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### University of Lethbridge Faculty Association

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## WORD FROM THE PRESIDENT

Yes, it's been an exciting summer! I think my favorite part was when the Calgary campus flooded in obvious sympathy for the Lethbridge deluge; the latter giving such a fine example of why interconnection isn't always a great idea. Meanwhile, a new quad has bloomed north of Markin Hall, fine new residences have opened and the taking of soil samples around campus signals that the future remains bright – at least if you're a tree or a building. People, on the other hand, have not fared so well and the future outlook is at least partly cloudy. Budget committees have poured over masses of paperwork and sharp pencils have been busy when they probably should have been outside enjoying the sun. Our AUPE partners in this educational enterprise have already felt how sharp those pencils can be and also how not so sharp is the kind of penny-wise pound-foolish thinking behind them. To paraphrase Churchill: Never before have so many been demotivated in order to gain so little. The ULFA and AUPE Executives have met to discuss how best to work together to respond to the imposed layoffs and our talks continue.



John Usher

Meanwhile, our own 'share of the cuts' is in the hands of a jointly appointed arbitrator as ULFA's economic benefits package goes to Final Offer Selection on September 9, 10. (More on this below in David Kaminski's report.) Many thanks to David and his team who have worked very hard to articulate our position for the arbitrator.

More generally, ULFA has not been advised that any of the outcomes of the budget reduction committees that have been working over the summer have any implications for ULFA members. Accordingly, the membership is encouraged to adopt a business-as-usual approach to all standard administrative policies and procedures (study leaves, work assignment processes, etc.) and to contact the Faculty Association immediately should any changes to such processes be brought forward.

Provincially, all eyes are on the Enterprise and Advanced Education (EAE) Minister's two proposed initiatives for the PSE sector. The first is (continue)



# PRESIDENT'S REPORT



## WORD FROM THE PRESIDENT—continued

his intention to appoint a task force made up of representatives of the post-secondary institutions, together with 'independent' consultants in the pursuit of enhanced transferabilities and efficiencies in the existing Campus Alberta system. The devil, of course, will be in the details of both who is appointed and the extent to which the autonomy of individual institutions is respected. The second initiative is the opening of the legislation governing universities and colleges in Alberta – the Post-Secondary Learning Act (PSLA). Little is yet known about the intention of opening this legislation but given the current government's stance on PSE and broader political initiatives, it is difficult to imagine a positive outcome. The Confederation of Alberta Faculty Associations (CAFA) is monitoring these initiatives closely and will be meeting with the Minister in October.

I would like to extend a warm welcome to the new members of the Executive Committee. Claudia Steinke joins us from the Faculty Health Sciences Nursing Program as our Secretary/Treasurer and Wendy Faith of the English Department will be serving as Chair of the Grievance Committee. I would also like to welcome back our returning committee members Rob Sutherland (Past President), Trevor Harrison (Vice-President), Richelle Marynowski (Handbooks Chair), David Kaminski (Economic Benefits Chair), and Andrea Amelinckx (Board of Governors rep).

Finally, then, my best wishes for a great Fall 2013 term and keep in mind, as the school year unfolds, that we should all do our best to consider the AUPE cuts and be tolerant of such service and support delays and malfunctions as may occur.

We are stronger together.

John Usher, *President*  
*Faculty of Management*



# NEGOTIATIONS UPDATES



## ECONOMIC BENEFITS NEGOTIATIONS

I'd like to give you an update on the status of our contract talks here at the end of summer. As you know, spring was marked by several negotiating sessions that ultimately came to an end in June, sparking the beginning of the arbitration process as outlined in Schedule C. In late July, both the ULFA and Board sides had a conference call with our chosen arbitrator to go over some matters governing the process.

Earlier this month we also consulted a labour lawyer about a draft of our final position before putting the finishing touches on it, and received some helpful advice about the process. We also consulted with the Executive Director of the UofA's faculty association for insights into the process.

