

# ULFA News

May / June 2015



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## Word From The President

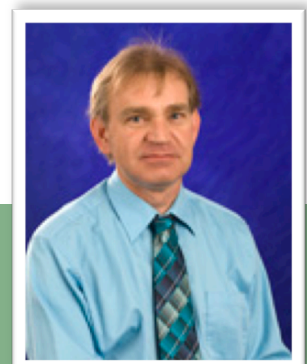
Dear Colleagues,

As the semester draws to a close, I wish you all a productive summer, along with the hope that you are able to set some time aside to enjoy the non-frigid months of the year.

The past semester in ULFA has been one of upheaval in the Association. We lost our Grievance Chair in late January only to be followed by our President in February a couple of weeks later. We also lost our Handbooks Committee chair and chief negotiator recently. The first two losses were due to personal reasons, the loss of Phil Jones is linked to the burdens of the position. Phil, you might recall, generously stepped in after the Handbooks Chair resigned last year. For all their efforts on our behalf, I thank Wendy Faith, John Usher and Phil Jones for the many hours of good service they have given us.

In the interim, Yale Belanger has stepped up to see Handbooks negotiations through to a conclusion for this round of contract talks. I wish Yale well in his new role as chief negotiator.

Annabree Fairweather, our executive director, is back (early!) from her maternity leave, and we're delighted to have her insight and experience back to inform our dealings at the contract talks tables. Amanda Jensen, her mat leave replacement, did a fine job in Annabree's absence, aided by Derrick Antson's increased role in Association affairs.



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## Word from the President continued...

All this change has been felt in Association affairs, and it is my expectation that matters will return to a less exciting state, especially in the proceedings of our standing committees.

As to other Association business, there have been two denial of tenure cases, so ULFA is helping the affected individuals launch their appeals. One of these cases may have a cost-cutting aspect to it, which we find troubling, if true.

We also have knowledge of three retirement incentive packages this semester. Deans apparently have been encouraged to woo eligible senior faculty into retirement negotiations. ULFA has consulted with the affected individuals in these cases, and if other Members are approached to retire early, we encourage them to contact ULFA with their details. We are building a profile of the kinds of incentives being offered to Members (where the information is available) in order to ensure Members negotiate the most advantageous packages they can.

Because of the looming cost-cutting in the proposed government budget for PSE, we might see more of these retirement incentive pitches, in which case perhaps the time has come for ULFA to become more aggressive in ensuring Members are not disadvantaged by such arrangements, and that those willing to entertain such incentive packages can be assured of more equitable treatment.

As we all know now, embedded in an election campaign that draws to a close on Cinco de Mayo, the Prentice government has telegraphed dramatic cuts to PSE. To combat that, I have participated in a Public Interest Alberta event in early March and in the process, met my counterpart at LC, Gerri Joosse, with whom we can make common cause. I have had a follow-on meeting with her, and we have agreed to share information with each other as the expected government cuts to PSE are played out.

We have also taken the initiative in arranging informal meetings with the other interest groups on campus likely to be affected by the expected cuts by the PC government: ULSU, AUPE and the APO contingent on campus. We have shared some information commissioned by CAFA: over the past few years, CAFA has developed a working relationship with a pair of accounting profs at the UofM that have made the analysis of the financial statements of the CARI institutions something of a speciality. This year, at the upcoming CAFA retreat in mid-May, this pair will step through the details behind their UofL analysis that shows our local administrators have amassed on the order of \$97 million in cash reserves and investments (this does not include the valuation of the buildings on campus). After the pair report at the CAFA retreat, we will be happy to share the report with any interested Members. Certainly, their analysis will inform next year's contract talks, regardless of what the election brings to the occasion (more on that later).

