

UNIVERSITY OF LETHBRIDGE FACULTY ASSOCIATION



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NEWSLETTER

2008/2009:2

October '08

Room D472
ULFA Website: <http://home.uleth.ca/ulfa>

PRESIDENT'S KICK-ABOUT

ULFA EXECUTIVE

Past President
Steve Ferzacca
Anthropology/2489

President
Ilsa Wong
Kinesiology/2232
Secretary/Treasurer

VP/President Nominate
Vacant

Secretary-Treasurer
Ed Jurkowski
Music/2342

Academic Welfare Chair
John Usher
Management/2759

Economic Benefits Chair
Marc Roussel
Chem/Biochem/2326

Grievance Chair
Kate Chiste
Management/2139

Board Representative
Leah Fowler
Education/2457

ULFA OFFICE/2578
Brenda Rennie
Executive Officer

Norma Gibbon
Administrative Assistant



At this point in the year, the Executive have managed to get our feet wet in a number of different areas.

Most notably, are a continuation of the Academic Welfare negotiations that we and Administration agreed in the last round of negotiations, should continue on a more regular basis so as to reduce the burden of Handbook negotiations during actual negotiating years. The Executive appreciates the work of Chief Negotiator, John Usher and his team of Trevor Harrison, and

Rob Sutherland who have been working at these negotiations since March, and to Peter McCormick for his assistance throughout the summer months. John who is also our Chair of Academic Welfare, reported on the progress of these negotiations at the recently held FGM.

We have also recently begun discussions with Administration on the issue of Alberta Health Premiums and the Government's abolishment of those fees beginning January, 2009. Chair of Economic Benefits – Marc Roussel, and the committee will be working with Admin to identify the available options for those monies and will likely survey the membership before the year is out.

We have been assured by Administration that the Day Care is pushing ahead and is on schedule to be ready for the Fall 2009 semester.

Members of the Executive have recently represented ULFA at the CAFA – Confederation of Alberta Faculty Association – Awards Dinner in Edmonton and the Western Regional Conference of Faculty Associations Conference held in Vancouver the last weekend in October.

ULFA has continued to be busy on-campus as we have recently presented two STP workshops and a CAUT – Canadian Association of University Teachers – sponsored Grievance workshop. Many thanks to Trevor Harrison, Jennifer Mather, and Brian Titley for their presentations during the STP workshops. Those workshops were very well-received by the Faculty that attended.

Our 25th Annual picnic was again a big success – thanks to Norma Gibbon and the U of L Steel Band. Our anniversary event saw a number of new Faculty attend along with many returning

Faculty acting as a wonderful welcoming committee! Given that this year saw no official orientation session for new Faculty, we will be hosting an informal wine/cheese for new Faculty on November 18. New Faculty should look for more information to come their way shortly.

As mentioned our last Newsletter, my participation at the CAUT-sponsored New President's Workshop in Ottawa identified a number of initiatives that ULFA has been working on. Among them, a thorough review of our by-laws, succession planning for staffing, and an examination of our communication strategies.

ULFA has just recently requested, and received from CAUT, a review of our by-laws. We have struck an Executive ad-hoc committee to examine the suggestions from CAUT and will be bringing those suggestions forward to the membership for consideration – likely at the AGM.

Succession planning for ULFA staff is at a critical point. Firstly, in the spring, our part-time staffer, Norma Gibbon, will retire. Given the ever-increasing numbers of members that ULFA represents, it is time to examine the roles and responsibilities of our current staff positions and find ways to ensure that our plans for the future are achievable, and under what structure of staffing this might occur.

A final area of change is our communication strategies. The monthly 'Hi-Lites' newsletter will do just that...highlight important dates and information that are governed by our Handbook that our members may not have the time to search for, or even know are detailed in the Handbook. On Monday, November 10th we will launch the new ULFA website and logo. Created by a local company, we have moved all web-based surveying, information, and storage to this off-campus location. A notification email will be forthcoming and members are encouraged to log onto the site and provide us with feedback.

