

### Annual General Meeting

The AGM has been scheduled for **Monday, April 10, 12 - 3 p.m. in PE264.**

All of ULFA's events are listed on page **15**



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### Update on Suspended Member

A release from February 15, 2017 of ULFA's update regarding Member suspended with pay.

Read the full article on page **3**

### STP Workshop

Read about ULFA's upcoming STP workshops for applicants.

Read the full article on page **15**

“Reality is that which, when you stop believing in it, doesn't go away.”

“La réalité est que qui, quand vous l'arrêtez de croire en, ne pas part.”

-Philip K. Dick

## A Word from the President

### Implications of CAUT Censure against the U of L

In this current newsletter, the Executive provides an update of the ongoing situation involving the suspension of one of our members (this update is also available on the ULFA webpage). In that update, we briefly address CAUT's involvement to date. In my report here, I will provide further details regarding CAUT's threat of censure including the ramifications of censure for the University and our next steps moving forward.

As noted previously in both ULFA statements and public meetings, CAUT (the Canadian Association of University Teachers)'s delegates at their November 2016 Council meeting unanimously passed the following resolution:

That CAUT condemn the actions of the University of Lethbridge administration in suspending Professor Tony Hall without due process, and that CAUT take all necessary measures to pressure the administration to immediately resolve the matter.

CAUT also referred this case to their Committee on Academic Freedom and Tenure for further action. The further action, it now appears in this situation, is to move to a formal threat of censure against the University at CAUT's May meeting.

## A Word from the President continued...

Why has CAUT moved this matter to their Academic Freedom and Tenure Committee and why have ULFA and CAUT taken such a strong stand? Simply due to the fact that the University Board of Governors and President have taken the stance that they have the unilateral power (under the Post-Secondary Learning Act 22(3)) outside of the collective agreement to [1] suspend a faculty member indefinitely and unilaterally without having to work within the Faculty Association's collective agreement disciplinary procedures and [2] determine what constitutes legitimate research and/or community activities free from the affected faculty member's input and with no recourse or ability to counter their determinations.

Our Handbook Article 11.01.1 defining Academic Freedom states that academic freedom includes the right to participate in public life, "champion unpopular positions," "engage in frank discussion of controversial matters" and to even "raise questions and challenges which may be viewed as counter to the beliefs of society." (p. 18, University of Lethbridge Faculty Handbook, 2016) How can faculty members exercise these rights if the Board now states that it can unilaterally and without any means to challenge their verdict decide whether our activities fall under Article 11 protections or not?

CAUT steps in when a University acts in a way that "threatens academic freedom and tenure, undermines collegial governance .... or takes other actions that are contrary to interests of academic staff or compromise[s] the quality and integrity of post-secondary education..." (Procedures Relating to Censure, Retrieved from <https://www.caut.ca/about-us/caut-policy/lists/administrative-procedures-and-guidelines/procedures-relating-to-censure>)

In each case, CAUT investigates the allegations brought to its attention, consults with the local faculty association while also working with the institution's administration. Unfortunately, neither the UofL Board of Governors nor President Mahon has evidenced any interest in working with CAUT in this matter.

At the CAUT May council meeting, CAUT will formally request that the threat of censure be passed. Once passed, unless the University of Lethbridge meet, the conditions to have the threat of censure resolved, the motion to apply censure will be decided at the November council meeting.

What does censure entail? CAUT clearly outlines censure on its website\* and it involves the following:

[A]sking CAUT members:

- not to accept appointments at a censured institution;
- not to accept invitations to speak or participate in academic conferences there;
- not to accept any distinction or honour that may be offered by that institution.

It also means that CAUT will:

- refuse to accept advertisements for positions vacant at an institution under censure in the CAUT Bulletin or on the CAUT website;
- widely publicize the dispute in the media and in the CAUT Bulletin and other publications;
- bring the censure to the attention of associations of academic staff in other countries, request that they publish an account of the dispute in their journals and ask their members to respect the censure;
- bring the censure motion to the attention of post-secondary student organizations, the Canadian Labour Congress, and other appropriate groups;
- encourage academic disciplinary associations to refuse to carry advertisements for or hold events at censured institutions.

