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University of Lethbridge Faculty Association

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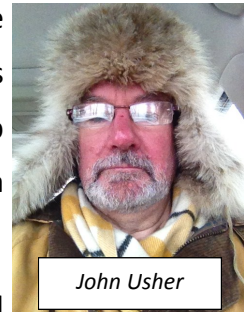
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WORD FROM THE PRESIDENT

Welcome to Spring 2.0 and my sympathies to those whose Reading Week looked like mine with those devious germs lurking watchfully until they saw the schedule open up before pouncing. Still, what's a little flu when there's a bitumen bubble to worry about?



John Usher

I speak, of course, about the latest description of the peril looming over the provincial budget and both the government rhetoric and the press speculation about what it will all mean for the post-secondary education sector. We will have to wait until the budget comes down on March 7th for most of the answers, but the recent replacement of Minister of Enterprise & Advanced Education Stephen Khan with Deputy Premier Lucaszuk has been accompanied by clear indications that post-secondary will be under close examination, not just for budgetary efficiencies, but also with an eye for improved transferability and the elimination of administrative and programming redundancies across the sector. We can only hope that these fundamental re-examinations will be undertaken with the full participation of all relevant stakeholders.

With that in mind, CAFA, our provincial faculty association umbrella organization, has been vigilant in responding to opportunities to engage the process with the result that CAFA President Rob Sutherland (Past President of ULFA and professor of Neuroscience at the UofL) and I recently found ourselves in Edmonton on a panel about the quality of teaching and research at the Ignite conference on the Future of Post-Secondary Education in Alberta. As luck would have it, Rob and I appeared with Henry Eyring - the co-author of *The Innovative University* mentioned in my last Newsletter – although Henry's appearance was only courtesy of Skype from BYU-Idaho. It wasn't a debate as such since the format was three talks followed by breakout sessions among attendees, but I suspect that participants had no trouble ... (continued)



PRESIDENT'S REPORT



WORD FROM THE PRESIDENT—continued

recognizing the negative aspects of too facile an application of some of the book's ideas.

In the good news department, the Faculty Association of Concordia University College (Edmonton) was successful in obtaining their first collective agreement. This means a return to some semblance of normal for those ULFA members who work on the UofL Edmonton campus located at Concordia.

The Association is preparing for the Annual General Meeting to take place on Monday, April 15 from 12-3pm in PE264. You can look forward to the preliminary agenda being sent out at the end of March. Lunch will be provided at this meeting. Typically, the AGM takes place on the first business day after the last day of classes and before the start of final exams; however, there was no business day between classes and exams in this year's calendar. As a result, the meeting was scheduled around classroom availability during the busy wrap-up of the semester.

Our Handbooks Bargaining Team continues to press forward while budget storm clouds gather and the Economics Benefits Committee probes the membership with a survey on benefits. The committee chairs report more details later in this newsletter.

Finally, many of you will have heard about the early retirement incentive package currently on offer to members of academic staff. If you have not been contacted directly because you fall outside the qualifying guidelines, keep in mind that any member can at any time enter into discussion with his or her Dean about such matters. If you're interested and want to talk (to your Dean, or to us), there is no harm in exploring your options.

John Usher, *President*

Faculty of Management



COMMITTEE UPDATES



ECONOMIC BENEFITS COMMITTEE

I thought I would bring you up to date with a couple of economic benefits-related matters as we look forward to the spring portion of the semester.

You should have received an e-mailed invitation to participate in a [benefits survey](#) of our membership for tenured, continuing and term faculty. As you know, our increments and benefits come up for negotiation this spring, and your economic benefits committee (EBC) wants to know what you identify as priorities for this round of negotiations. The survey is short and asks for your assessment of our benefits and for what you might identify as priorities. If you've not done so yet, please complete the survey before it closes on Friday, March 1. The results of the survey will be used to determine our negotiating priorities in what looks to be a fiscally lean bargaining environment.