Shortly after the budget release, we did have a meeting with representatives of senior administration. The Board side had indicated a need to find \$6 million in "savings" this coming year, and \$9 million for the next year, but that conversation got side-tracked by news of the government's working group on public sector salaries. The Deputy Minister of the Justice Ministry and Solicitor-General, Tim Grant, is spearheading a group looking into how other provinces manage salary and wage settlements in the public sector, and our own Rob Sutherland is a participant in this working group by dint of his being president of CAFA. It is through him that we have learnt that Grant & co. are interested in the BC model for public sector salary settlements. If you are curious about the BC model, Google PSEC and follow the chain of links to see what transpires in the BC universe for contract talks in the PSE sector.

This revelation caught the Board contingent's attention, and we've not heard since from them about their fiscal needs in the future. We'll keep you posted should further details emerge. Tim Grant's working group is to report to government in mid-May.

In the interim, we have been making common cause with ULSU and LC reps in ensuring that the interests of PSE have been brought up at candidate fora (forums?) both on campus and in the wider Lethbridge community. (On that front, I thank Leona Jacobs for ensuring our interests were raised at a forum for East Lethbridge candidates that I was not able to attend.)

## Word from the President continued...

Finally, although there have been no new grievances this past semester, there may be one looming in the coming days of this spring. We are hearing of a kind of "bait and switch" being employed in one faculty where an ad goes out for a tenure-track appointment only to have the successful candidate presented with a term contract instead. We will keep you informed of how this plays out over the coming weeks.

Our front line staff will be absent in early June for their annual participation in job-related development travel. We'll do our best to ensure faculty can gain access to the Association's services during that time.

Don't forget to squeeze some joy from the non-snowy months ahead!

David Kaminski  
ULFA President

## Committee Updates

# Economic Benefits Committee

Hello Everyone,

I hope you had a pleasant semester. The EBC met fourteen times since September 2014, and as the Chair of the Committee I would like to report the following:

- Merit:** During the last round of negotiations, the Board of Governors (BoG) representatives expressed interest in discussing about Merit in future negotiations, including if and how the current system of awarding Merit may be modified. To get feedback from its members, ULFA held two Town Halls on this issue (10 and 11 March 2015). Based on the input received at these Town Halls, from written submissions from members, as well as from survey done by the EBC of Merit structure in place in several other Canadian Universities, we concluded that by and large the membership is happy with our current system of Merit, and there is little appetite for change. We will convey this to the BoG representatives, if the issue is raised in future negotiations.
- Salary and benefits for Faculty/Instructors/Academic Assistants/Professional Librarians:** We have a two year agreement in place for these employee groups. Therefore there will be no negotiations this year, and salary increments and benefits as in last year will be in place. Negotiations will re-open in 2016.
- Salary and benefits for Sessional Lecturers:** The current agreement expires this year, and we are now negotiating a new contract with the BoG. UofL Sessionals are paid one of the lowest in the country – our per course minimum of \$5,200 ranks 32 out of 34 surveyed Canadian Universities. The ULFA negotiating team consists of myself (Chair), Marc Roussel and Gerry Potter, with Annabree Fairweather as Resource Person, and Carla Carnaghan, Trent Takeyasu and Chris Burton as observers. Gerry has significant Sessional experience at our Edmonton campus. I thank all the negotiating team members and the other EBC members (Michael Perry, James Dobbie and Shamsul Alam) for their hard work leading up to the negotiations.

If you have any comments, questions or suggestions on the above or any other Economic Benefits related issue, please feel free to contact me ([saurya.das@uleth.ca](mailto:saurya.das@uleth.ca) , 329-2689).

Have a great summer!

Saurya Das  
Economic Benefit Committee Chair

## Committee Updates

# Gender, Equity and Diversity Caucus

The spring semester was highlighted by the annual breakfast meeting between GEDC, President Mahon and other members of senior administration, and by the 5th Annual Respect and Diversity Week. This year, as part of Respect and Diversity Week, GEDC was pleased to support a number of important events taking place on and off campus. These included the play “Unlimited” by Pamela Boyd and Lisa Doolittle, the PUBLIC Professor talk by Michelle Hogue and the Talking About Teaching workshop presented by the Teaching Centre. The week also featured daily activities on the Edmonton campus.