On a final note, I take this moment to inform the membership that Rob Sutherland, VP-President Nominate, has resigned from his ULFA position for personal reasons. In his resignation he made it clear that he enjoyed participating in the workings of ULFA and contributing to the many facets of the Faculty Association. He has been a great asset to our Executive, and to AWC in particular and we look forward to his return in the near future. An interim VP-President nominate will not be named, but rather, Executive will continue on and ask the Nominating Committee to put forth nominations for the position for the next academic year.

In summary, your Executive is moving forward on a number of initiatives that will improve our functioning and enable us to serve you and your interests ... many of these with an eye to the future.

Ilsa Wong [ilsa.wong@uleth.ca]
ULFA President

WRITING RETREAT

Newly renovated ocean front cottage on Pender Island – renting as a vacation property but might also be nice as a writing retreat. If you want to check it out, here's the web address:

<http://www.willowmoononpenderisland.com/>

Report from EBC

It's going to be a busy term for the members of the Economic Benefits Committee. As you may know, the Government of Alberta announced in the April 23 budget that Alberta Health Care premiums will be eliminated effective January 1 of next year. Although it was announced some months ago, this change has snuck up on us a little bit. In any event, it's time to figure out what we're going to do with the money that the Board currently pays toward our Alberta Health Care premiums. It might be worth giving you a bit of background before we move forward. Schedule B of our Handbook lays out how much the Board will pay toward our benefits. Specifically, article B.01.3 says

B.01.3 The Board shall pay, effective July 1, 2007, up to a maximum per month of the total premium costs of the benefits as identified in B.01.3(a) as follows:

	<u>Single</u>	<u>Family</u>
Continuing Members or Term Members with three (3) or more consecutive years of Service.	\$131.01	\$300.72
Term Members with less than three (3) Consecutive years of service.	\$114.66	\$251.92

B.01.3(a) The total premium costs of the benefits paid by the Board, up to the maximums identified in B.01.3, will be allocated in the following order:

1. Extended Health Benefits
2. Dental Care Benefits
3. Vision Care Plan
4. Term Life Insurance (The Board shall pay for \$63,000 of coverage for all Members.)
5. Alberta Health and Wellness

B.01.3(b) The Member is responsible for the premium costs of the benefits in B.01.3(a) beyond the maximum paid by the Board as identified in B.01.3.

B.01.3(c) If a Member declines a particular benefit identified in B.01.3, the premium for that benefit shall be retained by the Board.

Right now, these contribution levels are enough to cover 100% of items 1 to 4 in B.01.3(a). The rest goes toward your Alberta Health and Wellness premiums provided your spouse isn't paying this premium on your behalf. If he or she is, then clause B.01.3(c) kicks in. Note that the administration does consider how many of our members will have their Alberta Health premiums paid for by a spouse when negotiating benefits contributions, i.e. the rest of us have benefited from the fact that some members cost the Board a bit less. For those of us who *are* paying premiums, here's what the Board's contributions add up to **per year**:

	Single	Family
Division 1	\$401.52	\$805.80
Division 7	368.28	722.64

(Division 1 corresponds to continuing members or term members with at least three years of consecutive service, division 7 to term members with less than three years of consecutive service.) This is not an insignificant amount of money. We have had a preliminary discussion with the administration about what to do with it. It could be used to improve the remaining benefits listed under B.01.3(a). It could be used to set up (e.g.) a Health Spending Account (HSA) for each of our members which could then be used to top up our benefits as needed. It could also be used to increase our Professional Supplements. My sense is that

improving our dental benefits is a high priority among our membership, but I think that we have to consider all our options. It's not often that the Government changes the rules in a way that gives us this much flexibility all at once.