\* Direct quote from source: Procedures Relating to Censure, retrieved from <https://www.caut.ca/about-us/caut-policy/lists/administrative-procedures-and-guidelines/procedures-relating-to-censure>

Censure of the University of Lethbridge is avoidable, all that is needed is for the Board of Governors and the administration to work with CAUT and ULFA to resolve this issue within the domain of the Faculty Handbook. As the Faculty Handbook states – academic freedom is central to the University's purpose and mission; both the Board and the Association are tasked with protecting it.



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February 15, 2017

**RE: Faculty Association update re. Member suspended with pay**

Dear colleagues,

At the beginning of this academic year, the Board suspended an ULFA member in a manner which ULFA feels violates its legal and contractual obligations under the *Post-Secondary Learning Act* and the Faculty Handbook. Though the Faculty Association recognizes the progress the Board has recently made in restoring pay during this suspension, this progress does not resolve the main outstanding issue of the ongoing suspension of our member from participating in any aspect of his academic career.

In the considered opinion of ULFA, this suspension, particularly the ad hoc manner in which it has been carried out and has since evolved, represents a fundamental abrogation of the Faculty Handbook and its disciplinary procedures. As well it undermines the commitment to academic freedom that lies at the heart of our mission as an institution as this is expressed in our Strategic Plan, Faculty Handbook, and University Calendar. As we gear up for the celebration of our fiftieth anniversary, it has also brought unprecedented negative attention to the University, including articles in the local, national, and international press and, for the first time in our University's history, threat of [censure](#) by the Canadian Association of University Teachers.

The Association's first duty is to the defence of its contract with the Board in the form of our Faculty Handbook. This requires us to take various legal and procedural steps, each of which has its own timeline and is open to delay should the Board refuse to honour the spirit of its obligation to resolve differences in a timely fashion.

As part of this legal and contractual process, the Association has filed grievances against the Board for improperly suspending the member in question, first without pay and now with pay, outside the provisions of Faculty Handbook disciplinary procedures. The Board has responded to our grievances by rejecting them categorically. It has claimed that its actions are not disciplinary and that the President has the authority to suspend anyone without reference to the Handbook under *PSLA* section 22(3).

The Association disagrees wholeheartedly with this interpretation of section 22(3) and has attempted to advance the grievances to arbitration according to procedures outlined in the Handbook. In its refusal to engage with our attempts to resolve this matter using contractually agreed upon procedures, the Board has refused even to name an arbitrator to hear the merits of our respective cases.

In our view, there is no doubt that this kind of stonewalling of our efforts for grievance resolution is a well-known form of *unfair labour practice*. In other sectors, such practices could

be appealed to the Alberta Labour Relations Board for resolution. There has been some discussion at the provincial level about introducing a similar mechanism into post-secondary labour relations as part of the revisions anticipated later this year. Given the Board's apparent reluctance to follow its obligations under the current *PSLA*, this is a revision that the Association endorses strongly.

Until such revisions are made, the only remedy available to us is to take the Board of Governors to court to have an arbitrator appointed to hear the grievances under the collective agreement. Even here, the Board has resisted our attempts to deal with this matter expeditiously, invoking its right to ask for a hearing in special chambers. Booking a date in special chambers involves additional delays and we have been unable to find a date before August 8. At this hearing, we will ask the court to unilaterally appoint an arbitrator to hear our grievance. The hearing will be a public event and we encourage our members to attend. We will publish more details about the hearing as it approaches.

Success in special chambers only gets us to a point where an arbitrator will be appointed to hear the case. We will then still have to schedule the arbitration hearing itself to present evidence and argue our position. The Board has additional options to delay this hearing. It is almost certain that we will be well into the second half of our fiftieth anniversary celebrations before we reach a final resolution.

