice on all Faculty Associations.

Michelle M. Hogue
Coordinator First Nations Transition Program
Assistant Professor
Faculty of Arts and Science



ANNOUNCEMENTS



RETIREMENTS

ULFA bid farewell to three retiring members as of December 31, 2011: Maria Draper, Department of Mathematics and Computer Science; Bruce McMullin, Department of Biological Sciences; and Michael Kubara, Department of Philosophy. We wish them all the best in their retirement!

CAUT DEDICATED SERVICE AWARD

ULFA congratulates Michael Kubara, retired as of 31 December 2011 from the Philosophy Department, on his receipt of the Canadian Association of University Teachers (CAUT) Dedicated Service Award. As you can see below, Michael has been recognized for significant contributions to both ULFA and CAUT over a sustained period of time. Michael was presented with the award at the Fall General Meeting.

SERVICE TO ULFA

1975-1976: Grievance Committee	1991-1992: Grievance Committee, Past Chair
1978-1979: Secretary	1992-1993: Past President & Grievance Committee, Past Chair
1979-1980: A&S Rep. on Executive Committee	1994-1995: Ad Hoc ULFA Restructure Committee
Member, Handbook Negotiating Team	1995-1996: Nominating Committee, Chair
1980-1981: Grievance Committee	1996-1998: Academic Welfare Committee, Chair
1981-1983: Grievance Committee, Chair	1998-1999: Member, Handbook Negotiating Team
1986-1988: President	1998-2000: Academic Welfare Committee, Past Chair
1988-1989: Past President	2000-2002: Academic Welfare Committee, Past Chair
Member, Handbook Negotiating Team	Member, Handbook Negotiating Team
1989-1990: Member, Handbook Negotiating Team	2001-2002: Ad Hoc Pension Committee, Member
1989-1991: Grievance Committee, Chair	2002-2004: Academic Welfare Committee, Past Chair

SERVICE TO CONFEDERATION OF ALBERTA FACULTY ASSOCIATIONS (CAFA)

1986-1987: ULFA Representative
1987-1988: ULFA Representative
1988-1989: Vice-President, CAFA
1989-1990: Secretary, CAFA

SERVICE TO CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

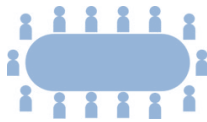
1989-1990 Academic Freedom & Tenure Committee (AF&T)
1990-1991 Collective Bargaining Coop (Policy, Planning and Publications Committee)
1999-1992 Academic Freedom & Tenure Committee (AF&T)
Collective Bargaining Coop (Executive & Clause-drafting Committee)

ANNOUNCEMENTS

UPCOMING STP WORKSHOP

The Faculty Association is offering a workshop designed specifically for Salary, Tenure, and Promotion (STP) Committee Chairs and members. The workshop will take place on Monday, January 30, from 1-3pm in L1168. Deans are also welcome to attend. Should members from the Calgary and/or Edmonton campuses wish to attend the workshop, we will arrange for videoconferencing. Please let us know.

FALL GENERAL MEETING UPDATE



The Fall General Meeting was held on Friday, December 9, 2011. Nearly 60 people attended the meeting and together they voted to amend Article 12 of the bylaws on confidentiality and the Grievance Committee's Terms of Reference. Members also elected representatives to the Nominating Committee, which now comprises the following: Kent Peacock, Past Chair of Nominating Committee; Rob Sutherland, ULFA President; John Usher, Executive Appointee; and statutory members Wendy Faith, Inge Genee, Maureen Hawkins, Will Smith, and Bernie Williams.

Do you attend the Faculty Socials?

If YES, how are they going? Is there something we could be doing better? If you answered NO, why not? Do you have feedback? We'd love to hear from you!

Call or email Annabree at 403-329-2578
or annabree.fairweather@uleth.ca.

Sessional Survey Update

Thank you to all the sessional academic staff who completed the survey in November! The ULFA Executive Committee was very interested in the priorities many of you mentioned and we look forward to representing you in our upcoming Sessional Handbook negotiations.

FACULTY SOCIAL REMINDER

There was a great turn out at the November Faculty Get Together! Thanks to those of you who attended. If you couldn't make it last time, we hope you can make it next month.

Please mark your calendars for this **January 19th** from 3pm to 5pm. This social will be held in Andy's Place. We provide snacks, juice, pop, and water, and a cash bar.

Faculty Get Togethers 2012

January 19 - 3-5pm in AH100 (Andy's Place, Anderson Hall)

February 16 - 3-5pm in Markin Hall Atrium

March 22 - 3-5pm in WE2046 (Water & Environmental Science Building)

ABOUT US



Happy New Year!

MEET THE EXECUTIVE

<i>President</i>	Rob Sutherland
<i>Past President</i>	Ilsa Wong
<i>VP/Pres. Nominate</i>	John Usher
<i>Secretary/Treasurer</i>	Jon Doan
<i>Handbooks Committee</i>	Chair: Lorne Williams
<i>Economic Benefits</i>	Chair: David Kaminski
<i>Grievance Committee</i>	Chair: Trevor Harrison
<i>Board Representative</i>	Bryson Brown
<i>Executive Director</i>	Brenda Rennie

Non-Executive Member

Ombuds Officer Scott Allen

Staff

Administrative Assistant Annabree Fairweather

Scott Allen - Ombuds Officer



Did you know that ULFA has a new rep? The Ombuds Officer is an elected, impartial representative of ULFA who shall investigate a complaint that arises between any statutory member and any individual(s) serving on the Executive Committee. The Ombuds Officer will ensure that principles of natural justice and procedural fairness are observed in the course of an inquiry or investigation.

Scott Allen was elected for a two-year term at the Annual General Meeting on April 18, 2011. Scott has always conducted himself with fairness and integrity, and ULFA is confident in his ability to carry out the terms of this position. If you have any questions or concerns for Scott, you can reach him in his office in D864, by telephone at 403-329-2077, or by email at allens@uleth.ca

For more information about the Ombuds Officer or to find out more about the election process, please refer to the Terms of Reference and/or ULFA Bylaw Article 9.4 on our website [here](#).

Current and past issues of ULFA News are posted on the website at www.ulfa.ca or follow this [link](#).