There are a couple of issues we have to think about a bit in connection to HSAs and Professional Supplements. First of all, not everyone is having Alberta Health premium payments made on their behalf by the Board, as mentioned above. Secondly, when it comes to accounts of one sort or another, the University can't discriminate based on family status or, for that matter, on whether they were previously paying a particular benefit on someone's behalf. Thus, if either HSAs or Professional Supplement funds become part of the mechanism for using up the money currently spent on Alberta Health premiums, the money will have to be pooled and redistributed equally among all members. The only factors which could be taken into account at that point are Division (for HSAs) or status (Faculty vs Academic Assistant, for Professional Supplements). I'm not sure how large an HSA or Professional Supplement increase these funds will generate. We will investigate this and get back to you soon.

I think we can all imagine good uses for these funds. Until we have some of our options costed out however, we should be careful about getting too attached to one or another possibility. I do want to assure you that we will be looking at a full range of options to strengthen our benefits plan. I will use the rest of this report to have a quick chat with you about spending accounts. Spending accounts developed a bad reputation prior to our last round of bargaining because they were tied at the time to a proposal which would have significantly reduced our core health and dental benefits. However, spending accounts are not necessarily a bad thing in themselves. The truth is that we all have somewhat different benefits needs. Trying to develop a plan that covers us against all possible eventualities would be prohibitively expensive. What do we do instead? We try to develop a plan that addresses most members' needs. That still leaves holes in coverage, and that's where spending accounts might be useful.

There are two kinds of spending accounts, Health and Wellness. Health spending accounts cover the sorts of things covered by our current extended health and dental benefits, and are non-taxable. Wellness spending accounts are taxable and cover other expenses, particularly those related to fitness (fitness equipment, gym memberships, etc.). In the proposal we looked at in the last round of negotiations, a member would have had the option of having both types of accounts, and would have been required to allocate money to these accounts at the beginning of every year based on projected needs. Personally, I don't think that the amount of money we're looking at now would warrant this level of complexity. I think that we could simply put the money into HSAs if we decide to go this way. It would then be available to top up our other benefits according to each member's needs. It's certainly an option that I think we need to consider.

In a column I wrote last year, I mentioned that one thing we could look at would be deductibles. I still think that's an option, but not if we want to also have an HSA. The problem is that a big chunk of the HSA can be consumed by a significant deductible, thus impairing the value of this benefit. For comparison, the University of Alberta has a \$500 HSA on top of its already excellent benefits package, so clearly this benefit is not incompatible with having a strong core benefits package. An HSA is simply a mechanism for topping up benefits, recognizing that we all have slightly different needs.

I will end this column with one slightly controversial idea: Vision benefits are never very cost-effective. Some people don't use it, but pay for it anyway (through the Board's contribution, but it's still your money). Even for those of us who use it, we become tied to an artificial schedule and derive only a low level of benefits relative to the cost of a new pair of prescription eyeglasses. If we decide to look into HSAs, could we also consider folding the amount currently spent on our vision plan into this account?



As usual, I'll be happy to hear from members on these or any other issues you want to bring to my attention.

Marc Roussel [roussel@uleth.ca]
Chair, EBC

2008 ULFA ACADEMIC SCHOLARSHIP RECIPIENTS

University of Lethbridge

Munima Alam	B. Sc.
Selina Dobing	B.Sc.
Tacy Olson	B.Sc./B.Ed.
Ashley Platt	B.Sc./B.Ed.
Katherine Poulsen	B.Mgt.
Jonathan Siminovitch	B.Sc.
Kristina Thornton	B.F.A.
Jan Walicki	B.Mgt.
Rachel Walicki	B.A.
Sharmeen Zahir	B.Sc.

Other Institutions

Alia Adatia		University of Saskatchewan
Mark Droessler	B.Sc.	University of Alberta
Jeffrey Mazurek	B.A.	University of Alberta
Elizabeth Patitsas	B.Sc.	University of British Columbia
Lewis Peacock	ENG.	University of Alberta
Liam Potter	B.Sc.	University of Alberta

Amount per Unit \$ 775

We wish to congratulate the above-noted recipients.