While the Association has worked to encourage the Board to honour its legal and contractual obligations, this case has also received considerable support from individuals and groups both internal and external to the University. We hope that this pressure will help the Board realize the damage its actions are doing to the reputation of the University in what should be a year of celebration.

We would like to recognize the following individuals and organizations who have given words of support to this ongoing labour dispute:

[Canadian Association of University Teachers](#)  
[Society for Academic Freedom and Scholarship](#)  
[29 Concerned Academic Staff of the University of Lethbridge](#)  
[Professor Emeritus Owen Holmes](#)

Numerous letters from concerned citizens

Thank you for the support and we will keep you apprised of emerging developments.

Sincerely,

ULFA Executive

Original Post can be found on the ULFA website: [link](#)



## Committee Updates

### Grievance Committee

Grievance is foundational to the collective bargaining process, and is the mechanism used to maintain the integrity of a collectively bargained contract. The contract represents the agreement of both sides to respect the negotiation process and the results. If this process breaks down, if the employment contract can be arbitrarily discarded at the whim of either of the parties involved, then the process becomes meaningless. A situation in which collective agreements exist under legislation external to the protections of the labour code, such as the PSLA, there is an imperative that all parties rigorously follow the articles of the contract to settle disputes. If this imperative is abandoned or weakened there is danger of chaos, not a good thing for anybody.

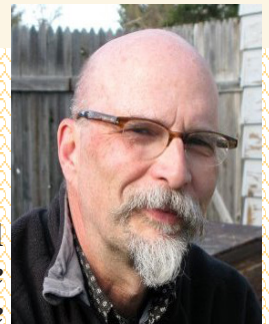
The mandate of the Grievance Committee is to attempt to resolve conflicts as best it can and as effectively as possible, and it involves informal and formal procedures. This requires the best efforts of both parties to resolve issues in good faith according to the existing procedures of the Faculty Handbook. If this responsibility is ignored it endangers the credibility of good faith agreements and puts our collective agreement in jeopardy.

Despite the best efforts of the Grievance Committee and the Executive to positively address grievance issues with the Board, two more grievance actions have been launched since our report at the FGM, bringing the total number of grievances to thirteen.

Of that number, one is scheduled to be heard by an arbitrator within the month, while the second group of seven grievances addressing a dispute over Academic Career Years (issues include whether new calculations based on work occurring prior to a UofL appointment can be unilaterally imposed post-hire) will be before an arbitrator for preliminary arguments on April 5<sup>th</sup> and 6<sup>th</sup>.

The ninth grievance involves a dispute over whether the professional supplement cap is prorated for faculty members who are on less than full-time appointments. There is no mention of a reduced cap within the current Handbook and this grievance remains unresolved.

The remaining four grievances involve the member who is suspended first without pay, now with pay and who is barred from campus. The grievance is largely procedural and focuses on whether a suspension can occur outside of the Faculty Handbook and whether it is a form of discipline. ULFA's position is that our Faculty Handbook governs disciplinary procedures and requires the parties follow the Faculty Handbook in resolving disagreements. The Board continues to refuse to engage in the grievance process regarding this member. To resolve the disagreement, we have proposed that an arbitrator address these issues – yet the Board rejects naming an arbitrator. ULFA's only recourse is through Article 22 grievance procedures and must now take this case to the Court of Queen's Bench to have the court unilaterally appoint an arbitrator. The Board has invoked its right to make a lengthy argument to the court about why the court cannot appoint an arbitrator. The special chambers session is scheduled for August 8<sup>th</sup> and as this court hearing will be public, we encourage the membership to attend.

