



Know Your Rights

Academic Freedom is an important right awarded to ULFA Members. In this issue we take an opportunity to explore what is meant by Academic Freedom.

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UofL Salary Data

Information regarding the 2014/2015 Salary Data of ULFA Members is now available.

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Fall General Meeting

The FGM has been scheduled for Friday, December 11, noon to 3pm in AH100.

We hope to see you at this and all of ULFA's events.

For more events check on page **11**



Quote of the Month

“By Academic Freedom I understand the right to search for truth and to publish and teach what one holds to be true”

- Albert Einstein

A Word from the President

Welcome back to another fall semester of activity in our corner of the Academy.

Over the summer, and since the previous newsletter, there have been a few events noteworthy of your attention.

First of all, the two tenure denial appeal cases that were launched (mentioned in the previous newsletter) have come to conclusions. In one instance, the member dropped the appeal and has since found a position elsewhere. In the other, the appeal was accepted and the member was granted tenure.

more on **2**

A Word from the President continued...

I had also mentioned that Yale Belanger had stepped in as chief negotiator on Handbooks matters, and in early June, Yale wrapped up contract language talks. He's on a well-deserved study leave now and so it will be the Executive who will hold a special general meeting for ratification in October. Watch for news about the proposed changes to the Faculty Handbook to come in a separate announcement. Before the ratification meeting and electronic vote take place, as is our practice, the proposed changes will be posted electronically for members to view.

Also since our last newsletter, economic benefit contract talks for Sessional Lecturers reached an impasse, and Saurya Das, our EBC chair and EB chief negotiator, had initiated final offer selection. Saurya has more detail to offer you in his contribution to this issue of the newsletter.

We also met with one of our local MLA and Minister of Environment and Parks & Minister Responsible for the Status of Women, Shannon Phillips, along with my counterpart over at Lethbridge College Faculty Association, Gerri Joesse, in mid-August. The meeting had no particular agenda, but was intended to be an informal exchange of greetings and ideas. We conveyed some of our concerns about post-secondary education (PSE) in general, some of our local concerns, and received some useful advice in how to effectively communicate with the new government should we need to raise issues with both our MLAs and the PSE ministry. I am encouraged by the Minister's command of issues affecting PSE, even though that is not officially part of her portfolio.

Ms. Joesse and I will also try to meet with MLA Lethbridge East Maria Fitzpatrick sometime this fall. I think making common cause with the college when we can is an effective way to bend the ears of those in government, and I hope we can continue to pursue this course of action in the future.

So, for the coming semester there are a few items to keep watch for: the Faculty Handbook ratification vote, as mentioned already; and there'll be developments in the still unresolved Sessional Lecturers EB negotiation. One other piece of unfinished business held over from the annual general meeting concerns the revision of our by-laws.

If you were at the AGM this past spring, you'll remember that the bundle of proposed changes was split into two parts. One was concerned with the change in status of the Gender, Equity and Diversity Caucus (GEDC) to one of a standing committee of ULFA, complete with participation in the Association Executive through the inclusion of the GEDC's chair on the Executive. The other part centered primarily on matters concerning Associate Members and other membership issues. Fortunately, the GEDC component received approval by the membership, but the remaining changes resulted in the proposed amendments being withdrawn at the AGM.

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A Word from the President continued...

It is my hope that we can revisit the by-law changes for the fall general meeting (FGM), which will take place on December 11 at 12pm in room AH100. To that end, we will be revising and posting for comment the proposed changes well in advance of the FGM, so that we can accommodate feedback and revision prior to going to an electronic vote at the FGM. We will also manage the debate more formally, too, partly to enable more meaningful involvement from Members on the northern campuses as well as to better facilitate discussion on the floor of the meeting: think microphones at locations in the meeting space and encouraging more individuals to participate in the discussion. So, watch for news of a revision available for comment and discussion sometime later this fall.

And with that, let me close this epistle by encouraging you to come out to the Association's annual social gathering on September 25 at 12pm in the SU Ballroom A to welcome the newest Members to our faculty and to welcome back the many current Members. Introductions will be held at 1pm, snacks and refreshments will be provided.



David Kaminski,
ULFA President

Committee Updates



Grievance Committee

The Grievance Committee deals with complaints, appeals and grievances as set out in the collective agreement. The committee has had moments of busyness during the past year and the Association would like thank (past chair) Wendy Faith and (interim acting chair) Ilsa Wong for their service. I would also like to thank outgoing members Mary Kavanagh, & Marunus Swanepoel for their service this past year. We would also to welcome Robbin Derry, Mike Perry, & Ying Zheng as new committee members, while thanking returning committee members Dawn McBride, John Vokey, Shahdat Hossain, & Don Gill (Chair) for agreeing to serve on the committee for another term.