As we finish the academic year, I would like to thank Robbin Derry, Sameer Deshpande, Nicole Eva, Jo-Anne Fiske, and James MacKenzie for the contributions each made to the work of GEDC during the year. I would also sincerely like to thank Derrick Antson, Annabree Fairweather and Amanda Jensen for their invaluable support.

Looking toward the upcoming academic year it is my pleasure to welcome returning member Nicole Eva and new members James Graham, Bente Hansen, Andrew Stewart, Kien Tran, and Kelly Williams-Whitt to GEDC.

As always, I encourage all ULFA Members to communicate any concerns and suggestions to GEDC. If there is an issue you feel should receive more attention from GEDC, we want to hear from you.

John Sheriff  
Chair, Gender, Equity and Diversity Caucus

## Annual General Meeting Update

This year’s electronic ballot had 158 respondents equalling 33% of eligible voters participating in the voting.

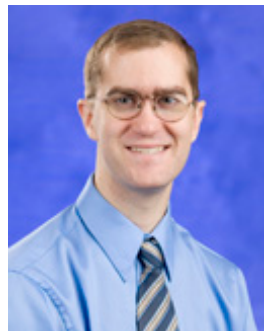
All three motions regarding financial matters were carried. These motions included the year end audit, appointing the auditor for the 2014-15 fiscal year, and approving the 2015-16 budget.

The motion regarding the designation of the Gender, Equity and Diversity Caucus as one of ULFA’s standing committees was also carried.

With regards to the three elections the following Members have been voted into the listed positions:



Andrea Amelinckx  
Vice President /  
President Nominate



Paul Hayes  
Secretary/Treasure



Heidi MacDonald  
ULFA’s  
Representative to the  
Board of Governors

# Copyright Corner

## Your Author Rights and the Tri-Agency Open Access Policy

As of May 2, 2015, the Tri-Agency Open Access Policy for research grants awarded by NSERC, SSHRC, and CIHR requires peer-reviewed journal publications arising from Agency-supported research to be freely accessible within 12 months of publication. This brings NSERC- and SSHRC-funded grants in line with the open access requirements that CIHR-funded research has complied with since 2008.

The point, of course, is to make publicly funded research freely available to the public, and to encourage wide dissemination and exchange of research results. However, this new policy has led to many questions about copyright and who owns the rights to peer-reviewed journal articles.

In general, you automatically own the rights once you create a document in a fixed form (e.g., on paper or saved on a computer hard drive). In Canada, your copyright protection lasts for your lifetime plus fifty years. As the author of a work, you are the copyright holder until you transfer the copyright to someone else in a signed agreement. However, most commercial publishers require you to sign copyright over to them through a legally binding publication agreement.

It is important to read the publication agreement and understand what rights you may be signing away. Some publishers allow authors to retain copyright, or at least allow authors to archive journal articles in a repository; others will cheerfully have you sign away your rights to use, distribute, or archive your own work. Sherpa/Romeo is a database of publisher and journal policies on copyright and self-archiving, which you can use to identify journals that have more open copyright policies.

It is also important to know that you can negotiate with a commercial publisher in order to retain some of your rights. Publishers require only the rights to publish; they do not need a wholesale transfer of copyright. They should at least allow you to deposit a copy of your peer-reviewed article in a non-commercial open access repository, such as the U of L Institutional Repository or a discipline-based repository, where it will be archived and freely available.

When dealing with commercial publishers, one way to retain your rights is to use an author addendum to amend a publication agreement. The Scholarly Publishing and Academic Resources Coalition (SPARC) has developed a standard author addendum, and the Canadian Association of Research Libraries (CARL) has adapted it into a standard Canadian author addendum (see links below for more information). The SPARC Canadian author addendum enables authors to retain select rights, such as the rights to reproduce, reuse, and publicly present the articles they publish for non-commercial purposes.