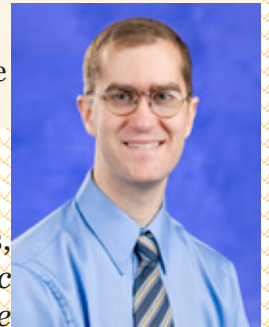


Don Gill  
*Chair, Grievance  
Committee*

## Committee Updates

### Economic Benefits Committee

ULFA's Economic Benefits Committee has met consistently throughout the first half of the spring semester. We continue to compare and contrast our salary and benefits with a number of comparator universities across the country. We have also worked through several iterations of a survey which will afford ULFA members the opportunity to provide feedback which will help guide us as we plan for next year's negotiations. Please take the time to complete the survey, as it is important that the responses are statistically representative of our membership. Finally, I would like to encourage interested members to participate in ULFA's Collective Bargaining Training Sessions which will take place over the next several weeks. This professional development series will address a wide range of matters relevant to negotiations, and will thus, be a great learning experience for both new and veteran negotiators.



Paul Hayes,  
*Chair, Economic  
Benefits Committee*

### Handbooks Committee

## Collective Bargaining Training

ULFA will be offering training in collective bargaining on Tuesday mornings from February 28 through March 28.

This training is open to all members of the Faculty Association and will include practice in discovering and preparing positions, negotiating terms and conditions of employment, language drafting, and analysis of comparable institutions, as well as face-to-face negotiating.



This is a professional development series and does not require participants to commit to future work for the Association. At the end of the series, participants will be given a certificate of participation to include on their PARs.

No prior experience required; members with both little or no negotiation experience as well as seasoned negotiators are encouraged to attend.

To register please contact the ULFA office by email ([antson@uleth.ca](mailto:antson@uleth.ca)) or by phone (403-329-2578).



#### **Session dates:**

Tuesday, February 28, 9:00 - 10:00 a.m.  
 Tuesday, March 7, 9:00 - 10:00 a.m.  
 Tuesday, March 14, 9:00 - 10:00 a.m.  
 Tuesday, March 21, 9:00 - 11:00 a.m.  
 Tuesday, March 28, 9:00 - 11:00 a.m.

## Committee Updates

### Gender, Equity and Diversity Committee

The GEDC has passed along suggestions for updates to the 2007 HR document Best Practices for Hiring with a focus on Diversity & Equity to the HR department; we have also begun preliminary discussions on how to roll out the revised edition along with some training possibilities for those serving on or chairing search committees. We met with University Administration in late January, where we discussed this guide, accessibility and parking issues around campus (especially as they related to the Destination Project), and received their support for a White Ribbon campaign ([www.whiteribbon.ca](http://www.whiteribbon.ca)) around International Women’s Day (March 8). (For more information on the White Ribbon campaign, see below). We are sponsoring a Talking about Teaching event March 17 on the use & misuse of social media and its impacts on teaching effectiveness – please join us as we discuss the pros and cons of these tools. Finally, we are compiling an annotated literature review on teaching evaluations and whether they should be used in formal evaluation processes, which will inform a recommendation to come. The Joint Equity Working Group also continues to meet, so we hope some tangible results will come from that by the June 30 deadline.

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*



## WHITE RIBBON

**Pledge to never commit, condone or remain silent about violence against women.**

White Ribbon is the world’s largest movement of men and boys working to end violence against women and girls, promote gender equity, healthy relationships and a new vision of masculinity. More information can be found at [www.whiteribbon.ca](http://www.whiteribbon.ca).

Ribbons will be available March 6<sup>th</sup> - 10<sup>th</sup>; participants are encouraged to wear their ribbons on Wednesday, March 8<sup>th</sup>, International Women’s Day.

You can pick up your ribbon from the ULFA office, the Library Reference/ CIRC desks, the Human Resources office, at the Calgary Campus office, and throughout campus on March 8th.





