

Annual General Meeting

The AGM has been scheduled for **Monday, April 10, 12 - 3 p.m. in University Recital Hall.**

All of ULFA's events are listed on page **12**



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Scholarly Communication Series

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Report on the CAUT Forum for Librarians' & Archivists' Conference

Read about having impact at the negotiating table and collective bargaining.

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A Word from the President

Welcome back to a new semester and a new year (2017). The ULFA Executive and I look forward to an active and productive Spring semester which will, undoubtedly, bring fresh opportunities and new challenges.

As was noted in our recent Fall General Meeting, ULFA is currently involved in several grievances (eleven to date), several of which have gone to the arbitration stage. Related to one of these grievances, the member who had been suspended without pay, the Canadian Association of University Teachers (CAUT) issued a letter to President Mahon on December 5th, 2016, which notified him of the unanimously passed motion by all CAUT delegates that condemned the suspension of Dr. Hall without any formal findings of misconduct and without due process. CAUT, in addition to referring this case to their Academic Freedom and Tenure Committee, will also move towards imposing censure of the UofL administration if the matter is not satisfactorily resolved in a timely manner. CAUT is also providing ULFA their full support in pursuing legal options in this matter.

As you all know, the post-secondary legislative framework is under review; the extent to the changes are as of yet unclear but the provincial government plans to introduce new legislation in the spring session. We will keep you apprised of any information that we receive regarding this as we move towards a new legislative model.

Once again, we welcome all of you back and look forward to an invigorating and lively spring term.

Andrea Amelinckx,
ULFA President



Committee Updates

Gender, Equity and Diversity Committee

The GEDC has been busy with several projects this term. We have worked on providing suggestions for updates to the 2007 HR document Best Practices for Hiring with a focus on Diversity & Equity and hope it will become a well-used reference for those serving on search committees. We plan to meet with University Administration in late January, where we will pass along these suggestions as well as discuss a few other equity & diversity issues on campus. We are organizing a White Ribbon campaign (www.whiteribbon.ca) for International Women's Day (March 8) and we are also working with the Teaching Centre on a Talking about Teaching event for March, so watch for details on that. Finally, we are conducting a literature review on the effectiveness (or not) of teaching evaluations to be used for STP purposes, and hope to have a summary as well as recommendations come out of that. And of course Kien and Andrea are still meeting with members of the University Administration on the Joint Equity Working Group; we look forward to their report by June 30th.

As always, if you have any gender, equity, or diversity- related concerns or questions, please contact me or any of the committee members: Andrea Cuellar (Anthropology), James Graham (New Media), Bente Hansen (Music), John Sheriff (Math & Computer Science), Andrew Stewart (Music), Kien Tran (Economics), & Kelly Williams-Whitt (Management).

Nicole Eva,
*Chair, Gender,
Equity and Diversity
Committee*



Economic Benefits Committee

Happy New Year!

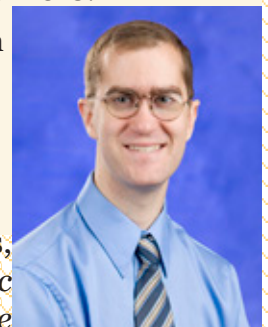
As described during the Fall General Meeting in December, ULFA's Economic Benefits Committee has continued to meet regularly throughout the latter part of the fall semester. We have been tackling a number of matters, including a line-by-line study of our current benefits. As you have likely gleaned from previous communications, we are also looking at issues such as the dependent tuition benefit, parental leave, long term disability and matters relevant to members over the age of 65. We are carefully analyzing how our benefits measure up to a variety of comparator universities and are investigating potential structural salary deficits with respect to those same institutions. Accordingly, we are in the process of finalizing a survey which will soon be distributed to ULFA members. Please make it a priority to spend a few minutes completing the survey as it is crucial that the responses are statistically representative of our membership.

As the spring unfolds we plan to spend significant time, both with the Handbooks Committee and on our own, training and practicing for negotiations which will take place during the spring of 2018.

After systematically working our way through all of the aforementioned topics we aim to be in a good position to set priorities and goals, and to start developing negotiation strategies, by the end of the spring 2017 semester.

