

# TUCFA NEWS AND VIEWS

JUNE 2026



Photo by: Ewan Nicholson, University of Calgary

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## Editors

Christopher Sears - Executive Officer (Communications)

Heather Ganshorn - Member, Board of Directors

## TUCFA

Sarah McKenzie - Professional Officer

## President's Column: Growth, Renewal, and Looking Ahead



Dear Colleagues,

The past year has been a period of significant growth and renewal for TUCFA. As I complete my first year as your President, I would like to highlight the major strides our union has made to support and represent you:

### **Governance and Strategic Vision**

- Approved TUCFA's first Strategic Plan
- Strengthened our governance framework and increased transparency
- Centralized grievance decisions to a new, member-run Grievance Committee with a revised Grievance Policy and Grievance Appeal Procedure
- Established regularly scheduled meetings of the Joint Liaison Committee (as per Article 25 of the Collective Agreement)

### **Member Advocacy and Support**

- Hosted new information meetings for Sessional Appointees
- Shifted to a member-driven agenda for Department Representative meetings
- Enhanced member communications by creating a new Communications Committee and a Communications Policy

### **Campus and Community Presence**

- Revitalized the TUCFA website, logo, and colour scheme
- Revitalized the outdated TUCFA newsletter with News and Views
- Established a formal welcome address at Academic Orientation and presented to Deans Council and Faculty Councils
- Strengthened our CAUT collaborations

These accomplishments would not be possible without the dedicated Executive team and the Board of Directors, whose commitment to accountability and transparency makes them possible.

## In This Edition

In this issue, the Board of Directors proudly awards Justine Wheeler the *Order of the Good Servant* for exemplary service to our union over the last 20 years (see her Member Profile below). Additionally, we tackle TUCFA's role in the grievance process in our *Questions from Members* section, and Sarah Eaton shares her *Member's View* on "Academic Labour in a Post-Plagiarism Era."

I invite all members to join us at our upcoming General Meeting on August 27th, from 2:00 to 4:00 p.m.

In closing, I extend my deepest gratitude to our Department Representatives, TUCFA representatives to GFC Standing Committees, and other faculty and university committees, and all who have assisted members as advisors in appeals and investigations during the past year.

Wishing you all a very restful and relaxing summer!

Francine G. Smith, Ph.D.  
President, TUCFA

## News from TUCFA

### TUCFA Board of Directors Retreat

The Board of Directors held a full-day retreat at the Alt Hotel on June 18. The retreat provided an opportunity to orient new Board members to TUCFA's operations and to strengthen the Board's effectiveness as a governing body. Discussions focused on team building, fiduciary responsibilities, grievance procedures, and the Association's strategic plan. Dr. Jim Dewald led a presentation and discussion on the important roles and responsibilities that Board members hold in serving their union and representing members' interests. TUCFA Vice-President Leighton Wilks concluded the day by providing an overview of the challenges and opportunities facing the Association in the coming years, helping to set the stage for the Board's work in the year ahead.



*Left-to-right: Chris Sears, Jacob Lamb, Nicole Wyatt, Denis Onen, Rosalind Carson, Leighton Wilks, Francine Smith, Myles Leslie, Kara Sealock, Tavis Campbell, Heather Ganshorn, Fouzia Usman*

## News from TUCFA

### **Alberta Court of Appeal affirms that there is no distinction between “participation in” and “study of” social activism for the purposes of disclosure and academic freedom protections**

*Reprinted from the winter newsletter of Chivers Carpenter Lawyers, the Faculty Association’s legal council.*

The Faculty Association of the University of Calgary, the Canadian Association of University Teachers, and the Canadian Association of Law Teachers recently had a significant win while intervening in *Governors of the University of Calgary v Alberta (Information and Privacy Commissioner)*, 2025 ABCA 350, at the Alberta Court of Appeal. Kelly Nychka and Camila Franco of Chivers Carpenter represented them. A link to the decision is [here](#).

