

## WORD FROM THE PRESIDENT



John Usher

I had been delaying the writing of this report with some expectation of taking a long view of the developments of the previous couple of months (and to avoid reacting with too much emotion to more recent events) but it seems I can delay no longer. Like Top 40 radio, the hits just keep coming! In this case, unfortunately, the source of the hits is not Katy Perry but the collective wisdom of the budget reductions sub-committees as they demonstrate the failure of not making use of local knowledge and the university's administration, through its ham-handed attempts to implement that wisdom, as they show us how little they understand the fundamental realities of managing change.

One of my favourite books right now is Everything is Obvious – How Common Sense Fails Us (2011) by Duncan Watts who has transitioned from a PhD in Engineering (dissertation in small-world networks) through a tenured Professorship in Sociology at Columbia to a position as principal research scientist at Yahoo! Research and is now a founding member of the MSR New York City lab of Microsoft. Given this multidisciplinary basic/applied background, his work has all of the iconoclastic insights you'd expect supported by a methodological virtuosity and access to data that most people only dream of. In a section of the book titled 'Planning and Common Sense,' Duncan cites William Easterly (2006:6) on the distinction between Planners versus Searchers as it relates to the problem of poverty. As you read it, think of our administrators but think also of those who direct *their* actions.

*A Planner thinks he already knows the answer; he thinks of poverty as a technical engineering problem that his answers will solve. A Searcher admits he doesn't know the answers in advance; he believes that poverty is a complicated tangle of political, social, historical, institutional, and technological factors... and hopes to find answers to individual problems by trial and error... A Planner believes outsiders know enough to impose solutions. A Searcher believes only insiders have enough knowledge to find solutions, and that most solutions must be home grown.*

(continued...)

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# PRESIDENT'S REPORT



## WORD FROM THE PRESIDENT—continued

As you might imagine, I have had a large number of comments directed my way regarding the recently floated 'Draft Policy' on Study Leaves and one is particularly insightful on the point of Planners and Searchers. The member's point in her comment was that our administration appears to be simply mimicking the bad process that it receives itself at the hands of the government. Who would be willing to bet that our administration would see themselves as Searchers with government in the role of Planners if this newsletter were to somehow fall into their hands? I hope they would find an instructive lesson there.

Meanwhile the work of ULFA goes on in terms of moving forward on the ratification of both its Economic Benefits and Handbook packages, beginning internal discussions for a new set of negotiations and managing its own succession planning. In this last regard, we are very pleased to welcome Derrick Smithson as the new Administrative Assistant for the ULFA office. He will be learning the ropes for the next several months from Annabree as she herself moves gradually into Brenda's role. A little transitional turmoil in the ULFA office? Well, why not? Things have been just too quiet around here lately.

As usual, ULFA is organizing a multitude of events for its Members, including a workshop by the Lethbridge Regional Police Service and jointly sponsored with the Students' Union on *Internet Safety* on November 14 and a Fall General Meeting on Friday, December 6th. (For additional information about these events, please see the Announcements section of this newsletter on pages 7 & 8.)

One last comment before I go. It will no doubt strike everyone as obvious (at least it figures prominently in most of the email I've received lately) but it still deserves to be said. It is, of course, that the various initiatives of the budget reduction sub-committees come at a truly perilous time in the life of the University of Lethbridge when it is just getting its feet under itself as a comprehensive university; when its star has been rising in the research rankings and the idea that it might actually be a 'destination' was becoming at least plausible. That progress was our progress and it is now being squandered by an attack on the very core of this university – its teaching and research.

I wish you well as the semester progresses and I look forward to continuing to represent you as we face the work ahead of us.

We are stronger together.

John Usher, *President*  
*Faculty of Management*



# COMMITTEE UPDATES



## HANDBOOKS COMMITTEE

As the Handbooks Committee Chair I want to thank the 2013 Handbooks Negotiating Team: Trevor Harrison and Dan Kazakoff for their work in the last negotiations. I also want to thank those ULFA members who came to the Town Hall Meetings and voted to ratify the changes. The Faculty Handbook language was ratified with 84 votes in favour and 3 opposed. The proposed changes will now be brought before the Board on November 21 for their ratification vote and as soon as both parties have ratified the Handbook, they go into effect as soon as the changes are implemented. Please know that Human Resources (HR) is working on renaming most Academic Assistants to Instructors but this will take time.

The current Handbooks Committee is working towards identifying issues and concerns to be brought to the negotiating table for the next round of negotiations. Please feel free to contact any of the members of the committee if you have something you would like considered. Members of the committee are as follows: John Usher (Past President), Trevor Harrison, Dan Kazakoff, Phil Jones, Dan O'Donnell, Joy Morris, Yale Belanger, Rhys Stevens, and Greg Patenaude. The committee has met twice since the beginning of the term and will meet again on November 6. We look forward to serving the membership this year.