At the risk of sounding like a broken record I will make one final call to fill our professional faculties (Fine Arts, Education, Health Sciences and Management) vacancy. This position would last until the summer of 2017, so it will likely not prove particularly taxing.

Paul Hayes,
*Chair, Economic
Benefits Committee*



Committee Updates

Handbooks Committee

In mid December, the Board and Faculty Association agreed not to conduct negotiations on the Handbook in 2016-2017 (under the current two-table negotiating model, the Board and Association may present items for negotiation on an annual basis for everything except for the economic Schedules A and B, which are subject to contractual terms). With this decision, the Committee can now turn to longer-term work, preparing for future negotiations. Because the province is in the midst of revising the labour relations portion of the Post Secondary Learning Act, we do not, at this moment, know the precise rules under which these negotiations will take place. There is, however, much basic groundwork we can do that will be applicable no matter what decisions are made at the provincial level, including gathering opinions from different constituencies as to areas in which the Handbook could improve, reviewing and preparing for possible Board positions for future negotiations, and practicing negotiation skills. In the course of the Spring, we intend to survey various sections of our membership about working conditions and offer training to members interested in discovering more about how labour negotiations work in practice.

As always, the Membership owes a debt of gratitude to the Handbooks Committee membership Dan O'Donnell, Joy Morris, Chris Burton, Richelle Marynowski, YJ Bao, Rhys Stevens, and Nicole Wilson.

Dan O'Donnell
*Chair, Handbooks
Committee*





Copyright Corner

Open Access Questions & Answers

On October 7, 2016, Prentice Institute research affiliates and U of L librarians had an informal, lively discussion on open access (OA). A central focus was the May 2015 OA policy on Tri-Agency funded research published in peer-reviewed journals, and ways in which the Library can help researchers meet granting agencies' OA requirements. My colleagues and I subsequently prepared an OA FAQs document which we shared with Prentice research affiliates. We plan to incorporate these FAQs into the Library's [research guides](#), but in the meantime this column highlights some of the questions that generated the most discussion.¹

Q. What kinds of OA options may be available when I'm ready to submit an article for publication?

A. A variety of business models are used by publishers who support OA in some form. Of the publishers who make their OA publications immediately and freely available to the public, some require authors to pay publication charges (APCs), while others find alternative ways to cover production costs without charging APCs. Both of these dramatically different approaches to providing immediate, free access for all readers are known as "gold OA."

Although commercial ("toll access") academic publishers impose fees on readers and libraries, most permit authors to make peer-reviewed accepted manuscripts available in an OA repository. In many cases, however, publishers stipulate that public access must be delayed until an embargo period has passed. This business model which permits works to be made freely accessible to all readers only in a pre-publication form (possibly delayed by a publisher-imposed embargo period) is known as "green OA."

Some toll-access publishers use the traditional subscription-based system and at the same time offer authors the option of paying an APC to make their individual accepted articles available under gold OA. In this business model, known as "hybrid OA," the contents of a given journal issue may be a blend of articles that are toll-access (accessible only by subscribers) and open-access (immediately accessible by everyone). Hybrid OA is, in essence, a form of publisher double-dipping.

¹ For an overview of the connections between open access and copyright, please see the [May 2016](#) Copyright Corner column.

 **Copyright Corner**

Q. As a Tri-Council research grant recipient, what are my OA publishing obligations?

A. The [Tri-Agency Open Access Policy on Publications](#) applies to SSHRC and NSERC research grants awarded May 1, 2015 and onward, and to CIHR grants awarded January 1, 2008 and onward. The policy requires grant holders to make their peer-reviewed journal articles addressing Tri-Agency funded research to be freely accessible within 12 months of publication via one of two routes:

a. Online Repositories

Grant recipients can deposit their final, peer-reviewed manuscript into an institutional or disciplinary repository that will make the manuscript freely accessible within 12 months of publication. It is the responsibility of the grant recipient to determine which publishers allow authors to retain copyright and/or allow authors to archive journal publications in accordance with funding agency policies.

b. Journals

Grant recipients can publish in a journal that offers immediate open access or that offers open access on its website within 12 months. Some journals require authors to pay article processing charges (APCs) to make manuscripts freely available upon publication. The cost of publishing in open access journals is an eligible expense under the [Use of Grant Funds](#).

