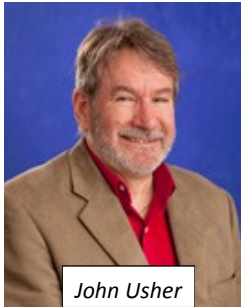


## WORD FROM THE PRESIDENT



John Usher

My Fall got off to a good start with the orientation of new members to GFC (The ULFA President is an ex officio member). Having received my preparatory materials for the orientation (including some organization charts of the administrative hierarchy), I was expecting that I would find myself giving an impromptu speech about the importance of

GFC as a check on the power of administrators. I was therefore quite surprised to have President Mahon brush aside the org charts and give the assembled GFC newbies an extended lesson on how bicameral governance works and the importance of GFC as the ultimate forum for the academic undertakings of this university. "Ah," I thought, "This guy gets it!" Let's hope that the practice follows the theory as the year unfolds.

The early Fall has also seen the first-ever Strategic Planning Forum which is the replacement for the University Budget committee and its deliberations. Sadly, the event was sparsely attended, especially given that it featured 15 minutes of fame for each and every Dean and Director across the campus as they described their contributions to the larger plan of the university and talked about their wish-lists. No discussion of actual dollars and cents, though, and the format, being experimental, made for some difficulties in terms of deriving useful comparatives. I expect that most people are a little overwhelmed with all of the plans in play these days – I'm a Professor of Strategic Management and I'm confused at times – but the most important piece that members should keep in mind is their ability to have their say with respect to their unit's Academic Plan. Under the new budgeting model, this is where the contributions of academic staff flow into the overall planning cycle. *(cont'd)*

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# PRESIDENT'S REPORT



## WORD FROM THE PRESIDENT—continued

Ask about your Academic Plan and when / where it will be **developed** – not just ‘discussed.’ Get a commitment from your Dean/UL that the academic staff of your unit will **actively participate** in determining what the Academic Plan says, not just voting on it fully formed or, even worse, simply receiving it as information. This is your plan – be a part of it!

As you will read in subsequent reports by their respective Chairs, our Handbooks and Economic Benefits Committees are hard at work preparing for this year’s negotiations. We will keep you informed going forward but also invite any input that you like to have into the determination of the ‘items of interest’ that we will soon be sharing with the Board’s negotiating team.

Finally, I wish to thank those members who put their names forward for the vacant ULFA representative position on the Board of Governors and to congratulate Andrea Amelinckx (Management) whose name has now been put forward for approval by the government. She has been a tireless voice for diversity on our campus for many years – especially FNMI and international students and faculty – and we are proud to have her join the Board on our behalf.

John Usher, *President*  
*Faculty of Management*



# COMMITTEE UPDATES



## HANDBOOKS COMMITTEE

As chair of the Handbooks Committee, I would like to introduce you to the Committee members: John Usher (past chair), Dan Kazakoff (Management), Dan O'Donnell (English), Paul Hayes (Chemistry/Biochemistry), Leona Jacobs (Library), and Greg Patenaude (Chemistry/Biochemistry).

Ratification of the changes to the Faculty Handbook from negotiations in the spring was completed at a Special General Meeting held on September 17. We managed to obtain quorum and the majority of those attending voted in favour of the changes to the Faculty Handbook. There were not enough sessionals present at the meeting to obtain quorum so as permitted by the ULFA bylaws a vote by electronic ballot has just been completed. They too voted in favour of the negotiated changes.

The Handbooks Committee has taken the concerns regarding elimination of the former Schedule G that were put forward at the ratification meeting and are in the process of investigating the language used throughout the handbook to ensure that those concerns are dealt with. The Handbooks Committee is moving forward with proposed changes to Academic Assistant and Instructor restructuring that were initially proposed during last year's negotiations and that were presented at the ratification meeting on September 17. The Handbooks Committee has a scheduled meeting with members of the Board negotiating team on November 16 to discuss negotiation concerns for this year's bargaining.

Richelle Marynowski, *chair*  
*Faculty of Education*

## GRIEVANCE COMMITTEE

The first Grievance Report of the 2012-2013 year serves to introduce the Committee.

Returning Grievance members include Trevor Harrison (Sociology) who returns as the ex-officio Past Chair, Lorraine Beaudin (Education), Wendy Faith (English), Bernie Williams (Management), and Glenna Westwood (Library). New members for 2012-2013 are Don Gill (Fine Arts -Art), Richard Mueller (Economics), John Vokey (Psychology) and myself, Ilsa Wong (Kinesiology and Physical Education).

We encourage all members to Know Your Rights and as a committee, look forward to serving the membership as members of the Grievance Committee.

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



# COMMITTEE UPDATES



## ECONOMIC BENEFITS COMMITTEE

Greetings everyone,

I hope your fall semester is going well. Your Economic Benefits Committee has met several times since the semester began, and has been doing preparatory work in anticipation of negotiations for the faculty contract.

Our contract still has three years to run as far as our COLA adjustment is concerned, but increments and benefits are up for negotiation as that part of our contract expires at June's end. When Marc Roussel spearheaded our contract talks in the summer of 2010, he had a comparator group of 11 universities we used to measure our salaries against. The EBC has revisited the contracts of those schools and will be using more recent salary information to reassess where we now stand relative to this comparator group.

You might be interested to learn that U of A's recent contract settlement was for 1.65% COLA for each of two years, and that after years of salary freezes in the BC universities sector, it appears -- from reports at the recent Western Regional Conference of faculty associations -- that universities there are likely to settle for salary increases on the order of 2%.