Don Gill
Chair, Grievance Committee

Committee Updates

Economic Benefits Committee

Hello Everyone,

Hope you had a pleasant summer, and are ready for the Fall semester. I would like to take the opportunity to thank those who have already served, or will serve on the Economic Benefits Committee this year.

Members whose tenures have been completed:

- Shamsul Alam,
- James Dobbie,
- Michael Perry

Returning members:

- Chris Burton,
- Trent Takeyasu
- Carla Carnaghan,
- Roberto Bello

New members:

- Olu Awosoga,
- Rumi Graham

Also, as I conveyed to the membership in an earlier message, the negotiations with the Board of Governors on Sessional Lecturers salary and benefits reached impasse. As a result, ULFA and the Board are proceeding to Final Offer Selection,

as per provisions of Schedule C of the Sessional Lecturers Handbook. I will keep you informed of the progress as best as possible.

If you have any questions or concerns, please feel free to get in touch with me, or with any member of the EBC.

Saurya Das,
Economic Benefits
Committee Chair



Handbooks Committee

As with other aspects of ULFA's organisation, the Handbooks Committee has undergone some changes in the past 12 months.

Daniel O'Donnell (English), will be stepping in as committee chair. He has previous experience as a member of the committee. Returning committee members are Kevin McGeough (Geography), Joy Morris (Mathematics and Computer Science), Pamela Adams (Education), Rhys Stevens (Librarian), and Greg Patenaude (Chemistry and Biochemistry). A recent past chair,

Richelle Marynowski (Education), will be returning this academic year as a new member. Phil Jones and Yale Belanger served as chair and chief negotiators of the committee this past year and we thank both for their service!

We will be exchanging articles and issues we wish to discuss with the Board's negotiators in October. Before then, we will be reviewing the Handbooks and collecting member input. We expect negotiations to begin in earnest in the new year.

If you have any questions or comments, please feel free to contact the chair or any of the committee members. The Handbooks are more complicated than in years past and represent various constituencies on campus. Your input is greatly appreciated.

Dan O'Donnell,
Handbooks
Committee Chair



Committee Updates

Gender, Equity and Diversity Committee

This will be the first year in which the Gender, Equity and Diversity Committee has existed as a standing committee (recently upgraded from a caucus with the ratification of the ULFA bylaws in April). This will result in a variety of changes in the committee's future, the most prominent of which is having the committee's chair serve as a member of the Executive. The Association would like to thank Jamie MacKenzie, Jo-Anne Fiske, Sameer Deshpande, & Robbin Derry for their service during this past year. And we would like to welcome the new committee members, Kien Tran, Bente Hansen, Kelly Williams-Whitt, Andrew Stewart, and James Graham, along with returning committee members Nicole Eva, and John Sheriff (Chair) to the exciting year ahead.

Additional Information

HOW TO ACCESS EXECUTIVE MINUTES

Meeting minutes of the Executive are available, upon request, for any statutory Member to review. There are two ways in which Members can access these documents:

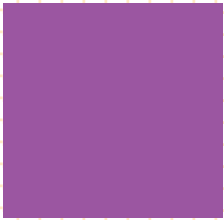
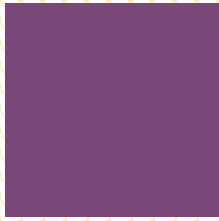
- 1) **Hardcopy access:** Submit a request to the President soliciting access to the hardcopy of minutes. Such examination may be made in the Association office during normal office hours and at a mutually agreeable date and time. (See reference ULFA Bylaws clause 13.2.3)
- 2) **Virtual access:** Access the documents via the University of Lethbridge Archives, subject to registration and approval. Registration can be completed at the following webpage <https://www.uleth.ca/dspace/register> and access is subject to approval of the ULFA Executive.

Maclean's Magazine Survey Regarding the University of Lethbridge

Maclean's Magazine is conducting a national survey of university faculty focusing on topical issues including: **corporate influence in research, pressure to sign non-disclosure agreements, and sexism in academia.** The survey also includes questions about quality and innovation at Canadian universities, as well as questions regarding which universities are doing the best research and offering the best programs in ten fields of study. The answers to the questions regarding quality and innovation will help shape Maclean's annual university rankings and a ranking of ten university programs that is new this year.

