

# ULFA News



## Bargaining Update

ULFA's Bargaining Team has had a busy 12-months preparing for and engaging in bargaining. In this update, the team takes a moment to highlight everything that has transpired since their last update at the AGM on April 16, 2018.

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## The Benefits of ULFA

Membership within ULFA offers a variety of great benefits ranging from professional supplement and convocation regalia to an academic scholarship and member relation gifts.

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## CAUT Equity Conference

Through ULFA's policy on [Financial Support of Conference Attendance](#), Kelly Williams-Whitt had the opportunity to attend CAUT's Equity Conference in April 2018. Join us as she reports on her learnings from the conference.

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# President's Report

As summer draws to a close, I hope members have enjoyed a productive and refreshing break. We have fresh faces on ULFA executive, namely Rob Sutherland, Chair of the Economic Benefits Committee and Andrea Cuellar, Chair of the Gender, Equity and Diversity Committee, joining returning members David Kaminski, Andrea Amelinckx, Rick Mueller, Dan O'Donnell, Bryson Brown, and myself. I look forward to the thoughtful perspectives and significant effort this group will bring to addressing members' issues in 2018-2019.

## *ULFA Member Gala*

I encourage all members to attend the ULFA Member Gala, September 28 from 1:30 to 4:30 in the Markin Hall atrium. This event provides opportunity for the introduction of new ULFA members, socializing with friends and colleagues, and catching up on Association news and activities. We look forward to a vibrant series of social events this year, so please join us at this enjoyable kick-off, then keep an eye out for future activities.

## *Collective Bargaining*

Our collective bargaining activities have continued through much of the summer, with a brief break for the month of August. Much progress has been made, both with respect to agreed upon articles and with structural and technical changes to the new single Handbook. You can follow the chronology of those changes at ULFA's Handbook blog here: [ulfa.ca/bargaining](http://ulfa.ca/bargaining). Many thanks to the members of the extended bargaining team who continue to provide critical insight and perspective to these ongoing negotiations, and to the members who have expressed curiosity, enthusiasm, and support about the efforts.

## *Essential Services Agreement*

While legislative advances have moved ULFA to single table and single handbook negotiation, those same changes do have us joining Board representatives in negotiating a separate second topic this year, specifically our Essential Services Agreement (ESA). This document will identify individuals and activities who will have special responsibilities (and obligations) during any job action, in the interest of personal and public health and safety. The ESA negotiating teams are currently at an information gathering stage, and members can expect requests for information from this group in the near future. I hope you will provide them with the necessary input to come an effective agreement.

## *ULFA Activities*

The fall semester start of the school year might be an odd time to think about end of the year activities, but it is never too soon to start to consider how you might participate in ULFA activities in 2019-2020. Each spring, as we canvas the membership for volunteers in various ULFA portfolios, we often hear questions about what the expectations and activities would entail. Those questions might be answered a little more easily and directly during the year, when interested members could more easily sit down with (even briefly shadow) the current ULFA representative in that portfolio. If you are interested in a specific role with ULFA, I encourage you to contact any executive or staff member so that we could find ways to get you information about that role, to help inform your curiosity (and hopefully encourage your decision!). We certainly welcome general inquiries as well, and hope that all members find a fruitful way to engage with ULFA activities in 2018-2019 and beyond.