Another option to comply with the Tri-Agency Open Access Policy is to publish in an open access journal. Open access journals will provide either immediate free access, or free access after an embargo period (usually 12 months). They also allow authors to retain their rights and to deposit their articles in repositories, use them in class, post them on websites or course management systems (e.g., Moodle), and so on. There are many reputable and high-impact open access journals. You can use online databases such as Sherpa/Romeo and Directory of Open Access Journals to verify the legitimacy of an open access journal. If you are unsure about the credibility of a journal, feel free to consult a librarian.

The links below will provide you with more information, and direct you to all of the tools mentioned above.



## Copyright Corner continued...

**Tri-Agency Open Access Policy on Publications** (check the FAQ and Toolbox):

<http://www.science.gc.ca/default.asp?lang=En&n=F6765465-1>

CAUT Intellectual Property Advisory: **Retaining Copyright in Journal Articles:**

[www.carl-abrc.ca/uploads/pdfs/ip-advisory1-en.pdf](http://www.carl-abrc.ca/uploads/pdfs/ip-advisory1-en.pdf)

**SPARC Canadian author addendum** and SPARC information (use with commercial publishers' agreements to retain your rights as an author):

<http://www.carl-abrc.ca/uploads/pdfs/EngPubAgree.pdf>

<http://www.sparc.arl.org/resources/authors/addendum>

**Sherpa/Romeo** database of copyright policies for publishers and specific journals (use to identify reputable open access journals and/or to select commercial journal publishers that will allow you to self-archive your articles in a repository):

<http://www.sherpa.ac.uk/romeo/>

**Directory of Open Access Journals (DOAJ)** database (use to identify reputable open access journals):

<https://doaj.org/>

University of Lethbridge Library **Open Access Guide** (for more information and resources):

<http://libguides.uleth.ca/open>

Sandra Cowan,  
Acting University Copyright Advisor

## Maintaining your Library Privileges as you Retire

For those of you who have entered into discussions regarding retirement and/or have begun to think about retirement in the future there is a variety of information ULFA has to pass on to you. One such tidbit is that upon retirement, you DO NOT lose your library privileges. Yes, that is correct. Since the late 1990s, retired academic staff retain their library privileges including online access to databases, ILL privileges, or access to The Alberta Library (TAL) Card (for borrowing at other libraries in Alberta).

That said, you will be required to renew your library privileges annually, either by visiting us in person or completing the [online form for library privileges](#) (currently located under the Quick Links) on the Library webpage.

There are other benefits that come with retirement (besides your pension) so you might also want to check out the Retired Faculty website: <http://www.uleth.ca/retired-faculty/>

# Joint Work Site Health & Safety Committee

You may have been surprised by the recent test of the emergency messaging system on campus. All of the phones on campus are linked to the emergency messaging system and in the event of an emergency on campus, a message would be broadcast. Even if you are on the phone, you will receive a short message (speaker message, text message and/ or an intercept call message). Attending to this message could save your life.

At the February Joint Worksite Health and Safety Committee meeting, we had a presentation from [Nolan Meyer](#) about an award winning training video produced by U of L in conjunction with Campus Alberta. I was surprised that the only two committee members of the JWSHSC that had *not* yet seen the video were two faculty members. Yes, I was included in the group that had not seen the video, so my update for this month will focus on emergency preparedness and what ULFA members need to know.

The training video [Shooter on Campus: Know You Can Survive](#) was released by Alberta postsecondary institutions on May 26, 2014. The hyperlink above will take you to a short Global News clip that introduces the U of L version of the video (not the video itself). The video is a realist reenactment of an active shooter situation. I'd suggest that every faculty member take the time to participate in a training session and view this video. The key messages of the video are: get out, hide or *as a last resort* fight.

This is a situation none of us want to experience, but we all need to be prepared and know what to do in an emergency situation. Just as we practice fire drills, we should know the steps for responding to an active shooter on campus. So if you haven't yet watched the video, here is what you can do.

Nolan Meyer presents the video as a group training session. The video is quite realistic and a bit disturbing, so I found Nolan's preparation and debriefing session very helpful. I was able to ask questions, consider the locations in which I teach and plan for how I might respond in an emergency. So faculty groups across campus can contact Nolan – see: [Campus Safety Presents: Active Shooter](#).