Here's a link to the survey in English:

<https://www.macleansreaderspanel.ca/R.aspx?a=931>



The Benefits of ULFA

“Together we are stronger”

As a Member of the Association you are awarded a variety of benefits. These benefits range from the right to be accompanied by another Member for all matters relating to the Handbooks, to salary growth (as determined by Cost of Living Allowance [COLA] and merit increments), to tuition benefits, to scholarships.

Professional Supplement

One of the economic benefits to which you are entitled is a Professional Supplement. This supplement may be used to purchase travel, books, and other items necessary to your teaching and research.

For the 2015-2016 academic year, the Professional Supplement allotment is \$1,900 for Faculty and Professional Librarians and \$1,520 for Instructors & Academic Assistants. These amounts are pro-rated for terms shorter than one year. Allocation of unused balances from Members whose appointments have ended during the academic year will be made to the Professional Supplement accounts of Members on record as of 30 September of each year. As of July 1, 2015, a Faculty Member can accrue up to a maximum of \$7,600 and Instructors/Academic Assistants can accrue up to \$6,080.

You can view your personal supplement account using The Bridge online information system. For full details, please contact Human Resources.

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Convocation Regalia

Each semester ULFA Members are encouraged to attend the convocation ceremonies. In order to help facilitate Members' participation, ULFA pays for the rental cost so that Members can attend in the UofL's regalia. Convocation regalia rental will be available through Gaspard and Sons. Please contact Sarah Faulkner, the Convocation Coordinator, by phone (403-329-2049) or by email (sarah.faulkner@uleth.ca) for more information.

Member Relation Gifts

The Association would like to recognize the significant events of our Members' lives. Whether there has been a recent accomplishment, the birth of a child, a hospital stay, the death of a loved one, or a retirement the Association likes to send cards, gifts, or flowers.

Please keep us informed by contacting the ULFA office at ext. 2578 or by emailing the Professional Officer (Derrick) at antson@uleth.ca.

Communications with ULFA

Communications to and from ULFA are one of the most prominent benefits the Association offers. ULFA keeps an up-to-date list of all academic staff in its membership and from time to time we like to communicate with our members. We primarily communicate through the ULFA listserv. You will receive emails with relevant and important information about the goings on of the Association. For instance, you will be notified when there are meetings and important deadlines, and you will be invited to give input on important decisions that affect you. If you suspect that you are not on the email list, or if you know someone who is not on the list, please notify the ULFA office.

The ULFA website (www.ulfa.ca) is also kept up to date with the most recent information and notices. In addition, the website acts as a repository for information such as the Handbooks, information on signing a contract, retirement information, and information on study leaves, just to list a few topics.

Communications from our Members are also vital as they have first hand experience about the daily activities of the University. Please feel free to give us a call, send us an email, or drop by the ULFA office. Visitors are always welcome.



ULFA Membership Dues

Please find below the 2015-2016 dues deductions for ULFA, the Confederation of Alberta Faculty Associations (CAFA), and the Canadian Association of University Teachers (CAUT). Effective July 1, 2015, the following dues schedule affects Faculty, Professional Librarians, Instructors, Academic Assistants, and Sessional Lecturers.

ULFA

- All Members
Mil rate (5.0) x actual salary

CAFA

- All Members
\$7.65/mos.
- Sessional Lecturers
Dues Exempt

CAUT

- Professor/Prof. Librarian IV
\$17.70/mos.
- Associate Professor/Prof. Librarian III
\$14.03/mos.
- Assistant Professor/Prof. Librarian II
\$11.37/mos.
- Lecturers/Other
\$11.10/mos.
- Part-Time
\$3.70/mos.
- Sessional Lecturers
\$3.70/mos.

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ULFA Academic Scholarship



The Faculty Association has an annual academic scholarship fund that provides a tuition benefit for spouses and dependents of ULFA Members. The value of the scholarship is variable, with a minimum equivalent to tuition for one (1) 3.0 credit course offered at the University of Lethbridge (as outlined in the Academic Calendar for that year). The available funds will be divided equally among eligible students regardless of location (i.e., those not attending the UofL; those attending the UofL), and variable depending on the number of applicants.

Application forms for the ULFA Academic Scholarship are available from the Scholarships & Student Finances office (AH151) by phone (403-329-2585) or by email (awards@uleth.ca).

Eligibility requirements are as follows:

A full-time student who is the spouse, common-law partner, child, or step-child of a dues-paying Statutory Member of ULFA*, and who is either:

A. an undergraduate student at a recognized university, including the University of Lethbridge, who has completed at minimum of ten (10) semester courses (or equivalent) of a baccalaureate degree-granting program;

OR

B. an undergraduate student at a recognized University, including the University of Lethbridge, who has completed twenty (20) semester courses (or equivalent) in a program that began at a college and transferred to a baccalaureate degree-granting program.”

