

ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS

ACIFA 2017 Spring Conference

May 28 to May 30, 2017
Registration is now open

Due to venue capacity registrations for this year's conference are limited.
Once the cap has been reached registrations will be closed.
Extra guest meal tickets are also limited in number.

<https://event-wizard.com/ACIFA2017/0/register/>

Conference information is available on the ACIFA website
<http://www.acifaweb.com/copy-of-acifa-2017>

If you have any questions please contact.

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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

<http://www.caut.ca/>

<http://www.caut.ca/bulletin/articles/2017/0>

THE FOLLOWING WRITTEN REPORTS WERE PRESENTED
AT THE ACADFA WINTER GENERAL MEETING
FEBRUARY 2, 2017

Interim President - Justin Waddell

The ratification of the new Collective Agreement (CA), including the implementation of Rank, brought forward several concerns by our membership. The LOU on the Introduction of RPPAC with the creation of the joint Academic Rank, Placement, Promotion, and Appeals Committee (ARPPAC) has created a large portion of the workload for both myself as the Interim President and Acting Chair of the Negotiations Advisory Committee (NAC) and Chris Frey, the NAC Chair (upon his return on December 22nd). The work done by ARPPAC will have a college-wide effect as it determines a rubric for determining Rank and Equivalency as ACAD works toward the development of a fully supported research culture and the designation of University status.

The Alberta Colleges and Institutes Faculty Association (ACIFA) has written, in consultation with member Associations, a submission to the discussion guide on the changes to the Post Secondary Learning Act (PSLA). The response is available on the ACIFA website at www.acifaweb.com.

Issues brought forward by ACADFA in Joint Consultation (JC) with ACAD have included Ratio, Workload, Faculty Evaluation, Course Evaluations, and Sessional Faculty concerns in relation to those items previously mentioned. As the ARPPAC continues to work to develop new Procedures for rank, issues related to Workload and Evaluation may need to be revisited. ACAD has brought forward a Draft LOU for Graduate Faculty Roles and Remuneration, Adjunct Faculty Procedure, Hiring Guidelines, and a Conflict of Interest Procedure for input.

ACADFA staff and Executive have been working with the Office of Research and Academic Affairs (ORAA) and Human Resources (HR) to clarify the calculation of ratio. This work is significant as the college moves closer to meeting Ratio while considering future Permanent hires, Limited Term Appointments (LTAs), Sessional contracts, and course offerings. It was agreed at this meeting that members seconded to Academic Administrator positions (School Chairs, VPRAA, EDCIEE etc.) would not be included in the Ratio calculation as they are exempt from the Faculty Association. Also exempt from the Ratio calculations are non-teaching faculty (Counselor, Librarian) and LTAs. ACADFA would like to propose at JC an LOU on Ratio that will clearly articulate a joint plan for the College, with timelines, towards meeting Ratio as set in the CA.

Negotiations Advisory Committee (NAC) Chair - Chris Frey

Briefing closes down a subject; reading opens it up.
-Alan Bennett

I attended the ACIFA NAC Chair meeting in Edmonton on January 28. Here's the report submitted for that meeting:

ACADFA ratified a new collective agreement with ACAD's Board of Governors this past Fall. The duration of the agreement is 3 years, commencing July 1, 2016 and ending June 30, 2019.

A highlight of the agreement would have to be the introduction of 'Rank language' into the contract. The Board saw Rank in the Collective Agreement as a means to introduce a rigorous policy and procedures for internal quality assessment of faculty, in order to substantiate its bid for university status. ACADFA members saw Rank with mixed thoughts and feelings.

Academic Rank at ACAD will mean "the title given to faculty that recognizes a faculty member's education, experience, and contribution to teaching, research, professional practice, and service." Currently it only applies to a newly designed and introduced Salary Schedule A. What was a single scale for all permanent faculty is now a cluster of 4 scales, each scale comprises 11 steps and designates one of the following rank titles: Lecturer (\$58, 292-\$91, 442); Associate Professor (\$67, 988-\$101, 136); Assistant Professor (\$78, 016-\$110, 832); and Professor (\$88, 210-\$120, 528). All faculty with the exception of those hired after July 1, 2016 (2), and those who did not apply for rank reassignment as per March 2, 2015 (5), or were currently at Professor (3), were automatically placed at Associate Professor.

Ratification included a Letter of Understanding between ACADFA and ACAD Board to strike a committee to develop a fair and reasonable procedure for academic rank placement, promotion and appeal that align with best practices of other degree granting institutions, by March 31, 2017. The results of the committee will provide language to be inserted into Article 8 (Categories of Employment) in the Collective Agreement.