Jon Doan, *President*

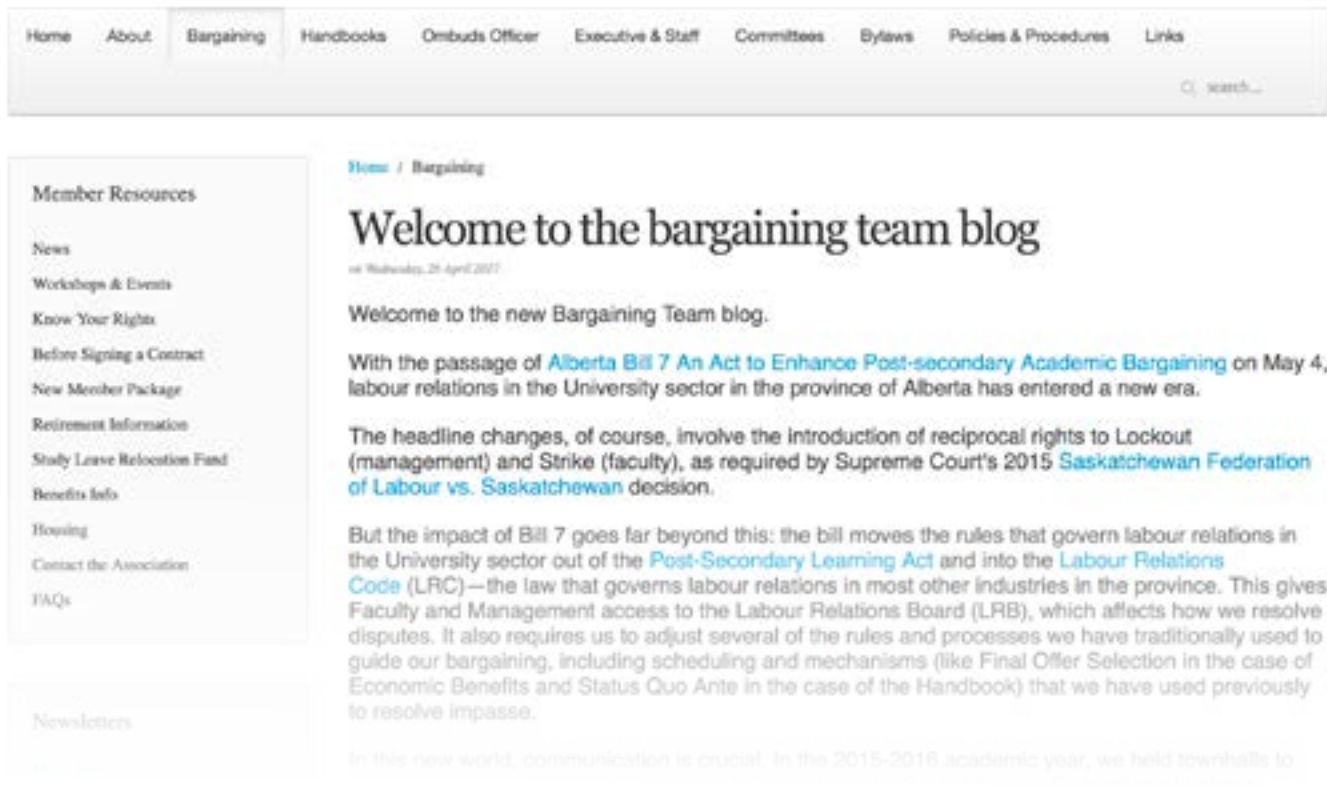
# ULFA Bargaining Blog

To help keep the Membership up to date with the happenings regarding bargaining, we have created a new section on the ULFA website ([www.ulfa.ca/bargaining](http://www.ulfa.ca/bargaining)).

Now that our labour relations has shifted under the Labour Relations Code, communication is crucial. In the 2015-2016 academic year, we held townhalls to discuss the risks and opportunities that followed from the Saskatchewan Federation of Labour decision and explain the then pressing need for us to begin building a fund to support our membership in the event of a lockout or strike.

This blog is an extension of that same approach to communication. We use it as a channel for keeping members informed about the activities of our Handbooks and Economic Benefits Committees as we negotiate under the new rules in 2018-2019. While we are still working out the precise approach we will be taking, we anticipate using it to inform members about our broad goals, provide general reports concerning committee meetings, discuss general issues affecting Faculty in this new approach to labour relations, and provide links to resources we are using to help understand the issues before us.

Because the blog is intended primarily for our members, public commenting is turned off. We encourage Members to contact the Faculty Association directly with comments, suggestions, and questions as the year progresses.



*\*Depicted is a screen-shot of the first article on the Bargaining Blog. The full article can be found on the ULFA website ([www.ulfa.ca/bargaining](http://www.ulfa.ca/bargaining)).*

# Committee Updates

## Grievance

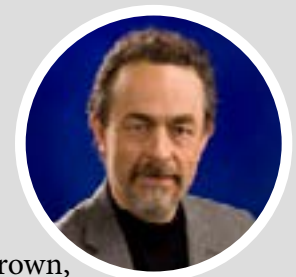
As I begin my second year of service as Chair of the ULFA Grievance Committee, I am reflecting on my experiences over the first year and looking forward to making progress on the issues that remain unsettled. One fact that comes to mind as a kind of marker or indicator of the extent of what those experiences have been like is that I spent considerably more time during that year in discussions with lawyers than I have in the rest of my life, which I suppose only goes to show what a sheltered life I have lived up to this point.