On Thursday, August 29, ULFA and the Board sides exchanged our final offers, and it was clear that there was too much of a gap in our respective positions to make it worth re-opening negotiations. Consequently, we will continue on to hearings with the arbitrator on September 9 and 10. A ruling from the arbitrator will be expected in the weeks following the meeting. The Board team has asked for all communications and final offer positions to be kept confidential.

Negotiations this year have been taxing, and I would like to thank members of both our economic benefits team and the negotiating team and its observers that have frequently been on hand to share their thoughts. EBC, in particular, was often convened to discuss each round of negotiations.

This year's negotiating team, drawn from the EBC, consists of myself, Marc Roussel, Rumi Graham, Nicholas Hanson (now on leave). Chief resource officers have been Brenda Rennie and Annabree Fairweather. Observers include Paul Hayes, Dan Kazakoff, Richelle Marynowski and Trevor Harrison.

David Kaminski, *Chief Negotiator*  
*Economic Benefits Negotiating Team*  
*Department of Mathematics and Computer Science*



# COMMITTEE UPDATES



## HANDBOOKS COMMITTEE UPDATE

Welcome to a new academic year! I want to welcome returning members of the Handbook committee: Dan Kazakoff, Dan O'Donnell, Greg Patenaude and past chair John Usher; and new committee members: Phil Jones, Joy Morris, Yale Belanger, and Rhys Stevens. I anticipate this will be a busy year for the Handbooks committee as we have proposed language changes to the Faculty Handbook and language changes to the Sessional Handbook that we would like to bring forward. Handbook committee meetings will begin in September. If you have any issues or concerns that you would like brought forward to the Handbooks committee, please feel free to contact one of the committee members.

I look forward to serving ULFA as the Handbooks Chair this year!

Richelle Marynowski, *Chair*  
*Handbooks Committee*  
*Faculty of Education*

## ECONOMIC BENEFITS COMMITTEE

The committee is composed of the following individuals: David Kaminski (Chair), Marc Roussel (Past Chair), Saurya Das, Shamsul Alam, Jamies Dobbie, Rumi Graham, and Arie Bomhof. One member, Shelley Scott, resigned from the committee as she took a new position as Associate Dean of Fine Arts.

The committee will have its first meeting on Thursday, September 5, to discuss the upcoming arbitration hearing.

David Kaminski, *Chair*  
*Economic Benefits Committee*  
*Department of Mathematics and Computer Science*



# COMMITTEE UPDATES



## GRIEVANCE COMMITTEE

This year's Grievance Committee comprises Wendy Faith (Chair), Ilsa Wong (Past Chair), Don Gill, Mary Kavanagh, Dawn McBride, Richard Mueller, Marinus Swanepoel, and John Vokey. At our first meeting of the new term on September 4th, we reviewed essential principles and procedures. We will reconvene as matters arise.

Over the summer, John Usher (ULFA President) and Ilsa Wong (Past Chair), and I worked at resolving various issues before they ended up in grievance. In so doing, we identified the need for adjustments to our collective bargaining agreement and relayed these concerns to the Handbooks Committee chair, Richelle Marynowski.

The Grievance Committee looks forward to serving our membership. If you would like to know how our Faculty Handbook applies to a particular issue or dispute, please feel free to contact me, or contact President John Usher or Brenda Rennie (Executive Director).

Wendy Faith, *Chair*  
Grievance Committee  
Department of English

## GENDER, EQUITY & DIVERSITY CAUCUS

The caucus members are Carly Adams (Past Chair), Jamie MacKenzie, Jo-Anne Fiske, Sameer Deshpande, Robbin Derry, Sandra Cowan, and Luz Ospina. The new chair of the caucus, Jennifer Thannhauser, recently resigned as chair to pursue employment at another institution. The caucus and the Faculty Association are sad to see Jennifer leave, but wish her all the best in her new position. The first meeting of the caucus took place on Wednesday, September 4, with a discussion that focused on who would be serving as chair for the rest of 2013-2014 academic year. The caucus will keep the membership updated with developments as they make decisions.