Women in Physics in Canada: Slow but Sure Progress

The Third International Conference on Women in Physics organized by the International Union of Pure and Applied Physics (IUPAP) Working Group on Women in Physics was held in Seoul, South Korea during October 7-10, 2008. Over 330 delegates from nearly 70 countries have participated in this event. The Canadian delegation consisted of **Adriana Predoi-Cross (Team Leader, University of Lethbridge)**, Roby Austin (St. Mary's University), Sampa Bhadra (York University), Janis McKenna (University of British Columbia), Michael Steinitz (St. Francis Xavier University), and Li-Hong Xu (University of New Brunswick).

The focus of this meeting was on catalyzing international research partnerships and collaborations, as well as on sharing best practices and building capacity for the participants to return home equipped to take specific actions that will further increase and advance the participation of women in physics in their countries. The purpose of the Third International Conference on Women in Physics was three-fold:

- (i) to provide an international opportunity for analysis of the current status of and progress in promoting women in physics internationally;
- (ii) to provide an arena for international women in physics to share their scientific accomplishments and nucleate international research collaborations; and
- (iii) to build capacity in each participating country to design and implement changes that improve the numbers of and advancement of women in physics.

In recent years there has been an increase in the number of women in all academic levels in physical and applied sciences in Canada. The fraction of women at all stages in the pipeline, from undergraduate students to tenured faculty, continues to increase in physics. But progress is slow - we are

still many years away from the situation in which women are well represented in Physics in Canada. At the national level, the overall climate for women physicists both in academia and industry has improved significantly over the past decade. Organizations such as the *Canadian Association of University Teachers* (CAUT) are actively working towards minimizing the socioeconomic and professional gaps between women and men. The Canadian Association of Physicists (CAP) supports and serves as a catalyst, bringing together men and women to discuss and address issues concerning women in physics across Canada.

In Canada, integrating across all academic programs and disciplines, the discrepancy between male and female university participation rates has greatly diminished, and has even reversed in some disciplines: overall in Canadian universities, 58.2% of undergraduate students and 50.1% of graduate students are women. In Medicine, 57% of students are women, while in Law, 59% of students are women. In the Humanities, 63% of undergraduate students and 52% of graduate students are women. Yet in Physics, only 21.5% of undergraduate students and 21.0% of PhD students are women. This is comparable with participation rates in the fields of Engineering and Architecture, in which 20.2% of undergraduate students and 19.5% of graduate students are women.

In several demanding professions in Canada, the discrepancy between participation rates of men and women has also greatly diminished: the Supreme Court of Canada is led by a female Chief Justice, and 4 of the 9 judges of the Supreme Court of Canada are women. In Medicine, 34% of MD General Practitioners and 32% of MD Specialists are women. In 1995, only 5% of all Physics faculty and 2% of tenured Physics faculty in Canada were women. By 2002, 8% of Physics faculty and 5% of tenured Physics faculty were women. By 2006 (the most recent year for which we have data) 11% of Physics faculty were women, and 6.3% of full professors of Physics are women. Progress is being made, but it is slow in academic physics!

At the institutional level, in recent years several Canadian Physics Departments have conducted an *external* critical assessment of the climate and environment for women in their physics departments. Accordingly, often significant progress has been made in developing a friendly, open, invigorating, and welcoming climate towards women colleagues. Several large universities' physics departments have made great strides and have four or more female faculty members. Across the country, there is a diminishing number of physics departments with no women faculty members.

A number of Canadian academic institutions and non-profit organizations are making efforts to generate interest in science and physics at an early age, preferably before secondary school. Some programs run year round, while others are structured as girls-only summer camps. Activities are carefully selected to ensure that the participants have a variety of opportunities to help them see the connections between science and everyday life, to help the participants to gain confidence in their science achievement, and ultimately to encourage their enrollment in future science courses.

The *Canadian Association for Girls in Science* is an example of an organization with chapters across the country which foster early scientific literacy through a variety of diverse, fun activities such as "the physics of music", or "the chemistry of cooking". The *Techsploration* program in Nova Scotia and the *Ms.Infinity* and *Quantum Leaps* programs run by the *Society for Canadian Women in Science and Technology* in British Columbia are other examples of mentoring and networking programs which stimulate young women's interests in science.