Some members of Arts & Science recently received letters from the Dean advising them of the number of possible career progress increments remaining in their academic careers. These should not be a cause for concern. A consequence of the 2010 negotiations was the fixing of the academic career length of 33 years for faculty at the full professor (or professional librarian IV) rank, and 28 years for all other ranks. This number is a reflection of the number of career progress increments a faculty member can be eligible for during their working life at the U, and not the actual length of the career a faculty member may have.

One consequence of this change, however, was that faculty members in the later stages of their careers could be disadvantaged by this shift to a cap on the number of career progress increments, and so ULFA and the administration agreed to provide a guaranteed minimum number of years of eligibility for career progress increments of 12 years for any faculty member holding a tenured or continuing appointment on or before July 1, 2010. Further information can be found in our handbook in Schedule I.

It is worth mentioning that faculty members can still accrue merit increments even beyond the limits established by their academic career lengths.

For those of you entertaining the administration's retirement incentive program and contemplating the 3-2-1 option (of three years of progressively reduced teaching following retirement), you should note that for each year of the 3-2-1, your position will be less than 0.5 FTE, meaning that you would not be eligible for a professional supplement and further, your benefits would be effectively just the benefit premiums the Board would pay out, and not the actual benefit coverage. For more details, take a look at Schedule B in the Faculty Handbook, especially articles B.01.3(d) and B.01.3(e).

Finally, in about a month we will have the consumer price index numbers from Stats Canada for the Feb-Feb period which are used to determine how our salaries and career progress increments will change for the coming year. Had we used the Jan-Jan numbers currently available from Stats Canada, we would have had an increase of 0.0% to our salaries and increments, the mean of the 0.5% Canada-wide CPI and -0.5% Alberta CPI figures. It's unlikely we'll see a dramatic upwards adjustment when the Feb-Feb numbers come available. The EBC will keep you posted of developments.

David Kaminski, *chair*

Department of Computer Science & Mathematics



COMMITTEE UPDATES



HANDBOOKS COMMITTEE

Members of the Handbooks Negotiating Team are continuing to meet on a regular basis with members of the Board to conduct negotiations for this term. The Handbooks Committee continues to meet and discusses any continuing issues or concerns that can be addressed in either this round of bargaining or will be considered for the next year.

Please feel free to contact any of the members of the Handbooks Committee if there are items that should be brought forward. Members of the Handbooks Committee until June 30 are Leona Jacobs, Dan O'Donnell, Dan Kazakoff, Paul Hayes, Greg Patinude, and Richelle Marynowski.

Richelle Marynowski, *chair*
Faculty of Education

GRIEVANCE COMMITTEE

The Grievance Committee is a Standing Committee of ULFA that reports to the Executive Committee. As Chair of Grievance, I am the liaison between the two committees and serve on Executive Committee as a voting member. Grievance Committee is comprised of members from all academic units, and those members also reflect the diversity in academic staff members (i.e., Faculty Members, Academic Assistants, and Professional Librarians) that ULFA represents.

The Board of Governors of the University of Lethbridge and ULFA have a "joint responsibility for the reasonable and just execution of the terms of the Handbook" (Handbook Preamble) and in circumstances where there are questions about these duties, the Grievance process may be initiated. To understand the duties that both parties agree to accept responsibility for, ULFA Members should become familiar with the Handbook, and Article 22 more specifically outlines the Grievance process.

If you have questions about the Handbook as it relates to you or you have questions about the Grievance Committee or the process, please feel free to contact John Usher (President), Brenda Rennie (Executive Director), or Ilsa Wong (Chair of Grievance).

Ilsa Wong, *chair*
Department of Kinesiology & Physical Education



COMMITTEE UPDATES



JOINT WORK SITE HEALTH & SAFETY COMMITTEE

Over the past year, the JWSHSC has been working hard towards bringing forward your risk and safety concerns to be addressed. Construction and renovation has been occurring widely across campus, and your continued reporting of accidents, incidents and near misses will ensure that our campus is as safe as possible for everyone. We also encourage you to keep your eyes open for pedestrians and bicycles on campus! Faculty can report any concerns using the Campus Accident / Incident Report (CAIR) forms.