Along the way I have learned quite a lot about labour law and the processes involved in defending our members' rights under our contract, which was once a kind of legal 'only child', governed by the Alberta Universities Act; instead, we are now governed by Alberta's Labour code. This change made ULFA legally a union and gave us access to Labour Board processes for resolving disputes, where before the only process available to us has been the (much more expensive) court system. We hope that having access to these processes will lead, over time, to a more balanced and cooperative relation between ULFA and the administration.

Turning to more specific topics, during the summer a resolution of the grievance over Professor Hall's sudden suspension by President Mahon in October of 2016, in violation of the Handbook disciplinary process, was finally achieved. The details are not public, but the Association is confident that it has fulfilled its role in representing its members.

Another important grievance concerns the calculation of increments for members on reduced load. This grievance has been slowly moving forward since the fall of 2017. Arbitration had been scheduled in the spring, but just before the arbitration would have taken place, the Administration offered to pay the costs of suspending that arbitration, and proposed instead to discuss settling the matter over the days that had been scheduled. ULFA agreed, and the outcome of those discussions saw a partial resolution of the grievance. We are now working to schedule arbitration of the outstanding issues.

A few individual issues regarding disciplinary processes have come up along the way; most of these have been dealt with successfully and amicably at our initial meetings with administrators under article. We hope that this pattern of resolving concerns in constructive discussions under the terms of the Handbook will increasingly become the norm.



Bryson Brown,  
*Chair, Grievance Committee*

## Handbooks

Fall 2018 sees a continuation of the 2017-2018 bargaining year and the Handbooks Committee expects to be kept busy. I would encourage everyone to review the Bargaining Update in this newsletter and keep up-to-date on bargaining topics through ULFA's bargaining blog ([ulfa.ca/bargaining](http://ulfa.ca/bargaining)).

The Handbooks Committee will begin meeting on a regular basis in early September. The members for 2018-2019 are:

- Dan O'Donnell, English
- Ian McAdam, English
- Shahadat Hossain, Math & Com. Sci.
- John Zhang, Math & Com. Sci.
- Lance Chong, Fine Arts – New Media
- YJ Bao, Business (Calgary)
- David Scott, Library
- Rebecca Carruthers Den Hoed, Academic Writing

In addition, we have one opening, for a ULFA members from a Professional Faculty.



Dan O'Donnell,  
*Chair, Handbooks Committee*

## EBC

Dear ULFA members,

My name is Rob Sutherland (Neuroscience) and I am writing to you in my capacity as the Chair of ULFA's Economic Benefits Committee (EBC), a role I undertook starting July 2018.

As you may know, EBC is an investigative, deliberative and advisory body within ULFA whose proper sphere of action includes all matters relating to the economic welfare of the ULFA membership, including, but not limited to, salary, benefits, and pensions. It is also responsible for negotiating with the U of L Board of Governors on these issues. It works closely with other ULFA committees, as well as ULFA Executive.

Most of the committee's work for the 2018-2019 year will focus on supporting ULFA's bargaining team. I would encourage everyone to keep themselves updated on the bargaining process checking out ULFA's Bargaining Blog ([ulfa.ca/bargaining](http://ulfa.ca/bargaining)).

I would also like to welcome the members of the 2018-2019 Economic Benefits Committee.

- Robert Sutherland, Neuroscience
- Chad Povey, Physics & Astronomy
- Adam Carter, English
- Locke Spencer, Physics & Astronomy
- Olu Awosoga, Health Sciences
- Vishaal Baulkaran, Business
- Josh Markle, Education
- Rumi Graham, Library
- Michael Madore, Business

I want to encourage those with questions of concerns regarding EB matters to contact the ULFA office, myself ([robert.sutherland@uleth.ca](mailto:robert.sutherland@uleth.ca)) or any member of EBC. We will endeavour to respond in a timely and thorough manner.