Q. What are the Tri-Council requirements regarding the release of data to accompany OA articles?

A. See the Library's guide on [Tri-Council Policies](#) which references the [SSHRC Research Data Archiving Policy](#) and the [Tri-Agency Statement of Principles on Digital Data Management](#) issued June 15, 2016. The following are excerpts from the latter document:

Objective:

The objective of this statement of principles is to promote excellence in digital data management practices and data stewardship in agency-funded research. It complements and builds upon existing agency policies, and serves as a guide to assist researchers, research communities and research institutions in adhering to the agencies' current and future research data management requirements.

Expectations: Constraints and Obligations:

Research data must be managed in agreement with all commercial, legal and ethical obligations.

Data management should be performed in accordance with the requirements of the [Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans](#) – 2nd edition. . . . Data management should also be performed in accordance with the requirements of the [Tri-Agency Framework: Responsible Conduct of Research](#).

Copyright Corner

Expectations: Preservation, Retention and Sharing:

Research data resulting from agency funding should normally be preserved in a publicly accessible, secure and curated repository or other platform for discovery and reuse by others.

Further Questions & Answers

The following questions were also addressed in our FAQs document:

- What do the Tri-Council data requirements say about qualitative data and privacy/ethics obligations?
- If my research data can be made publicly available, where can I find a trustworthy storage repository?
- Subject-specific or institutional repository: What's best for my research?
- When can my research data sets derived from Statistics Canada data be placed in open data repositories to meet Tri-Council and other open data requirements?
- Are Data Liberation Initiative (DLI) data covered by the Statistics Canada Open Licence Agreement?
- Where can I find out about the permissibility of making publicly available my research data set that is based on or derived from DLI data such as PUMFs?
- How can the U of L Library help me meet the Tri-Council open access requirements?
- How do I know which journals offer OA publishing options that meet funding agencies' OA requirements?

You can access the full FAQs document at www.uleth.ca/lib/copyright/documents/oa_faqs_final.pdf

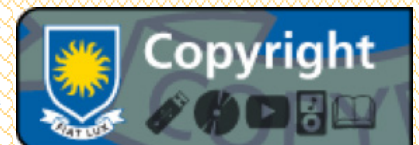
As always, feel free to contact the copyright advisor office for help in sorting out copyright-related questions or challenges.

