

AUGUST 2010 NEWSLETTER

REPORT OF THE PRESIDENT



I hope all of you were able to have a pleasant and productive summer. This my first report. I feel privileged to have been elected to serve you as President of our association and I am cognizant of the significant responsibilities I have taken on in representing the diverse constituencies and interests within our association.

Our provincial context presents us with some significant challenges. The most obvious is the reduction in budget allocation to the University. The reduction is significant and was carried out in a cynical manner. It takes place at a time when our members' salaries, on average, lag significantly behind those of faculty members at comparable universities. We have experienced not-so-subtle pressures to increase this gap even further. I am grateful that our chief negotiator for economic benefits, Marc Roussel, and the other members of the negotiation team have invested a remarkable amount of time and effort in analyzing the University budget information, exploring several relevant compensation models, and preparing for the extensive bargaining sessions that have already taken place. Economic benefits negotiations are now in recess, but we should be confident that when they resume in the fall our team will make good progress.

As in previous years, negotiations on changes to the Faculty Handbook were completed prior to the beginning of economic benefits negotiations. Trevor Harrison, our chief negotiator for Handbook, did a great job and I look forward to a presentation of proposed improvements to the Faculty Handbook at our next ratification meeting. The importance of changes to our Handbook is often not acknowledged. One way of thinking about this is that nearly all of the changes that are negotiated arise as a result of hard lessons learned by one or more of our members (or sometimes faculty at other universities) who have found themselves to be in conflict with policies or administrative actions that have done harm or that fall short of standards for fairness and/or equity. We attempt to codify these lessons in Handbook language.

In a national context, events at the University of British Columbia have attracted diverse attention and are likely to have wide, significant impact on how faculty interact with the rest of the university. In BC, legislation divides university authority between the Board of Governors and the Senate (in the Province of Alberta this body is the General Faculty Council). The former has governance over the business of running the university; the latter has governance over academic matters. The legislation does not indicate a line of authority between these bodies. They seem to operate in parallel. One implication of this interpretation is that the Board might enter into an agreement with the faculty association, but the Senate (or GFC) might establish a policy that directly contradicts the agreement.

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ULFA Executive

Past President
Bryson Brown
Philosophy ext 2506

President
Rob Sutherland
CCBN- Neuroscience
ext 3987

VP/Pres Nominate
John Usher
Management ext 2759

Sec/Treasurer
Ed Jurkowski ext 2342

Chair A.W.C (Fall 2010)
Deborah Saucier ext 5270

Chair E.B.C.
David Kaminski ext 5114

Chair Grievance
Kate Chiste ext 2139

Board Representative
Peter McCormick
Political Science ext 2576

ULFA OFFICE/2578
Brenda Rennie
Executive Director

Sue Edwards
Admin Assistant

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Are faculty and Board bound by their agreement or is the agreement undone by a Senate policy? Two court decisions in BC appear to support the Senate policy and not the agreement. There are some further important implications, potentially for all faculty in Canada, if this decision stands against further appeals. At some point in the past, there was considerable optimism that Senates or GFCs offered an instrument enabling faculty governance of the universities. This optimism has generally given way to an appreciation that the agendas of Senates and GFCs are set by non-faculty interests. At most universities these bodies are populated by administrators and administration-appointees. Faculty representation is in the minority. For those of us who still hold to the notion that faculty governance is important to the health of the academy, faculty associations now provide our only instrument. Ironically, Senates and GFCs might now be used to undermine the progress faculty have achieved through negotiation with Boards across the country. New Senate or GFCs policies might undo rights and freedoms established through negotiated articles of faculty handbooks or contracts. Relevant to these matters, I will be attending as a delegate for the Confederation of Alberta Faculty Associations (CAFA), [the 7th International Workshop on Higher Education Reform: Reform of University Governance—Trends, Policies, Fads and Experience in Comparative Perspective](#) at UBC this coming October.

In a much more pleasant vein the ULFA delegates to CAFA Council will be attending a dinner and banquet on Thursday, September 16th in Edmonton to celebrate the winner of 2010's CAFA Distinguished Academic Early Career Award, our own Paul Hayes of the Department of Chemistry & Biochemistry.

Closer to home, we have taken on the task of updating and improving our own association's By-Laws. We will be taking a careful look at how we can improve the communications between members and the ULFA Executive, handle complaints within our organization more effectively, establish guidelines for executive accountability, and better gauge the interests of our membership more broadly. At some point during this academic year, we will be moving the ULFA office into newly renovated space on the 6th level of University Hall, in the western portion of the suite that has been occupied in the past by the Vice-President Research and his staff.

