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### University of Lethbridge Faculty Association

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## WORD FROM THE PRESIDENT



Welcome to 'Spring' 2013 and the usual mix of meteorological delights that the season brings to Southern Alberta. We look forward to sharing holiday tales and the unfolding dramas and triumphs of your work and non-work lives at the upcoming ULFA Social on January 24 from 3-5pm in Andy's Place (AH100).



John Usher

Your Faculty Association has been busily bargaining – two meetings already in December – which is quite unusual but welcome. Too often in the past the Board has seemed both ill prepared and uninterested with negotiations not getting underway until March and dragging on through the early summer. There are some complex issues on the table so we are glad of this early start.

At the provincial level, the renamed Enterprise and Advanced Education ministry continues to be elusive in terms of its contact with the Confederation of Alberta Faculty Associations (CAFA) and with our UofL senior leadership. Initial documents regarding the 'results-based budgeting' initiative of the province have been received in the Provost's office but with a three-year roll-out, it is expected that the University sector will have the opportunity to watch other sectors go through this exercise before coping with it themselves. Meanwhile we understand that a book called "The Innovative University" (Christensen & Eyring 2011) is being widely read throughout the North American post-secondary sector. As with many industries, higher education administrators are prone to latch onto the latest management fads and fashions to demonstrate their currency with leading edge ideas without first thinking through local impacts. Let's hope that this book gets a good critical read but that no one gets swept up in a blind adoption frenzy.

*continued...*



# PRESIDENT'S REPORT



## WORD FROM THE PRESIDENT—continued

Concordia University College (Edmonton) is currently bargaining their first collective agreement without much success. We wish them well and hope that this is resolved soon as it makes for a less than collegial environment for twenty-plus ULFA faculty and other UofL staff who also work on that campus delivering courses to about 300 UofL students.

ULFA held its Article 7 annual meeting with the University's senior leadership in December. This meeting is designed to permit discussion of issues of interest to both sides that are speculative and/or fall outside of specific Handbook or Economic Benefits concerns. This year, we raised issues concerning blended learning as applied to the three UofL campuses and distance learning in general. The Board's representatives were of the opinion that our current technological competency was unlikely to support any significant forays into distance learning. The Board again raised the matter of the representation of Postdoctoral Fellows. They are examining practices at other institutions to see if a policy can be developed. At this meeting, the Provost also made a point of saying that the Library makeover was definitely at the consultation stage – no decisions have been made. As this is an item of great importance to many of our members, we look forward to hearing details regarding the consultation process. Finally, the senior leadership were advised that ULFA had struck a subcommittee to explore the feasibility of a University Club. This was viewed as a good idea in general and consistent with building a sense of community on campus (at least on the Lethbridge campus). However space remains at a critical premium at least until the Destination project (new Science complex) is funded and built with the attendant re-tasking of UHall space. We were nevertheless encouraged to undertake a survey of interest in such a club and the subcommittee will be moving forward in that regard.

Finally, a reminder that ULFA (Trevor Harrison and myself) will be delivering a Workshop specifically targeted to STP Committee Chairs and STP Committee Members. The workshop will take place on Tuesday, January 22 from 12-2pm in room L1114 (see page 9 of this newsletter for more details). If you are on an STP committee this year, even if it's not your first time, I urge you attend. We can always use the wisdom of our 'old hands' to add to the mix.

John Usher, *President*  
*Faculty of Management*



# COMMITTEE UPDATES



## HANDBOOKS COMMITTEE

The Handbooks Committee had met fairly consistently over the fall term to discuss matters relating to the upcoming negotiations. Handbook negotiation meetings started in earnest in December, much earlier than they traditionally have started. I want to thank Trevor Harrison for agreeing to be the chair of the Handbooks Negotiating team and Dan Kazakoff for agreeing to be a member of the negotiating team. Brenda Rennie has also been present at the negotiating meetings. Due to the continuation of Handbook negotiations through the spring term, the Handbooks Committee will meet less regularly than we did in the fall term.

Richelle Marynowski, *Chair*  
*Faculty of Education*



## STUDY LEAVE RELOCATION COMMITTEE

The Study Leave Relocation Committee will be gathering later this semester to work through applications for the Study Leave Relocation Fund (SLRF). The committee members include Hua Li and Kara Granzow of Arts & Science and Deric Olsen of Fine Arts. This fund is designed to assist faculty members who will be changing residence for academic reasons during their study leaves.

If you have been granted study leave for the 2013-2014 academic year and you plan on relocating, first off, congratulations on your study leave; second, you may be eligible for financial assistance from ULFA. All study leave recipients will receive an email with the SLRF information package and application form in mid-January. You can also check out the [study leave information on our website](#) for updated information.