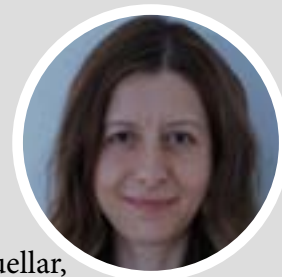


Rob Sutherland,  
*Chair, Economic Benefits  
Committee*

## Gender, Equity & Diversity

The GEDC is eager to start work in the 2018-2019 year. All ULFA members are welcome to contact us with ideas or concerns regarding equity, diversity and inclusion at the University. The committee had a very productive 2017-2018 year. This included the design and completion of a Perception Survey by members, with a greater than expected turn-out—thank you to all the members that took the time to complete it. We are in the process of analyzing this information and will produce a report to be shared with the membership and that will serve to orient our agenda in response to members' specific experiences and concerns. During the last year we also designed a Salary Equity survey (upcoming); please be attentive to that and share your insights to help identify issues to be corrected in this regard. A number of Canadian institutions have undertaken salary studies and corrective measurements in the last years, and we hope that this will soon be addressed at our institution, as recommended in the final report of the UofL Equity Working Group (also completed during the last academic year). Another accomplishment of the committee was the Statement on the Use of Student Evaluations of Teaching, resulting from an extensive bibliographic review. Both the statement and the annotated bibliography supporting it are available at [ULFA's website](http://ULFA's website). The committee also produced a recommendation to the negotiating team for Domestic Violence Leave, as no such benefit exists in the current Handbook.

Special thanks to Nicole Eva (Library) for chairing the GEDC during this very productive time and to committee members Robert Benkoczi (Math & Computer Science), Bente Hansen (Music), Caroline Hodes (Women and Gender Studies), Sheila McManus (Women and Gender Studies), John Sheriff (Past Chair, Math & Computer Science) and Kelly Williams-Whitt (Management, Calgary Campus). Five new committee members are joining us this year: Beth Gerwin (Modern Languages), Katharine Howie (Business, Calgary Campus), Heather Ladd (English), Jeniffer Mather (Psychology) and Majid Mohajerani (Neuroscience). Along with continuing members Robert Benkoczi, Nicole Eva and myself, we will continue to work on last year's projects and will undertake new initiatives.



Andrea Cuellar,  
*Chair, Gender, Equity and  
Diversity Committee*

# Bargaining Update

## A CHANGED LEGAL ENVIRONMENT

Collective bargaining in the post-secondary sector has undergone a fundamental change since the conclusion of our last round in 2016. In response to a 2008 Supreme Court decision (*Saskatchewan Federation of Labour v Saskatchewan*), the Provincial Government was required to repeal provisions in provincial law which arguably prevented the use of job action (i.e. lockouts or strikes) to resolve labour disputes.

Bill 7, the Province's response to this decision in the case of the Past Secondary sector moved Faculty-Board labour relations out of the Post Secondary Learning Act and into the Labour Relations Code. This introduced new timelines for negotiations, new rules, new avenues of appeal, and, of course, the possibility of lockout or strike in the event that an impasse is reached in contract negotiations. These changes have been the subject of a number of town halls, meetings, and blog posts over the last eighteen months. You can read more about them at our bargaining blog, <http://ufa.ca/bargaining/>

One important result of the change in law was to alter the timing of negotiations. In the past, negotiations took place in two "windows": a "window" in the fall in which the two sides exchanged topics; and a "window" in the spring when bargaining was conducted. Usually under this old regime, bargaining was concluded by the summer.

Under the new regime, notice to bargain must be given no earlier than 120 days before the end of the contract (i.e. in early January), with negotiations beginning within four weeks of that notice. In our case, the start of bargaining was delayed because of a dispute between the Board of Governors and ULFA regarding the relationship of the Sessional and Faculty "Handbooks": ULFA argued that they were two parts of a single collective agreement; the Board of Governors argued that they were separate collective agreements. The two sides referred the disagreement to the Alberta Labour Relations Board, which decided in ULFA's favour in March.

## CURRENT STATE OF NEGOTIATIONS

Although the two sides held preliminary meetings prior to the Labour Board decision, negotiations began in earnest soon after the April AGM. The two sides came to the table with ambitious plans for revising the Handbook as a whole: between the two, all articles in the Sessional and Faculty "Handbooks" were marked for negotiation (in previous years, the two sides would typically negotiate somewhere between 8 and 15 articles). Negotiations have been constructive and cordial, but, as one might expect given the amount of material and the new labour environment, somewhat slow. At the end of our last negotiating session (July 25), we had concluded negotiations in principle on 5 articles, with 1 more requiring only technical changes before likely agreement-in-principle. In the case of a number of other articles and, particularly schedules, there is broad agreement as to the changes that must occur, though we have not yet reached agreement-in-principle on specific language.

At this point, we are now beginning to grapple with the articles in which the two sides are farther apart or have principled disagreements. This is the most difficult part of negotiations and often the slowest, as it requires the most creativity from the two teams as they attempt to find ways of bridging real differences between the sides. Negotiations are scheduled to resume in September and the two sides have scheduled negotiating sessions into December 2018.

