



ACADEMIC VIEWS

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Inspired Service Awards 2013

by Paul Rogers, President



The Faculty Association is pleased to announce that it has chosen two outstanding recipients to receive the Faculty Association Inspired Service Awards for 2013.

These awards are designed to recognize the relationships between our academic community and the community-at-large and the important links between scholarship and service

being created because of these relationships. This partnership between our greater community and the community on campus is vitally important to enhancing the quality of life for Albertans, the quality of teaching and research at the University, and the reach and reputation of our institution. This year's recipients of the Inspired Service Awards continue the strong tradition of active engagement and outreach demonstrated by previous recipients.

The Community Service Award recipient is Professor Clem Martini from the Faculty of Arts, Department of Drama. The Community Service Award recognizes a member of the Faculty Association who has provided exceptional service to the community. Professor Martini has served as an instrumental volunteer with Wood's Homes and has also been heavily involved in advocacy around mental health issues including service as a member on the Canadian Mental Health Commission. More on Professor Martini's story can be found on page 2.

The Recognition Award is given to someone who is not a member of the Faculty Association but has contributed to the success of academic staff. This year the Association recognizes Ruth Clark who has volunteered as a community representative on the Health Sciences Animal Care Committee for ten years. As the lay person on the committee (as per requirements of Tri-Council and the Canadian Council on Animal Care) Ms. Clark has read and critiqued over 350 active protocols. She has recently also joined the University Animal Welfare Committee which oversees animal welfare across campus. More on Ms. Clark's story can be found on page 3.

As always, the Awards Committee faced the difficult decision of picking a single person from the large pool of highly deserving nominees for each award. I would like to thank Association Board member Mary-Ellen Tyler (Environmental Design) for taking on the position of Awards Committee chairperson. I would also like to thank the rest of the committee for accepting this difficult but rewarding task: Tina Gabriele (Kinesiology), Ted Horbulyk (Economics), Allan Ingelson (Haskayne School of Business) and Maureen Wilson (Social Work).

I would like to take this opportunity to invite all academic staff members to attend the Awards celebration on March 19th. This occasion has become one of the Association's most anticipated events.

Please join us in celebrating the remarkable accomplishments and impacts of these award recipients.

Congratulations to our Inspired Service Award recipients!

Please join us at our Awards reception on March 19th - more information on page 4

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COMMUNITY SERVICE AWARD 2013

Professor Clem Martini Department of Drama, Faculty of Arts

Professor Clem Martini is an award-winning playwright, screenwriter and novelist. In his writing there is often a strong aspect of advocacy on behalf of marginalized individuals.

For over two decades Professor Martini worked closely with youths at risk through the charitable organization Wood's Homes. Wood's Homes is a large non-profit organization that provides a wide range of therapeutic services for children, youth and their families throughout Alberta and the NWT. At Wood's Home he developed and ran a series of programs that taught playwriting to young people, and directed and produced the plays they generated. Currently, he is a member of the organization's 100-year Anniversary Committee. Professor Martini is described as an active and caring volunteer, a spokesperson for mental health and families, and someone who is still thought of by kids who left some years ago.

He has written a number of articles which explore issues related to the treatment and care of those experiencing mental illnesses, and advocate for better facilities and more effective governmental support. This advocacy culminated most recently with the publication of the book, "Bitter Medicine: A Graphic Memoir of Mental Illness." Following publication, Bitter Medicine went on to win the City of Calgary Book Award, and was selected for the Common Reading Program at the U of C. He has also served as a committee member on the Canadian Mental Health Commission, and in that capacity helped to develop the Canadian Mental Health Strategic Plan.

A further aspect of his advocacy was demonstrated in his work with the Calgary Opera. In 2010 Professor



Martini was approached by the Calgary Opera to perform a special initiative. He was asked to interview individuals from across the city who had recently immigrated to Canada, and then, based upon these interviews craft a libretto

that reflected their experiences. In the fall of 2012 the resulting opera, "What Brought Us Here" by Clem Martini and composer Arthur Bachman was very successfully produced and presented at the Arrata Opera Centre.