The dispute started when two University of Calgary professors filed a complaint with the Canadian Judicial Council against a provincial court judge for inappropriate comments he made during a sexual assault proceeding. These professors became the subject of an access-to-information request by a member of the public. The University initially refused to disclose the information sought on the basis that the documents were covered by the “teaching material” and “research information” exemptions in section 4 of the (then) Freedom of Information and Protection of Privacy Act (FOIP/FIPPA). As a result, an inquiry came to the Alberta Information and Privacy Commissioner concerning the meaning of “research information” and “teaching material”.

The requestor argued that the documents related to the complaint could not be research information or teaching material, as they were a form of “social activism”. The adjudicator rejected that argument but nonetheless defined “research information” and “teaching material” narrowly and without regard for the academic freedom protections that underlie their purpose. On judicial review, Justice Devlin found that the adjudicator’s decision was unreasonable and overly narrow, and that a proper statutory interpretation required regard for academic freedom protections. However, in passing (“obiter”) comments, Justice Devlin added that the professors’ complaint itself was not captured by either exception, because it represented “direct participation in social activism” and not merely the “study of social activism”.

## News from TUCFA

This distinction concerned our clients. A coalition made up of the Faculty Association of the University of Calgary, the Canadian Association of University Teachers, and the Canadian Association of Law Teachers intervened to object to the notion that there is a dichotomy between participation in social activism and the study of social activism. The reality of today's teaching methods, particularly in law schools, is much more interdisciplinary and nuanced.

Typically, the Court of Appeal will not consider a judge's obiter comments which are not directly relevant to their determination of the matter. Since the appeal turned on the standard of review applicable to the Privacy Commissioner's decision, we anticipated the Court would hesitate to address the obiter comment. Despite these challenges, the Court of Appeal unanimously agreed with our position and rejected the distinction between the academic study of social activism and direct participation in social activism.

This decision represents a significant win for academic freedom protections.

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### Justine Wheeler receives the Order of the Good Servant Award

Established in 1989, the Order of the Good Servant is one of the Faculty Association's highest honours, recognizing exemplary service to the Association and its members. Since its inception, only 25 members have received this award.

This year, TUCFA is proud to recognize Dr. Justine Wheeler for 20 years of dedicated service to the Association. Over the past two decades, Justine has served on the Board of Directors and in several executive roles, including Vice-President, Treasurer, and, most recently, Executive Officer-at-Large (Administrative and Professional Portfolio). She received the Order of the Good Servant at the March 24 meeting of the Board of Directors.



In the Member Profile section below, Justine shares reflections on her 20 years of involvement with TUCFA, including the experiences, highlights, and rewards of serving the Association and its members.

## News from CAUT and other Faculty Associations

The 100th Canadian Association of University Teachers (CAUT) Council meeting, held in Ottawa from April 30 to May 2, 2026, marked the association's 75th anniversary. CAUT is the national voice of more than 75,000 academic and professional staff at over 130 universities and colleges across Canada (<https://www.caut.ca/>). Delegates focused on fighting post-secondary funding cuts, protecting student grants, and advancing the CAUT Strategic Plan for 2026–2030 (which was unanimously adopted). TUCFA was represented by our President, Francine Smith, and Karen Then, a member of the Board of Directors and Grievance Advisor.



*Robin Whitaker, CAUT President*



*CAUT 75<sup>th</sup> Anniversary*



*From left to right: Brenda Lang, MRFA President, Lee Easton, CAFA President, Francine Smith, TUCFA President*



*Francine Smith and Karen Then*

## Announcements

### Sessional Academics Travel Fund Awards

TUCFA is pleased to announce the recipients of the winter semester Travel Fund awards for sessional academic staff. These awards are for travel expenses related to academic activities and conference participation. TUCFA is pleased to support our sessional appointees in their pursuit of professional opportunities that enhance their teaching and research. Funding for travel awards is provided to the Faculty Association by the Board of Governors, as stipulated in the Collective Agreement (Schedule B, section 10).