## ESSENTIAL SERVICES AGREEMENT

In addition to new timelines and the possibility of job action, Bill 7 also introduced the concept of the Essential Services Agreement into the Post Secondary sector. This is a mandatory agreement between management and unions regarding the performance of "essential services" in the event of a lockout or strike (essential services are services necessary for the protection of human health and safety). The first meeting in negotiations for an ESA between the Board of Governors and ULFA took place on August 24.

## “BRIDGING”

As mentioned before, we are still in negotiations for our collective agreement. This is despite the fact that our old agreement expired on June 30<sup>th</sup>.

Under the PSLA, there were no provisions for carrying out negotiations after the expiry of a collective agreement. The Labour Relations Code, however, provides a mechanism for dealing with this situation: once notice to bargain has been served, all provisions of the current collective agreement stay in effect until one of three things occurs:

- A new agreement has been reached;
- Job action (i.e. lockout or strike) occurs;
- The union loses its certification.

This is known as “bridging” and it is this process that ensures, for example, that Tenure and Academic Freedom still apply, that members can apply for promotion, and that teaching and other duties are carried out as before.

ULFA believes that this provision also applies to monetary aspects of the Collective Agreement, particularly the payment of Career Progress, Professional Supplements, and the Cost of Living Adjustment defined under Schedule A.02. While the Board of Governors has agreed to pay Career Progress and Professional Supplement allowances, they dispute the applicability of bridging to COLA payments.

The dispute is currently before the Labour Board.

## THE BARGAINING TEAM

In keeping with the complexity of this year’s negotiations, we have a larger than normal bargaining and support team.

<b>Bargaining Team</b> (Collective Agreement, i.e. the “Handbooks”)	<b>Dan O’Donnell</b> (Chief Spokesperson) <b>Rumi Graham</b> (Bargaining team member) <b>Terry Sway</b> (Bargaining team member) <b>Joy Morris</b> (Observer) <b>Rob Sutherland</b> (Observer) <b>Kelly Williams-Whitt</b> (Observer) <b>Paul Hayes</b> (Bargaining team member, through July 2018).
<b>Essential Services Team</b>	<b>Rob Sutherland</b> (Chief Spokesperson) <b>Locke Spenser</b> (Team member) <b>Dawn McBride</b> (Team member) <b>Kelly Williams-Whitt</b> (Team Member)
<b>Bargaining Support Team</b>	Joint membership of the Economic Benefits and Handbooks committees.
<b>Resource persons</b> (all teams)	<b>Annabree Fairweather</b> <b>Derrick Antson</b>

More information

You can follow the progress of bargaining, including the of the ESA and our case before the Labour Board via our blog: <http://ULFA.ca/bargaining>.

# The Benefits of ULFA

**A**s 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 salary increments), to tuition benefits and scholarships.

## 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](http://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 links to 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.

## 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 the Convocation Office, by phone (403-329-2049) or by email ([convocation@uleth.ca](mailto:convocation@uleth.ca)) for more information.

## Professional Supplement

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

For the 2018-2019 academic year, the Professional Supplement allotment is \$2,000 for Faculty and Professional Librarians and \$1,600 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, 2018, a Faculty Member can accrue up to a maximum of \$8,000 and Instructors/Academic Assistants can accrue up to \$6,400.

You can view your personal supplement account using The Bridge online information system. For full details, please contact Human Resources and review the University policy on [Professional Supplement Funds](#).

## Member Relation Gifts

The Association would like to recognize the significant events in 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 you a special note to let you know we're thinking of you.

Please keep us informed about you or a colleague by contacting the ULFA office at ext. 2578 or by emailing the Professional Officer (Derrick) at [antson@uleth.ca](mailto:antson@uleth.ca).



## 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](mailto: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, 2018.**

## ULFA MEMBERSHIP DUES

*Find below the 2018-2019 dues deductions for ULFA, the Confederation of Alberta Faculty Associations (CAFA), and the Canadian Association of University Teachers (CAUT). Effective July 1, 2018, the following dues schedule affects Faculty, Professional Librarians, Instructors, Academic Assistants, and Sessional Lecturers.*

### ULFA

- All Members  
~Mil rate (1.0) x actual salary

### CAFA

- All Members - \$7.65/mo.
- Sessional Lecturers - Exempt

### CAUT

- Professors/Prof. Librarians IV - \$18.41/mo.
- Associate Professors/Prof. Librarians III - \$14.83/mo.
- Assistant Professors/Prof. Librarians II - \$12.00/mo.
- Instructors/Academic Assistants - \$11.90/mo.
- Part-Time & Sessional Lecturers - \$3.81/mo.