*The member must be a dues-paying ULFA member and hold a full-time or full-time part-year appointment in the academic year for which the application is submitted.

No student may receive this award more than two times.

The student applying for the scholarship must have a minimum cumulative GPA of 2.70 (or equivalent).

The deadline for complete applications is September 30, 2015.

Know Your Rights

After a series of perplexing events at UBC involving the unexpected and immediate resignation of the University's President, all eyes are on the outcome of an academic freedom matter that has since erupted between the Board of Governor's Chair and a tenured Professor. The Professor, who wrote a blog post speculating on the resignation of the President as it related to her research, has come forward with allegations of interference from the Board Chair w.r.t. her right to academic freedom. While an investigation is currently underway, CAUT has called on the resignation of the Board Chair and has begun the arduous process of wading through the case. There are obviously more complicated series of events that contribute to this situation, and much of it will be revealed in time; however, now is as important a time as any, if not more so, to assert the principle of academic freedom in the Institution of Academe and to highlight its place at the University of Lethbridge.



Academic freedom is a defining value of universities and generally entails the right for faculty to teach, research, and publish without threat of reprisal or censorship. Academic freedom is not universally defined, nor does it easily dichotomize the world into black and white, right and wrong. Its invocation often requires a complex understanding of an isolated situation, the individuals involved, and the unique role of academics in an academic institution.

At the U of L, the definition of academic freedom was first introduced in the 2010 Faculty Handbook and today Article 11.01.1 states the following:

Academic freedom is generally understood as the right to teach, to engage in scholarly activity, and to perform service without interference and without jeopardizing employment. This freedom is central to the University's mission and purpose and entails the right to participate in public life, to criticize university or other administrations, to champion unpopular positions, to engage in frank discussion of controversial matters, and to raise questions and challenges which may be viewed as counter to the beliefs of society.

There is an explicit duty to use one's academic freedom in a manner that is in the honest and careful pursuit of knowledge and an inherent obligation to defend academic freedom every single time it is challenged (reference Articles 11.01.2; 11.01.5). This Association's experiences with academic freedom matters are complicated and, in all honesty, painful and divided. Our experiences are perhaps some of the great defining moments in our collective history, and ones to hold in our hearts as we step tentatively, but collectively, toward better and stronger rights in our challenging sociopolitical landscape.

The investigation at UBC is but one small *n* in the growing anecdotal of the attack on academic freedom that is happening across Canada and elsewhere. We must collectively safeguard this institutional pillar and the Faculty Association will uphold its obligation for vigilance. In the meantime, keep an eye on the developments of the case at UBC; the outcome may well have larger implications on the right to academic freedom than any of us can predict here and now.

2014 / 2015 UofL Employee Profile - Salary

This chart is an excerpt of salary information published in the 2014/15 UofL Fact Book:

**2014/2015 Employee Profile - Salary
by Employee Group**

Employee Group		Total Number	Full-time	Part-time	Part-time FTE	FTE Salary***			
						Average Salary	Median Salary	10th Percentile	90th Percentile
Faculty	Professors	98	92	6	3	\$155,736	\$148,877	\$117,229	\$206,544
	Associate Professors	149	147	2	1	\$117,553	\$113,902	\$92,093	\$144,309
	Assistant Professors	88	87	1	1	\$91,806	\$88,233	\$68,832	\$122,292
	Lecturers	23	4	19	12	\$63,917	\$56,870	\$46,777	\$95,975
	Instructors/Academic Assistants	124	109	15	8	\$87,500	\$87,547	\$60,000	\$111,291
	Faculty Total (excluding Deans)	482	439	43	25	\$110,325	\$106,623	\$66,860	\$154,384
		Male	279				\$113,859	\$109,089	\$66,667
	Female	203				\$105,468	\$103,458	\$67,117	\$144,508
Non-Faculty	Senior Executives**	10	10	0	0	\$223,516	\$209,859	\$158,077	\$328,318
		-salary only				\$32,733	\$31,007	-	\$79,941
		-stipend only							
	Deans**	7	7	0	0	\$181,518	\$178,833	\$156,536	\$212,404
		-salary only				\$46,282	\$40,447	\$32,815	\$64,425
		-stipend only							
	Executive Directors*	11	11	0	0	\$153,726	\$155,000	\$117,000	\$174,692
	Administrative Professional Officers (APO)*	212	199	13	9	\$84,233	\$83,452	\$58,048	\$111,508
Exempt Support Staff (ESS)	22	20	2	1	\$60,531	\$61,073	\$50,943	\$66,777	
Alberta Union of Provincial Employees (AUPE)	408	359	49	28	\$54,789	\$54,419	\$41,244	\$69,813	
Non-Faculty Total	670	606	64	38					
Grand Total	1,152	1,045	107	63					

* Salary includes salary and pensionable stipends.