# THE BENEFITS OF ULFA



## MEMBER RELATIONS

The Faculty Association would like to recognize the significant events of the membership. Whether there has been a recent accomplishment, the birth of a child, a hospital stay, or the death of a loved one, the Faculty Association likes to send cards, gifts, or even flowers. Please keep us informed by contacting the ULFA office at ext. 2578 or by emailing the Executive Officer at [annabree.fairweather@uleth.ca](mailto:annabree.fairweather@uleth.ca).

## COMMUNICATION WITH ULFA

ULFA keeps an up-to-date list of all Academic Staff in its membership and from time to time we like to communicate with our members. We primarily communicate through the ULFA listserv. You will receive emails from the listserv with relevant and important information about the goings on of the Association. For instance, you will be notified when there are meetings and important deadlines, and you will be invited to give input on important decisions that affect you.

If you suspect that you are not on the email list, or if you know someone who is not on the list, please notify the ULFA office.

## ULFA MEMBERSHIP DUES

Please find below the 2013-2014 dues deductions for ULFA, the Confederation of Alberta Faculty Associations (CAFA), and the Canadian Association of University Teachers (CAUT). Effective July, 1 2013, the following dues schedule affects Faculty, Professional Librarians, Academic Assistants, and Sessionals.

ULFA	All members (including Sessionals)	Mil rate (5.0) x actual salary
CAFA	All members	\$7.66/mos.
	Sessionals	Dues Exempt
CAUT	Professor/Prof. Librarian IV	\$17.09/mos.
	Associate Professor/Prof. Librarian III	\$13.54/mos.
	Assistant Professor/Prof. Librarian II	\$10.98/mos.
	Lecturers/Other	\$10.71/mos.
	Part-Time	\$3.57/mos.
	Sessionals	\$3.57/mos.



# NEW FACULTY



## PICTURE I.D. CARDS

If you haven't yet obtained your picture ID card, you can get one at the campus card production site in University Hall at the IT Solutions Centre in E610. You will need to bring with you your UofL campus ID number and one other piece of identification.

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

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

More information about the U of L campus card can be found at the following webpage [www.uleth.ca/information-technology/services/campus-id-cards](http://www.uleth.ca/information-technology/services/campus-id-cards).

## NEED HELP IN THE CLASSROOM?

There are a variety of resources available to help you in the classroom:

**TECHNOLOGY HELP** — If you need help navigating the various technological aids in the classroom or setting up your computer with necessary programs, you can always call the IT helpline at ext. 2490.

**TEACHING STUDENTS WITH DISABILITIES** — If you have any questions about accommodating or understanding students with disabilities and the resources available to help you, please contact Sheila of the Disabilities Resource Centre. She can be contacted at ext. 2281 or via email at [sheila.gilker@uleth.ca](mailto:sheila.gilker@uleth.ca). For more information about this resource, check out their website at [www.uleth.ca/ross/disabilities/](http://www.uleth.ca/ross/disabilities/).

**RESEARCH SERVICES** — The Office of Research Services provides assistance with everything research related, including grant preparation and administration. More information is available at [www.uleth.ca/research/](http://www.uleth.ca/research/).

**FINANCIAL SERVICES** — Whether you need assistance with personal reimbursements or processing financial transactions, or you want to know what your Professional Supplement balance is, you can access services through The Bridge or find more information at [www.uleth.ca/fsr](http://www.uleth.ca/fsr).



# INFORMATION FOR FACULTY



## PROFESSIONAL SUPPLEMENT

One of the economic benefits to which you are entitled is a Professional Supplement. This supplement may be used to purchase travel, books, and other items necessary to your teaching and research.

For the 2013-2014 academic year, the Professional Supplement allotment is \$1,900 for Faculty and Professional Librarians and \$1,520 for Academic Assistants. These amounts are pro-rated for terms shorter than one year. Allocation of unused balances from Members whose appointments have ended during the academic year will be made to the Professional Supplement accounts of Members on record as of 30 September each year.