### CAUT Defence Fund

- All Members - \$5.50/mo.



# Copyright Corner

## Open Access Policy Initiative

### **Background**

This term a faculty-led initiative gets underway that seeks to establish an open access (OA) policy for the U of L. OA is online access to scholarly literature allowing everyone to read, copy and distribute articles for any lawful purpose without financial, legal or technical barriers. The initiative arose from discussions at the past two annual joint meetings of the GFC Library Committee and Library Faculty Representatives, which focused on OA. These discussions led to a motion passed by the GFC Library Committee on April 23, 2018 endorsing a plan to draft and communicate a proposed OA policy over 2018/19.

The type of OA policy being proposed for the U of L was pioneered by Harvard University in 2008 and has come to be known as a rights retention policy. A close copy of the Harvard [Model Open Access Policy](#) was adopted in April by the U of L Professional Librarians for their own scholarly articles. The key provision of such policies is blanket non-exclusive permission granted by faculty to the university to archive and publicly distribute copies of their scholarly articles for non-commercial purposes. The proposed U of L policy will incorporate elements of both the Harvard model and the [Simon Fraser University](#) OA policy adopted in January 2017.

### **Purpose and Scope**

The purpose of establishing an OA policy for the U of L is twofold: i) to showcase U of L research by promoting reliable, permanent, public access to scholarly articles by U of L authors and ii) to advance the public good of free-flowing intellectual conversation, information sharing and collaborative knowledge creation among scholars and interested individuals around the globe. The scope of the proposed policy is all scholarly articles authored or co-authored by U of L faculty, graduate students and post-doctoral fellows that are published after the policy is adopted.

### **Context**

For more than 350 years researchers have published their work in scholarly journals without expectation of payment as they pursued knowledge and explored solutions to the world's many puzzles and problems. Scholarly articles today remain a common mode of disseminating the fruits of scholarship, but the ability to read them is usually paywalled. Meanwhile, academic libraries struggle to provide access to the scholarly literature needed by their research communities in the face of perennial price hikes and a sustained economic climate of stagnant or shrinking funding levels for university libraries.

Some potential relief has surfaced in the form of the now-common requirement for timely public access to research outputs arising from public funding. Following the lead of the U.S. National Institutes of Health and Research Councils U.K., Canada introduced an [Open Access Policy](#) in 2015 requiring all Tri-Agency grant holders to make scholarly articles on grant-aided research publicly accessible no



later than 12 months after publication. A researcher can comply with the policy in two ways: by publishing in an open access journal, and by making the author's accepted manuscript (AAM) publicly available in a disciplinary or institutional research repository such as [OPUS](#).

Although the article is the dominant form of scholarly communication in many science and professional fields, in other fields the preferred forms of intellectual expression include monographs and other creative or artistic works. The proposed OA policy pertains only to scholarly articles because, unlike other forms of peer-reviewed scholarship, they never involve royalties paid to authors. Nonetheless, all forms of scholarship are welcomed for deposit in [OPUS](#), as its purpose is to showcase all scholarly and creative work of U of L researchers.

### **Rationale**

As a matter of principle, the public should have unimpeded access to publications arising from research at publicly funded institutions like the U of L. Subscription-based academic journal publishers have a legitimate interest in controlling uses of their published version of record for scholarly articles. The public interest, however, is not well served when the content of authors' freely contributed journal articles is accessible (lawfully) only from behind publishers' often exorbitantly priced paywalls.

The majority of academic publishers (e.g., [Elsevier](#), [Sage](#), [Springer](#), [Taylor & Francis](#), [Wiley](#), [Cambridge University Press](#), [Oxford University Press](#), [Academy of Management](#), [Royal Society of Chemistry](#), [American Psychological Association](#)) already permit archiving of AAMs in research repositories such as [OPUS](#), although in many cases public access is delayed by a publisher-imposed embargo period.

The proposed OA policy protects university authors' academic freedom to exercise control over their intellectual property and to choose appropriate venues for their scholarly publications. If an author's chosen publication venue does not allow AAMs to be made publicly accessible in research repositories, the author can request a waiver for each affected article, which will always be granted.

Rampant unlawful access to the scholarly corpus poses another threat to the sustainability of the current scholarly communication system. Adopting a rights retention OA policy is a positive step advancing the transition to a more robust, equitable, globally accessible, and copyright-compliant system. It is a step that many [other institutions have taken successfully](#) over the past 10 years.