Rumi Graham,
University Copyright Advisor

E-mail: copyright@uleth.ca

Phone: 403-332-4472

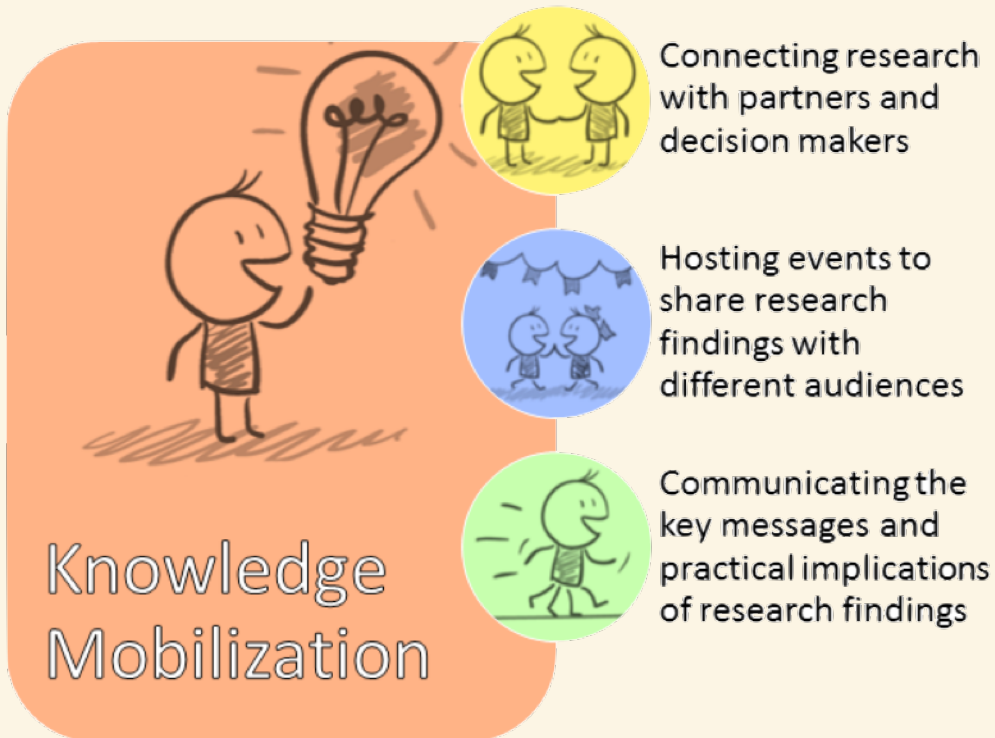
Website: www.uleth.ca/copyright





Scholarly Communication Series: Knowledge Mobilization & Translation

So what is Knowledge Mobilization (KMb)? It could look like this:



Adapted from <http://www.kmbtoolkit.ca/what-is-kmb>

Or it could look like a symphony concert performance, a debate in a public forum, or perhaps a contributed article in the news media (e.g., the Public Professor series in the Lethbridge Herald). The aim of KMb is to weave the results (and sometimes the processes) of scholarly research and creative activity back into society, ultimately for social benefit. Through KMb, research can inform government policy, contribute to decisions about education and health care practice, and inspire democratic discussion and debate.

Scholarly Communication Series

There are many ways to move research findings and the results of scholarly and creative activity out into the world. The traditional notion of research dissemination has expanded to include a wide range of activities and ideas that fall under the umbrella of KMb: knowledge exchange, knowledge transfer, knowledge translation, knowledge synthesis, integrated knowledge translation. It may sound like a mishmash of jargon, but these all get at the same idea: making research accessible, understandable and useful to knowledge users.

KMb goes beyond one-way dissemination of information; it includes engagement with community and policy makers, end-user participation, and attention to impact on society. And, yes, it is encouraged and often required by most research grant funders, in order to ensure that publicly-funded research is benefiting, informing, or engaging the community, academic and beyond. Each discipline, indeed every research project, could have quite different and varied forms of mobilization or translation. To find out more, please join us for the next panel discussion in the Scholarly Communication Series, **Knowledge Mobilization and Translation**. It will be downstairs in the **Library in L950**, from **12:15 - 1:30 p.m.** on **Thursday February 16**.

Social Sciences and Humanities Research Council (SSHRC):

“Knowledge mobilization: *The reciprocal and complementary flow and uptake of research knowledge between researchers, knowledge brokers and knowledge users—both within and beyond academia—in such a way that may benefit users and create positive impacts within Canada and/or internationally, and, ultimately, has the potential to enhance the profile, reach and impact of social sciences and humanities research.*”

[Guidelines for Effective Knowledge Mobilization](#)

Canadian Institutes of Health Research (CIHR):

“Knowledge Translation is defined as a dynamic and iterative process that includes synthesis, dissemination, exchange and ethically-sound application of knowledge to improve the health of Canadians, provide more effective health services and products and strengthen the health care system.

This process takes place within a complex system of interactions between researchers and knowledge users which may vary in intensity, complexity and level of engagement depending on the nature of the research and the findings as well as the needs of the particular knowledge user (Graham, 2010).”

[Canadian Institutes of Health Research - Table of Contents](#)



Sandra Cowan
Professional Librarian



Report on the CAUT Forum for Librarians' & Archivists' Conference

Last semester I had the privilege of attending the CAUT Librarians' & Archivists' Conference on collective bargaining held October 21-22 in Ottawa. The roughly 70 participants were from universities and colleges large and small from across Canada. This report summarizes some highlights of the conference.