You can view your personal supplement account using The Bridge online information system.

**For full details, please contact Human Resources.**

## CONVOCATION REGALIA

### RENTING CONVOCATION REGALIA

Convocation regalia rental will be available through Gaspard and Sons until September 27th. To rent regalia, go to <http://buildagrad.ca/u lethbridgeregalia> and complete the registration form. If you miss the deadline, you can still get regalia the day of the ceremony on a first come first served basis.

If you will be attending convocation and would like to sit on the platform, Faculty members can RSVP at <http://www.u leth.ca/convocation/> under the “Faculty & Community RSVP” link at the top of the page.

### PURCHASING CONVOCATION REGALIA

Faculty who are interested in purchasing their own regalia can do so through the professional supplement program. You must first order the regalia and then submit an electronic expense claim and a physical copy of proof of payment to Financial Services.

Two suggested regalia sources in Canada are [Gaspard and Sons](http://www.gaspard.ca) in Winnipeg ([www.gaspard.ca](http://www.gaspard.ca)) and [Harcourts Ltd](http://www.harcourts.com) in Toronto ([www.harcourts.com](http://www.harcourts.com)).

For more information about purchasing regalia through the professional supplement, contact Kelsey Rowntree, Financial Assistant—Professional Supplement (ext 1870 or [kelsey.rowntree@uleth.ca](mailto:kelsey.rowntree@uleth.ca)).





# ULFA ACADEMIC SCHOLARSHIP



The Faculty Association has an annual academic scholarship fund that provides a tuition benefit for spouses and dependents of ULFA Members. The value of this scholarship is variable, with a 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).

## ELIGIBILITY

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.

- *The applicant must have a minimum cumulative GPA of 2.70 (or equivalent).*

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

- *No student may receive this award more than two times.*

**DEADLINE: September 30th, 2013**

Application forms for the ULFA Academic Scholarship are available  
from the Scholarships & Student Finances office (AH151).



# CAUT FORUM FOR ABORIGINAL ACADEMIC STAFF



*The Faculty Association would like to encourage its members to attend the forum, and would be happy to sponsor one (1) individual who identifies as an Aboriginal academic staff member to attend. To apply for financial support from ULFA to attend the forum, please see ULFA's policy on Financial Support of Conference Attendance (listed below).*

## **FORUM FOR ABORIGINAL ACADEMIC STAFF**

CAUT is sponsoring its 4th Forum for Aboriginal Academic Staff, which will be held November 1-3, 2013 at the Courtyard by Marriott Toronto Downtown. Organized with the guidance of CAUT's Working Group on Aboriginal Post-Secondary Education, this will be an opportunity for Aboriginal academic staff from across Canada to get together to share information, discuss issues of common interest and provide advice to CAUT and its member associations.

Featured subjects will be:

- Being an activist scholar in the community and in the public arena;
- Being an activist scholar within the academy.

The registration form and hotel information are available on the CAUT website at <http://events.caut.ca/aboriginal-2013>. **The CAUT deadline for registration is October 11, 2013.**

## **ULFA POLICY ON FINANCIAL SUPPORT OF CONFERENCE ATTENDANCE**

The Association may put funds aside in a budget year, but shall not be obligated to do so, for assisting its members to attend conferences having a demonstrable benefit to the work of ULFA. Applications for funds must be in writing and submitted to the Executive Committee not less than thirty (30) days in advance of the planned event.

At the time of the application, the member requesting such support shall provide a written statement of the demonstrable benefit(s) accruing to the Association from such attendance. A demonstrable benefit shall be defined as any knowledge or skill that will directly assist ULFA in fulfilling its duties to members. The member shall render a report of the proceedings and forward it to the Executive Committee within sixty (60) days after the conclusion of the conference.

The Executive Committee shall be the arbiter of all requests for assistance, and shall assess each application on its merits. Where there are unexpended funds in the Conference account at the end of a fiscal year, such funds will not carry over to subsequent fiscal years.