On the benefits front, there is a very good chance that the EBC will re-survey the faculty on our benefits, probably shortly before the end of the semester. While it's still too early to offer up much detail, there's a very good chance the coming survey will mirror closely the survey conducted in 2010, in part to see if attitudes in our membership have shifted over time.

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



# COPYRIGHT CORNER <sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE

I'm happy to report that the study described in the [September 2012](#) copyright column commenced in mid-October. If you taught at least one **Spring 2012** course, lab, tutorial or studio, you have likely received an e-mailed letter asking if you used Moodle, and if so, requesting permission to access those Moodle courses to gather data on the copyright permissions status of works used. Please contact me if you taught in the Spring 2012 semester but did not receive this letter. Sincere thanks to all who have responded thus far to the consent request letter.

I should mention that some respondents to the consent request letter have asked to be informed of the copyright permissions status of works used in their Moodle courses. Because the study protocol approved by the HSRC specifies that no details identifying individual instructors or courses be retained permanently, if you are interested in copyright feedback relating to any course-related works you use (inside or outside of Moodle), please feel free to contact me or Betsy Greenlees, Copyright Assistant, at any time. We will be happy to review your materials and discuss options for securing or verifying copyright permissions where permission appears to be required.

This semester Betsy and I are striving to present a brief copyright update at as many academic council and departmental or unit meetings as we can. In addition to the Moodle copyright permissions study, our update touches on three significant copyright-related events that unfolded over the summer: the University's re-acquisition of an Access Copyright license toward the end of June; a few days later the enactment of Bill C-11, an act to amend the *Copyright Act*; and delivery of the Supreme Court of Canada (SCC)'s decisions in mid-July on five copyright-related cases heard in December 2011.

One of the five Supreme Court of Canada decisions represents a landmark shift in how [fair dealing](#) is understood within formal educational contexts. Although the Association of Universities and Colleges of Canada (AUCC) has not yet modified its fair dealing policy which was last updated in March 2011, the Association of Canadian Community Colleges has released an [updated ACCC fair dealing policy](#) and advised its membership that "much of the copying that occurs in institutions can now be made without payment of royalties to Access Copyright."



# COPYRIGHT CORNER<sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE—continued

It's worth noting that when the SCC fair dealing decision was delivered in July, "education" as a new fair dealing purpose in the *Copyright Act* had not yet come into force. In fact this remains the case today, although an Order In Council issued by the Privy Council on October 25 indicates a schedule of [coming-into-force dates for the Copyright Modernization Act](#) (formerly Bill C-11) has been determined. This means coming-into-forces dates for at least parts of the Copyright Act amendments may well be known before the end of the year. I'll say more about the amendments of potential interest for purposes of teaching, research, and creative endeavours after they have come into force.

Rumi Graham  
University Copyright Advisor

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# ANNOUNCEMENTS

## FALL GENERAL MEETING

Mark your calendar! This year's Fall General Meeting is scheduled for **Friday, December 7 from 3-5pm in room TH105**. We are in the unusual situation of having no working day off between the last day of classes and the first day of exams. The Executive has selected one of the last school days of the semester and a time later in the afternoon to accommodate the majority of the membership. Snacks and refreshments will be provided at no cost to members.



## SPECIAL PENSION MEETING

There have been significant developments in the Universities Academic Pension Plan (UAPP) and the Faculty Association would like to keep you informed and involved in these changes. The Association will hold information town hall meetings in the Spring semester, the dates and times of which are forthcoming as developments continue.

## ULFA ACADEMIC SCHOLARSHIP 2012-13

The Faculty Association would like to congratulate the successful applicants of the *University of Lethbridge Faculty Association Academic Scholarship*. This scholarship is granted to a full-time student who is the spouse or dependent child of a dues-paying Statutory Member of ULFA. Applications are due on September 30 of each academic year and are distributed in October. For more information about the scholarship, please contact the [Scholarships & Student Finances Office](#) (SU-065).

The following individuals will each receive \$596 for a total of \$7,161.66:

**Nabana Alam**

**Rain Mair**

**Hugh Ramp**

**Carly Dyck**

**Evan Peacock**

**Noelle Sedgwick**

**Bryde Elias-Watson**

**Haley Perlow**

**Alex Westwood**

**Bryn Hosgood**

**Jessica Potter**

**Lauren Williams**



# SOCIALS



## FACULTY SOCIALS

Every month during the Fall/Spring semesters, ULFA organizes a social activity for all Faculty Association 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.

### Last Social of Fall 2012

**Nov 15** - 3-5pm in AH100 (Andy's Place)

*\*Come on out and meet your coworkers!\**



### INTERESTED IN A UNIVERSITY CLUB?

The Faculty Association has organized an Ad Hoc Committee to look at the possibility of a University Club, an inclusive space for Faculty Association Members. Current members of this Committee are Jon Doan, Jim Byrne, Vic Rodych, and Annabree Fairweather. Representatives of the Graduate Students' Association have also been invited to attend the meetings with the potential of joining forces for this initiative.

As this Ad Hoc Committee is in its developing stages, Committee Members welcome input from you about what you would like to see in a University Club. Committee Members will be attending the upcoming social on November 15 to discuss your ideas, suggestions, and feedback. No suggestion is too big or too small, all ideas are welcome!





# MEET THE EXEC



## MEET THE EXECUTIVE 2012/2013



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*

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