Campus health is also a top priority, and our Wellness Coordinator, Suzanne McIntosh, has made the 2012 Employee H & W Survey Results available under the Health and Wellness Survey tab at <http://www.uleth.ca/hr/wellness/>. Mental health workshops, Wellness Lunch and Learn sessions, mini-massages, and many more initiatives are underway to promote health and prevent injury. Safety inspections have occurred in various locations on campus, and the committee is happy to take additional requests for sites. Research labs have been conducting chemical inventories, enabling responders to manage chemical spills on campus more efficiently and safely.

If you have any health or safety related concerns, please don't hesitate to contact your current ULFA rep on the JWSHSC, Bernadine Wojtowicz (bernadine.wojtowicz@uleth.ca). Access minutes from monthly meetings at the Risk and Safety Services website under JWSHSC at <http://www.uleth.ca/hum/riskandsafetyservices/JWSHSC>

Bernadine Wojtowicz, ULFA Rep
Faculty of Health Sciences



COMMITTEE UPDATES



GENDER, EQUITY, & DIVERSITY CAUCUS

3rd Annual Respect and Diversity Week ~ March 11-15th

The purpose of the week is to initiate and stimulate conversations about respect and diversity on our campus, with the ultimate goal to promote respect and diversity to enhance our workplace. This awareness campaign centers on the importance of faculty and students co-existing in a respectful learning environment on an inclusive campus, which celebrates the spirited discovery of critical thought and free expression. We hope to get people thinking about how we interact with one another, in classrooms, meeting rooms and as we walk down the halls. We have many exciting events planned and we hope that you will take a moment to add them to your calendar and join us!

I would also like to take this opportunity to thank all of the members of the Gender, Equity, and Diversity Caucus, and especially Noella Piquette, Sandra Cowan, and Luz Ospina, who have spent endless hours organizing these events.

Carly Adams, *chair*

Department of Kinesiology & Physical Education

Calendar of Events

Monday March 11th ~ 12-1pm, TH 241 — “Sex Differences in the Brain”

Interested in sex differences? Dr. Robbin Gibb will outline some of the factors influencing brain development that are mediated by sex differences. The developing cortex is altered by many pre- and postnatal events including: sensory & motor experience; psychoactive drugs (e.g., nicotine, caffeine, antidepressants, etc.); hormones (gonadal); stress; play and; relationships (parent-child, Teacher- student, etc.). Bring your lunch and come listen to this fascinating presentation and lively Q & A period to follow.



Tuesday March 12th ~ 12-1pm, AH 176 — Spoken Word – Poetry Slam “Diversity and Inclusion”

Do you care about diversity? Do you care about inclusion? Come and listen to this exciting spoken word event or join in as a participant: Write a short piece expressing your opinions, your research, your observations, anything related to the theme of diversity. Sign up for the event and speak, read, rhyme, or rant your words in 2 to 3 minutes. This event is open to all faculty, students, and staff. Participants will receive a **certificate of participation**. Please contact Dr. Noella Piquette noella.piquette@uleth.ca to list your name as a participant.



COMMITTEE UPDATES



GENDER, EQUITY, & DIVERSITY CAUCUS

3rd Annual Respect and Diversity Week ~ March 11-15th

Calendar of Events

Wednesday, March 13th ~ 11-1pm, L1170A — “Supporting Faculty in Supporting Students with Learning Disabilities”

Interested in knowing more about the supports that the University of Lethbridge has for instructors who are teaching postgraduate students with learning disabilities? This workshop is being hosted with the Teaching Centre. In this presentation by Jeff Meadows and Brad Reamsbottom there will be a focus on some of the key issues that students may be experiencing within reading and writing tasks, some of their ineffective coping strategies that may be displayed, and specific strategies that can be employed to assist them. Come – listen – discuss – contribute!

Thursday, March 14th ~ 10:45am-12pm, Main gym

Come try Wheelchair Basketball with the Lethbridge Wheelchair Basketball Association! Local skilled athletes will present the basic rules and demonstrate dribbling, passing, shooting and team play. Sport chairs will be provided for you to participate in a fun physical activity. Come and join the game or become a very enthusiastic cheerleader. Hosted by Dr. Mary Dyck.

