



## Update: Office 365

ULFA representatives John Vokey and Dan O'Donnell provide an update on Office 365 developments.

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## Fall General Meeting

The FGM has been scheduled for Monday, December 14, 12:00-3:00 pm in TH204.

We hope to see you there.

For more events check on page **8**



### Quote of the Month

“Everything is negotiable. Whether or not the negotiation is easy is another thing”

- Carrie Fisher

## A Word from the President

Greetings everyone. I hope your semester is going well as we reach the midpoint of the fall semester.

Much has happened since the last newsletter. We've successfully resolved our negotiation impasse for Sessional Lecturers by re-opening talks and arriving at a settlement, just in time to clear the decks for Saurya and the EBC to begin preparing for a new round of EB talks this spring.

The two ratification votes have just concluded as I write this: one for the Sessional Lecturers' fresh agreement, and one for our Faculty Handbook language that was agreed to this past spring. The ratification meeting we called for the Handbook language failed to attract quorum, and so a second ratification meeting was required to move the ratification motion. I thank those members who were able to attend

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### **A Word from the President continued...**

either meeting. While the balloting is electronic, the ratification motion for the Faculty Handbook must take place at a meeting with a quorum requirement before proceeding to the ballot. A quorum requirement is also in place for the Sessional Lecturers Handbook, but in the event of a ratification meeting failing to reach quorum, the ULFA Executive can still move ahead to hold a ratification vote.

In late September we had an opportunity to meet with Lori Sigurdson, the Minister for Advanced Education (the word "Innovation" has been dropped from the ministry's name), along with representatives from faculty associations at Lethbridge College and Medicine Hat College. She is an interesting choice for a Minister as, unlike many (if not most) of her predecessors, she actually knows something about the post-secondary education system in the province, and has even worked as a sessional lecturer.

She advised us of the government's intention to re-open the Post-Secondary Learning Act (PSLA) to make it compliant with the Supreme Court of Canada's ruling last January that affirmed the right to strike stemming from a Saskatchewan court case. Shortly after this meeting, we received a formal invitation to comment on how we think this should occur, and the four CARI institutions' faculty associations banded together to file a collective response under the CAFA banner. The deadline for formulating a response was quite tight (Oct 31), but the CARI associations (AUFA, AASUA, TUCFA and ULFA) were able to respond in time. There will be face-to-face meetings to follow up on this, the first of them taking place in the first week of November.

I have three other items of note. First, I want to send a reminder to those faculty members at the rank of Assistant or Associate Professor -- or Librarian II or III -- that were hired before July 1, 2014, that the grandfathering clause for career progress increments expires July 1, 2019. At that point, the recently negotiated career progress increment structure will apply to you. Faculty at these two lower ranks will become bound by the 10 career progress increment limit for Assistant Profs/Librarian IIs, and the 25 career progress increment limit for Associate Profs/Librarian IIIs, rather than the more generous arrangement under previous contracts. This means you still have a couple of years to prepare a case for promotion so that you can enjoy eligibility for additional career progress increments available at the higher ranks.

Second, I want to put out a call to the membership for someone interested in shouldering the responsibility of acting as the Association's pension plan sponsor representative. Our current pension plan is overseen by two different groups of people, the Trustees and the Sponsors. The Trustees have sundry duties tied to their fiduciary obligations, and the Sponsors have the power to change the plan design outside the limitations of the Trustees' obligations. Our current Trustee, Geoffrey Hale, is ably executing his duties and still has time remaining in his term. My role as Sponsor is drawing to a close, and now would be a good time to bring someone up to speed to step into this role.

If you are interested, expect to shadow me at Sponsors meetings, usually in Calgary or Edmonton or by conference call; there usually aren't too many such meetings when plan design isn't contemplated. The interested individual should have an interest in pension plans, but otherwise does not require any special accounting or actuarial technical skills. Send me an e-mail if you're willing to volunteer.