Respecting Rank, a positive gain for ACADFA had it been that the new scales saw all permanent faculty advance a step on the pay scale (several faculty would hit the 'ceiling' on the old salary schedule). A negative affect is that sessional faculty appear to feel complete disenfranchisement from internal dynamics of recognition and promotion for teaching, research, and professional practice, and contributing on committees.

And here's a brief summary of items presented/discussed at the ACIFA meeting:

- all colleges report climate surveys indicating things are not well
- include language to guarantee salary payment in the case of a natural disaster
- update CA on the ACIFA website
- have clear language in Association's Constitution and By-laws for removal of an executive member
- Lawyer Paul Daniels will be attending the NAC Chairs' meeting in May to discuss Academic Freedom and Intellectual Property
- Letter of Expectation (new item used by management) is not the same thing as Letter of Reprimand (ACAD's Article 28). It is not meant to be disciplinary and therefore not referenced in the CA; but it would become part of a paper trail should discipline eventually occur
- Between Valentines Day and Father's Day a decision will be made regarding post-secondary faculty's right to strike. If decision favours strike/lock out action the current process of binding arbitration will no longer stand. Terry advises preparing in advance language to represent the change (ACAD's Article 20.05 and 06). NAC Chairs voted in favour of having ACIFA Presidents discuss a province wide defense fund
- Sector-wide bargaining model is remains under consideration of provincial government.
- Two options: 1 tier (Ontario model); 2 tier (B.C. model). It is being called "Provincial Bargaining" in either case and there is currently no idea where PB will go

With respect to the LOU on an Academic Rank, Placement, Promotion, and Appeal Committee (ARPPAC), I attended the third of four guaranteed meetings with Board representatives in December and the fourth on January 12. Commitment from management to reach a conclusion by the deadline of March 31, 2017, seems sincere: with six meetings being scheduled from now until then.

Descriptions for ranks of Lecturer, Assistant Professor, Associate Professor, and Professor have been reached in rough final form. We are currently discussing and determining terms for "equivalency." A questionnaire will be sent on line to all permanent faculty for feedback. The questionnaire will provide direction for responses, e.g. theme headings, but intends to support open responses. It could be sent by either the ACADFA Office or HR. Please watch for it and respond. The information would work in support of faculty priorities during the discussion.

Here's an example of what the questionnaire could look like:

ACAD recognizes that academic programs in the creative and visual arts often benefit from faculty whose accomplishments and significant professional experiences are outside the academy. ACAD recognizes that the best interests of the students may, at times, be served by instruction delivered by someone who has not taken the typical academic route to developing their abilities.

When hiring new permanent faculty, qualifications of faculty members with a credential less than the terminal degree but with exceptional experience, accomplishments and other relevant formal education may be considered for appointment.

A career history to be considered "extraordinary" must demonstrate without doubt long-standing experience and achievement in areas specific to the field or practice. The input provided on the following questionnaire is key in our quest to determine what the key issues are for establishing equivalency in each of the unique disciplines practiced at ACAD.

CATEGORIES:

- Education
- Professional practice/scholarly activity
- Service
- Teaching/mentoring/interpersonal skills
- Technical skills/expertise

So, ARPPAC has covered guidelines for assignment and is midway through covering guidelines for equivalency. The remaining work will be procedures for applying for promotion.

It is my intention to have at least ACADFA Executive review and respond to all results of ARPPAC before the March 31 deadline. A full membership response may or may not happen depending on time and interest.

Faculty Professional Affairs Committee (FPAC) Rep - Martina Lantin

Jan. 31 was the deadline for the administration to provide all faculty members with the total Professional Expense Reimbursement Account (PERA) funds they have access to and any amount that will not be carried forward. If you have not been able to access your PERA totals, please contact the ORAA office as I have been assured accounting was working towards this deadline

I travelled to Edmonton last weekend to attend the Professional Affairs Committee meeting. Amidst our discussion was the following:

The upcoming ACIFA conference will be hosted by Olds College and will take place in Canmore this spring. Faculty at some of our sister institutions are having difficulty getting Professional Development funding for this event. The conference focuses on teaching and learning and I found some of the sessions particularly informative. I encourage you all to consider attending or presenting, as Silas and Naoko did last year. In addition this meeting has me considering Professional Development Days. I would welcome hearing from folks about what types of events or informational sessions would support your professional practice. It seems we are under increasing call by administration to participate in events to assist with compliance and assessment. What do you all want to sit in a room to learn about – and how may we help facilitate this?

A meeting has not yet been scheduled to review the current FPAC applications. A separate meeting of the committee will meet to review proposed improvements to both FPAC and a Sabbatical application guidelines. The new application will likely have an example or two of successful application included.