# CONFERENCE UPDATES



## REPORT FROM THE CAUT LIBRARIANS CONFERENCE

The CAUT Librarians Committee hosted their conference in Ottawa on 2012 October 26 & 27. The conference was titled “Contested Terrain: Shaping the Future of Academic Librarianship.” There is some perverted solace in knowing that what is happening locally is also happening (albeit to varying degrees) to colleagues elsewhere; there were many beleaguered faces present at the Conference. That said the Conference program was definitely designed to “light a fire” rather than curse the dark.

A dominant theme was the failure of our existing national library associations to represent librarians and librarianship, having defaulted to concerns of management (rather than leadership) of libraries. We learned that library science education was also drifting away from exploring the foundations of librarianship as the programs moved to incorporate more focus on information science and skills and the public value of information versus the public good. We were updated on the fight of Toronto Public Library, CUPE Local 4948 with Mayor Rob Ford’s austerity measures and on the current situation with academic librarians at McMaster University and McGill University where, with the help of CAUT, librarians pushed back at proposals to diminish the work and status of the librarians at those institutions.

Attacks on academic status of librarians prompted a panel advising that academic librarians must embrace the responsibilities of teaching (specifically), research, and service in the context of academic librarianship and understand that much of what librarians do, while not fitting neatly into the (dominant) faculty definition of teaching, research and service, *\*is\** teaching, research and service, albeit in the cause of academic librarianship. That said, the panel pointed out many challenges, the main ones being how we do define our own activities in the context of teaching, research, and service and then how we establish the respect and support for these activities in our local contexts given the (dominant) faculty definitions that prevail.

Interspersed among the presentations were breakout groups designed to discuss the presentations, to articulate what was happening locally, to identify impacts, and to propose ways of addressing the problems. The main areas of impact included funding shifts away from professional librarians to (*cont’d...*)



# CONFERENCE UPDATES



## REPORT FROM THE CAUT LIBRARIANS CONFERENCE—continued

non-MLS library staff as well as to technology and infrastructure; increases in workload for professional librarians and a move to “plug-and-play” (generalist) assignments; fewer librarians, generally or because of workload, who are able to speak out on issues. What to do? Most responses took their cue from the presentations and included variations of such themes as: taking control of the situation; engaging in public activism and speaking out on issues as librarians; being actively engaged with the union/faculty association and with professional organizations; being familiar with the rights and responsibilities of librarians as academic staff; and educating your union/faculty association executive to issues specific to academic librarians and librarianship.

Ultimately, this is not just about librarians, the people; we are but the thin edge of the wedge and just different enough from faculty for the assault on academic rights to escape notice by mainstream academe.

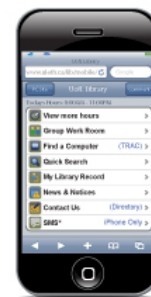
Respectfully submitted,

Leona Jacobs

*Professional Librarian*

*There's a great app from the library:*

*Your library  
on the  
go...*



add us to your home screen  
<http://www.uleth.ca/lib/mobile/>



# COPYRIGHT CORNER<sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE

On November 7, 2012 most of the *Copyright Act* amendments that received royal assent last June came into force, including the expansion of fair dealing to encompass the additional purposes of education, parody and satire. The University's [Guidelines for Copying Under Fair Dealing](#) are currently under review, and I hope to finalize a revised version shortly that will reflect the recent changes in how fair dealing is understood in educational contexts.

Data gathering for the Moodle copyright permissions study is now in full swing. Many thanks to everyone who responded to the consent requests sent out last semester. For information on the impetus and goals of this study, please see the Copyright Corner contributions in the September and November 2012 issues of the *ULFA Newsletter*. Initiated last year, the [Copyright Corner](#) contributions are also reproduced for convenience of access on the University's Copyright website.

In this issue I sketch a variety of scenarios to illustrate copyright-related issues you should consider if you prefer to use a publicly accessible website instead of, or in addition to, Moodle to make course-related information and resources available to students. An example of a publicly accessible website could be your personal University of Lethbridge website on [people.uleth.ca](http://people.uleth.ca), "publicly accessible" meaning that anyone with Web access can find your website and use the resources provided there.

