



ANNOUNCEMENTS

Thanks to everyone who attended the Annual General Meeting and Retirement Gathering on Thursday, April 26.

Jackie Bagley was elected to the position of Communications Officer. Zimra Beiner was elected to the position of Faculty Professional Affairs Committee (FPAC) Rep

We held a vote of non-confidence. Details were sent out via email. The members have provided the executive with a mandate to work on a strategy to move forward.

Thanks to everyone who took the time to vote.

CONGRATULATIONS

Derek Besant
Don Kottmann
Charles Lewton-Brain
Mireille Perron
Chris Cran
on your retirements
and
Shelley Ouellet and Craig Fahner
who are moving on to new adventures
You will be missed!

CONGRATULATIONS

Chris Frey
on winning the ACIFA Award for Excellence in Teaching

ACADFA NEWSLETTER

The Newsletter is behind schedule. My apologies. We have some great submissions. It has been challenging working without a Communications Officer. I will send it out within the next couple of weeks.

ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS (ACIFA)

Please visit the website.
https://www.acifaweb.com/

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

Please visit the website.
http://www.caut.ca/
CAUT NEWSWIRE

ACADFA EXECUTIVE REPORTS

Presented at Annual General Meeting April 26, 2018

President - Natali Rodrigues

I would like to take this moment to thank Carol Ryder for meeting with me to speak about the climate and the communication challenges between various constituencies within the College.

The climate continues to deteriorate. There is an increasing number of faculty reporting to ACADFA of feeling bullied and marginalized. Members of the FA have brought this issue forward to various members of the senior leadership team beginning in October. Where appropriate we have discussed specific cases of harassment. It has been disappointing to hear a response in the last Joint Consultation that dismissed these concerns. Whilst, the FA is offering support and encouraging members to come forward with their stories, those members have been unwilling to for fear of possible retaliatory actions. The question we all need to ask ourselves is, what makes it so difficult in this institution to report bullying and marginalizing speech/actions? What makes it acceptable for any manager in this time and place to speak to a subordinate in a pejorative or depreciatory manner?

In addition, faculty members are reporting increased stress within the workplace. The increase in stress is related to an uncertainty around employment, lack of meaningful consultation, and a feeling of sudden, reactive, and unsubstantiated change. While the ARC and the Budget taskforce continue and complete their work, the messaging has been deeply problematic. The impact of this is felt most acutely in the Photography program, where permanent faculty were informed the program would be suspended immediately, then not, and other undefined options have been described to faculty and students. This process has only exacerbated the stress level in the College and raises doubt about how the ARC and Academic Executive are moving forward on key issues.

Consultation is one of the key tools to clear and transparent communication. When it is done successfully with enough time and information for the responses to be collaborative and generative, it is a very powerful tool, especially when there is enough time for reflection. Collaboration has become a hurried, short, and inefficient mechanism. Some of this may be because of outside forces, like the short timeline for folding the Conflict of Interest into the Code of Conduct.

We have been able to provide some feedback on the new Conflict of Interest policy, however ACADFA consultation on this particular issue has been minimal—the time given for a response was less than 24 hours on the last draft, which had substantial changes from the previous. We simply do not have time to consult with any of our legal or labour relations teams. It is highly distressing that a document such as this has been put into the Board in such a rushed manner. The FA Executive has serious reservations around key issues like academic freedom. Where this can be found is in issues like concurrent employment, research, student mentorship, etc. This is not an exhaustive list.

The FA is deeply concerned about the change in designation of the new Jewellery Metals hire. It changes this position from a fulltime permanent position to a limited term appointment. This has been discussed in Joint Consultation, and though assurances have been verbalized that this will return to a permanent position, there has been no official documentation.

We have informed Administration that should we not come to a timely resolution of the Ratio issue, we are ready to move forward to arbitration.

We have begun discussion with Administration in regard to unworkable procedures, like Faculty Evaluation (400.18.01) and Faculty Assignment Promotion and Appeal of Academic Rank (400.13.01 and the LoU on Rank).

Sessional Rep - W. Mark Giles, PhD

- 1. Contract academic faculty are integral members of the ACAD community. Without contract academic staff, the institution would fail.
2. Since the sessional rep's last report to membership. On Feb 15, there are a few things to report
3. I had hoped to hold a fair employment awareness event. I regret it didn't happen. The sessional rep will work with the rest of the ACADFA faculty to ensure that next October we can engage in the national campaign organized by CAUT.
4. CAUT participated in a survey of academic contract staff. Sessional faculty here were made aware of the survey; results are forthcoming, and will be shared with membership. The report is still not published. (Of note: CAUT published a report about diversity that is well worth looking at; as well as their almanac. While both are excellent resources, and the diversity report in particular offers hard data to demonstrate the lack of diversity in and wage gaps in the academic sector, neither document does an adequate job of quantifying contract academic labour participation rates. The problem is that this data is not collected efficiently by Stats Canada, nor reported systematically by PSE institutions.)
5. ACADFA exists to support all faculty including sessionals under the terms on the collective agreement. That includes matters of grievances. Don't hesitate to contact me, Patti, or the grievance officer with questions. I heard from a couple of sessionals with questions around evaluation processes after Patti sent around an email in March. Just a reminder it behooves sessional members to do their annual reports by the end of Jan each year, and then to receive an evaluation by April 1. Your employment and wage depends on this.
6. A number of actions are occurring in Canada that are important to watch for labour trends, especially as it relates to sessionals. The biggest is the ongoing strike by sessionals, TAs, and other contract faculty at York U, the details of which I will not get into here. But the dynamics are important to note: the administration has been particularly aggressive in its tactics, including creating spoofed union websites, and raffing a communications plan that attempts to create and exploit rifts between students, full-time academics, and contracted staff.
7. The sessional rep has informally discussed issues that might be addressed in the next round of bargaining. Sessional issues that seem pressing include codifying at the very least right of first refusal on jobs to current sessionals, establishing written protocols for re-engagement, up to and including maintaining seniority records and creating conditions for automatic conversion to longer-term contracts. There needs to be discussions about how ACADFA can best negotiate the roles of sessionals and LTAs to ensure that the system cannot be "gamed" to benefit one party over another (whether that perceived benefit be intra-faculty or between admin and ACADFA). Discussions are needed on how to carry benefits over the summer (at the sessional's expense if not working, but as a continuation of working conditions if teaching spring classes). And there needs to be a discussion about whether ACADFA membership can be maintained somehow if a sessional is not under contract; this could be an issue for example if a sessional is elected to NAC, or to an executive position such as president of ACADFA. Currently, the admin could effectively silence that person by not offering a contract to work. It also affects how de-load equivalents would be managed in such cases where sessionals took on different roles.
8. As sessional rep, I will continue to work with the membership both sessional and permanent to reduce or eliminate the anxiety triggers around contract work by advocating for: transparency in communication; timeliness in decision-making; and acknowledgement of professional contributions to whatever success the college may achieve.