**(continued)**

### A Word from the President continued...

Finally, I had hoped to have revised draft by-laws available in November for the Association's Members to review in advance of their approval at the Fall General Meeting, but events of the fall will force that to slip to the spring semester.

David Kaminski,  
ULFA President



## Committee Updates



## Gender, Equity and Diversity Committee

The committee will be working on a number of projects during the academic year. I will highlight some of these in subsequent reports. At present, I would like to highlight two upcoming events in the 2015/2016 academic year.

A SACPA public forum addressing the issue of anonymous online misogyny and hate media is scheduled for November 25th, 2015 from 6:30pm-9:00pm in PE250. Anonymous threats, such as the ones recently made to University of Toronto female faculty and students in the Department of Sociology are not only of concern to members of the academic community, but part of a larger trend. The two speakers for the forum are Erin Leigh and Dillon Black, both from Ottawa Coalition to End Violence Against Women. Leigh is the Executive Director and Black is a community activist and Coalition project coordinator. The University of Lethbridge Faculty Association, with the support of the Gender, Equity, and Diversity Committee, is one of many sponsors of this event

The 6<sup>th</sup> annual Respect and Diversity Week will take place in the 2016 Spring semester. The purpose of the week is to initiate and stimulate conversations about respect and diversity on our campus, with the ultimate goal to promote respect and diversity to enhance our workplace. Past years' activities have included spoken word evenings, film nights, webinars, seminars, and more. This year's event is currently in the planning stages. In previous years the week has usually taken place mid-March and the expectation is that the timing of the week will be similar this year. If you have any suggestions, are aware of currently scheduled events that would be appropriate for the week, or would like to be involved, please contact John Sheriff [john.sheriff@uleth.ca](mailto:john.sheriff@uleth.ca), or one of the other members of the Gender Equity and Diversity Committee. Committee members include: Andrea Amelinckx (Management), Nicole Eva (Library), James Graham (New Media), Bente Hansen (Music), Andrew D. Stewart (Music), Kien Tran (Economics), Kelly Whitt-Williams (Management – Calgary).

John Sheriff  
Chair, Gender, Equity and Diversity Committee



## Committee Updates

### Economic Benefits Committee

Hello Everyone,

I hope your semester is going well. As I mentioned in my last message to the membership, ULFA and the Board of Governors have reached a three-year agreement on Sessional Lecturer minimum stipend, at \$6,000 per course, which is an increase of 15.4% from \$5,200. I would like to thank the members of the ULFA negotiating team, Marc Roussel, Gerald Potter, Carla Carnaghan, and Trent Takeyasu, the members of the Economic Benefits Committee, and the ULFA office staff for their help and support throughout the negotiation process.

The negotiations on Faculty salary and benefits will begin in early 2016. I will keep the membership informed about this. If you have any questions or concerns, please feel free to contact me or any member of the Economic Benefits Committee. The members are Chris Burton, Trent Takeyasu, Carla Carnaghan, Olu Awosoga, Rumi Graham, and Roberto Bello.



Saurya Das  
Chair, Economic Benefits Committee

### Handbooks Committee

In September, the Handbooks Committee met repeatedly to review outstanding items from previous years' negotiations, new suggestions from the membership, and issues that have arisen in Grievance and reviews of the Handbook. The committee also solicited opinion and advice from various task force members. In October, the committee with the assistance and advice of the Executive proposed a mandate for the upcoming negotiations and proposed topics for this year's negotiations with the Board (the so-

called "Article 3 meeting"). As this newsletter goes to press, the negotiating team will be meeting with the Board representatives to determine a final list of topics for negotiations.

The Handbooks Committee members are Kevin McGeough, Joy Morris, Pamela Adams, Richelle Marynowski, Rhys Stevens, Greg Patenaude. The Negotiating Team (who will meet with the Board representatives this Spring) are Dan O'Donnell, Joy Morris, Kevin McGeough, with Pamela Adams as an observer and

Annabree Fairweather as resource person and guru. We are always collecting topics for future negotiations and appreciate any suggestions you may have!