Richelle Marynowski, *chair*  
*Faculty of Education*

## GRIEVANCE COMMITTEE

In keeping with our ULFA Bylaws, this year's Grievance Committee includes representatives from a range of academic constituencies: Arts & Science (Richard Mueller, John Vokey), Professional Faculties (Don Gill, Mary Kavanagh, Dawn McBride), Professional Librarians (Marinus Swanepoel), and Academic Assistants (Wendy Faith). As Past Chair, Ilsa Wong also sits on our Committee. We will meet as issues arise.

As a member of ULFA, you have the right to initiate the grievance process upon "violation, improper application, or non-application of the terms" (Article 22.01) of our Faculty Handbook. If you would like more information on how our Handbook applies to a particular matter or dispute, feel free to contact me, John Usher (ULFA President), or Brenda Rennie (Executive Director).

Wendy Faith, *chair*  
*Department of English*



# COMMITTEE UPDATES



## ECONOMIC BENEFITS COMMITTEE

Our mediated settlement aimed to have payroll changes take effect for the December pay period, but we have word from HR that they will be ready to implement salary changes for the November pay cheque. So, our members can expect to have modest pay increases appear for the end of the coming month, both ongoing pay increases, and back pay to July.

The down side to this is that a small number of our best paid members will also see a hit on their November pay cheques. HR has advised us that those members that will be expecting a rollback are welcome to contact them to make arrangements to mitigate some of the negative consequences of the salary reduction. To these members I offer my sincere apologies. We will strive to do better by you in our negotiations for the coming contract year.

And this process has begun in earnest. Our Economic Benefits committee this year has some familiar faces continuing on -- Marc Roussel, Shamsul Alam, Rumi Graham, Saurya Das, Arie Bomhof -- and some new ones: Joshua Knapp and James Dobbie. We've met a couple of times since the contract ratification vote, and are actively working towards the next round of contract talks. A by-product of our mediated contract was the creation of a salary structure "task force" to which we have conscripted Saurya and our Association's VP, Trevor Harrison. Their meetings with the Administration reps (Ken McInnes and Chris Nicol) have also begun, and we wish them well in their deliberations.

As in the past, I invite members interested in the workings of our Economic Benefits Committee and Economic Benefits negotiating team to contact us. Observers will again be welcome when Economic Benefits contract talks resume in the new year.

I wish you a pleasant and productive fall semester.

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



# COPYRIGHT CORNER<sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE

### Permission Sources for Course Materials

Analyses of the permissions status of Spring 2012 instructional content used in Moodle are close to completion, and I look forward to sharing the findings in the coming months. (For background information on this project, see the [Copyright Corner](#) column in the September and November 2012 issues of the *ULFA Newsletter*).

In the meantime, changing patterns are apparent in the permission sources we rely on for coursepacks and Library Reserves. The key factor is the July 2012 Supreme Court's decision in [Alberta \(Education\)](#) that copying short excerpts by teachers for use by their students can qualify as fair dealing, which led to a sea change in how [fair dealing](#) is assessed at our institution and across all Canadian educational institutions in general. Of course not everyone agrees on the meaning of the *Alberta (Education)* decision—see the May 2013 Copyright Corner column for more information on lawsuits that have been filed.

In the Spring 2012 semester the U of L operated without an Access Copyright site license, but the Bookstore partnered with a local commercial printer holding an Access Copyright copyshop license to produce coursepacks containing material for which reasonably priced permissions were not available elsewhere. While the U of L signed a new Access Copyright license in June 2012, the *Alberta (Education)* decision in July 2012 meant that a significant amount of the Fall 2012 semester's coursepack content qualified as fair dealing.

In fact, Access Copyright licensed coverage accounted for about 74% of Spring 2012 coursepack content, but fell to about 4% for Fall 2012. The permission sources we relied on far more frequently for Fall 2012 coursepacks included fair dealing, open access/public domain, author permission and library database licenses.

The importance of fair dealing as our main basis of permissions clearance for course-related copying continues. For the Spring and Fall 2013 semesters, fair dealing accounted for about 56% of all coursepack content, whereas our Access Copyright license covered less than 5% of permissions clearances. More than 75% of copies on print or electronic reserve in the Spring 2013 were covered by fair dealing, with our Access Copyright license accounting for about 10% of needed permissions clearances.

### Course Readings Format Options

A number of instructors have been experimenting recently with ways to make course readings (*e.g.*, articles, chapters, cases) available to students in cost-effective, flexible modes that are alternatives to traditional print copies.