Academic units and organizations across Canada also support local schools in their efforts to attract girls to physics through a variety of outreach programs such as **Science Fairs**. In Alberta, over 60% of participants in local science fairs are girls; in British Columbia, 52% are girls. Physics Olympics for High School students take place in several Canadian provinces - in British Columbia, typically 80 high schools (over 600 students - girls and boys) participate in annual Physics Olympics. Girls are interested in science, and it is up to all of us to design activities to generate and maintain their interest in Physics, and in science in general.

In spite of numerous efforts to reduce gender differences in institutions across Canada, in recent years several studies have found that highly educated Canadian women may not encounter gender discrimination until they encounter the so called “*maternal wall*” which hinders advancement in their professional careers. In Canada, women traditionally do more of the domestic work and play a more significant role in household management, childcare and elder care. The cumulative effect of all these factors is that professional mothers simply are unable to find the overtime hours that are often both expected and required for advancement and success in their professions. They may find themselves “*mommy-tracked*”, both financially and on the professional advancement scale, with respect to their male counterparts. Sadly, it has been shown that the pay gap between young or middle-aged mothers and women of the same age who have no children is now larger than the wage gap between men and women from the same age group. In Canada, organizations such as the *Association for Research on Mothering* founded in Toronto at York University, are making efforts to find strategies to help mothers cope with the “*maternal wall*” in academia.

To conclude: in recent years Canada has seen an increase in the number of women at all academic levels in applied physical sciences. Empathy and a good understanding of all emotional and intellectual challenges faced by women in these disciplines will make the equity initiatives a success. The trends observed in recent years will continue if the academic institutions and their faculty associations work together with our government agencies with the goal of obtaining equity at all levels in academia. We are fortunate to have many supportive programs in Canada, and the participation of women in physics continues to rise, albeit slowly.



Adriana Predoi-Cross [adriana.predoiross@uleth.ca]



Figure 1. the Canadian delegation participating at the third *International Conference on Women in Physics*. From left to right: Janis McKenna, Roby Austin, Adriana Predoi-Cross, Li-Hong Xu, Sampa Bhadra and Michael Steinitz.

MEET OUR NEW MEMBERS

ANTHROPOLOGY

Jeremy Cunningham

BIOLOGY

Alicja Ziemienowicz

CCBN

David Euston

Andrew Iwaniuk

Bruce McNaughton

DRAMA

Larry Whitehead

ECONOMICS

Pascal Ghazalian comes to the Department of Economics after an appointment as a visiting researcher at Laval University. He has a PhD from the University of Saskatchewan in Agricultural Economics. His research focuses on the effects of trade agreements on agricultural sectors.

Originally from Lebanon where Pascal completed his undergraduate work and military service, he now has many family members living in Quebec, but his parents remain in Lebanon. He is looking forward to visiting them next spring.

EDUCATION

Jim Zook



Palmer Acheson

Daniel Balderson

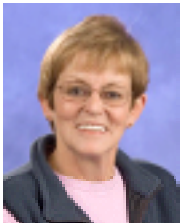
Cory Beres

Jana-Lynn Caines

Richard Chase

Kenneth Heidebrecht

Terry Kerkhoff



Lola Major

Norman Miller

Blythe Shepard

Brian Walker

HEALTH SCIENCES

Karen Ander

Michelle Cullen

Maede Ejaredar

Lisa Howard

Tina Huckabay

Lorelei Leflar

Monique Sedgwick

Elizabeth Skinner

Geraldine Smith

Heidi Veldman

Penni Wilson

KINESIOLOGY

Sean Brayton

LIBERAL EDUCATION

Richard Delisle

LIBRARY

Nicole Eva (University of Western Ontario MLIS 2008) has recently joined the University of Lethbridge Library on a tenure-track appointment. Nicole has a Bachelor of Commerce degree from the University of Saskatchewan and worked in the field of advertising for several years before returning to school to obtain her MLIS. She also spent two terms working at the Queen's University law library as a co-op student. Nicole's portfolio at the University of Lethbridge will include Management. Degrees:

MLIS – University of Western Ontario, 2008

BComm – University of Saskatchewan, 2006

Last Position: Just completed MLIS studies at the University of Western Ontario in August 2008 Sept 2007 – April 2008: Co-op Student, Queen's University



After one year at the U of L on a term appointment, **Lorelei Harris** has entered into a Tenure-Track appointment at the University of Lethbridge Library. Lorelei completed her undergraduate and Masters degrees at the University of Western

Ontario, with one year of study at the University of St. Andrews in Scotland. Prior to coming to Lethbridge, Lorelei gained experience working in both public and academic libraries in Ontario. Lorelei is passionate about information literacy instruction, reference services, and student engagement. She hopes to continue research in these areas. Lorelei enjoys hiking and other outdoor activities. Since moving to Lethbridge, she has been learning to curl, swim, and downhill ski.

MANAGEMENT

George Botros

Kubilay Gok



T. Myron Gordon

Karen Hunter
Joshua Knapp



Julia Lindeman



Cornelis Los - Professor Los' career was dual and global. First, he was an economist on "Wall Street" for the US Fed, Japan's Nomura and chief US economist of Dutch ING Bank. Second, he became a professor of banking and finance at

NTU in Singapore, at Adelaide and Deakin Universities in Australia and at KSU in Ohio. Recently he taught in Alma Ata, Kazakhstan in two BA programs of LSE and was a visiting professor of financial management at the Drucker School of Claremont Graduate University. He has supervised MA, MSc and PhD theses and he loves financial engineering and blackpowder flintlocks.

(<http://www.uleth.ca/man/people/bio.cfm?name=cornelis.los>).

Jonathan Oko



Cheryl Pollmuller

Sharyn Rundle-Thiele

MATHEMATICS & COMPUTING

SCIENCE

Nathan Ng

Dr. Nathan Ng started with the Dept. of Mathematics & Computer Science in January 2008. He comes to us from the U. of Ottawa, where he spent 3.5 years in a tenure-track position. His main area of

research is Number Theory and he has won numerous awards including the Canadian Math Society's Doctoral Award in 2001. His degrees are from U. of T. and U.B.C. and he also has post-doc experience.

MODERN LANGUAGES

Stefan Lambert, German Lecturer



Stefan Lambert is from Saarland in the south-west of Germany. He studied at the University of Saarbrücken where he got an M.A. in Philosophy, North American Literature and English Linguistics in 2007. His research areas are

German Canadian Immigration after WWII and National Identity (of former displaced persons). Stefan is replacing Tim Pope for the academic year 2008-2009. He is a little sad that his family is far away, but he is very happy to be back in Lethbridge. Stefan had "the chance and the pleasure" to come for a teaching exchange four years ago.

Luz Janeth Ospina, Academic Assistant in Spanish.

Luz Janeth Ospina was born in Medellin, Colombia. She holds her Masters degree in Linguistics from The University of Antioquia. She taught linguistics and didactics of languages at several Colombian universities. She moved to Canada in 1997 and taught Spanish at Concordia University and at l'UQUAM in Montreal. She has actively participated in academic discussions about the future of Spanish in Canada. Janeth specializes in cognitive linguistics and psycholinguistics; she has published several books and articles on didactics. She is also interested in technology applied to language teaching. Luz Janeth Ospina is happy to be in Lethbridge with her husband and her daughter.

Francine Young, French Lecturer

Francine was born in Strasbourg (France) where she studied English and German.

She lived in Germany for one year. She moved to Canada in 1985. She has a B.A. in Psychology from Queen's University. Her husband was an Air Force air traffic controller so they lived in various Ontario cities until his retirement in 2004.

Francine, her husband and her three children moved to Lethbridge in 2004. Francine has already taught French at the University of Lethbridge as a Sessional Instructor. In addition, Francine teaches French for the Public Service College of Canada and she is a French instructor for the Association Canadienne-Française of Lethbridge.