Dan O'Donnell,  
Chair, Handbooks  
Committee

## Office 365 Update

In 2014-2015, ULFA representatives John Vokey and Dan O'Donnell met with Kevin Vadnais, Manager, Information Security Office, to investigate options for updating the campus office software, email, productivity, and file storage systems. Although several options were considered, the committee began work with a clear preference on the part of the administration for a suite of software provided by Microsoft, Office 365. This system includes cloud-based email, file management and sharing (oneDrive), video chat, Voice over Internet, and online versions of popular Microsoft office applications such as Word, Powerpoint, and Excel. Vokey and O'Donnell are Mac and Linux users respectively, and did not have a similar preference.

The review was prompted by the expiration of the old faculty and staff email system (Exchange 2010). Hardware and software costs for that system ran at about \$10,000/yr. The Online solution gave the administration a lot more flexibility in storage and email options (larger mailboxes, online storage), that they weren't equipped to offer on campus, and allowed them to modernize our offerings. The basic Office 365 offering can be provided to faculty and staff for free, and the University has the option to purchase additional features (such as e-

discovery, and business analytics) for extremely low costs. The competitor to the Microsoft suite we examined in our committee was provided by Google, who currently hosts student accounts on campus.

The decision to choose Microsoft over Google had a lot to do with integration into the University's existing environment. At the time Google was chosen by students the Microsoft offering was very poorly designed and moving to Google was thought to be the only intelligent choice. Now as Microsoft's offering has matured the Administration felt it would better suit the needs of the entire University and be easier to manage than Google as it has a lot of integration points with our current active directory environment and involves software that almost all faculty and staff on campus regularly use. While the University will continue to operate both systems for the immediate future, future integration seems very likely.

All cloud-based systems come with security and privacy risks, though the security of commercially-contracted cloud-based systems (which are supported by dedicated



# Office

security staff) is generally thought to be superior to that of internally managed systems in which security is handled as part of general maintenance. One negative aspect of cloud-based services which received considerable attention both on our committee and at other universities in Canada involves the fact that cloud-based services are often physically located outside Canadian jurisdiction and, as a result, could conceivably expose users to lawsuits or law enforcement actions under foreign laws (e.g. the U.S. Patriot act).

The committee recognised that these were very reasonable concerns, although they are difficult to avoid given the increasingly cloud-based nature of networked computing. Most users on campus are probably already exposed to these and similar risks through their private use of systems such as Gmail, Facebook, and Dropbox.

The University also showed

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## Office 365 Update

themselves to be very aware of the potential difficulties such systems may cause faculty and staff in the performance of their duties and has taken important steps to mitigate them. It will offer faculty the option of pre-encrypting sensitive data before it is uploaded to cloud-based storage (this will make the data unreadable in the foreign jurisdiction without a cross-border court order). It has also developed new awareness and training programmes to educate faculty and staff about the relative risk involved in the storage of different types of sensitive data, and will develop solutions for research and other data that is unsuitable for external cloud-based solutions. Kevin Vadnais has also written a report reviewing such concerns about data security and discussing how these can be addressed using these and other techniques. Copies of this report are available from his office.

At this point, the roll out of the new email system is about half-way complete and departments receive a notice when their email migration is going to occur. All other services are already available for use by staff and faculty. Because of the potential risk involved in this (or any other) new system (as well as in many users current informal practices), members are strongly advised to take advantage of the data management and security training opportunities that will be announced in the course of the year.

Any concerns about Office 365 can be directed to a special email address associated with this programme ([office365@uleth.ca](mailto:office365@uleth.ca)) or to our generic help address ([help@uleth.ca](mailto:help@uleth.ca)).