### **Researcher Benefits**

Establishing and adhering to the proposed OA policy will bring many benefits to U of L researchers including the following:

- compliance with [Tri-Agency Open Access Policy](#) requirements, for Tri-Agency grant holders
- greater [visibility and impact](#)
- greater article [usage, citation and social media attention](#)
- lawful public access to researchers' scholarly articles, as the policies of many publishers disallow posting of an AAM and the publisher's version of record on commercial academic networking platforms such as [Academia.edu](#) and [ResearchGate](#)
- retention of authors' copyrights in scholarly articles that are otherwise usually transferred or exclusively licensed in their entirety to commercial publishers via traditional publishing agreements
- convenient public access to all or a good proportion of researchers' published articles in one place via [OPUS](#).



## FAQs

The following FAQs touch on some of the issues that have been raised by U of L faculty in preliminary discussions about an OA policy.

How does the policy benefit me?

Many studies have clearly shown that articles available freely online are cited more often and have greater impact than those that are not freely available. The policy provides an easy, systematic way for you to legally make your own scholarly writings openly accessible and enables the University of Lethbridge to help you do so. While many faculty already make their writings available online, some are prevented from doing so by limits on sharing in their copyright transfer or author publishing agreements.

How would an OA policy apply to me if I don't know any reputable OA journals in my field?

The proposed policy recognizes that for many researchers, the preferred venue for their scholarly articles remains traditional subscription-based journals. That is why the policy focuses specifically on AAMs since most commercial academic and scholarly society publishers already permit archiving of AAMs in research repositories like OPUS.

If most publishers already permit local archiving of AAMs, why do we need an OA policy?

At most institutions, ours included, very few researchers on their own initiative have taken the necessary steps to add their AAMs to the institution's repository. The process of establishing a policy will help raise awareness of the policy's goals, benefits, and supports.

What happens if a journal I publish in does not allow local archiving of manuscripts of any sort?

That's ok. In such cases you would apply for a waiver for each accepted manuscript. The availability of a waiver is part of the proposed policy and will always be granted, no questions asked.

Will I have to spend a lot of extra time reading my author publishing agreements carefully to ensure they don't conflict with the proposed policy?

No, the aim is to keep the time and effort required for policy compliance to a minimum. If adopted, the policy will be widely publicized to publishers by the responsible U of L office. If your publisher is not among those directly notified, you will be able to provide a link to the policy. Upon receiving your AAM, Library staff will determine the permissibility of making it publicly available in OPUS and whether an embargo is applicable. The University Copyright Advisor will be available to help you interpret your publisher agreement if so desired. Should you encounter conflicts that cannot be overcome, you will have the option to seek a waiver for the article in question, which will always be granted.

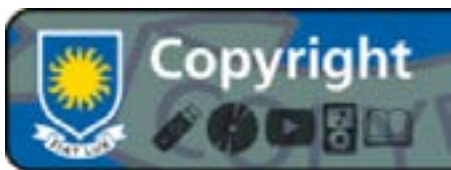


### *Progress & Next Steps*

An OA Advisory Group was convened in May to guide the initiative and draft the policy. Meetings and email communications took place over the summer to discuss the initiative's purpose, rationale and challenges, finalize an action plan, and commence preliminary policy drafting. Group members: Rene Barendregt, Jennifer Mather, Ian McAdam, John von Heyking (Arts & Science), Adriane MacDonald (Dhillon School of Business), Christy Audet/Thelma Gunn (Education), Ken Allan (Fine Arts), Mark Zieber (Health Sciences), Dorothea Morrison (Graduate Students Association), Penny D'Agnone (Research Services) and Emma Black, Nicole Eva, Rumi Graham, Chris Nicol, Rhys Stevens (Library).

In the next several months you will hear more about the initiative in various forums, one being Open Access Week - October 22 to 28, 2018. An [OA Policy](#) webpage is under construction which will provide access to the draft policy, a more extensive FAQ section, and other information about the initiative. As well, an OA policy development plan has been drafted for review by the University Secretariat Office. If you have questions or comments, please contact any of the OA Advisory Group members listed above. We look forward to discussing and refining the draft OA policy with you over the coming year.

As always, if you would like assistance with copyright matters in your teaching, research or other U of L work, please feel free to contact me.



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

Phone: 403-332-4472

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



Rumi Graham,  
*University Copyright Advisor*

# CAUT Equity Conference - April 2018

**D**id you know that among professors in Canada, women are paid on average 18% less than men, or that this jumps to 37% for racialized women professors? Furthermore, aboriginal academics are significantly underrepresented in the academy, constituting just 1.4% of all university professors.