** For Senior Executives and Deans, salary and stipends are reported separately.

*** Part-time salaries have been converted to FTE for comparison purposes.

Excludes employees on leave without pay and senior executives on administrative leave.

The values in Total Number, Full-time, and Part-time columns are faculty/staff headcounts.

Employee groups with fewer than 5 employees have been suppressed and only appear in the totals to preserve confidentiality.

Source: University of Lethbridge Human Resources, as of February 28, 2015.

How does this information relate to previous years?

Academic staff salaries have not yet recovered from a negotiated settlement in 2013, in which Members received a 1% wage roll back on base salary and no cost of living adjustment. Add to that a voluntary retirement incentive program and an embargo on hiring and our Membership and salaries are feeling the crunch. Let's not even mention workload...

This information is publicly available and worth monitoring for other useful information, stats on salary by gender and salaries for senior administrators. When interpreting any of this information always keeping in mind Darrel Huffs (1954) book "How to lie with Statistics" and maintain a healthy skepticism of any salary and budget disclosure.

Upcoming ULFA Events & Workshops

+ Fall Convocation

When: Saturday, October 17, 2015

Faculty who are interested in purchasing their own regalia can do so through the professional supplement program. You must first order the regalia and then submit an electronic expense claim and a physical copy of proof of payment to Financial Services.



+ CAUT Forum for Aboriginal Academic Staff

CAUT is sponsoring its 5th Forum for Aboriginal Academic Staff to be held November 6 and 7, 2015 at the Radisson Hotel Downtown Winnipeg.

In addition to being an opportunity for Aboriginal academic staff to share information and ideas, the forum will covers such topics as:

- The implications of austerity measures on Aboriginal academic staff and Indigenous Studies programs
- What academic staff associations can do to promote Indigenous Knowledge and support Aboriginal academic staff
- How to build inclusive academic cultures

ULFA can provide financial support to one Member to attend the forum. To apply for funding, please contact Derrick by email (antson@uleth.ca) or by phone (2578).

The registration form, hotel information, and draft agenda are available on the CAUT website at <http://events.caut.ca/aboriginal-2105/>

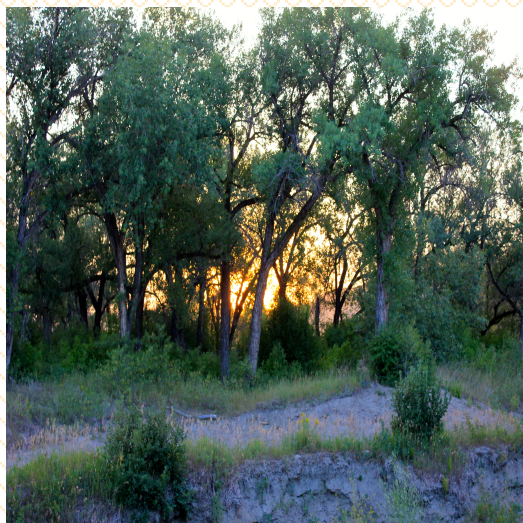
+ Fall General Meeting

When: Friday, December 11, 2015

Time: 12:00 – 3:00pm

Where: Andy's Place (AH100)

Lunch will be provided and videoconferencing will be available to those who request it.



+ ULFA Member Gala

When: Friday, September 25, 2015

Time: 12:00 – 3:00pm

Where: SU Ballroom A

All ULFA Members are welcome to attend, mix and mingle with their colleagues. Refreshments and drinks will be provided for those who attend.

The guests of honour will be ULFA's new members and will be introduced to the crowd at 1:00pm.

ULFA's Executive Committee 2015/2016



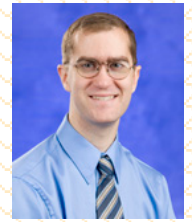
David Kaminski
President



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*



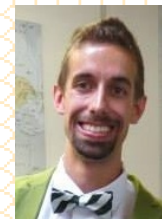
John Sheriff
*Chair, Gender, Equity
and Diversity Committee*



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)