No time to attend a training session? You can Google the video as it is posted on the web in several formats, but you may be disturbed by the content or have questions. Chatting in a group is a good way to address these issues. While it is very unlikely a shooting will occur on our campus, we all need to be prepared.

What else is coming up for JWSHSC?

*Steps for Life Walk* – May 2, 2015

–Remember those who lost their lives at work.

<http://stesforlife.ca/locations/> - see the posters

*Safety Fair* – May 7, 2015 –11:00 am – 1:30 pm

– Join us at the Wellness Centre track.

Watch for the announcements.



Sharon Yanicki

ULFA's Representative on the  
Joint Work Site Health & Safety Committee

## Links

Nolan Meyes: <https://www.uleth.ca/notice/events/campus-safety-presents-active-shooter#.VT5hbZUtFXI>

<https://www.uleth.ca/notice/events/campus-safety-presents-active-shooter>

Shooter on Campus: Know You Can Survive: <http://globalnews.ca/news/1355339/university-of-lethbridge-launches-video-aimed-at-campus-safety/>

Campus Safety Presents: Active Shooter: [https://www.uleth.ca/notice/events/campus-safety-presents-active-shooter#.VT\\_BwTSe9sV](https://www.uleth.ca/notice/events/campus-safety-presents-active-shooter#.VT_BwTSe9sV)

# Upcoming Workshops & Events

## Salary, Tenure & Promotion (STP) Workshops

Are you up for salary, tenure or promotion this year? Are you unsure what information is relevant or how much is too much? Are you serving on a STP committee and unsure what your role is? ULFA cordially invites you to our STP Workshops where you will be provided with a variety of tips and information on the STP process.

ULFA is changing the way we offer our STP Workshops so that the STP Workshop for Chairs/Committee members will be offered in the fall and the STP Workshop for applicants will be offered in the spring. This year, though, we will offer both workshops in the beginning of September so we don't miss anyone who will be applying this fall. Please mark your calendars, ULFA's two STP Workshops will be held between September 1<sup>st</sup> to 4<sup>th</sup>.

Two workshops will be offered, each covering a different topic. The first workshop is designed to assist applicants who are applying for extension of probation, tenure and/or promotion. The second workshop is designed to assist STP Committee Chairs and members in their roles.

### STP Workshop for Applicants

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.

### STP Workshop for Committee Chairs and members

The presentation will cover the STP process as well as provide advice on chairing a STP Committee under our Handbook and how the STP Procedures relate to the Handbook. There will also be time for a questions and answer period.

Once dates and locations have been selected information will be shared through email and the ULFA website.



## Convocation – Spring 2015

With Summer quickly approaching, attentions begin to turn toward the end of the semester. UofL's Spring Convocation is scheduled Thursday, May 28 and Friday, May 29. Faculty Association Members are welcome to attend the ceremonies and are given the privilege of having the rental fee for the regalia paid for by ULFA.

If you would like to buy your own regalia it can be done through Gaspard. Additional information on this process can be found on their website ([www.gaspard.ca](http://www.gaspard.ca)). Please order early since processing and shipment will take some time.

If you have any questions regarding the upcoming Spring 2015 Convocation celebrations or to RSVP go to [www.ulethbridge.ca/convocation](http://www.ulethbridge.ca/convocation) or please contact Sarah Faulkner by phone (403-329-2049) or by email ([sarah.faulkner@uleth.ca](mailto:sarah.faulkner@uleth.ca)).

## Fall General Meeting 2015

Please mark in your calendars, ULFA's Fall General Meeting will be held on **Friday, December 11, 2015 from 12:00-3:00pm**. This will be the last day of classes in the fall semester.