In April this year I attended the Canadian Association of University Teachers (CAUT) Equity Conference, Mobilizing Intersections, in Ottawa. There were eight sessions over the course of the two-day conference and a lot of inspiring and interesting experts. Guest speakers addressed gender, race, disability and the role of academic unions to support employment equity.

In one of the most interesting panels, academic experts from Indigenous communities across Canada discussed the call for Post-Secondary Institutions to play a significant role in healing damage caused by colonialism. Indigenization (a term not without controversy), was seen as both an opportunity and a challenge. Attending to it in meaningful and ethical ways will require consideration of systemic issues that make it difficult or impossible for indigenous students to enter the post-secondary system. It may require change to pedagogy, program or course content. While not all panelists agreed on the best language to use or actions to take, they did agree that if we want to find new and better ways to work with Indigenous students, the most important step is to include ongoing input from our local Indigenous communities.

Keynote speaker Aaron Devor, Inaugural chair of Transgender Studies at the University of Victoria spoke about how he worked with University librarians to build the world's largest Transgender Archive. The archive includes literature, visual arts and poetry in addition to transgender research. Dr. Devor discussed how the archive could be used to open conversations and advance equity for trans and gender nonconforming faculty and students.

A very strong theme present across conference sessions was that collection and availability of equity data is limited at best and nonexistent in many academic institutions. CAUT surveys, while providing some sense of the broader picture, do not capture the fine-grained detail necessary to identify institution-specific inequities. Nor does it reveal the

very personal and significant impact inequity may have on the lives of affected academics.

Addressing equity issues is difficult when there is no clear picture of demographics in academia, and many Universities are not systematically collecting or analyzing their own data. Barriers include the evolving language of equity, institutional barriers, privacy concerns, difficulty combining self-report with institutional salary data, and legitimate fears associated with identity disclosure. However, it was exciting to learn that some institutions are making progress. For example, the University of Toronto collects self-report member data and matches it with salary information from human resources management. According to University of Toronto's Vice President of HR and Equity, Professor Angela Hildyard, their system is not perfect, but it is a start. It is guiding policy development and has facilitated buy-in from University administrators. This is particularly important for Universities reluctant to commit funds because evidence indicating the existence or magnitude of a problem is unavailable.

The conference closed with a discussion about the practical steps that University Faculty Associations can take to become more inclusive themselves, and how they can pursue equity policies in their home institutions. Bargaining to include collective agreement clauses that require systematic data collection and analysis is one step. Faculty Associations will also need to be connected to their members, provide education and support, and where the evidence supports a strong legal case, they must grieve policies that create systemic inequities for members.



Kelly Williams-Whitt,  
*Dhillon School of Business*

# UPCOMING EVENTS & WORKSHOPS

## ULFA Member Gala

When: Friday, September 28, 2018; 1:30 - 4:30 p.m.

Where: Markin Hall Atrium

Join us for a joyous afternoon filled with welcoming new and returning faces, appetizers, and meeting fellow ULFA members.

New members will be welcomed at 2:00 p.m. with drinks being served starting at 1:30 p.m.



## STP Workshops for Chairs & Committee Members

Workshop Option #1:

Wednesday, September 19  
TH241  
10:00 - 12:00 p.m.

Workshop Option #2:

Thursday, September 20  
D620  
10:00 - 12:00 p.m.

The presentation will cover the STP process as well as provide advice on chairing a STP Committee and how the STP procedures relate to the Handbook. There will also be time for questions and answers.

An RSVP is not required; however, it would be greatly appreciated. To RSVP your attendance, place contact Derrick

via phone  
(ext. 2578)  
or by email  
([antson@uleth.ca](mailto:antson@uleth.ca)).



## Fall General Meeting

When: Thursday, December 6, 2018

Time: 12:00 - 3:00pm

Where: PE275

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 the Calgary campus, 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 November 30, 2018 and he will ensure you receive the meeting invite.





**Jon Doan**  
*President*



**Andrea Amelinckx**  
*Past President*



**David Kaminski**  
*VP/President Nominate*



**Richard Mueller**  
*Secretary/Treasurer*



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



**Rob Sutherland**  
*Chair, Economic  
Benefits Committee*



**Bryson Brown**  
*Chair, Grievance  
Committee*



**Andrea Cuellar**  
*Chair, Gender, Equity  
and Diversity Committee*



**Jim Wishloff**  
*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))