Normally you should be able to make a resource available on a publicly accessible course website without risk of copyright infringement if the resource is:

- a. not copyright-protected (e.g., it is in the [public domain](#)), or
- b. authored only by yourself, or
- c. authored by others, all of whom have given you permission to use the resource in the manner you desire, or
- d. covered by a [Creative Commons](#) license that permits use of the resource in the manner you desire, or
- e. published by an open access publisher that permits use of the resource in the manner you desire (e.g., all journals in the [Directory of Open Access Journals](#) "use a funding model that does not charge readers or their institutions for access. From the BOAI definition [1] of "open access" we take the **right of users** to "read, download, **copy, distribute**, print, search, or link to the full texts of these articles" as **mandatory for a journal to be included in the directory**" [emphasis added]), or
- f. accessible only via a link to the resource stored on the publisher's or rightsholder's website.



# COPYRIGHT CORNER <sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE—continued

If the resource you wish to use is from one of the Library's [licensed online databases](#), it is important to note that applicable terms of use typically prohibit distribution of copies of licensed content on publicly accessible networks. For example, a **prohibited use** specified in the [CRKN model license](#) is to:

*“mount or distribute any part of the Licensed Material on any electronic network, including without limitation the Internet and the World Wide Web without the prior written consent of the Publisher or except pursuant to any separate agreement as the Publisher and a Member may enter into.”*

In other words, posting the PDF of a CRKN-licensed journal article on a publicly accessible course website is not permitted.

On the other hand, a CRKN model license **permitted use** is to:

*“incorporate parts of the Licensed Materials in printed Course Packs and Electronic Reserve collections for the use of Authorized Users in the course of instruction at a Member, but not for Commercial Use. Each such item shall carry appropriate acknowledgement of the source, listing title and author of the extract, title and author of the work, and the Publisher. Copies of such items shall be deleted by the Member when they are no longer used for such purpose.”*

“Electronic Reserve” is defined in the CRKN model license as *“Electronic copies of materials (e.g. book chapters, journal articles) made and stored on the Secure Network by the Consortium or by a Member for use by its students in connection with specific courses of instruction offered by a Member to its students.”*

Thus, as Moodle is one of the University's secure networks, it is permissible to store a PDF article in Moodle that is covered by a CRKN license permitting Electronic Reserve usage. The [Copyright Permissions Look-up](#) tool can help you identify permitted uses for the Library's licensed journals.

What about scanning a printed book chapter and storing the scanned document for student use on a course website? If the scenarios outlined above in a) to f) and Library database licenses are not applicable, you could investigate whether permission coverage is provided by the University's Access Copyright license using the [Repertoire Look up Tool](#). The [Printing and Digital Copying Guidelines](#) provide an overview of the kinds of copying permitted under the license. Note that the Access Copyright license terms of use state that:

*“Digital Copies of Repertoire Works shall not be transmitted to, posted or uploaded to, or stored on any computer network other than a Secure Network.”*



# COPYRIGHT CORNER <sup>©</sup>



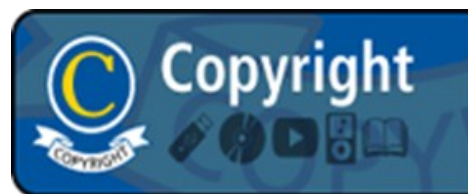
## COPYRIGHT ADVISOR'S UPDATE—continued

Storing a PDF scan of one chapter comprising no more than 20% of a book in Access Copyright's repertoire (with appropriate attribution) is therefore permissible for use in a course only if Moodle, the Library's electronic reserve system or some other secure network is used. Making the PDF scan available on a publicly accessible course website, however, would be in breach of the University's Access Copyright license.

Could fair dealing cover the storage and distribution of a copyright-protected resource on a publicly accessible course website in circumstances *outside of* those sketched in the preceding scenarios? If you wish to invoke [fair dealing](#) to cover your particular use of a copyright-protected work, you always need to i) determine if your purpose is one of the eight fair dealing purposes specified in the *Copyright Act* and then ii) determine if your proposed use is fair according to the six-factor analytical framework proposed by the Supreme Court of Canada.

The answers to questions of fair dealing and other copyright matters predominantly hinge on identifying and examining the specific facts relating to the particular desired uses of particular works. And as always, I'm happy to help you sort through copyright issues you may encounter in these admittedly complex and challenging copyright times.