As a last point, I am keenly interested in meeting with any member or group of members whenever possible to listen to concerns or complaints, ideas for change, or suggestions for improving the way ULFA does its business. Listening to and acting upon members' concerns and ideas are the most important parts of my service as President. Although there are many effective ULFA committees and officers who act on behalf of members, I want each of you to know that you can talk directly to me as President of ULFA at any time, about any matter.

In the academy, the end of summer/early fall creates many opportunities for new beginnings. We find new courses, new faces, new colleagues and new tasks. I hope that you will join me at the ULFA Picnic on September 20th where we will have a chance to meet and greet our new members. To me this feels like a time for renewal of ULFA.

ROB SUTHERLAND, ULFA PRESIDENT

Rob Sutherland—President of ULFA

Rob Sutherland is an Alberta Heritage Foundation for Medical Research (now Alberta Innovates—Health Solutions) Scientist Director of the Canadian Centre for Behavioural Neuroscience, and is a faculty member in the Department of Neuroscience. He has been Director of the Canadian Centre for Behavioural Neuroscience since it opened in 2001.

Rob grew up in Toronto but achieved escape velocity after finishing a science degree at the University of Toronto. He enjoyed living in Halifax while pursuing graduate degrees in Psychology at Dalhousie University. He moved to Lethbridge for postdoctoral training in Neuropsychology and then joined the faculty. In addition, he has served as a faculty member at the University of New Mexico in Albuquerque, University of Colorado at Boulder, and the Norwegian University of Science and Technology (NTNU Trondheim).

His research work is focused on the neurobiology of memory, both normal and pathological memory. He has been lucky to have worked with an outstanding series of undergraduates, graduates and postdoctoral trainees.

Of equal importance, with his wife Janice, he enjoys spending time with his extended family that includes parents, his 5 children, 2 grandchildren, 6 horses, 5 dogs and 3 cats on a small farm just east of Lethbridge. In play he enjoys film, travelling, scientism and photography.

**David Kaminski—Chair E.B.C.**

I began my postsecondary education at the U of Winnipeg, ultimately finishing with a doctorate in mathematics from the U of Manitoba. Following university, my first stint in the post-degree working world was with a defence department research lab in Quebec, followed by a move to Lethbridge where I've been for more than 20 years.

My research while at the U of L has been mostly in the mathematics of approximation, principally of integral transforms and of solutions to differential equations. I've supervised grad students in applied mathematics, principally in modelling, and have recently undertaken a shift into modelling the developmental structure of grasshopper populations with Dan Johnson while we co-supervise a grad student.

I'm on my first (and only) decades-long marriage to my wife Laurie, and we have two adult daughters, both studying in Edmonton.

My interests include piping and fiddling, and I can occasionally be spotted jogging on the Westside.





Peter McCormick—Board Representative

Peter McCormick was born in Edmonton and grew up in Lacombe, Alberta; he attended the University of Alberta (B.A. 1968), the University of Toronto (M.A. 1969) and the London School of Economics (Ph.D. 1974), and taught at Lakehead University and the University of British Columbia before coming to Lethbridge in 1975.

He has been the chair of the Department of Political Science for a total of almost 20 years. His current research focuses on Canadian courts and constitutional law (especially the Charter); most recently, he was commissioned to do the background paper on judicial selection procedures for the Bastarache Commission of Inquiry in Quebec.

He has served on the ULFA executive for ten years (as Academic Welfare Chair, Vice-President, President and Past President), and was President of the Confederation of Alberta Faculty Association for 2006-2008. He has also served on SSHRC SRG committees for five years, including three years as committee chair.



John Usher—VP/Pres. Nominate

John Usher is Vice-President / President Nominate of ULFA and Chair of the Policy & Strategy Area Group in the Faculty of Management. John came to Lethbridge as Dean of the Faculty of Management in 2002 from St. John's, NL, where he was Associate Dean of Graduate Programs and Research. Coming to Lethbridge entailed traveling back to (somewhat) familiar ground as his first faculty position was at the University of Alberta. John currently teaches (along with several other faculty members including Grievance Chair, Kate Chiste) a required undergraduate course that combines business ethics, corporate social responsibility, stakeholder management, and globalization. He also teaches two graduate seminars in the MSc Mgt: Lateral Thinking and Schematic Summation. John has extensive online teaching experience gained while moonlighting as an academic coach and course developer with Athabasca University's distance EMBA program from its inception in 1994 until 2002.