Thursday, March 14th ~ 7-9pm, PE 264 — Film: “Shameless: The ART of disability”

Excited to watch a very interesting movie? Art and activism are the starting point for a funny and intimate portrait of five surprising individuals with diverse disabilities. Packed with humour and raw energy, this film follows the gang of five from B.C. to Nova Scotia as they create and present their own images of their disabilities. Come and watch this with us – FREE popcorn for prompt viewers :)

Friday March 15th, 12:15-1pm, TH 277 — “Strengthening Academic Capacity: Gender Dimensions”

Intrigued by gender equality in academic research? This presentation by Mary Butterfield will provide an overview of the recent Council of Canadian Academies report, “Strengthening Canada’s Research Capacity: The Gender Dimension”. Specific topics to be highlighted include the gender imbalance in academic research and the epistemological framework we might want to consider in order to promote gender equality. Please attend and contribute to this timely presentation!



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COPYRIGHT ADVISOR'S UPDATE

Classroom Use of Films and Videos

Among the recent changes in Canadian copyright law is a new infringement exception covering the educational use of films and videos in classrooms. Prior to November 7, 2012 when most of the amendments enacted last June came into force, section 29.5 of the *Copyright Act* contained three exceptions to copyright infringement for educational purposes involving performances before audiences primarily composed of students and instructors on the premises of an educational institution: the *live student performance* of a work; the public performance of a *sound recording*; and the public performance of a work or other subject matter at the time of its *broadcast to the public*.

As these provisions covered classroom use of musical recordings but *not* films or videos (cinematographic works), we needed to obtain public performance rights (PPR) for classroom screenings beyond short clips qualifying as fair dealing. Classroom PPR for documentaries were usually included in the purchase price, but this was not the case for feature films. To cover classroom PPR for the latter, the Library formerly held two educational PPR licenses from Criterion Pictures and Audio Ciné Films, which included a reporting requirement for each public performance of a film covered by either license.

On November 7, 2012 a fourth educational infringement exception in section 29.5 came into force which covers the public performance of a *cinematographic work* as long as a non-infringing copy is used. And, as of March 1, 2013, the Library's two PPR licenses have both expired and were not renewed. This means you may now screen any legal copy of a film or video in class without infringing copyright and without having to file a public performance report. This applies to films and videos in the Library's collection, as well as those in your own personal collection or borrowed or rented from elsewhere, provided that a non-infringing copy is used. Note that section 29.5 now stipulates that the public performance of a sound recording must also use a non-infringing copy in order to qualify as an infringement exception.

Updates

Revised in January 2013, the University's [Guidelines for Copying Under Fair Dealing](#) are available on the [Copyright](#) website and are posted near all campus copiers. As the [Copyright Act](#) neither defines nor quantifies fair dealing, it is not possible to specify all uses of copyright-protected works that (continued)



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COPYRIGHT ADVISOR'S UPDATE

can qualify as fair dealing. Our Guidelines thus provide only general guidance on ways to use copyright-protected works that are likely to be fair dealing. That said, distributing to students in your course a copy of a single article from a journal issue containing other articles or a single chapter representing a short excerpt from a book is likely to qualify as fair dealing as long as your means of distribution is not the open Internet. The recently updated [CAUT Guidelines for the Use of Copyrighted Material](#) may also be helpful.

Assessing whether or not you need copyright permission to use a work, and determining possible sources of needed permissions can be an involved process because our copying environment remains complex. Updated in January 2013, the [Copyright Permissions Flow Chart](#) can help you with this process. The flow chart assumes that you intend to use all, or a substantial part, of a work. Note that copyright law protects original expressions of ideas in a fixed form, but does not protect ideas or facts or insubstantial parts of a work such as a sentence or paragraph from a scholarly article or book. Properly attributing the source of all borrowed ideas, however, remains a part of recommended academic practice.