Joyce Crandall (Faculty of Social Work)  
Shayla Dube (Faculty of Social)  
Santanu Dutta (Werklund School of Education)  
Stephanie Foster (Student Experience and Support)  
Danny Glin (Faculty of Science)  
Jacob Graham (Faculty of Arts)  
Marcia Kim (Werklund School of Education)

Joshuah Lockett-Harris (Faculty of Arts)  
Carolyn McLeod (Werklund School of Education)  
Ali Mosalli (Schulich School of Engineering)  
Quan Nguyen (Faculty of Social Work)  
Tathagata Som (Faculty of Arts)  
Madeline Springle (Faculty of Arts)

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### In Memoriam

The Faculty Association extends its sincere condolences to the family, friends, colleagues, and students of the members of our academic community who have passed away. We honour their contributions to teaching, research, scholarship, and service, and recognize the lasting impact they have had on the University of Calgary and the broader academic community. Their dedication to the pursuit of knowledge and the education of future generations will be remembered with gratitude.

We remember:

Dr. Regine Uwibereyeho King, Professor, Faculty of Social Work  
Dr. Edward O'Brien, Professor, Departments of Cardiac Sciences and Medicine, Cumming School of Medicine  
Dr. Hude Quan, Professor, Community Health Sciences, Cumming School of Medicine  
Dr. Vidya Raj, Clinical Assistant Professor, Departments of Cardiac Sciences and Psychiatry, Cumming School of Medicine  
Dr. Robert Sainbury, Professor Emeritus, Department of Psychology, Faculty of Arts  
Dr. Robert Stebbins, Professor Emeritus, Department of Sociology, Faculty of Arts  
Dr. Uttandaraman (U.T.) Sundararaj, Professor, Department of Chemical and Petroleum Engineering, Schulich School of Engineering

May their memories continue to inspire colleagues, students, and all who had the privilege of knowing them.

## Events

### General Meeting

**Date:** August 27, 2:00 pm to 4:00 pm

**Location:** Zoom

The Faculty Association's General Meeting will take place via Zoom on August 27 from 2:00 p.m. to 4:00 p.m. Dr. Sarah Eaton will deliver the keynote address (see below for a description of her presentation). The meeting will provide an opportunity for members to learn about the Association's work, engage with colleagues, and help shape future priorities.

The meeting will include discussion of the Association's strategic plan, updates on its operations and activities, challenges facing academic staff and the Association, and other issues of importance to members. To help inform the agenda, a survey will be distributed to members in July to solicit suggestions for discussion topics and identify issues of concern.



### General Meeting Keynote Presentation

**Date:** August 27

**Location:** Zoom

TUCFA is pleased to announce that Dr. Sarah Eaton, Professor in the Werklund School of Education, will be the keynote speaker at the General Meeting on August 27.



Photo by: Gavin John

### Academic Labour in a Postplagiarism Era: Integrity Means Accountability

At a time when generative artificial intelligence (GenAI) applications are everywhere, work of all kinds is increasingly being offloaded to these tools. In this keynote, Dr. Eaton applies the postplagiarism framework to a problem that most universities have yet to resolve: institutions are directing academic staff to manage the consequences of GenAI adoption without providing the policy clarity, workload support, or collegial governance that responsible implementation requires. The result is that GenAI has become not only a teaching and learning issue, but also a labour and governance issue.

## Questions from Members

*Answered by Sarah McKenzie (TUCFA Professional Officer), Tavis Campbell (Grievance Advisor), and Karen Then (Grievance Advisor)*

### **Question: In the March newsletter, I read that the Faculty Association filed multiple grievances related to the curriculum renewal process in the Faculty of Arts. What is a grievance?**

In a unionized workplace, a grievance is a formal complaint alleging that an employer has violated a collective agreement, workplace policy, established practice, or an employee's rights. When the Faculty Association files a grievance, it alleges that the employer (the Governors of the University of Calgary) has violated our Collective Agreement. The purpose of a grievance is to seek a remedy for the alleged violation and to initiate a formal dispute-resolution process.

