

WORD FROM THE PRESIDENT

Most of us are hard at it this semester and that includes the members of various ULFA Committees. Our Handbooks Committee (formerly Academic Welfare), Grievance Committee, Economic Benefits Committee and Gender, Equity and Diversity Caucus have been busy. The members of the first of these have been preparing material to support negotiations with our Administration over revisions of articles in both the Faculty and Sessional Handbooks. Our negotiating team will include Lorne Williams, Trevor Harrison and John Usher. We have held our initial meeting this semester with senior administrators to share our lists of items for negotiation. ULFA's list includes eliminating discrimination against some members of ULFA whose spouse is also a member, establishing the primacy of the Handbooks, revision of the term contract article, clarifying the meaning of "consultation" in several articles, revising the STP committee process, post-retirement benefits, phased retirement, revising the investigation process in the grievance article, and the intellectual property article in the Sessional Handbook. In addition the Economic Benefits Committee is working towards bargaining on behalf of our Sessional Instructors. We hope to begin negotiations very soon.



Rob Sutherland

At the regional level, three ULFA delegates attended the 2011 Western Regional Conference of in Regina this month. There were several useful sessions in which Faculty Associations shared information from their current experiences in bargaining, difficulties in collegial governance, First Nations education, equity and diversity issues, devaluing professional librarians, and difficulties in governments directing academic research.

Issues that are a focus at a national level include widespread problems with libraries and archives, increasing penetration of private industry into governance of universities and federal funding agencies, increasing presence of private international companies providing education on university campuses, and challenges surrounding copyright at institutions that have withdrawn from the Access Copyright program.

Here at Lethbridge we are in a new situation in respect to copyright this year and ULFA again draws the attention of our members to the work the CAUT has done on fair dealing (see CAUT Guidelines for the Use of Copyrighted Material (Apr 2011) <http://www.caut.ca/pages.asp?page=217>). ULFA members should know that for their own research or educational purposes they may make copies of copyrighted material and our students may do the same under current Canadian copyright law. CAUT continues to advocate for satisfactory elaboration of fair dealing in the new copyright legislation under consideration by the federal government. Locally we are fortunate to have one of our Professional Librarian members, Rumi Graham, who is serving as University Copyright Advisor. She is available to provide guidance on this issue.

OCTOBER/NOVEMBER 2011

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MEET THE EXECUTIVE

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



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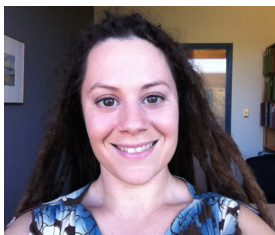


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Meet the new Admin Assistant
Annabree Fairweather



"I'm really enjoying my new position! Thanks for the warm welcome to ULFA. Stop by and say hi if you have a chance."

COMMITTEE UPDATES

GRIEVANCE COMMITTEE

The first meeting of the Grievance Committee was held on September 19 to go over grievance procedures and principles. A second meeting was held on October 3 to discuss matters related to a current grievance. Other meetings will be held as issues arise.

Chair, Trevor Harrison
Department of Sociology
trevor.harrison@uleth.ca

GENDER, EQUITY, & DIVERSITY CAUCUS

I'd like to take this opportunity to tell you about two important events that we are involved with during the 2011/2012 academic year.

In March 2012, we will be holding the 2nd Annual Respect and Diversity Campaign.



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. How do faculty encourage students to challenge and respect ideas in the classroom? What makes a respectful and meaningful academic community? How do you manage the classroom with diverse constituencies without compromising or contradicting academic freedom? What happens when definitions of respect collide? This year's event is in the planning stages.

If you would like to be involved, please contact Andrea Glover andrea.glover@uleth.ca

On November 22nd, 2011 at 3:30pm in Recital Hall, Dr. Ishu Ishiyama, Associate Professor in the Faculty of Education at the University of British Columbia, will be discussing the Anti-Discrimination Response Program he developed. His talk will focus on cultural diversity, social justice and community safety and he will directly address the questions of "How can we respond to racist remarks and other situations of discrimination and disrespect, with concrete and constructive action?" "What options do I have when I witness such situations?" and "What interactive skills do we need for effectively intervening in situations of racism and other forms of discrimination and prejudice?" The University of Lethbridge Faculty Association, with the support of the Gender, Equity, and Diversity Caucus, is one of the sponsors of this event. Admission is free and everyone is welcome. A reception will follow the event. Please RSVP to karen.mahar@uleth.ca by Wednesday, November 16th.

Chair, Carly Adams
Department of Kinesiology & Physical Education
carly.adams@uleth.ca



NOTICES

FALL GENERAL MEETING

Mark your calendar! This year's Fall General Meeting is scheduled for *Friday, December 9, beginning at 3:00 p.m. in TH204*. We are in the unusual situation this year of having no working day off between the last day of classes and the first day of exams. The Executive has therefore selected December 9, and later in the afternoon to accommodate the majority of the membership.



ULFA REPRESENTATIVE

ULFA's recent electronic ballot selected Brian Titley, Professor in the Faculty of Education, as the ULFA representative on the Search Committee for Dean of Education.

STRIKE SUPPORT

As a token of our solidarity and support, ULFA has sent a cheque for \$500 to Brandon University Faculty Association in support of their current strike. The Brandon University Faculty Association (BUFA) began strike action on October 12 after rejecting the employer's demand for major concessions throughout the collective agreement and on compensation. BUFA is seeking a balanced workload of teaching and research, job security for sessionals, and fair compensation.

BUFA represents 240 academic staff, including regular faculty, contract faculty, librarians, instructors and professional staff.

ULFA SCHOLARSHIPS FALL 2011

In the Fall 2011 semester, the *University of Lethbridge Faculty Association Academic Scholarship* fund will distribute \$486 to each of the following individuals (for a total of \$9,720.00):

Adil Adatia	Carly Dyck	Rain Mair	Sara Ortiz Ospina	Pascal Visentin
Alistair Boeré	Emma Hosgood	Scott Mezei	Nathaniel Perlow	Jan Walicki
Kaitlin Clark	Anna Kovalchuk	Kathryn Mombourquette	Hugh Ramp	Alex Westwood
Janelle Dobing	Diana Letts	Asimwe Akinyi Oloo	Adrian Tomei	Saif Zahir



FACULTY SOCIAL REMINDER

There was a great turn out at the October 20th Faculty Get Together! Thanks to those of you who attended. If you couldn't make it this time, we hope you can make it next month.

Please mark your calendars for the next one, which takes place on **November 17** from 3pm to 5pm. This social will be held in the Theatre Lobby (W500L). We provide snacks, juice, pop, and water, and a twoonie cash bar.

Faculty Get Togethers 2011/2012

November 17 - 3-5pm in W500L (University Hall)

December 22 - 3-5pm in Markin Hall Atrium

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)

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