# Call for Nominations

The ULFA Nominating Committee is now actively seeking interested individuals willing to fill vacancies on the Executive, standing and other committees for 2017-2018. Nominations are being sought for the following:

Executive:

President

Vice-President/President Nominate (2 nominees)

Secretary/Treasurer

Chair, Handbooks

Chair, Grievance

Handbooks Committee

Economic Benefits Committee

Grievance Committee

Gender, Equity and Diversity Committee

Study Leave Relocation Committee

Faculty (STP) Handbook Appeals Committee

Daycare Advisory Committee



Additional information can be found on the ULFA website or by following this [link](#).

The Nominating Committee will present its list of nominees at the Annual General Meeting on April 10 from 12-3pm. In addition, nominations will be open from the floor. In the event that there is more than one nominee for a single position, an election will take place by electronic ballot as soon after the AGM as is possible. In the event that there is more than one candidate seeking election to the Executive Committee, an All Candidates Forum will be organized prior to the election.

If you are interested in serving the Association in some way, or know of someone who might be willing or well-suited to fill one of these vacancies, please contact one of the Nominating Committee members contact Derrick Antson in the ULFA office at ext. 2578 or at [antson@uleth.ca](mailto:antson@uleth.ca).







# Copyright Corner

Although this year's celebration of [Fair Dealing](#) week has already come and gone (it fell during Reading Week, February 20 - 24), I'd like to highlight two recent court decisions that have implications for fair dealing in Canada. Why are they noteworthy? Because at our institution, fair dealing under the Canadian [Copyright Act](#) has proven to be one of the most important copyright permission sources for copying and distributing course readings.

If we consider only U of L coursepacks, more than half of the readings tend to fall within the [U of L fair dealing guidelines](#). Of 9,400 readings used in coursepacks between 2012 and 2016, we relied on fair dealing for 53%. Author permission, the public domain (for items not protected by copyright) and library licences are the next three permission sources we relied on most heavily, which together account for about 32%. Without fair dealing, permissions clearance for course readings (whether distributed via coursepacks, e-reserve, Moodle or class handouts) would clearly be much more complex and costly.

## Upheld: Copyright Board's fair dealing analyses in the K-12 tariffs for 2010-2015

In January 2017, the Federal Court of Appeal released its decision in the judicial review sought by Access Copyright (AC) of the [2010-2015 copying tariffs for K-12 schools](#) certified by the Copyright Board in February 2016. The Court found no reviewable errors in the Board's analyses relating to fair dealing and what constitutes a "substantial part" of a work. This is good news, as the Board's analyses in these areas were consistent with the reasoning underpinning our fair dealing guidelines. The only reviewable error identified by the Court concerned a technical issue regarding how to properly estimate the size of AC's repertoire.

## Overtured: Quebec Superior Court's dismissal of class action against Laval

In February 2017, the Quebec Court of Appeal authorized [a class action for copyright infringement](#) filed against Laval University by Copibec, AC's counterpart in Quebec. This ruling overturns the Quebec Superior

Court's dismissal of the class action in February 2016.

Outside of Quebec, most Canadian educational institutions have adopted fair dealing guidelines similar to those of the U of L that take into account the Supreme Court's 2012 decision in [Alberta \(Education\) v. Access Copyright](#) and the [2012 amendments to the Copyright Act](#), which expanded the statutory fair dealing purposes to include education. As far as I know, Laval University is to date the only Quebec institution to adopt fair dealing guidelines along the lines of those now followed elsewhere in the Canadian educational sector.

Why should institutions outside of Quebec be concerned about this new development? First, the Quebec Court of Appeal decision means Copibec can now return to the Quebec Superior Court to pursue its class action. Second, the matter at issue is whether or not the kinds of copying that fall within [Laval's fair dealing guidelines](#)—which are comparable to those of the U of L—are infringing. In fact, this question is the crux of the AC lawsuit against York University, in which a ruling from the Federal Court is expected shortly. And third, copyright is a federal matter. Although two different collectives operate in Quebec and the rest of Canada, the relevant statute—the Copyright Act—applies equally throughout the country.

So there's good reason for us to raise our collective awareness and appreciation of fair dealing as a statutory user's right since it is essential to the achievement of copyright's purpose—[to encourage learning](#).