RECOGNITION AWARD 2013

Ruth Clark

Community Member, Health Sciences Animal Health Care Committee/U of C Animal Welfare Committee

Ruth Clark has been a Community Member of the Health Sciences Animal Care Committee (HSACC) for the past ten years directly supporting the scholarly work of academic staff at the University of Calgary. Described as one of the Faculty of Medicine's most important research committees, it reviews and approves all animal care and animal use for research and teaching. As an active member of the committee Ms. Clark has read and critiqued over 350 active protocols. Her work and insight is so well received that she has also recently been included on the University Animal Welfare Committee which oversees animal welfare across campus.

It is an expectation of the Tri-Council and the Canadian Council on Animal Care that every University Animal Care Committee have a lay representative. Each research protocol requires approval from the committee and Ms. Clark is described as a voice of reason, someone who takes this task seriously holding researchers to firm ethical standards ensuring investigators are treating animals humanely. In addition, Ms. Clark, in her volunteer role, has also assisted in the review of decisions to change animal protocols.

Ms. Ruth Clark is a Registered Nurse (retired) who holds a Bachelor of Science in Nursing from the University of Toronto. In addition to her work for various organizations as a nurse in Ontario, she has also served as a non-denominational chaplain at hospitals in Calgary including the Rockyview and Foothills hospitals. She has been involved with a variety of volunteer organizations including the Environmental Health Committee of the



York-Toronto Lung Association, Metropolitan Toronto Alcoholism Council, Street Haven at the Crossroads

and the South Central District Nursing Committee of the Alberta Association of Registered Nurses.

*The Faculty Association of the University of Calgary
is proud to present the following Awards:*

Community Service Award

This Award acknowledges a member of the Faculty Association who has provided exceptional service to the community.

This year's recipient is:

Professor Clem Martini

Department of Drama, Faculty of Arts

Recognition Award

This Award acknowledges a member of the community at large who has supported the scholarly activities of the U of C academic staff.

This year's recipient is:

Ruth Clark

Community Member, Health Sciences Animal Health Care Committee/
University of Calgary Animal Welfare Committee

*The Faculty Association requests the honour of
your presence at our Awards Celebration*

**Reception to be held in the Blue Room,
University of Calgary Dining Centre,
2500 University Drive N.W.**

**Tuesday, March 19, 2013
5 p.m. to 7 p.m.**

Light refreshments will be served

Awards presentation at 6 p.m.

Please RSVP to
faculty.association@tuca.com or (403) 220-5722

Salary anomalies information

The pay system at the University of Calgary depends on the assumption that the starting salary was equitably established based on factors such as discipline, previous experience, and highest relevant degree. The Collective Agreement (Article 15) provides a mechanism for individual academic staff members to initiate a review of their salary if they believe their starting salary was not equitable given the above factors.

This should be raised with the Dean in the first instance (through the Department Head, where appropriate) as soon as possible. If the Dean agrees that there may be a salary anomaly, she or he may make a recommendation to the Provost. In some cases, the Head or Dean may be the individuals initiating the process, rather than waiting for an academic staff member to raise the concern. If an individual

raises a concern, but the Dean does not concur that a salary anomaly exists, the academic staff member may submit the case directly to the Provost by April 22. In all cases, the matter is referred to a Salary Anomalies Advisory Committee, established as per Article 15.5 of the Collective Agreement, which provides advice to the Provost. Individuals who would like to submit their case directly to the Provost (i.e. where the Dean has refused) can get a copy of the template of the application from Human Resources on the web at www.ucalgary.ca/hr/forms/academic_staff.