The grievance procedure is set out in Article 24 (Grievance Procedure and Arbitration) of the Collective Agreement ([www.tucfa.com/collective-agreement/](http://www.tucfa.com/collective-agreement/)). There are three types of grievances:

1. **Individual Member grievance:** a grievance advanced by the Association concerning an alleged violation of the Collective Agreement affecting an individual staff member.
2. **Group grievance:** a grievance advanced by the Association concerning an alleged violation of the Collective Agreement affecting a group of similarly situated staff members.
3. **Policy grievance:** a grievance advanced by the Association or the employer concerning a matter of general policy or general application of the Collective Agreement.

In each case, the grievance must be based on an alleged violation of the Collective Agreement and must identify the provision(s) that were allegedly violated. The Association submits grievances to the relevant Dean or a member of the senior leadership team, while the employer submits grievances to the Faculty Association.

As part of its ongoing efforts to enhance consistency, transparency, and member engagement in grievance matters, TUCFA has established a Grievance Committee composed of Grievance Advisors and elected Association representatives. Member concerns are reviewed through the Association's grievance procedures, including assessment by the Grievance Committee, which considers the relevant Collective Agreement provisions, available evidence, and the merits of the matter before making recommendations regarding further action.

## **Question: I am experiencing numerous issues and conflicts with my Department Head that are adversely affecting my work. Can I file a grievance against this person?**

No, you cannot, for two reasons. First, under the Collective Agreement, individual academic staff members do not file grievances. Members bring concerns to the Faculty Association, which determines whether to file a grievance after a review under its grievance procedures. Second, Department Heads (as well as Assistant and Associate Deans) are members of the Association, and the Association cannot file grievances against its own members.

Grievances are directed at the employer and are intended to address alleged violations of the Collective Agreement arising from the employer's actions. The grievance procedure is not designed or intended to resolve interpersonal conflicts between Association members.

That said, circumstances similar to those described above may warrant further discussion – for example, when a Department Head is acting under the direction of a Dean or a member of the senior leadership team. Members with such concerns are encouraged to contact the Faculty Association for clarification and assistance.

## **Question: When the Association files a grievance, what happens next?**

The steps of the grievance procedure are set out in Article 24 (Grievance Procedure and Arbitration) of the Collective Agreement. After a grievance is filed, the matter proceeds through the steps set out in Article 24. First, representatives of the Association and the employer meet to discuss the matter and attempt to resolve it. If the grievance remains unresolved, it may be referred to the Provost for further review and discussion. If a satisfactory resolution is still not achieved, the Association may refer the grievance to arbitration, where an independent third party issues a binding decision.

Resolving grievances is often a lengthy process that requires careful review, discussion, and consideration at every stage. The Faculty Association helps members navigate this process and advocate for their rights under the Collective Agreement.

## **Question: How many grievances is the Association handling at any one time?**

A substantial portion of the Association's time and resources is devoted to representing members and administering the grievance process. For example, over the past 12 months, the Association managed the following on behalf of members:

- 5 policy grievances
- 12 individual grievances
- 21 formal investigations

The 21 formal investigations covered a wide range of issues: accommodation/return-to-work; discipline; systemic policy issues; leaves; academic freedom; workload; sessional appointee rights; appointments; reappointments; discrimination/equity; and harassment.

These numbers reflect only those matters that required formal representation and assessment. Each case may involve extensive correspondence, document review, legal and procedural analysis, strategic consultation, representation at meetings, preparation of submissions, ongoing follow-up with the employer, and continued assistance to members even after a grievance or investigation has formally concluded.

Collectively, these cases reflect the work of members, Professional Officers, Grievance Advisors, and the Grievance Committee, all committed to protecting academic staff rights, ensuring procedural fairness, and supporting members through some of the most significant challenges in their academic careers.