In the Fall FPAC received 12 applications for a total of \$23,112.00. 11 of these applications were partially funded with a total of \$13,600 awarded. The twelfth application was also awarded, but the need for the application was found to be unnecessary with full funding coming from elsewhere. Four Sabbatical applications were received representing a total of 20 months of leave. All applications were recommended and approved by the AVPRAA.

In addition I asked Kathy Shailer and the AVPRAA about the status of other grants previously available to faculty at ACAD. The Faculty Research Contingency Initiative; Scholarly Research and Creative Initiative; Faculty Graduate Studies Tutor Assistance Initiative and the Creative Research Fund currently "do not have stable funding; it's not clear when they might be revived". For the foreseeable future funding options will be limited to PERA and FPAC, though SHRCC funding is on the horizon and has been encouraged through informational sessions offered by Kathy Shailer.

Grievance Advisor - Jeff Lennard

The new academic structure and schedule has presented many challenges for ACADFA members. I've met with a number of my colleagues over the fall semester who have had concerns and contractual disputes, and a number of cases that required expanded discourse with administration. No cases moved to formal grievance proceedings.

CAUT Forum for Senior Grievance Officers

November 23, I was invited and attended the CAUT Forum for Senior Grievance Officers in Ottawa. Over 100 colleagues from across Canada attended. The focus was on "Building Towards Arbitration," an issue that we at ACAD haven't had to address during my six years on ACADFA executive. An overarching discussion was the lack of harmony and collegiality between many administrations and faculty associations resulting in many grievances and arbitrations for many of the associations attending. Of note was the number of cases addressing Academic Freedom.

I was able to have a series of meetings with colleagues from across Canada to build network and review challenges. I had a meeting with CAUT executive VP Jeff McKel where we discussed the funding of reorganization, workplace harmony, workload, rank and evaluation.

During this time of change it is important to remind my colleagues that our Collective Agreement has been created as a guide for working together. Academic Freedom is the right to teach, learn, study and publish free of orthodoxy or threat of reprisal and discrimination. Something that we all value. But that does not mean you are alone. ACADFA has many resources available to help you through contractual issues.

I must remind and highly recommend that any faculty member that finds themselves in a place of conflict or concern, to contact ACADFA for support.

I trust that you won't have need of our help, but if you have questions or have a dispute please contact the ACADFA office or the Grievance Advisor anytime.

Representative to Board of Governors - Ian Fitzgerald

Very little Board activity outside of trying to get back to full strength and supporting Daniel et al with negotiations with Ministry of Advanced Education with regards to Sustainability Strategic Plan and seed funding to get that going. Little progress to report on that front.

The Board has had three members confirmed, Natasha Pashak, Jim Stanford and a new one, Amanda Hu. No word yet on the Board Chair; Susan Thomas remains as Acting Chair. It is hoped to have fully re-constituted board by end of February or early March.

Three board committees still functioning – Advancement, Governance and HR, and Finance and Audit. No meetings of the full board since December.

Sessional Representative - Mark Giles

Since the last ACADFA general meeting in I have been engaged in the following activities.

On Nov. 3 a sessional caucus meeting was held. Of the 70 or so sessional members under contract about 10 attended. I concurred or held conversations with the another 10 or so sessionals, and a few permanent members.

That discourse resulted in the lengthy report to the ACADFA executive in November that attempted to articulate the "felt experience" of being a sessional member of ACADFA at the present. Contract academic work has always been fraught; and the change in institutional operation and culture has intensified that fraughtness. Many events and actions over the past few years have eroded the sense of agency and autonomy held by contract academic workers. Here at ACAD these include: the latest Collective Agreement; the focus by ACADFA on resolving rank and placement issues; policies and practices including office allocation, extra-contractual training expectations, paperwork requests, acknowledgement of service; the lack of opportunity to contribute to meaningful processes shaping programming.

I undertake my role as sessional rep believing that contract academic workers have the right to be:

- considered professionals in their own right, fully qualified to take on all roles as asked;
- acknowledged by ACAD and ACADFA permanent faculty as full members of the ACAD community, without whose contribution the institution would fail;
- engaged as meaningful contributing partners for the duration of the contract and even outside of it;
- supported in creative practice and research work; compensated fairly for service work when necessary.