## UPDATE: Know Your Rights

In the last issue of ULFA News we brought you an article regarding an academic freedom matter that erupted between the Board of Governor's Chair and a tenured Professor at UBC. After publishing the article, an investigator appointed by the University concluded, "UBC did not live up to its responsibility to protect and support the academic freedom of one of its faculty members."

Upon release of the report CAUT's Executive Director, David Robinson, stated, "the report points to a serious failure on the part of the senior leadership of UBC in violating the academic freedom of Professor Berdahl, and subsequently failing to speak out in defence of her rights." The Chair of the Board announced his resignation shortly after the report was delivered.

If you are interested in reading the full report, follow this link: <http://president.ubc.ca/files/2015/10/Summary-of-Process-and-Conclusions-Final.pdf>

## Upcoming ULFA Events & Important Dates

### + Fall General Meeting

When: Monday, December 14, 2015

Time: 12:00 – 3:00pm

Where: TH205

Lunch will be provided and videoconferencing will be available.



### + Annual General Meeting

When: Friday, April 15, 2016

Time: 12:00 – 3:00pm

Where: TBA

Lunch will be provided and videoconferencing will be available.

### + Academic Freedom Conference

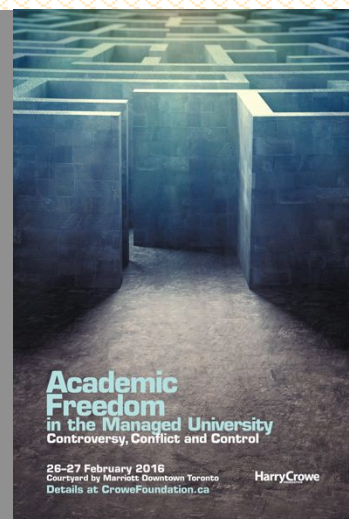
When: Friday, February 26 & Saturday, February 27, 2016

Where: Toronto, Courtyard by Marriott Downtown

The Harry Crowe Foundation will be hosting a conference dealing with Academic Freedom in the Managed University: Controversy, Conflict, and Control.

Although all academic staff members are encouraged to attend, ULFA can provide financial support to one Member to attend the forum. To apply for funding, please contact Derrick by email ([antson@uleth.ca](mailto:antson@uleth.ca)) or by phone (2578).

The registration form, hotel information, and draft agenda are available on the CAUT website at <https://www.crowefoundation.ca/registration/hcf-2016/>



### + Nominations for Nominating Committee

With the Fall General Meeting quickly approaching ULFA Bylaws require that we solicit nominations for membership on the 2015-2016 Nominating Committee. The Nominating Committee comprises the Past Chair (ex officio), the President of the Association and one additional member of the Executive, as appointed by the Executive, *in addition to five other statutory Members of the Association.*

Ideally, nominees will be representative of the various constituent communities of the Association and consideration will be given to gender balance.

The Nominating Committee is active in the spring semester only. Its mandate is to prepare a list of nominees to fill vacancies on the Executive and standing committees of the Association, with the election, if necessary, to take place by electronic ballot following the Annual General Meeting.

You may nominate either yourself or someone else. Please contact the ULFA office to do so, either by email ([antson@uleth.ca](mailto:antson@uleth.ca)) or by phone (403-329-2578).

## ULFA's Executive Committee 2015/2016



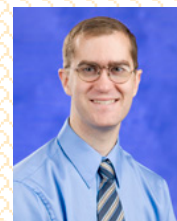
**David Kaminski**  
*President*



**Rob Sutherland**  
*Past President*



**Andrea Amelinckx**  
*VP/President Nominate*



**Paul Hayes**  
*Secretary/Treasurer*



**Dan O'Donnell**  
*Chair, Handbooks  
Committee*



**Don Gill**  
*Chair, Grievance  
Committee*



**Saurya Das**  
*Chair, Economic  
Benefits Committee*



**John Sheriff**  
*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](http://www.ulfa.ca))