For more information on salary anomalies, consult Article 15 of the Collective Agreement available at www.tucfa.com, or contact Sheila Miller in the Faculty Association office at 403-220-5722 or by email at sheila.miller@tucfa.com

Surveys of Deans (and equivalents)

The Faculty Association of the University of Calgary, in accordance with its policy concerning the Assessment of Deans (and equivalents), has distributed a survey by campus mail to the academic staff members in six Faculties (Education, Law, Libraries and Cultural Resources, Nursing, Schulich School of Engineering and Veterinary Medicine) for assessing the Deans (or equivalents) of

these Faculties. The Association's policy requires us to survey the membership at the mid-point and again at the possible renewal point in the terms of all Deans (and equivalents). All academic staff members in these Faculties, as well as any academic staff members who have joint appointments involving any of those Faculties are invited to submit their responses. Other academic staff

members may also, upon request, receive a copy of the survey so they may submit feedback. The deadline for receipt of these surveys is February 25, 2013.

Feel free to contact our office if you have any questions or concerns or if you require a copy of the survey for a particular Faculty.

Basic tools for academics

The Faculty Association would like to remind all staff about commitments made to ongoing academic staff members regarding basic tools for the job. In a 2007 letter to Deans' Council Members from then-Provost Alan Harrison, he detailed how important it is for recruitment and retention to provide academic staff with basic tools including but not limited to: an

office, office furnishings, phone and voice mail on at least one number, start up funds for a standard U of C computer with standard software (or equivalent) and a clean and safe working environment. It was also noted that the majority of faculty members are to be provided with access to free photocopying for teaching and service provided they comply with guidelines.

Visit us online at www.tucfa.com
for academic staff resources and information on services

Board of Directors election announcement

The Association would like to announce that current Association President and Chair of the Board of Directors, Professor Paul Rogers was elected by acclamation to the position for an additional one-year term beginning July 1, 2013, as per the Association by-laws.

Also, the Association received six nominations, filling all vacant spots on the Board of Directors. According to the Association by-laws, the following members have been elected to the Board by acclamation with terms beginning July 1, 2013:

- John Baker (Philosophy)
- Sandra Hoenle (Germanic, Slavic and East Asian Studies)
- David Scollnik (Mathematics and Statistics)
- Michael Sideris (Geomatics Engineering)
- Cynthia Simmons (Haskayne School of Business)
- Mary-Ellen Tyler (Environmental Design)

Georgette Paré (Drama) has also been re-elected by acclamation as the Sessional member of the Board of Directors for a one-year term beginning July 1, 2013, as per the Association's by-laws.

The Association would also like to announce the resignation of Professor Ki-Young Lee (Cell Biology and Anatomy) from the Board of Directors. We would like to thank Professor Lee for his willingness to serve the Association.