Prior to returning to the University of Toronto in 1984 to get his PhD, he held several positions at General Motors of Canada over a ten-year period including labour relations representative, production supervisor, senior factory accountant, quality control supervisor and manufacturing sales representative. He no longer drives a GM vehicle. In fact, he prefers to walk.

Dr. Usher's research interests and activities are primarily in the area of organizational ecology, which borrows bioecological models and methods to examine the success of organizational fitness strategies under various conditions of spatial and temporal heterogeneity. He is returning to UofL after spending the 2009-2010 academic year as Visiting Professor of Organization Theory at the Facoltà di Scienze Economiche, Università della Svizzera Italiana in Lugano, Switzerland. His most recent work with co-authors Filippo Carlo Wezel (USI) and Gabor Péli (University of Utrecht) examines Multi-Unit Locally Adapted service sector organizations.

NEW EXECUTIVE & STAFF BIOGRAPHIES

John is married to Dr. Rossitsa Yalamova, also of the Faculty of Management but in Finance. Rossitsa studies prediction and regulatory intervention into market crashes so has been both busy and popular lately. They have three children. Oldest son, Adam, has a BA in Political Science, works in electrical contracting and lives in Sarasota, Florida with his wife Stacy and two daughters: Ava who is five and Maya who is not yet one. Such smart and beautiful granddaughters the world has never seen. Honest. Son, Ryan has a BSc in Earth Science, works in the oil patch and lives in Calgary with his wife Rebecca. Daughter Stephanie who has a BA in Music, lives in St. Albert and is doing graduate work in Psychology at UofA.



ULFA MEMBERSHIP DUES

The following dues schedule takes effect July 1, 2010:

ULFA	Mil rate (5.0) x actual salary	
CAFA	All Members	\$ 9.79/mos.
	Sessional Lecturers	Dues Exempt
CAUT	Professor/Prof. Librarian IV	\$16.87/mos.
	Associate Professor/Prof. Librarian III	13.35/mos.
	Assistant Professor/Prof. Librarian II	10.76/mos.
	Lecturers/Others	10.40/mos.
	Part-Time	3.47/mos.



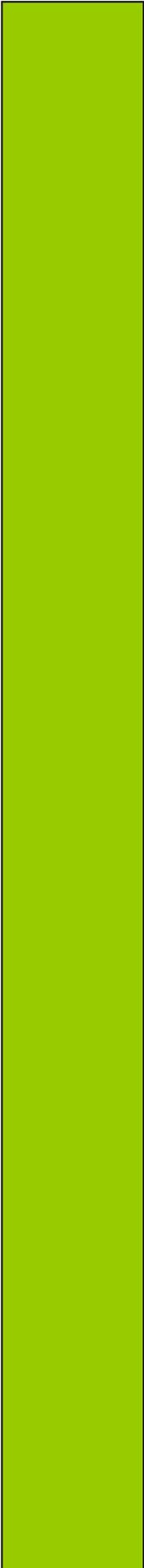
PROFESSIONAL SUPPLEMENT

For the information of new members in particular, please note that one of the economic benefits to which you are entitled is a professional supplement.

For the year 2010—2011: Faculty Members/Professional Librarians are entitled to \$1900; Academic Assistants \$1,520. Both amounts are pro-rated for terms shorter than one year. This supplement may be used to purchase travel, books and other items necessary to a Member’s teaching and research. Unused balances may be carried forward.

You can view your own personal professional supplement account using The University of Lethbridge’s Web Information System.

For full details, please contact Human Resources



Application forms for the ULFA Academic Scholarship are available from the **Scholarships & Student Finances office (SU-065)**.

Eligibility requirements are as follows:

“A full-time student who is the spouse or dependent 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 a 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 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 value of this scholarship is variable, 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 (those not attending the UofL; those attending the UofL).

The deadline for application is September 30th 2010

NOTE: Students studying outside the University of Lethbridge must attach official transcripts to the application form in order for the application to be considered complete.

LATE OR INCOMPLETE APPLICATIONS ARE NOT CONSIDERED



If you haven't yet obtained your picture I.D. card, take your I.D. Number and one other piece of identification to the Campus Card production sites in University Hall and Anderson Hall.

Ongoing current information about days/hours/locations can be found at the following webpage <http://www.uleth.ca/it/services/campuscard/index.html>

U of L campus cards are valid for the following:

- Photocopying and Computer Printing
- Food Services
- Conference and Housing Services
- Recreation and Athletics
- The Book Store
- The Library



TEACHING STUDENTS WITH DISABILITIES

“Are you aware that we have an office at the University which deals with services for students with disabilities? The following might be very useful information for you to keep on hand”.