## **Question: What else should I know about the grievance process?**

TUCFA members seek assistance with a wide range of concerns, including tenure and promotion, workload, academic and research and scholarship leaves, accommodation and return-to-work processes, discipline, investigations, appointments and reappointments, academic freedom, and other workplace issues. Not every concern leads to a grievance or formal dispute. In many cases, issues can be addressed through advice, advocacy, clarification of rights and responsibilities, informal problem-solving, or discussions with University administrators. These activities constitute a substantial portion of the Association's representational work but are not captured in formal grievance statistics.

Members are encouraged to contact the Association as soon as questions or concerns arise. Early consultation can help members better understand their rights and obligations, identify potential options for resolving an issue, and ensure that important timelines under the Collective Agreement are not missed. Whether or not a matter ultimately results in a grievance, the Association is available to provide guidance, support, and representation to members navigating employment-related concerns.

## Members' Views

### Academic Labour in a Postplagiarism Era: Outsourcing Accountability Is Not an Option

*Sarah Eaton, Professor, Werklund School of Education*



If you have updated your course outline to address artificial intelligence (AI) use since 2023, you have almost certainly done so without a clear institutional policy telling you what to say. You made a judgment call. You likely wrote something that seemed reasonable, given the circumstances, and hoped it would hold up if challenged. That is not a workable situation. It is a governance failure dressed up as individual initiative.

My position is straightforward. Canadian universities are directing academic staff to manage the consequences of AI adoption without providing the policy clarity, workload support, or collegial governance that responsible adoption requires. This is not a teaching and learning problem that individual instructors can solve course by course. It is a labour and governance problem, and it falls squarely within the mandate of associations like TUCFA to identify it as such.

Since 2021, I have been developing a conceptual framework called postplagiarism as a way of thinking about learning, integrity, and accountability in an era when generative AI is a normal part of how we work, write, and communicate. Postplagiarism does not dismiss concerns about academic integrity, nor does it excuse misconduct. At its core, postplagiarism holds that we can outsource work to AI, but we cannot outsource responsibility. Responsibility stays. That principle applies first and most often to students: a student who submits AI-generated work is still accountable for what they hand in. The argument I am making here is that the same principle applies to institutions. A university that directs academic staff to adapt to AI without investing in the resources, training, and governance structures that such adaptation requires has attempted to shift responsibility without shifting authority. That transfer does not hold at any institution.

CAUT's policy statement on generative AI, approved by CAUT Council in November 2025, sets out clearly what responsible institutional practice looks like. The statement specifies that academic staff should be involved in AI policy development, that their association representatives academic use of AI should fall under senate or an equivalent collegial governance body. Compare that standard against what most Canadian institutions have actually produced: guidance documents, resource web pages, and recommended practices that administrators issued largely without consulting academic

staff, and have treated as sufficient policy. At the University of Calgary, the institution directs users, via its [AI guidance page](#), to comply with a suite of existing policies that predate the emergence of generative AI and were not designed with it in mind. That is not an AI policy, but rather, an instruction to make existing rules fit a situation they were not built to address, and to leave the work of figuring that out to individual academic staff members.

What does that cost faculty in practice? Consider what reporting a suspected case of AI-assisted misconduct actually requires of an instructor: identifying the concern, gathering evidence sufficient to present a case, documenting it in writing, navigating a process designed for plagiarism rather than for AI, and doing all of this without clear policy guidance on what the offence actually is. [My 2020 study](#), conducted with colleagues at the University of Calgary and published in the *Alberta Journal of Educational Research*, found that misconduct reporting was already emotionally draining and time-consuming before generative AI arrived. Participants described feeling unsupported, uncertain whether policy would be applied consistently, and, in some cases, fearful that reporting a case would damage their career progression or job security. Sessional appointees felt particularly vulnerable. Generative AI has compounded every one of those pressures without resolving any of them. The CAUT policy statement addresses this directly, specifying that institutions must allocate resources for the assessment of scholastic offences “so that such duties do not result in an increase in the workload of academic staff without appropriate compensation or workload recognition.” At most institutions, including this one, that allocation has yet to happen.