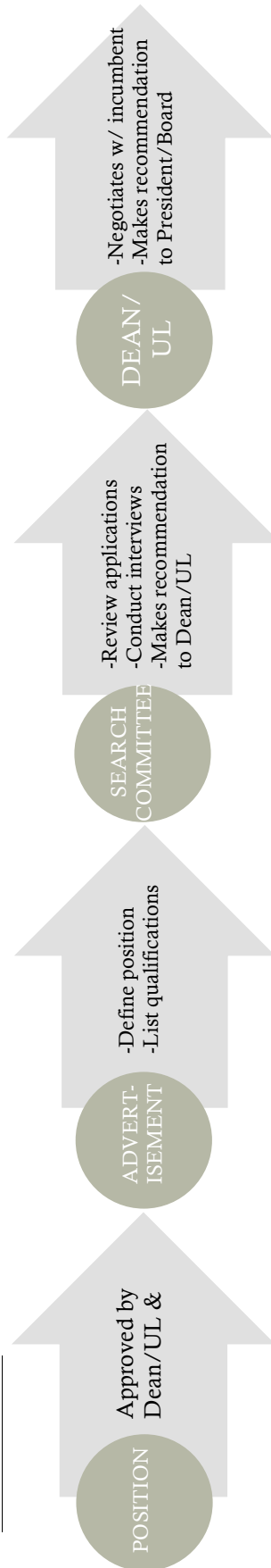
# Know Your Rights



## Unfair hiring practices: Eroding academia from within

Recent issues have come to the attention of the Faculty Association with respect to potentially improper hiring practices in the institution. In particular, there have been several cases in which a prospective member has applied for a tenure track position only to be offered a 3-year fixed term appointment after interviewing. This process may be unfair at an especially vulnerable point in one's academic career and, moreover, it may conflict with the guiding language in our collective agreement.

## Current Process



The Faculty Handbook process is outlined above and describes the step-by-step process by which a position is first approved, then advertised with a complete listing of qualifications, then submitted to a Search Committee who ultimately makes a recommendation to the Dean/UL. This process, according to agreement reached between the Board of Governors and the Faculty Association, is as fair and reasonable as possible to ensure due process is followed. There is no opportunity to change the approved position after it has been advertised.

## Failed Search?

If the search was unsuccessful then the Search Committee should call it as such. In the event that a Search Committee cannot or will not make a recommendation, the Dean/UL may recommend a candidate for a term appointment of up to two years. Keep in mind that all decisions must be conveyed in writing with accompanying reasons. Another option is for the department and Dean/UL to revisit the position and make decisions to post again at a later time, tweak the position to attract a broader audience, or change the nature of the position from, say, tenure track to fixed term. All decisions to change the position must follow procedures in the collective agreement.

## What can you do as academic staff?

*Hold your Chairs and Deans / UL accountable to advertised positions;*

*Encourage meaningful academic positions with job security;*

*Get involved in Search Committees; and*

*Know the Handbook.*

## Related articles:

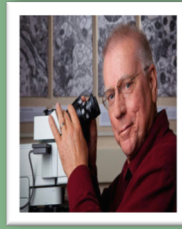
Instructors/Academic Assistants: Articles 15.01.4, 15.02.4, 15.03, 17.03, and 17.08(a)

Faculty Members/Professional Librarians: Articles 18.03 17.03, and 17.08(a)

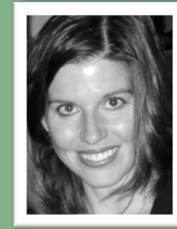
## Meet the Executive 2014/2015



David Kaminski  
*President*



Rob Sutherland  
*Past President*



Claudia Steinke  
*Secretary/Treasurer*



Ilsa Wong  
*Chair, Grievance  
Committee*



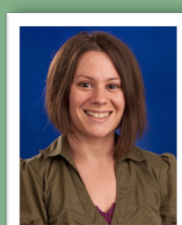
Saurya Das,  
*Chair, Economic  
Benefits Committee*



Andrea Amelinckx  
*Board Rep*



Scott Allen  
*Non-Executive Member  
Ombuds Officer*



Annabree Fairweather  
*Executive Officer*



Derrick Antson  
*Professional Officer*

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