Sheila Gilker, located in B670, is employed by the University in the area of Disability Services to deal with, amongst other things, assisting academic staff who may be teaching students with disabilities. If you have any questions about specific disabilities, how to accommodate students with these disabilities etc.. Sheila invites you to please get in touch (phone: 2281 or email: sheila.gilker@uleth.ca)

Working with Sheila is Aaron Tamayose (phone: 3949) who will look after exam accommodations, Dale Pulvermacher (phone: 3967) who assists with funding and exam accommodations, Lenora Fikowski (phone: 2766) administrative assistant and Lesley McDonald (phone: 2194) who is taking responsibility for assisted technology used by these students throughout the semester.



A Handbook is available for anyone who is interested.

QUOTE:

Education is what remains after one has forgotten what one has learned in school. ~ Albert Einstein

ULFA subsidizes rental of convocation regalia from the Bookstore each fall and spring. The cost of dry cleaning caps became prohibitive so the Bookstore no longer rents them. Starting with the Fall 2007 convocation, ULFA paid for a cap for each member who attended and wanted one. ULFA will purchase each member just one cap, so if you were given one, you are to bring it with you to each convocation ceremony henceforth. They will put a check beside your name indicating you have received your own and after that any time you attend convocation you are expected to bring your own. If you don't, and want one, you will have to pay for one again.

Convocation Regalia: Faculty can help bring colour and character to the ceremonies by investing in their own robes. The purchase can be done through the professional supplement program.

The expense claim process works as follows:

1. Order the required item(s) from the company of your choice (two common ones are listed below).
2. Upon receipt of an invoice and proof of payment, complete an Expense Claim electronically.
3. Submit the proof of payment and invoice to Financial Services in a receipt submission envelope.

Two suggested companies to order regalia from in Canada are:

- Gaspard and Sons in Winnipeg (<http://www.gaspard.ca>)
Telephone: 1-800-380-8214

Or

- Harcourts Ltd in Toronto (<http://www.harcourts.com>)
Telephone: (416) 977 4408



For more information, contact:

Carol Gaetz, Financial Assistant (Professional Supplement) on (403) 380 1870
Email: gaetz@uleth.ca

MEMBER RELATIONS

The Faculty Association has a Member Relations line item in its budget, the purpose of which is to recognize our members as a result of significant events such as the birth of a child, a hospital stay, the death of a loved one in the immediate family, etc.

In order to send cards, a gift, flowers and such, we need to be informed of these events.

Please e-mail or call the ULFA office so that we may act accordingly.



EMAIL DISTRIBUTION LIST

August 2010

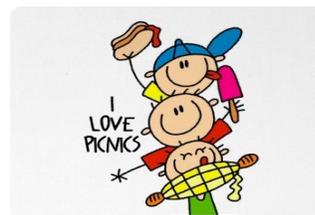
In the month of August we up-dated the e-mail distribution list of all Academic Staff and plan to communicate with you using this method whenever appropriate.



Should you not receive any of these messages and/or suspect that your name has been missed, please contact Sue in the ULFA office (2578) (susan.edwards@uleth.ca)

27th ULFA ANNUAL FAMILY PICNIC

The annual Faculty Association picnic will be held on
Monday 20th September from 6pm till 10.30pm
 at the John Martin Recreational Area in Pavan Park,
 details will be sent to you shortly.



Once again we are offering advance prices until
Monday 13th September (11.30am)

This is the social highlight of the year and the perfect opportunity to meet new academic staff who will be introduced in a brief program once the meal is completed.

If you have a new member(s) in your department, please encourage them to attend.

Remember: New members and their family may attend free of charge

SALARY, TENURE, & PROMOTION (STP) WORKSHOPS

Once again, prior to 15 September ULFA will be presenting two opportunities for members to attend our annual Salary, Tenure, and Promotion (STP) Workshop. Presentations will cover the STP process, putting together a teaching dossier, research materials, and the service component of assigned duties, in addition to the appeal process in the event of negative decisions.

Detailed information will be provided by email as soon as it's available.

GENERAL MEETINGS—ANNUAL (AGM) & FALL (FGM)

We continue with our experiment this academic year, holding our general meetings on the first working day following the last day of classes in April (Annual General Meeting) and December (Fall General Meeting). Mark your calendars appropriately:

2010 Fall General Meeting
 2011 Annual General Meeting

Friday, December 10, 2010
 Monday, April 18, 2011