**The deadline for applications to ULFA is Friday, September 13th.**



## UPCOMING MEETINGS



### SALARY, TENURE & PROMOTION (STP) WORKSHOP

Are you struggling with your Professional Activities Report? Are you unsure what information is relevant or how much is too much? ULFA cordially invites you to our annual STP Workshop where, with the assistance of three experts, you will hear tips and techniques for completing your application for extension of probation, tenure, and/or promotion.

Presentations will cover the STP process as well as putting together a teaching dossier, research materials, and the service component of assigned duties. There will also be information on how to engage the appeal process in the event of a negative decision. Join **Robin Bright**, **Rob Sutherland**, and **Trevor Harrison** as they provide guidance for successful STP applications.

Two workshops will be offered to ensure you can attend. One workshop will be held on **Monday, September 9 from 1:30-3:30pm in C630** and the other will take place on **Tuesday, September 10 from 1:30-3:30pm in TH277**. It is not a requirement to RSVP; however, it would be greatly appreciated.

To RSVP your attendance, please contact Annabree via email at [annabree.fairweather@uleth.ca](mailto:annabree.fairweather@uleth.ca) or via phone at ext. 2578.

### ANNUAL GENERAL MEETING & FALL GENERAL MEETING

The Faculty Association holds general meetings twice per year, once in December (Fall General Meeting) and once in April (Annual General Meeting). The general meetings are important for informing the membership of the recent developments with ULFA, as well as for voting on financial matters and bylaws, and nominating and voting on representatives.

The meetings are typically held on the first working day following the last day of classes and before final exams begin; however, this year the last day of classes for the Fall semester is on a Friday with the final examinations beginning the following Monday. Consequently, we will hold our Fall General Meeting on the final day of classes in December.

The 2013 Fall General Meeting will be held on **Friday, December 6 from 3-5pm**, refreshments and snacks included. The 2014 Annual General Meeting will be held on **Wednesday, April 16th from 12-3pm**, with refreshments and lunch included.



# ANNOUNCEMENTS



## PROF JAM NIGHT AT THE ZOO

The last Thursday of every month will see the start of Prof Jam Night at The Zoo. The first Prof Jam Night will start on September 26th from 4-6pm.

Prof Jam is hosted by “The Profs” and is open to all musicians, singers, and listeners. Basic set-up provides a variety of musical instruments, a PA system, drums, as well as amps and mics. Bring your own instrument and your voice, or come enjoy the music. Check out the [poster here](#).

This event is open to the community and is sponsored by ULFA, the Centre for Culture & Community (CCC), The Zoo, Long & MacQuade Music, and Lucky Star.



## FACULTY SOCIALS

Every month during the Fall and Spring semesters, ULFA organizes a social activity for all faculty members in the hopes of breaking down social isolation on campus. Snacks are provided at no cost to members and a cash bar is provided with a variety of beer and wine.

The **Welcome Back Social** will be a great time to welcome our newest Faculty Members and catch up with friends. Because this social is a special one to kick-start the year, there will be no cost for food or drinks.

### Faculty Socials Schedule

*\*All socials are from 3-5pm in AH100*

**Thursday, September 19, 2013**

Wednesday, October 16, 2013

Thursday, November 28, 2013

Thursday, January 23, 2014

Thursday, February 27, 2014

Wednesday, March 26, 2014



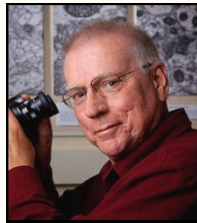
# MEET THE EXEC



## 2013/2014 EXECUTIVE MEMBERS



John Usher  
*President*



Rob Sutherland  
*Past President*



Trevor Harrison  
*VP/President  
Nominate*



Claudia Steinke  
*Secretary/Treasurer*



Richelle Marynowski  
*Chair, Handbooks  
Committee*



Wendy Faith  
*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  
*Executive Officer*

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