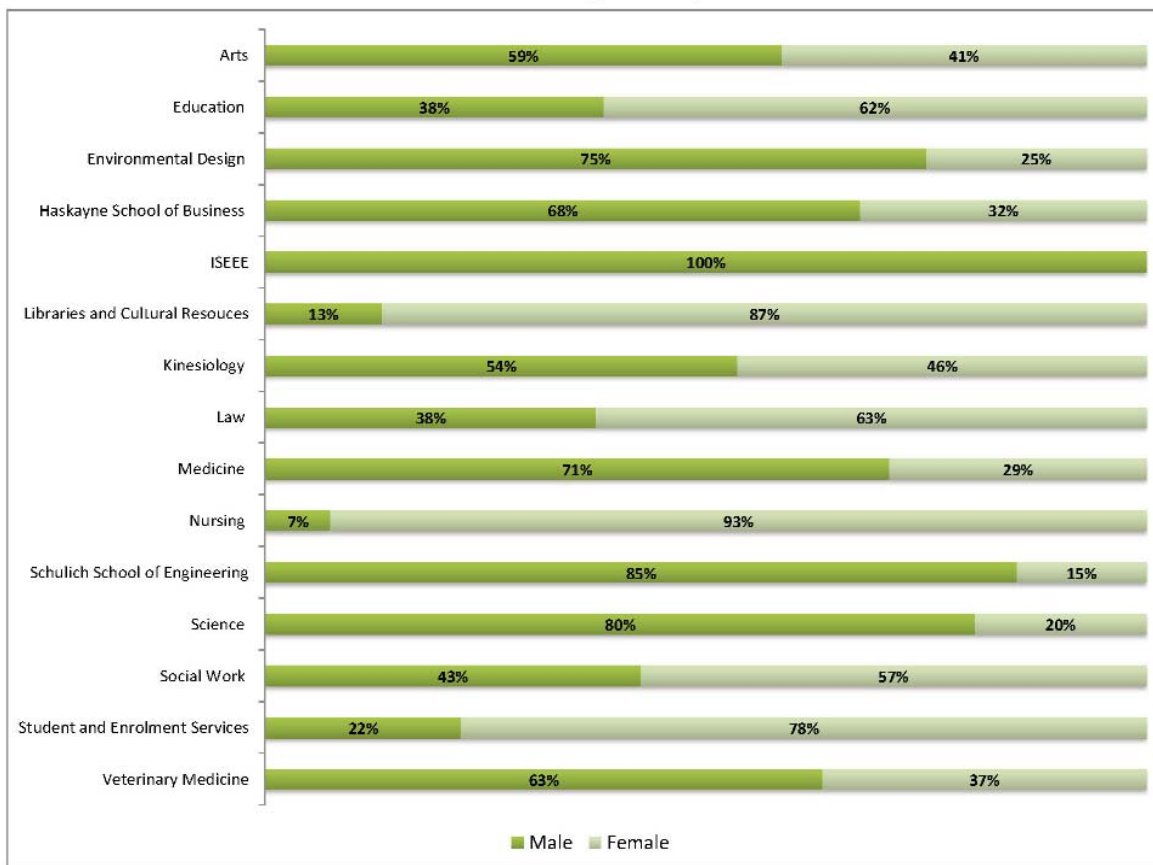
As you prepare your taxes, remember that your Faculty Association dues (which include CAFA dues and your CAUT dues) are tax deductible. You can find these dues on your pay stub and in box 44 of your 2012 U of C T4.



Member Snapshot - Gender by Faculty

Each newsletter we hope to provide you with a snapshot of the Faculty Association membership. Included in this issue is a look at the gender of ongoing academic staff by Faculty for the winter term 2012.

Gender of Ongoing Academic Staff by Faculty, University of Calgary
(Winter 2012)



Source: U of C Data Mart, March 2012

Faculty Association Board of Directors

President Paul Rogers	Mechanical & Manufacturing Engineering	Tavis Campbell Psychology	Cynthia Simmons Haskayne School of Business
Vice President and Treasurer Sandra Hoenle	German, Slavic & East Asian Studies	Kent Donlevy Education	M. Anne Stalker Law (Past President)
Grievance Advisor John A. Baker	Philosophy	Marcia Epstein Communication & Culture	Justine Wheeler Libraries & Cultural Resources
Principal Negotiator Eileen Lohka	French, Italian & Spanish	Don Fujita Biochemistry & Molecular Biology	Non-Voting Members
Officer-at-Large Mary-Ellen Tyler	Environmental Design	Janice Kinch Nursing	Hamid Habibi Biological Sciences
		Liza McCoy Sociology	Sheila Miller Executive Director
		Georgette Paré Drama (Sessional)	Don Kozak Associate Executive Director
		Peggy Patterson Education	Michelle Bogdan Professional Officer
		Michael Sideris Geomatics Engineering	Jennifer Krygier Professional Officer

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Confidentiality Commitment: When an academic staff member contacts the Faculty Association office, they will reach a Faculty Association staff member who will treat the call with the utmost confidentiality. The elected officers of the Association are not informed of any confidential personal information without the Member's consent.