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







# NOTICE OF CHANGES



## QUICK GUIDE—EMPLOYMENT INFORMATION ON THE BRIDGE

### (CHANGES IN RED)

Welcome to the University of Lethbridge! You can use the Bridge to access many features for your employment, but we want to draw your attention to a few features that are important to take care of as you start your employment. As soon as you have been provided access, please enter the Bridge and complete the following:

1. Select **Personal Information** and scroll to:
  - a. **Update Address(es) and Phone(s)** to change your address and phone if you have moved since you applied (required).
  - b. **Update Authorized Designate and Emergency Contact** to indicate who the University should call in the event of an emergency (highly recommended).
2. **Select Employee and scroll to:**
  - a. **Online Parking Services** to purchase a Parking Permit (optional).
  - b. **Tax Forms**
    - i. **to provide your consent to receive tax forms electronically (highly recommended),** and
    - ii. to complete your federal and provincial TD1 for personal exemptions from taxable income (highly recommended). If this step is not completed, exemptions to your taxable income will default to the basic personal exemption.
  - c. **Workforce Survey Questionnaire** to complete the Diversity Advantage Questionnaire (requested).

### Need more information?

If you are having trouble accessing the **Bridge**, please call 2490.

If you would like more information on **Parking**, please call 2603.

If you would like more information on any other features listed above, please call **HR** at 2274.

# MEETINGS

## UPCOMING STP WORKSHOP

The Faculty Association is offering a workshop designed specifically for Salary, Tenure, and Promotion (STP) Committee Chairs and members. The workshop will be conducted by President John Usher and VP/President Nominate Trevor Harrison and will take place on Tuesday, January 22, from 12-2pm in L1114. Deans are also welcome to attend. Videoconferencing can be available for members of the northern campuses if services are needed. Bring your lunch, but snacks and refreshments will be provided.



## CAUT BARGAINING WORKSHOP

Join Chantal Sundaram of the Canadian Association of University Teachers (CAUT) for the **Introduction to Collective Bargaining Workshop** on February 1 & 2 (Fri/Sat, all day). This course allows participants to develop bargaining, language drafting and team work skills as well as experience the dynamics of the negotiating table. This workshop is directed at members with little or no negotiating experience.

The maximum number of attendees is 20 and priority for attendance will be given to members of ULFA's standing committees. Currently, there is space for 8 others. For more information or to RSVP your attendance, please contact Annabree ([annabree.fairweather@uleth.ca](mailto:annabree.fairweather@uleth.ca); 2578).

## 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.

## FALL GENERAL MEETING UPDATE



The Fall General Meeting was held on Friday, December 7, 2012. Members at the meeting voted to amend Bylaws Article 10.4.2c on Procedures of the Nominating Committee. Members also elected representatives to the Nominating Committee, which now comprises the following: Maureen Hawkins, Past Chair of Nominating Committee; John Usher, ULFA President; Trevor Harrison, Executive Appointee; and statutory members Jason Laurendeau, Stavroula Malla, Kien Tran, Judy Vogt, and Dan Kazakoff.

# ANNOUNCEMENTS



## **BENEFITS SURVEY COMING SOON**

The Economic Benefits Committee has been gathering information for ongoing negotiations and would like input from the membership. Early in the semester, all faculty association members will be invited to complete a brief survey. Stay tuned for more details.

## **SESSIONAL LECTURERS HANDBOOK RATIFIED**

Following the ratification of the Faculty Handbook at the Special General Meeting on September 17, the Sessional Lecturer's Handbook was put to electronic vote.

Thank you to those of you who participated in the recent ballot. Of those who cast ballots, 96% voted in favour of ratification. The revised Faculty Handbook and Sessional Lecturer's Handbook can be found online at the [U of L's Human Resources webpage](#).



## **FACULTY SOCIALS REMINDER**

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

Snacks are provided at no cost to members and a cash bar is provided with a variety of beer and wine.

### **Faculty Socials Spring 2013**

**Thursday, January 24** - 3-5pm in AH100

**Thursday, February 14** - 3-5pm in AH100

**Wednesday, March 20** - 3-5pm in AH100



# MEET THE EXEC



## MEET THE EXECUTIVE 2012/2013



John Usher  
*President*



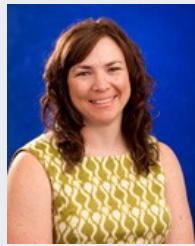
Rob Sutherland  
*Past President*



Trevor Harrison  
*VP/President  
Nominate*



Jon Doan  
*Secretary/Treasurer*



Richelle Marynowski  
*Chair, Handbooks  
Committee*



Ilsa Wong  
*Chair, Grievance  
Committee*



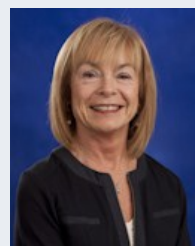
David Kaminski  
*Chair, Economic  
Benefits Committee*



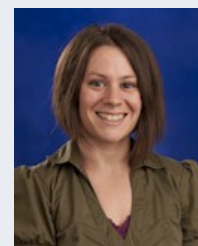
Andrea Amelinckx  
*Board Rep*



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](#).

