

UNBC-FA Newsletter

University of Northern BC Faculty
Association

October 2008

FA Executive 2008-2009

President:	<i>Darwyn Coxson</i>
Vice-President:	<i>Jacqueline Holler</i>
Past President:	<i>Chris Hawkins</i>
Secretary:	<i>Neil Hanlon</i>
Treasurer:	<i>Richard Lazenby</i>
Members-at -Large:	<i>Jenia Blair</i> <i>Vivian Fayowski</i> <i>Gail Curry</i> <i>Jon Swainger</i> <i>Paul Bowles</i>
Grievance Officer:	<i>Deborah Poff</i>
Executive Director:	<i>Suzanne LeBlanc</i>
Admin. Assistant:	<i>Helen Sideen</i>

FALL AGM

**Annual General Meeting date is:
November 14
12 noon to 1: 30 pm
Room TBA
Lunch is provided**

PRESIDENT'S MESSAGE By Darwyn Coxson

In a year's time we will be in the lead up period to contract negotiations at UNBC. The Association will be striking a formal bargaining team in the coming winter term, however we should begin thinking now about which aspects of the Faculty Agreement could be better worded or need improvement. We do not yet know the degree to which negotiations on monetary issues will be constrained by the provincial government. However, in previous years the provincial government has generally mandated limits on across-the-board salary increases in the post-secondary sector, leaving little room for local negotiations on monetary benefits. This has been problematic on issues such as workload, where the costing of any substantive changes in workload assignment would quickly eat through any mandated limit on the cost of a new agreement. The Association will be striking a series of working groups in fall 2009 to advise the new executive on which issues are most important to the different sectors of our membership.

The term of the current executive will end in June 2009. We will be holding elections for the new executive in the coming winter term.

Please consider letting your name stand for election to the Faculty Association executive. This next period of contract negotiations will be critical for representation of member interests at UNBC.

Sincerely, Darwyn Coxson, UNBC-FA President

UP COMING WORKSHOP: Copyright and Fair Dealing in Canadian Universities—October 24, 2008 from 11 am to 1 pm in room 5-159

With copyright issues becoming more complex, UNBC FA, Uvic FA, Royal Roads FA, CUFA/BC, and CAUT are pleased to be co-sponsoring a workshop for Faculty, Librarians, Term Members, SLI, and other members of the University community about the importance of copyright in teaching and research at our universities and the implications of fair dealing, and other copyright issues brought into question by Bill C-61 (an Act to Amend the Copyright Act).

The workshop will be co-facilitated by Dr. Paul Bowles, President of CUFA/BC and professor economics UNBC, and Ms. Meera Nair, doctoral candidate in the School of Communication at SFU, one of the top scholars on copyright in Canada.

Fair dealing is an exception within the mandate of copyright; it provides legitimacy for utilizing of copyrighted material towards private study, research, criticism, review, and news reporting, without authorization from the copyright holder. But, given the challenges faced by educational institutions with respect to copyright, fair dealing is under-utilized.

While fair dealing is not an institutional exemption—it cannot be easily invoked to shelter classroom copies of copyrighted material—it has considerable application for post-secondary scholarship. But, such application requires careful consideration of the circumstances in which it is used. To what purpose is the material copied? To what extent is the intention to promote intellectual discussion and debate? Is original thought incorporated into the use of the material? These questions and others are necessary to a judgement of fair dealing. A judgement that is best made, not by an institutional representative, but by the individual wishing to utilize the copyrighted material.

Please RSVP Suzanne or Helen at the following email: fac-assoc@unbc.ca

Call for Nominations - CUFA/BC Distinguished Academics Awards

The purpose of the CUFA/BC *Distinguished Academics Awards* is to recognize academic staff members of British Columbia public universities who have made outstanding contributions to the community beyond the academy through their academic work. There are two awards: **Academic of the Year Award** and **Career Achievement Award**. Both recognize faculty members who have distinguished themselves over their career or within the last three years.