The workload problem is exacerbated by something all academic staff deserve to know plainly: the detection tools do not work. A [mixed-methods study](#) conducted by my research team at the University of Calgary, with colleagues at Brock University and the Pontificia Universidad Católica de Chile, found that participants correctly identified AI-generated text only 36.2% of the time and human-written text only 45.3% of the time. Both figures fall below random chance. Researchers across multiple studies have found automated AI-text detection tools unreliable, prone to false positives, and easily circumvented. In other words, academic staff are being asked to police a boundary they cannot reliably see, using tools that do not work, under policies that do not fit the problem, with little to no additional time or support. The problem has been handed to them and deemed to be their professional responsibility. (To make matters worse, sometimes all this is done under the pretext of protecting academic freedom, when what happens in reality is a transfer of governance responsibility from the Employer to the individual academic staff member.)

This is exactly what postplagiarism as a framework helps us identify. Accountability cannot be delegated away. When an institution issues a guidance page instead of a policy, maintains a resource library instead of providing training, and excludes academic staff from the governance decisions that shape how AI is used on campus, it has tried to outsource the problem while retaining the authority to set the terms. Academics end up holding responsibility for outcomes they did not design, cannot reliably assess, and were insufficiently consulted on. That is not a distribution of accountability, but an absence of it.

TUCFA members should treat AI governance as what it is: a collective agreement matter and a labour relations issue, not a pedagogical question to be worked out individually. The impacts on workload are real and growing, and they are currently uncompensated. The policy gaps are institutional shortcomings, not personal failures. Academic staff who care about student integrity can extend those same values and principles to the institution. We cannot have academic integrity without institutional integrity. CAUT has already established what responsible practice requires. The next step is for the University of Calgary administration to work with TUCFA to develop policies and procedures for the ethical and responsible use of AI.

*This commentary draws on the author's ongoing research program in academic integrity and postplagiarism, including published work cited in the text above.*

*The views expressed in this article are the author's own and do not necessarily reflect the views of TUCFA. We invite members to submit their ideas for a Members' Views contribution to the Editors of the newsletter ([chris.sears@tucfa.com](mailto:chris.sears@tucfa.com) or [heather.ganshorn@tucfa.com](mailto:heather.ganshorn@tucfa.com)).*

## Member Profile

### Justine Wheeler, Libraries and Cultural Resources



Justine Wheeler

This year, the Board of Directors awarded the Order of the Good Servant to Justine Wheeler in recognition of her exemplary service to the Faculty Association and its members. Over the past 20 years, Justine has provided leadership and dedicated service to the Association, serving on the Board of Directors and in numerous executive roles, including Vice-President, Treasurer, and, most recently, Executive Officer-at-Large for the Administrative and Professional portfolio.

Justine is an Assessment Librarian with Libraries and Cultural Resources and liaison librarian for the Faculty of Social Work. She has an M.L.I.S. and Ph.D. in Educational Research and has contributed to scholarship and teaching initiatives in information literacy, library assessment, and misinformation

education. She has led and collaborated on projects that support student learning and faculty teaching, including developing resources to help students critically evaluate information in an increasingly complex information environment. In 2023, she and her co-authors won the “2023 Partnership Article Award” for their article, *The CARL Library Impact Framework: A Logic Model Approach to Impact Assessment for Research Libraries*.

Justine’s grandfather was a coal miner in Merthyr Tydfil, Wales, and her first memory of seeing labour activity was in the summer of 1984 during the devastating coal miners’ strike. She would like to think he would be pleased that she got involved in the TUCFA union.

Justine completed her PhD in her 40’s, and when it came time to write her dissertation, she suddenly had an overwhelming urge to learn to knit instead of writing her dissertation (later to be referred to as procrasti-knitting). In the end, she finished the dissertation and found a love of knitting and of wool (she is currently learning about how sheep breeds impact wool qualities). Other hobbies include hanging out with her spouse and children, travelling, dog-walking, and pickleball (which keeps her humble, as she is notably unathletic).