As always, feel free to contact the copyright advisor office if you need help with any questions or issues involving copyright.

Rumi Graham,  
*University Copyright Advisor*

E-mail: [copyright@uleth.ca](mailto:copyright@uleth.ca)

Phone: 403-332-4472

Website: [www.uleth.ca/copyright](http://www.uleth.ca/copyright)



# Science Solidarity

ULFA’s Executive would like to take this opportunity to highlight Science Solidarity. An online platform offering temporary support for US-based scientists who are stranded abroad due to the White House Executive Order 13769.

More information can be found at Science Solidarity’s website: <http://www.embo.org/science-solidarity>

The screenshot shows the EMBO website's 'Science Solidarity' page. The header includes the EMBO logo and navigation links: Home, Contact us, e-news, and social media icons for Twitter, Facebook, and YouTube. A search bar is labeled 'Custom Sea'. The main navigation menu includes: ABOUT EMBO, FUNDING & AWARDS, EVENTS, EMBO PRESS, SCIENCE POLICY, MEMBERS, NEWS, and SCIENCE SOLIDARITY (highlighted in orange).

The main content area is titled 'The Science Solidarity List'. It contains the following text:
 

This is a list of scientists offering temporary bench or desk space, library access and possibly even accommodation for US-based scientists who are stranded abroad due to the White House Executive Order 13769 "Protecting the Nation from Foreign Terrorist Entry into the United States" of 27 January, 2017.

**Potential hosts:** Please use the form on the right to enter your offer and add yourself to the list.

**Stranded scientists** wishing to apply to one of the potential hosts on this list: please contact the host laboratory directly. Only apply if you are in acute need of help due to the recent immigration ban, and are a research scientist from a US lab.

Please note that the researchers on this list have volunteered to be contacted by scientists in need at the time of their posting; not all of them might still have space, or be able to offer more than very temporary assistance.

There are currently 1022 offers of assistance.

Filter by country:

Number of results per page:

On the right side, there is a form titled 'ENTER YOUR OFFER' with the following fields:
 

- Full Name:\*
- Institution:\*
- Location:\*
- Your offer:\*
- Captcha:





# Scholarly Communication Series: Research Data Management

Most research, whether quantitative or qualitative, produces some form of data. Research data can take the form of SPSS files, digital photos, video, recordings of interviews, lab notes and other documentation, geospatial or numeric data, and so on. As research data is increasingly digital and increasing large in both size and quantity, the stewardship of data has become a necessity in the world of research and scholarship.

Research Data Management, or RDM, is the term used to refer to the management of a set of issues around the organization, storage, and sharing of research data. It includes thinking about long-term preservation, discovery & access, metadata, documentation, data citation, security, file types, and persistent identifiers. These all have to do with maintaining the integrity of research data—making sure that it is saved and documented in a way that it can be reused. It is important to manage research data for future use, whether to verify results, to mine it for further research, to apply new theory and technology to it, or to duplicate studies.

Many international granting agencies require that research data be managed, and often that it be openly accessible; a Data Management Plan (DMP) is usually required to document a researcher's plan for their data. In Canada, the [Tri-Agency Statement of Principles on Digital Data Management](#) clearly articulates CIHR, NSERC, and SSHRC's expectations regarding research data management. The responsibilities of researchers that are outlined include development of data management plans and incorporating best practices of data management in their research.

The Tri-Agency Statement of Principles is expected to become policy in 2018, which means any Tri-

agency grant-funded research will be required to comply with it.

There has been no centralized data archiving service in Canada, so researchers and research institutions have been coming up with strategies in a distributed manner. There are many subject and institutional data repositories to choose from. In 2015 the Canadian Association of Research Libraries (CARL) began a national collaboration around RDM called the Portage network. "The aim of Portage is to coordinate and expand existing expertise, services, and infrastructure so that all academic researchers in Canada will have access to the support they need for research data management."<sup>1</sup> Among Portage's initiatives is a [DMP assistant](#), which is available to all researchers in Canada. For more details, see [the library guide on RDM](#).