Keynote

CAUT Past President Penni Stewart opened the conference with thoughts on the future of collective bargaining in academe. She touched on two Supreme Court decisions from 2015 having implications for labour relations: *Mounted Police Association of Ontario v. Canada (Attorney General)* and *Saskatchewan Federation of Labour v. Saskatchewan*. The *Mounted Police* case confirmed s. 2(d) of the Canadian Charter of Rights and Freedoms guarantees the right to freedom of association, which protects employees' right to a collective bargaining process affording them enough choice and independence to meaningfully influence their terms and conditions of work. The *Saskatchewan* case established that s. 2(d) of the Charter protects a constitutional right to strike.

Stewart noted several issues that frequently arise for librarians and archivists in collective bargaining, including workload, the right to take on meaningful responsibilities appropriate to the position, and the fact that the organizational structure of libraries at many institutions remains stubbornly (and inappropriately) hierarchical. She observed that maintaining mobilization beyond the conclusion of bargaining is challenging but critically important to ensure gains achieved through bargaining are implemented and enforced. A further challenge is the very nature of collective bargaining, since it is a "craft skill" not easily acquired or performed simply by reading a best practices guide.

In the Q&A period following Stewart's address, concerns were raised about the potential expansion of a practice that is apparently common in Quebec wherein librarians are often grouped with administrative rather than academic staff. The overall concern was deprofessionalizing librarians by including them in admin staff groups that typically have far fewer academic freedoms and rights than those of academic bargaining units.

CAUT Forum for Librarians' & Archivists' Conference

Bargaining Basics

Chantal Sundaram, CAUT collective bargaining officer, reviewed the legal framework underlying collective bargaining, collective bargaining principles, and resources available to assist CAUT members in preparing for and engaging in collective bargaining. She noted the importance of developing a longer-term plan that builds from one round of bargaining to the next, of understanding the membership's views, concerns and values, and of demonstrating knowledge of local and broader (regional, sectoral, national) bargaining trends and issues. In the Q&A period a participant asked whether there is a trend toward dealing with contentious issues by separating them from the main bargaining table into "side-table" processes (e.g., agreement to strike a joint task force or working group to study an issue and make recommendations).

In a panel session, three librarians shared thoughts arising from experiences at the bargaining table. Carla Graebner, a past president of the Simon Fraser University Faculty Association, noted that SFUFA became a certified union in May 2014 and finalized its first collective agreement in 2016. She noted worrisome issues include administrative decisions resulting in post-docs and library technicians stepping into librarian roles, suggestions in some quarters that the MLIS is perhaps no longer the appropriate terminal degree for librarians, and apathy and a growing sense of futility in the face of encroachments on work and responsibilities traditionally belonging to librarians. In Graebner's view, it can be ethical to advantage a subgroup of a bargaining unit in one round of bargaining as long as nothing is taken away from any other bargaining unit members. She likened collective bargaining to fighting for the right to do our jobs better.

Erin Patterson shared lessons learned as a four-time Acadia University Faculty Association negotiation team member. An important issue for AUFA has been achieving contract language parity for librarians and professors regarding terms and conditions of work. For example, the AUFA contract formerly specified librarians' hours of work in a way that could be interpreted as requiring librarians to perform all of their work within the confines of the physical library building. As this notion is absurd, the AUFA negotiation team proposed language to correct the problem as a housekeeping item but were surprised at the extent of administration's initially resistance to their proposal. Patterson only half-jokingly advised that contract language should be drafted with a malevolent, irrational administrator in mind to avoid later having to negotiate adjustments to remedy unintentionally ambiguous clauses.

Danielle Cossarini described some of the unique aspects of collective bargaining pertaining to her institution, Selkirk College, and others in the B.C. postsecondary sector. The Federation of Post-Secondary Educators of BC (FPSE) is composed of BC faculty associations at colleges and relatively new universities that were formerly colleges. Of FPSE's 22 member associations, 8 have opted to be covered by a common agreement negotiated by FPSE and the Post-Secondary Employers' Association. This arrangement benefits smaller institutions that otherwise would face significant challenges in negotiating items such as salary increases and benefits due to the small size of their faculty association membership.