MUSIC

Joanne Collier (M.Mus., Performance UBC) is recognized for her work in developing young voices both in studio and choral settings. For nineteen years she taught at Medicine Hat College Conservatory of Music and Dance where she worked with young singers. She is also widely acknowledged as a choral conductor having conducted ensembles of all ages and levels of ability. She is the former conductor of the Medicine Hat College Girls' Choir, an award-winning ensemble that travelled to China, Wales, England, Scotland, Germany and throughout Canada. In addition to her regular schedule, she works as an adjudicator, clinician and guest artist in many summer music programs.

Sarah Gieck received a bachelor of music degree from the University of Calgary followed by studies at Manchester, England, where she received a Master of Music Degree from the Royal Northern College of Music. Sarah also holds an Artist Diploma from the University of Cincinnati. In 2004 Sarah received several first place awards in the Calgary Kiwanis music festival, resulting in her participation in the 2004 National Music Festival of Canada where she received 1st place in the woodwind category, competing with candidates from across Canada.

David Renter completed his Doctorate of Music in Composition at the University of Texas at Austin in May 2008. Previously he was Director of Jazz Studies and Saxophone at Oklahoma City University. David completed his Master of Music in Composition at the University of Texas at Austin in 2002 and his Bachelor of Music at the University of Lethbridge in 1998. His previous saxophone teachers include Margaret Mezei, Susan Staples, Jeremy Brown and Harvey Pittel.

Mezzo-soprano **Sandra Stringer** is a graduate of the Doctor of Musical Arts program from the University of British Columbia. A native of Ottawa, Sandra was an Associate Artist with Opera Lyra Ottawa for two years prior to her arrival in Vancouver. She appeared in several of their productions as a member of the chorus, and sang notable roles in Aida, Die Fledermaus, and Madama Butterfly. Sandra has also appeared as a guest soloist with the National Arts Centre Orchestra, the Ottawa Symphony Orchestra, Thirteen Strings, the University of Ottawa Orchestra, the University of British Columbia Orchestra, and the Vancouver Symphony Orchestra.

Janet Youngdahl is a specialist in early music for the voice, from the perspective of a solo singer, historian, and a choral conductor. She holds a doctoral degree from Case Western Reserve University. She has held teaching positions at the University of Calgary, Case Western Reserve University, and the Fredonia Campus of the State University of New York.

Janet and her husband Shoja Mazidi are the parents of two young children, Shafa (10) and Jasmine (3). In the summers they enjoy camping and hope this move to Lethbridge will allow them to ripen the tomatoes in their garden!

N.A.S.

Donald Frantz



NEW MEDIA

Deric Olsen Filmmaker, teacher, and designer, Deric Olsen is an Assistant Professor in the Department of New Media. A local son, he graduated from the University of Lethbridge with a BFA in Multimedia that later became the New Media program. His early media industry experience included founding Northbound Studios, an independent film and video production company in 1999 and was followed by contributing in various capacities on short and feature films for a number of Canadian film companies.

Subsequently, he obtained an MFA in Media Production and Studies from the University of Regina specializing in narrative film production. As a narrative filmmaker, Deric has produced, directed and edited

numerous film and video productions and was recognized by the Alberta Motion Picture Industries Association at the 33rd Annual Alberta Film and Television Awards, with the Best Director - Drama Award for his debut feature, *The Phoenix Agenda* (2007). The film was also nominated for Best Actress and Best Drama.

Previously, Deric was an Assistant Professor at Montana Tech in the United States and in the summer of 2008, the fertile creative environment and commitment to innovation of the University of Lethbridge returned him once again to Southern Alberta. His creative activity and teaching interests focus primarily in the areas of narrative film production and digital media design. He has also established a research agenda and has had his writings included in books and as articles in international peer-reviewed journals.

Deric and his wife Aubrey have been married for 9 years and have 3 children, Mailei (6), Jalen (4), and Laci (1).

PHYSICS

Arundhati Dasgupta: We are pleased to announce that Dr. Arundhati Dasgupta has joined the department of Physics and Astronomy as an Associate Professor effective July 1, 2008. She comes to us from the University of New Brunswick. Her research interests are in Quantum Gravity, String Theory, Black Holes, and the quantum evolution of the Universe.