To find out more, please join us on March 16 for the next panel discussion in the Scholarly Communication Series, and a special guest talk by James Doiron, Research Data Management Services Coordinator at University of Alberta. Check the Noticeboard for more details.

Interdisciplinary Panel Discussion on Research Data Management – from 12:15-1:30pm on Thursday March 16, downstairs in the Library in L950.

"From the Bird's Eye to the Bushes: Navigating Research Data Management in Canada" with James Doiron – from 3:00-4:30pm on Thursday March 16, L10 alcove behind the Information Desk in the Library.



Sandra Cowan  
*Professional Librarian*

1. Barsky, E., Laliberté, L., Leahey, A., & Trimble, L. (2017). Collaborative research data curation services: A view from Canada. Chapter 3 in Johnston, L. R. (Ed.), *Curating Research Data*, Vol. 1 (pp. 79-101). Chicago: ACRL. [Link](#)  
University of Lethbridge Faculty Association



# NOTICE

The Faculty Association solicits a volunteer to serve as the ULFA representative for the below GFC appointment committee:

Associate Dean of the School of Graduate Studies Appointment Committee

You must be a member of SGS in order to serve on the appointment committee. The committees will begin meeting in April. Please note, the representative must be available to commit to meeting, at minimum, each of the scheduled dates:

- Thursday, April 6th – 3:00 to 4:30 pm
- Thursday, April 13th – 3:00 to 4:30 pm
- Thursday, April 20th – 3:00 to 4:30 pm

Useful resources:

- For more information on ULFA representation to GFC committees, see review the [ULFA Representative Policy](#).
- For information on GFC appointment committees, see Part 4 of the [GFC Bylaws](#).

If you are interested in participating on the committee, please let Derrick ([antson@uleth.ca](mailto:antson@uleth.ca)) know by end of day on Wednesday, March 8<sup>th</sup>. Should there be more than one nominee for the position, an election by electronic ballot will take place shortly after the call for nominations closes.

*Note that if you are elected to represent another constituency on the committee, you are unable to put your name forward to represent ULFA.*





# Report on the Laurentian University Maamwizing Indigenous Conference

In late November, I attended an inspiring and thought-provoking three-day multidisciplinary conference organized by Laurentian University and the University of Sudbury, entitled ‘Maamwizing: Indigeneity in the Academy.’

The conference was built around three themes:

- [1] “Diversity in Universities: Equity in Hiring, Tenure, Promotion and Leadership;”
- [2] “Ways of Knowing: The Place of Indigenous Knowledge in the University Curriculum;”
- [3] “Decolonizing Universities: New Pedagogies, Resistance and Reconciliation.”

<https://laurentian.ca/faculty/arts/indigenous-affairs/maamwizing>

The numerous research presentations, panel discussions, and noted speakers engendered lively discussions and thoughtful dialogue throughout the three days. Questions on how one defines ‘indigenization’ and how (and why) institutions must avoid tokenism or superficial responses to the Calls to Action of the Truth and Reconciliation Commission’s report were front and centre at the conference.

Equally important was the focus on the connected and interdependent principles of indigeneity and decolonization. The crux of the argument being that indigenization of an institution cannot occur without first addressing and challenging the foundations of colonization on which post-secondary institutions rest. The transformative actions needed to truly indigenize an institution require a fundamental shift in both attitude and action towards indigenous knowledge, ways of knowing and Indigenous scholarship in addition to the hiring of Indigenous academics and increasing of Indigenous student numbers.

Canadian universities across the country are mobilizing in many different ways in response to the call to Indigenize, some respond in powerfully significant, resource-intensive ways while others are just beginning to reach out to local Indigenous communities and students – that being said - most institutions are doing something – hiring Indigenous scholars, beginning to develop culturally-relevant educational programming, mandating introductory Indigenous Studies courses or modules, recruiting Indigenous students and/or working on retention activities.