Many [FAQs](#) on the Copyright website have been updated recently to reflect changes to the *Copyright Act* now in force, the July 2012 Supreme Court of Canada affirmative ruling on the question of whether fair dealing can pertain to teachers' copying of short excerpts for use by their student ([2012 SCC 37](#)), and the University's signing of a new Access Copyright license in June 2012. FAQ topics include the permissibility of [scanning and posting an article or chapter in Moodle](#) and [copying or distributing an Internet-accessible work](#) for use in a University course.

As always, feel free to contact me for assistance with any copyright questions or problems.

Rumi Graham
University Copyright Advisor
copyright@uleth.ca
(403) 332-4472





CAFA AWARDS



2013 CAFA DISTINGUISHED ACADEMIC AWARDS

The Confederation of Alberta Faculty Associations (CAFA) is a professional organization of faculty and faculty associations in Alberta universities. It is a federation of four associations: The Association of Academic Staff University of Alberta, Athabasca University Faculty Association, The Faculty Association of the University of Calgary and The University of Lethbridge Faculty Association. The objectives of the Confederation are to promote the quality of education in the province and to promote the well-being of Alberta universities and their academic staff.

CAFA is inviting nominations for the seventh annual CAFA Distinguished Academic Awards. The purpose of these awards is to recognize members who through their research and/or other scholarly, creative or professional activities have made outstanding contributions to the community beyond the university.

There are two awards being offered:

2013 CAFA Distinguished Academic Award

Recognizing an academic staff member, or group of staff members, who through their research and/or other scholarly, creative or professional activities have made an outstanding contribution to the wider community beyond the university.

2013 CAFA Distinguished Academic Early Career Award

Recognizing an academic staff member at an early stage of his or her career, who through his or her research and/or other scholarly, creative or professional activity has made an outstanding contribution to the wider community beyond the university.

Each award recipient will receive a cheque for \$2,000 and an original artwork.

For more information about eligibility, nominations, or the selection process, visit the CAFA website at <http://www.ualberta.ca/CAFA/cafaawards/CAFAAwards.html>.

ANNOUNCEMENTS

ANNUAL GENERAL MEETING

The Annual General Meeting will be held on Monday, April 15, 2013, from 12-3pm in room PE264. Please RSVP your attendance to Annabree at annabree.fairweather@uleth.ca. Lunch and refreshments will be provided at the meeting. We look forward to seeing you there!



VOLUNTEERS NEEDED

A voluntary organization such as ULFA can succeed in serving the interests of its membership only to the extent that the members participate in formulating and executing policy. At any given time, approximately two dozen individuals carry the burden for all of the members and after a few years most of them are exhausted by the tasks which they have voluntarily borne. Their valuable experience and wisdom is then lost to us. The best way to lessen this attrition of talent is for more of the membership to give some time and effort to the Association. Please keep this in mind in the upcoming month when the Nominating Committee begins its task of filling vacancies on the Executive and standing committees.

FACULTY SOCIAL REMINDER

There was a great turn out at the February 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 **March 20th** from 3pm to 5pm. This social will be held in AH100. We will provide snacks, juice, pop, and water, and a cash bar.

Faculty Socials 2013

Only one more Faculty Social before the end of term

March 20 - 3-5pm in Andy's Place (AH100)





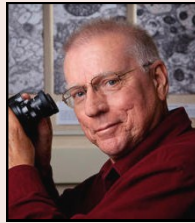
ABOUT US



MEET THE EXECUTIVE



John Usher
President



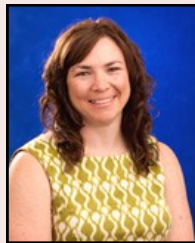
Rob Sutherland
Past President



Trevor Harrison
*VP/President
Nominate*



Jon Doan
Secretary/Treasurer



Richelle Marynowski
*Chair, Handbooks
Committee*



Ilsa Wong
*Chair, Grievance
Committee*



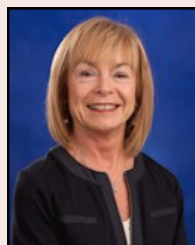
David Kaminski
*Chair, Economic
Benefits Committee*



Andrea Amelinckx
Board Rep



Scott Allen
*Non-Executive Member
Ombuds Officer*



Brenda Rennie
Executive Director



Annabree Fairweather
Administrative Officer

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