Dr. Dasgupta received her Ph.D. in Theoretical Physics from the Institute of Mathematical Sciences, Chennai, India in 2000. The title of her dissertation is "Aspects of Black Hole Thermodynamics." She was then awarded a postdoctoral fellowship in Gravitational Physics at the Max-Planck Institute, Golm, Germany and the University of Brussels, Belgium. In 2004, she moved to Canada to join the University of New Brunswick as an Assistant Professor. In 2006, she was promoted to Associate Professor.

SOCIOLOGY

Kimberly Mair has joined the Department of Sociology for a nine-month term position teaching theory. Her work is based on archival research on the urban guerrilla movement that emerged in the former Federal Republic of Germany in the 1970s, particularly the Red Army Faction/Baader-Meinhof Gang, and is concerned with the corporeal aesthetics of self-representation, subjectivity, and communication. She is near completion of her doctoral studies at the University of Alberta. She is enjoying the landscape and the culture of Lethbridge.

WOMEN'S STUDIES

Tiffany Muller Myrdahl received her Ph.D. in 2007 from the University of Minnesota. Her degree was in geography with a minor in feminist studies. Tiffany identifies herself as an urban geographer with particular interest in issues of social equity; how inequalities are produced and maintained in the urban landscape. Her research interests include cultural politics of leisure landscapes, uneven urban development, feminist and queer theorizations of identity politics, critical race and gender studies, and feminist praxis. Tiffany's teaching responsibilities include courses in Gender, Place, and Culture and Environmental Activism.

Suzanne Lenon completed her Ph.D. (2008) in Sociology and Gender Studies in the graduate collaborative program at O.I.S.E. and the Women and Gender Studies Institute at the University of Toronto. Working from an interdisciplinary perspective, her work draws from socio-legal studies, queer theory, and critical anti-racist and transnational feminisms. Her current research interests focus on the crossroads of sexuality, human rights, race and nation/alism. Originally from Southern Alberta, she is glad to be back living under sunny skies and wide open spaces.

UNIVERSITY OF GUELPH

FACULTY ASSOCIATION

Announcement of a significant new award, open to faculty members across Canada and around the world. "The Jay Newman Award for Academic Integrity", funded by a generous endowment by the late Professor Jay Newman and named in his honour, covers an aspect of academic life which at present is not specifically recognized by any other award and yet which lies at the heart of our profession.

Professor Newman exemplified the qualities recognized in the award during his thirty six years of service in the Philosophy Department at the University of Guelph. He was a distinguished scholar and member of the Royal Society of Canada, and an inspiring teacher. A tireless defender of the rights of faculty, his courageous resistance to attempts to infringe academic freedom and to detract from the professional rights of faculty won him the respect and affection of his colleagues. '

JAY NEWMAN AWARD FOR ACADEMIC INTEGRITY

CALL FOR NOMINATIONS

The University of Guelph Faculty Association is calling for nominations for an important new award, open to scholars around the world. The Jay Newman Award for Academic Integrity will be given for the first time in the Fall of 2009; nominations may be submitted until May 1, 2009. The condition of the award states that "It is for the purpose of recognizing a university scholar and teacher who either at a particular time or in the course of an academic career has demonstrated combined meritorious academic achievement with noteworthy courage or compassion in the defense of academic ideals." The award is given biennially and carries a prize of \$1500.00.

The award honours the memory of Dr. Jay Newman, F.R.S.C., a distinguished member of the University of Guelph Philosophy Department whose thirty six years of service were ended by his death in 2007. The author of eleven books, he was a successful and popular teacher and an active participant in the life of the University. He was widely known as a fearless and articulate defender of academic freedom as a core value of a university, and of the rights of faculty members.

Nominations, along with any supporting material, should be sent to: Chair, Academic Freedom Committee, University of Guelph Faculty Association, Room 535, University Centre, 50 Stone Road East, Guelph, Ontario, N1G 2W1.