Simon Fraser University, for example, has committed \$9 million toward projects to promote reconciliation within the SFU community and has established a Aboriginal Reconciliation Council. While the BC Ministry of Advanced Education has initiated a system-wide Indigenization of Curriculum and Cultural Awareness training project (ICCAT) for all BC post-secondary institutions.

## Laurentian University Maamwizing Indigenous Conference continued...

What role do faculty associations have (or could have) in supporting reconciliation? The Canadian Association of University Teachers (CAUT) have called on faculty associations to take a proactive approach to Indigenization in their recent 'Indigenizing the Academy' policy statement. According to CAUT, such actions could include negotiating "...appropriate amendments to their collective agreements, or terms and conditions of employment, with a view to establishing equitable policies and practices that involve Aboriginal Peoples and Indigenous Knowledge in all aspects of campus life." ("Indigenizing the Academy," November 2016, Retrieved from <https://www.caut.ca/about-us/caut-policy/lists/caut-policy-statements/indigenizing-the-academy>)

Concerns raised at the Maamwizing conference with which faculty associations should concern themselves range from recognizing and addressing issues of racism and/or discrimination within both the classroom and the institution, to acknowledging and addressing the heavier service burden often borne by Indigenous academics as those members are asked to serve on various committees and Indigenization strategy initiatives, impacting time given to their research activities as well as possibly leading to 'tokenism.'

Keynote speaker, Dr. Eve TUCK (OISE, University of Toronto) in her address entitled,

"Do We Mean Indigenizing or Decolonizing?" contended that decolonization is not a metaphor but requires real action including acknowledging the impacts of settler colonization; likewise Indigenization is not an 'add-on' but requires a transformation of the existing academy (Keynote, Maamwizing Conference, November 18, 2016).

As the University of Lethbridge and ULFA move forward and respond to the TRC's Calls to Action, we need to be mindful that Indigenization of the Academy requires a fundamental transformation of the philosophical and historical underpinnings of the institution rather than mere programmatic 'add-ons' and recognize that the longstanding and persistent nature of colonization requires an equally determined and multifaceted long-term response.

Andrea Amelinckx,  
*ULFA President*



### Did you know:

ULFA has a policy regarding the financial support of conference attendance. Through this policy, members can request support for attendance at conferences that would be of interest to the broader membership and ULFA's mandate..

For more information about this and other ULFA policies, look [here](#).



# 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](mailto:antson@uleth.ca) or 403-329-2578) by April 3, 2017 and he will ensure you receive the meeting invite.

## Salary, Tenure & Promotion (STP) Workshop

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

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 your application. 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.

Choose one of the following workshops that works best for your schedule:

### Workshop #1

Wednesday, March 22  
1:00 - 2:30 p.m.  
Room: C630

### Workshop #2

Thursday, March 23  
11:30 - 1:00 p.m.  
Room: D630

To register please contact the ULFA office by email ([antson@uleth.ca](mailto:antson@uleth.ca)) or by phone (403-329-2578).





Andrea Amelinckx  
*President*



David Kaminski  
*Past President*



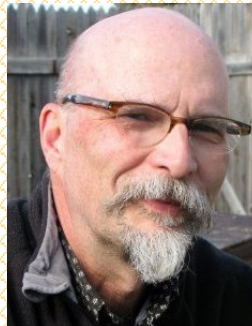
Jon Doan  
*VP/President Nominate*



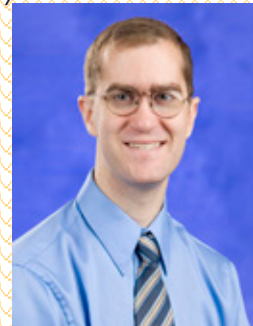
Ken Vos  
*Secretary/Treasurer*



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](http://www.ulfa.ca))