I can report on a number of priorities that affect the lives of sessional members:

- Issues around faculty evaluation, including the management of SCE's, but also addressing the need to have consistent, standardized, and fair evaluations for all members both across ACAD and within Schools. This also includes an understanding of service work expectations for sessionals. These are being included in present consultations with ACAD Admin.
- The continued lobbying to have contracts offered in a timely matter.
- Sessional members are eligible to serve in most positions on the ACADFA executive, with the exception of President, Vice-President, Grievance Officer, and members of NAC.
- The issue of sessionals (at least those who desire to exercise autonomy and agency in ACAD governance) serving on more significant committees has been raised in consultation. This will be further explored — but there are considerations relating to service expectations (see above) that complicate the matter.

Issues that are looming:

- The impact and deployment of LTA contracts and issues raised around them
- The openness and accessibility of School meetings to sessionals
- Transparency of re-appointment for sessional contracts
- Hiring practices for permanent positions as they relate to sessionals

Do not hesitate to contact the ACADFA office or me at mark.giles@acad.ca; direct communication with me will be held in confidence.

1. I am borrowing and perhaps stretching Raymond Williams's notions of "structures of feeling": "We are concerned with meanings and values as they are actively lived and felt. . . . We are talking about characteristic elements of impulse, restraint, and tone; specifically affective elements of consciousness and relationships. . . . practical consciousness of a present kind, in a living and interrelating continuity. We are also defining these elements as a 'structure' as a set, with specific internal relations, at once interlocking and in tension. Yet we are also defining a social experience which is still in process, often indeed not yet recognized as social but taken to be private, idiosyncratic, and even isolating, but which in analysis. . . has its emergent, connecting, and dominant characteristics. . ." (Marxism and Literature, 132)

Academic Council Representative - Mark Clintberg

This report summarizes important business from Academic Council meetings since September 15, 2016. I am available to respond to any questions.

September 15, 2016

Appointment of Vice Chair and Chair

Alex Link was designated as Chair, and Richard Brown as Vice Chair of AC, while Jeff Lennard was appointed as AG Agenda Committee Faculty Representative.

Graduate Studies Degree Requirements

"This motion makes changes to transfer credits and distribution of credits for the graduate program. The motion was carried unanimously.

Workshop

A very useful Committee Protocols Workshop was given by Becky Kallal.

November 17, 2016

Academic Council Meeting Protocols

"This motion asked that Council approve a list of AC meeting protocols that have been in effect for approximately the last year. Motion was carried.

Academic Council Constitution and Bylaws - Review

"This motion asked that Council approve a review subcommittee of eight members (4 faculty, 2 administration, 1 student, AC Chair [non-voting]) to review the Academic Council Bylaws. Motion was carried. This review subcommittee might address some questions raised at previous ACADFA meetings about faculty nomination (versus appointment) to AC.

Graduate Studies Committee Structure

"This motion proposed changes to Graduate Studies committee structure, which has been redrafted to "align duties and responsibilities to the appropriate institutional level: university, program, and student." Motion was carried.

Credit and Contact Hour Matrix

"This motion asked council to approve a matrix for credit and contact hours. Particularly noteworthy is this matrix's focus on 4.5 credit courses, which will attribute course weight not only by contact hours but also by outcomes. A useful series of definitions of key terms (such as "contact hours") is included in the document. Motion was carried.

December 15, 2016

Motion: Revision to DRWF 115 and DRWF 125

"This motion asked that Council approve a change of course outlines for DRWF 115 and DRWF 125, in response to NASAD assessment. The motion was passed.

Motion: 500.18.02 BFA Degree Credit PPRL 201 + AHIS 211

"This motion asked that Council approve an amendment procedure 500.18.02 to allow BFA students to take one of PPRL 200 or PPRL 201 and one of AHIS 210 or AHIS 211. Motion was passed.

Motion: Major Models for the Bachelor of Design Illustration, Graphic Design, Advertising and Character Design Streams

"This motion proposed the new Major Model for the above listed streams for implementation in Fall 2017. Motion was passed.

January 19, 2017

Motion: Adjunct Faculty Procedure

"This motion asked that Council approve a new procedure to allow adjunct faculty appointments. Among other privileges of association, adjunct faculty are eligible to apply for SSHRC funding through affiliation with ACAD. There is no remuneration for adjunct faculty. Adjunct faculty status does not necessitate ACADFA membership, although ACADFA members (such as sessional faculty) also qualify to become adjunct faculty. Motion was passed.

Motion: Graduate Faculty Procedure

"This motion asked that Council approve a new procedure for determining faculty involvement in graduate programs as graduate faculty. Motion was passed.

Motion: Graduate Admissions Procedure

"This motion proposed a revised graduate admissions procedure that gives more guidance and information to candidates to the program (and admissions committees). Motion was passed.

New York Studio Residency Program Closure

It was announced that the Associate of Independent Colleges of Art + Design would be closing the New York Studio Residency Program. The last semester of this program will be Spring 2017.