*Interview by Heather Ganshorn, co-editor of News and Views.*

**You've held several roles on the TUCFA board: Vice-President, Treasurer, and Officer-at-Large for the Administrative and Professional portfolio. Why and how did you get started?**

I started because librarians had always been in the academic ranks, but about 20 years ago, we collapsed our ranks from five to three and aligned them with the professorial ranks (Assistant, Associate, and Librarian). I was a member of the committee that organized this transition. And so that's where I started, because I always liked governance. Then I was involved in promotion and tenure committees, saw things that could be done differently, and started to really enjoy the work. I was elected as a TUCFA Department Representative, and later as a member of the Board of Directors.

**What has been rewarding or motivating you to continue your work with the Association over the years?**

The work is interesting and meaningful. You get to understand the bicameral system, since we are co-governed at the U of C, and have more say in ensuring that policies and committees are fair and equitable. Working on university committees is a great learning opportunity that helps you understand how the university is run.

I'd have to say some of the most meaningful work has been the one-on-one work when I've supported people through appeals and other difficult moments in their careers. It has also been very rewarding to support people through great moments in their careers. I've enjoyed chairing awards and grant committees and seeing colleagues from across campus recognized for their work. For example, I've worked on the Salary Anomalies Committee, where we've helped adjust salaries as needed, and chaired the Sessional Appointee Travel Fund Committee, which awards much-needed grants. It's been gratifying to work with and assist some of the more traditionally underserved members.

I've had the privilege of meeting people on different committees at the university and across Canada because I've represented TUCFA on various CAUT (Canadian Association of University Teachers) committees. Some of the people I've worked with have become great friends and colleagues.

## **What do you think has been the most impactful work you've done during your time with TUCFA?**

In the last few years, I've had the opportunity to co-chair the GFC Academic Staff Criteria and Processes working group. That's been rewarding because it's an opportunity to put forward changes to the Handbook that reflect who our members are, both as academics and as people. I've also loved sitting on various promotion and review committees. It can be tough work, but the decisions made make a difference in our members' careers.

## **Do you have any advice for academic staff on how to get involved with the Association and why they might want to do so?**

It's as easy as emailing the TUCFA office ([faculty.association@tucfa.com](mailto:faculty.association@tucfa.com)). You don't have to be on the Board of Directors to participate in the Association; there are many committees you can volunteer for. You can also volunteer to be a TUCFA representative for your department or faculty; that's a great way to get started. A list of vacant positions is in every edition of *News and Views*.

As for why, it's very fulfilling to be part of improving your colleagues' working conditions. Many people will spend their entire careers at the university, or at least large parts of them, so it's a way to make a difference in your work community and to expand your horizons beyond your own silo within the university.

## Department Representatives

The Association thanks the following individuals for serving as Department Representatives in their units:

Anthropology & Archaeology – Edwin Dickenson  
Art & Art History – Dona Schwartz  
Biochemistry & Molecular Biology – Janice Braun  
Biological Sciences – Erik Bakkeren  
Biomedical Engineering – Maryam Badv  
Cardiac Sciences – Robert Sheldon  
Cell Biology & Anatomy – Gordon Campbell Teskey  
Chemical & Petroleum Engineering – Maen Husein  
Classics and Religion – Tinu Ruparell  
Clinical Neurosciences – Davide Martino  
Communication, Media & Film – Ron Glasberg  
Community Health Sciences – Aliya Kassam  
Computer Science – Ben Stephenson  
Critical Care Medicine – Paul Easton  
Earth, Energy, and Environment – Rajeev Nair  
Economics – Lindsay Tedds  
Electrical & Software Engineering – Ann Barcomb  
Emergency Medicine – Eddy Lang  
English – Rebecca Sullivan  
Family Medicine – Sonya Lee  
Haskayne School of Business – Pablo Moran  
History – Beau Cleland  
Kinesiology – Nicole Culos-Reed  
Law – Maureen Duffy  
Libraries & Cultural Resources – Caitlin McClurg  
Mechanical & Manufacturing Engineering – Abdulmajeed Mohamad  
Medicine (Department of) – Paul Gibson  
Microbiology, Immunology & Infectious Diseases – Cameron Semper  
Nursing – Diana Snell  
Pathology & Laboratory Medicine – Lawrence de Koning  
Philosophy – Allen Habib  
Physics & Astronomy – Sean Stotyn  
Physiology & Pharmacology – Ken Lukowiak  
Political Science – Erica Rayment  
Psychology – Adam Murry  
School of Architecture, Planning and Landscape – Francisco Alaniz Uribe  
School of Creative and Performing Arts – Christine Brubaker  
School of Languages, Linguistics, Literatures and Cultures – Ben Whaley  
Social Work – Yahya El-Lahib  
Sociology – Lucy Harry  
Student Experience & Support – Jeff Vander Werf  
Taylor Institute for Teaching and Learning – Jaclyn Carter  
Veterinary Medicine – Bruce Stover  
Werklund School of Education – Jackie Seidel