CAUT Forum for Librarians' & Archivists' Conference

Bargaining Skills in Theory and Practice

Most of the conference time and energy was focused on the skills and processes involved in actual bargaining activity. CAUT collective bargaining officers John Eustace, Chantal Sundaram, Andrea Harrington and Jeff McKeil provided brief overviews of the nuts and bolts of actual bargaining: how to structure the bargaining team, communicate with members, draft agreement clauses, and behave effectively at the bargaining table.

All participants were pre-assigned to teams of five or six members, each team playing the role of the “association” or the “employer” in a bargaining simulation exercise located at “Great Northern University.” The CAUT collective bargaining officers, Erin Patterson, and Carla Graebner each offered guidance to one pair of teams. Scenarios comprising the simulation were naturally situated within GNU’s library and archives.

Take-Aways

I had previously attended CAUT collective bargaining workshops held here on campus, but it was enlightening to look at bargaining processes and strategies from a perspective focused on academic librarians and archivists. Having participated in several rounds of ULFA economic benefits negotiations in recent years, I appreciated the opportunity to review the fundamentals of collective bargaining and different kinds of strategizing in a relaxed atmosphere in which colleagues from across the country shared bargaining horror stories and triumphs.

I was particularly struck by a comment in the debriefing session from a librarian who was a seasoned collective bargaining participant at her home university. She said her experience in playing the role of “administrator” in the simulation exercise had moved her to commit to going home and carefully re-reading her own association’s collective agreement from an administrator’s perspective. All in all this was a very worthwhile conference and I greatly appreciated the opportunity to participate and learn.

Rumi Graham,
Professional Librarian



STP Workshops for Applicants

When: Monday, March 27
Tuesday, March 28
Where: TBA

The presentation will cover the STP process as well as provide advice on putting together a teaching dossier, research materials, and the service component of assigned duties. As well, there will be information on how to engage the appeal process in the event of an unfavourable decision, along with a question and answer period.

Annual General Meeting

When: Monday, April 10, 2017
Time: 12 – 3 p.m.
Where: **PE264**

The provisional agenda will be circulated 3 weeks prior to the meeting. Lunch and beverages (alcoholic and non-alcoholic) will be provided.

Video conferencing will be offered using the university's WebEx program. This will allow members the ability to attend the meeting from anywhere in the world, whether they are on one of the Northern campuses, in their office, or abroad on study leave. To attend the meeting via WebEx, make arrangements with Derrick (antson@uleth.ca or 403-329-2578) by April 3, 2017 and he will ensure you receive the meeting invite.

University of Lethbridge Faculty Association Academic Award

The scholarship is granted to a full-time student who is the spouse or dependent child of a dues-paying Statutory Member of ULFA.

The following individuals will each receive \$850.00 for a total of \$9,560.36.

- Sarah Wishloff
- Quentin Golsteyn
- Erin Bright
- Dylan Dobbie
- Courtney Gatzky
- Alison Grigg
- Thomas Kazakoff
- Maxwell Mueller
- Julianne Sanders
- Jessica Vos
- Timothy Vos



ULFA News

January / February 2017



Andrea Amelinckx
President



David Kaminski
Past President



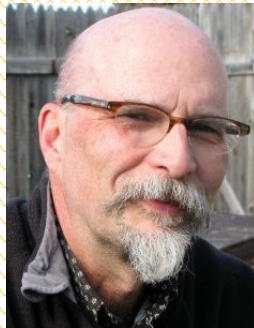
Jon Doan
VP/President Nominate



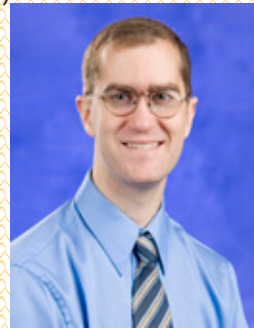
Ken Vos
Secretary/Treasurer



Dan O'Donnell
*Chair, Handbooks
Committee*



Don Gill
*Chair, Grievance
Committee*



Paul Hayes
*Chair, Economic
Benefits Committee*



Nicole Eva
*Chair, Gender, Equity
and Diversity Committee*



Scott Allen
Ombuds Officer



Annabree Fairweather
Executive Director



Derrick Antson
Professional Officer

Current and past issues of ULFA news are posted on
the Association's website (www.ulfa.ca)