For more information and nomination forms visit the CUFA/BC website www.cufa.bc.ca (look under awards). The FA office also has copies of the material available (fac-assoc@unbc.ca or 5816). Nominations must be received by February 6, 2009. Nominations made for the 2008 awards may be resubmitted.

Agreement 101: Sabbaticals

Article 54 of the Agreement looks at sabbatical leaves; what they are, how members qualify for one, and how to apply. In this brief background, only the highlights of the Article are presented. For more detailed information please refer to Article 54 or contact the Faculty Association.

Purpose: Sabbaticals are defined as a type of leave that allows Faculty to maintain or enhance their academic and professional competence. With a period of time (6 months or 1 year) free from teaching/research/service obligations, members are provided with the opportunity for sustained and concentrated study, contemplation, and creative work.

Application: Sabbaticals are formal leaves from the University and as such must be subject to application. The application is a short proposal that clearly identifies the project(s) that a member intends to pursue and the expected impact of the project(s) on the scholarly or creative productivity of the member or the impact on the pedagogical programs at UNBC. Members must also identify the location of the proposed project(s).

The application is made to the Program Chair and the Dean of the College. The Chair will provide a letter of appraisal of the proposed projects to the Dean and copied to the Member. The Dean's recommendation, along with the Chair's letter and application are forwarded to the Vice President (Academic) and Provost by November 1 of the application year. The VP and Provost can accept, deny, or defer granting a sabbatical. The decision and the reasons for it must be communicated to the Member by December 1 of the year of application.

Deferral of Sabbaticals: The VP and Provost can defer the granting of an application for a period of up to three academic years. Deferrals will be recommended only when there is some possibility of jeopardizing teaching or research within the

University or when the leave would incur unbudgeted costs to the University.

If a deferral is requested, then the member can opt to either credit the years of deferral to the subsequent sabbatical leave or they can request an increase in compensation during the sabbatical. For each year requested by the Administration, the Member is eligible for 6.67% increase in pay. (Typical sabbaticals provide 80% of nominal salary. The exception is a 6 month leave after 6 years of service. In this latter case, Members receive 100% of their salary). Please note that only deferrals requested by the Vice President (Academic) and Provost will be subject to these compensations. Voluntary deferrals do not qualify for these compensations.

Time: Sabbaticals can be taken for a year or for 6 month. Typically sabbaticals begin on July 1st of a given year, but can also commence on January 1st.

Eligibility: Tenured Faculty are eligible to apply for a sabbatical after accruing six (6) years of full-time credited academic service at the University. Following the first sabbatical, members can apply for another full year sabbatical after 6 more years of full-time credited academic service. (The year on leave does not count towards subsequent sabbaticals). Alternatively, members can apply for a 6 month leave after three full-time credited academic service.

Please note that first sabbaticals must be for one year. Sabbaticals subsequent to the first leave can be either 6 or 12 months.

Please note that in addition to full time work in a tenure or tenure track position at the University, past work as a regular term appointment at this University prior to appointment in a tenure or tenure track job also count for credited service, as does any credit negotiated by the Member and the Administration. Such agreements will be noted on the letter of appointment. Credit toward sabbatical leave for Chairs is calculated at 6/5 of the time spent as a Program Chair.

Applications for sabbaticals must be made no later than October 1 for leaves beginning July 1 (i.e., October 1, 2008 is the deadline for application for July 2009). If a member is applying for a leave beginning January 1, the application must be filed 15 months in advance, thus October 1 of the previous year. (i.e., for a sabbatical beginning January 1, 2010, application is October 1st of this year).

FA OFFICE HOURS: The FA office is in Rm. 3085 Admin Bldg. Core office hours are 11:00 am – 1:00 pm. Contact Suzanne or Helen at local 5816 or via e-mail at: fac-assoc@unbc.ca if you wish to arrange a meeting at a more convenient time.