**There are no Department Representatives for the following Faculties, Departments, or Units. Please contact TUCFA if you are interested in serving in this capacity.**

Anesthesiology, Perioperative & Pain Medicine  
Chemistry  
Civil Engineering  
Geography  
Geomatics Engineering  
Mathematics & Statistics  
Medical Genetics  
Native Centre  
Obstetrics & Gynecology  
Oncology  
Office of Diversity, Equity and Protected Disclosure  
Pediatrics  
Psychiatry  
Radiology  
Surgery

## Board of Directors

Francine Smith (Cumming School of Medicine), President and Chair of the Board

Leighton Wilks (Haskayne School of Business), Vice-President

Tavis Campbell (Faculty of Arts), Grievance Advisor

Karen Then (Faculty of Nursing), Grievance Advisor

Christopher Sears (Faculty of Arts), Executive Officer: Communications

Teri Balsler (Faculty of Science)

Rosalind Carson (Werklund School of Education)

Astrid Eckstein (Haskayne School of Business/Faculty of Arts/Faculty of Science)

Sherif Elsharkawy (School of Languages, Linguistics, Literatures and Cultures)

Heather Ganshorn (Libraries and Cultural Resources)

Jacqueline Jenkins (Faculty of Arts)

Jacob Lamb (Schulich School of Engineering)

Myles Leslie (Cumming School of Medicine)

Denis Onen (Schulich School of Engineering)

Oleksiy Osiyevskyy (Haskayne School of Business)

Kara Sealock (Nursing)

Dora Tam (Faculty of Social Work)

Trevor Tombe (Faculty of Arts), Ex officio

Fouzia Usman (Taylor Institute for Teaching and Learning)

Nicole Wyatt (Faculty of Arts)

## TUCFA Employees

The Association's employees provide the operational expertise and day-to-day support that enable TUCFA to represent members effectively. Working closely with the Executive Officers and Board of Directors, they support the Association's labour relations, governance, administration, communications, finance, and member services functions. When members contact the TUCFA office, they are typically assisted by one of the following individuals:

Deletta Dodds - Office Manager

Ainsley Mathieson - Administrative Professional

Girlye Bacaoco - Finance and Accounting Coordinator

Jennifer Krygier - Senior Professional Officer

Sarah McKenzie - Professional Officer

Amy Vansickle- Professional Officer



## Contact TUCFA

The TUCFA office is located on the 14th floor of the Education Tower. We are open Monday through Thursday, 8:30 a.m. to 4:30 p.m. (closed between 12 p.m. and 1 p.m. for lunch). The office is usually closed on Fridays, but TUCFA employees remain available by phone and email.

If you have any questions or concerns about your academic activities, please get in touch with us. When a union member contacts the Association, they will reach a TUCFA employee who will treat all communications with the utmost confidentiality. TUCFA employees are not University of Calgary employees and do not report to anyone in the University administration.

Elected Executive Officers and members of the Board of Directors may be informed of confidential information only when necessary, given their fiduciary responsibilities to the Association.

✉ [faculty.association@tucfa.com](mailto:faculty.association@tucfa.com)

☎ [403.220.5722](tel:403.220.5722)



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