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Welcome Back

It has been a very busy summer and we expect a busy year. This past summer executive held a one day meeting to develop a communication strategy and determine the priorities of the Association for the upcoming year. In addition, we agreed that even though we will not be in negotiations this year, we are starting to begin the process of getting feedback from you, to see what issues of concern you have with the Collective Agreement. Towards that end, we are trying to arrange an opportunity to speak with each department at a departmental meeting.

Collective Agreement Facts

Did you know that...

The Dean is responsible for ensuring that every Department has a fair and transparent process for equitable assignment of teaching assistants.

(Art 18.25)

Happenings at UGFA Council – Civil Discourse Policy

The UGFA Council was informed in June that the provost is reviewing the possibility of a policy on Civil Discourse. We attended a Council of Chairs meeting with the Provost on June 25th where there was a discussion amongst the Provost and the Chairs. The provost made it clear that this policy would be department driven. The Association Council expressed concerned that this policy could be used against the members for purposes of discipline. We will keep you informed of any progress of this issue.

2012 Executive		
President	Ed Carter	Math & Stats
Vice-President	Kelly Meckling	HHNS
Collective Agreement Chair	Scott Gillies	Library
Pension & Benefits Chair	Scott Colwell	MCS
Salary Chair	Herb Kunze	Math & Stats
Health & Safety Chair	Jan MacInnes	Pathobiology
Academic Freedom Chair	Bill Cormack	History
Grievance Officer	Mary DeCoste	SOLAL
OCUFA Director	Jim Mahone	SEDRD
Treasurer	Karen Finlay	MCS
Secretary	Andy Sherwood	SOLAL
Member-at-Large	Cathy Gartley	Population Medicine

Grievance Update

The UGFA Grievance Officer, President and Executive Officer are dealing with a number of issues on behalf of the membership, including the CAUT investigation into OVC. Additional issues range from allegations of academic misconduct to External Remunerative Activity reporting.

4 grievances

5 disciplines

1 Concern

A common theme within the application of the various disciplines is that Management does not seem to be consistently applying the concept of progressive discipline. The Executive and Council remain concerned at this apparent heavy handed use of discipline.

UGFA Annual Teaching Awards Reception

On **Thursday October 25th** we will be holding our annual reception for the recipients of the UGFA Distinguished Professorial Award as well as presenting the UGFA Distinguished Service Award. The event will be held at 4:00 p.m. in the University Club. Details to follow.

2012/2013 Council		
College	Two Year Appointment	One Year Appointment
COA	Ruediger Mueller Mary DeCoste Denise Mohan	Bill Cormack Andy Sherwood
CBS	Kelly Meckling M. Alex Smith	David Josephy Jane Robb Ross Nazar
CPES	Ed Carter Herb Kunze	Allan Willms 1 person needed
OAC	Jim Mahone John Fitzgibbons Susan Glasauer	2 persons needed
CSAHS	Sue Chuang Kate Parizeau 1 person needed	2 persons needed
OVC	Jan MacInnes Luis Arroyo Eva Nagy	Laurent Viel Cathy Gartley
CME	Evie Adomait 2 people needed	Karen Finlay Gould Scott Colwell
Library	Scott Gillies	Jane Burpee
AHL/VTH	Dan Kenney	Bev McEwen

University of Guelph - Regarding Accessible Service Provision

In 2008, the Customer Service Standard, a regulation of the Accessibility for Ontarians with Disabilities Act (AODA) became law in Ontario. Under its provisions, employees are being oriented on the provision of accessible services such as education. An eLearning course on Accessible Service Provision has been made available to University of Guelph employees through Courselink. Many individuals have completed this course and some have also provided their feedback about its usefulness to the Human Rights and Equity Office (HREO). The HREO manages enrollment and other course related matters. If you are among those University of Guelph employees who have not yet had an opportunity to take the course, or if you are a new employee, please complete the course at your earliest convenience. If you have any questions related to the course content please contact Mahejabeen Ebrahim (Ext. 56025) at the HREO.

Senate Amendment

This is just a reminder that at the Senate Meeting in June, an amendment on Grading Procedures was passed which now requires that "Instructors must provide meaningful and constructive feedback prior to the 40th class day..." The full text can be found in the Undergraduate Calendar, Chapter VIII, Undergraduate Degree Regulation and Procedures, Grades, Grading Procedures.

Intellectual Property and the Collective Agreement

The fundamental principle of the Collective Agreement with respect to ownership of Intellectual Property (IP) is that IP is owned by the faculty, librarians, veterinarians, staff and student Creator(s) who create it (subject only to the specific exceptions set out in the collective agreement).

Additionally, all rights in the copyright to lectures and other works (per Article 52.4.2) prepared by and/or delivered by a Member in association with his/her teaching assignments(s) shall vest in the Member.

All inventions, processes and products belong to the Member or Members who create the work even if it is produced during the course of employment and with the use of the University's facilities and resources, except in those cases where:

- a) there is a written Contract to the contrary, between the Member(s) and the University with respect to the OMAFRA Agreement, which assigns the ownership rights of the patentable or trademarked material to the University or another party;

- b) the University provides "Extraordinary Support". In such cases, the Member will agree to share his/her portion of the ownership rights and/or revenue deriving from the patentable or trademarked material with the University in percentages established by means of a Contract between the Member and the University. The University shall recover those costs by taking not more than 50% of the net revenues in each year until such time as the University has recovered its Extraordinary Support. Thereafter, the University shall receive not more than 40% of net revenues in each year.

We would urge you to review Article 52 of the Collective Agreement so that you know your rights.