(continued)



# COPYRIGHT CORNER<sup>©</sup>



## COPYRIGHT ADVISOR'S UPDATE—continued

- Online-only options include using Moodle or E-Reserve to provide access to readings via full-text links or PDFs. This can be a cost-free option if students access all readings online, but it also gives students the ability to print individual readings if they wish. Online-only options are typically available when copyrighted readings do not require transactional licenses (a business case, for example, often requires a transactional license which is a type of permission not covered under an Access Copyright site license).
- Online-or-print options:
  - Online access via Moodle or E-Reserve can be supplemented with an additional print-on-demand option via the Bookstore (typically an option when transactional licenses are not required). This can be a cost-free option if students choose to access all readings online.
  - [Print/digital coursepack](#) via AcademicPub: Offered by the Bookstore, this option involves a commercial publisher's coursepack publishing platform that allows instructors to compile their course reader and offer students the choice of purchasing it in digital or print format.

If you would like more information about permissions-related aspects of the above options, please let me know.

### Reserve Readings

Over the past couple of semesters [E-Reserve](#) use has been increasing. Feedback from students has generally been positive, as the system appears to be reliable and easy to use. We have recently added the option for instructors to use an [online form](#) to itemize materials they wish to make available via E-Reserve, while a secure means of allowing instructors to upload content for placement on E-Reserve remains under investigation.

Given the 24/7 access provided by E-Reserve, starting with the Spring 2014 semester we will strive to make all photocopies submitted for placement on Reserve available on E-Reserve whenever copyright permissions clearance has been verified. Instructors will still be able to make photocopies available on print Reserve when both print and online formats are deemed necessary.

As always, feel free to contact me for more information about any of the above, or on other copyright-related issues you'd like some help with.



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

# ANNOUNCEMENTS

## FALL GENERAL MEETING

Mark your calendar! This year's Fall General Meeting is scheduled for **Friday, December 6 from 3-5pm in room B660**. 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 the last school day 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.



## MEET THE NEW ADMIN ASSISTANT!



We extend a warm welcome to Derrick Smithson who will be joining the ULFA office as the new Administrative Assistant! Derrick completed his undergraduate studies at the UofL and has just returned to Lethbridge from his Master's studies at the University of Basel—World Peace Academy in Switzerland. Derrick can be reached at [smithson@uleth.ca](mailto:smithson@uleth.ca) or by calling the ULFA main office line at ext. 2578.

## ULFA ACADEMIC SCHOLARSHIP 2013-14

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 (AH-151).

The following individuals will each receive \$975 for a total of \$7,814.20:

**Andrew Eng**

**Brynn Hosgood**

**Haley Kopp-Perlow**

**Jana MacKenzie**

**Geoff Sitwell**

**Adrian Tomei**

**Stephanie Walicki**

**Lauren Williams**



# ANNOUNCEMENTS

## BROWN BAG LUNCH WORKSHOP: *INTERNET SAFETY*

Join Constable Dan Shurtz from the Lethbridge Regional Police Service's Economic Crimes Unit for a workshop on *Internet Safety*. The workshop will provide information on ways to protect oneself from the many scams and schemes lurking on the internet. Topics include on-line classified ads, "phishing," romance scams, lottery scams, Microsoft scams, and social media scams.

The workshop will take place on **Thursday, November 14 at 12pm in the SU Ballroom B**. Coffee and juice will be provided to attendees, but don't forget to bring a lunch! This event is co-sponsored by the Students' Union and ULFA.



## ULFA HAS A NEW WEBSITE

Speaking of internet safety, ULFA now has a new website thanks to the increasing number of issues with our site being compromised. We are grateful to the many members who have kept us informed about the ongoing technical difficulties and we thank our Nerds On Site tech support, Brad, for working around the clock to help us solve the issues. Have a look at our updated website at [www.ulfa.ca](http://www.ulfa.ca) and let us know what you think!



## FACULTY SOCIALS

Due to the higher costs with the food services provider and the declining attendance, ULFA has decided to **CANCEL the November Faculty Social**.

We are exploring alternatives for food services and venues and will keep you posted about future events. In the meantime, we apologize for any inconvenience and hope you will attend in lieu the next Prof Jam Night at The Zoo!

### Faculty Socials Schedule

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

**Thursday, November 28, 2013**

Thursday, January 23, 2014

Thursday, February 27, 2014

Wednesday, March 26, 2014







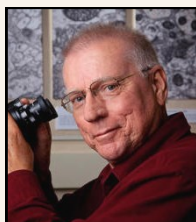
# MEET THE EXECUTIVE



## 2013/2014 EXECUTIVE MEMBERS



John Usher  
*President*



Rob Sutherland  
*Past President*



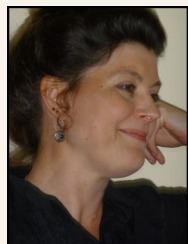
Trevor Harrison  
*VP/President  
Nominate*



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*



Derrick Smithson  
*Administrative Assistant*

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