Grievance Advisor - Jeff Lennard

Section 19:03 of our collective agreement states: A grievance is any dispute or difference arising out of the application, administration, interpretation, discipline without just cause, or alleged violation of the provisions of the Collective Agreement (CA).

The 2018 academic semester started off with a number of conflicts between ACADFA, its members and Administration. I am the Grievance Advisor and am engaged/informed of all cases, but I would like to thank our President Natali Rodrigues for her support in being available to faculty and in some cases taking a lead.

ACADFA has a long collegial history with Administration that continues today. Unfortunately we have had 17 situations presented to us. Most involved consultation, research and gathering evidence to help inform support follow up for each case, requiring meetings with administration in Joint Consultation or with HR or VPAA, where some conflicts were resolved. 4 involved initiating grievance procedure, one appears to be going to arbitration. I am consulted by faculty colleagues on many issues, most situations involve a conversation to provide support, or clarity of application to CA. Because of the sensitivity of most cases details are selective. Here's an overview of the cases that have required expanded engagement this year.

- (6) Workload, Article 10, administration not attending to procedures affecting individual faculty member workload, timely assignment and contracts, all requiring reminder to correct
• (4) Discrimination & harassment, Article 5 or abuse of faculty; 2 parked by faculty; 2 progressing
• (3) Faculty Evaluation, Article 9, inconsistent or missing evaluations; decisions being made without evidence or faculty being put in situation of not knowing their standing with ACAD. One case resolved in faculty favour, gathering evidence to progress this spring.
• Academic Recognition Article 2.02 – ACADFA is the exclusive bargaining agent for all members. Early retirement and contract terms (unusal clauses) faculty choice to negotiate but set themselves up for missing future support.
• Categories of Employment Article 8 – Hiring into Con ED online teaching, ongoing research
• (3) Management Rights Article 4 and Letter of Understanding #3 – cases involving rank placement (ARPPAC) or fair and reasonable management – ongoing discussions
• Ratio – Article 8.02iii – the CA is clear that a ratio of 70/30 is mutually required, we are at 50/50. Admin has been provided recommendations such as advancing some sessional faculty to permanent and a recruitment strategy. Administration delays required ACADFA to place a deadline on response to avoid arbitration by supplying ACADFA with a plan by April 30

3 cases progressed to initial grievance procedure, and I am happy to tell you that those cases were resolved appropriately to the benefit of the faculty members.

There have been four situations of faculty harassment or abuse presented over the last couple of months, I am deeply concerned by these cases, as they indicate to me a time of deep institutional stress and lack of respect. Two are progressing and two of the cases have been parked by faculty, concerned by exposing themselves. I am concerned that this aversion to progressing may suggest that other faculty members are not presenting conflicts. We are available anytime to support.

I would be remiss if I did not bring attention to the outstanding work and support provided by my ACADFA executive colleagues over the past year, Office Manager, Patti Dawkins and President, Natali Rodrigues, whose stewardship and leadership, helped provide prudent and timely resolution of many issues.

I trust that you won't have need of our help, but if you have a dispute please contact me anytime.

Academic Council Rep - John Calvelli

My report will be short, as I became the AC rep very late in the year. I was only able to make one AC meeting. However, I was able to be updated by a coterie of members of the ACADFA board on the most recent meeting held on March 30th.

Both meetings were held in the Lecture Theatre—a new development. As we know from our classroom experience, a lecture hall set-up is not the most conducive design for conveying discussion, and tends to create an environment of hierarchy. This was mediated during the first meeting in the hall, where a foam cube with an internal microphone was tossed around amongst faculty and between members and chairs. This was not present at the most recent meeting.

I have been a member of ACADFA for 9 years, and have witnessed Academic Council evolve from a spirited faculty-driven anarchy with fulsome discussion, to one of increasing organization and two least meetings; and from meetings that consistently went long over scheduled time to these two last meetings, both of which adjourned with much time to spare. This shows some admirable and perhaps necessary discipline on the part of the Council Members and prior committee work; but I question whether something important has been lost in the transition.

The February 28 meeting was non-controversial and relatively short, clocking in at 31 minutes. Five motions were passed, among them allowing VCD students more SCCS electives, approving Second Majors, and changing the name of AHIS 313 from Decorative Arts and Crafts to Craft History.

The most recent meeting on March 28th was even shorter than the last, clocking in at 22 minutes. One motion was withdrawn (for a photo minor) and one motion approved, a few changes in the course description of AHIS 320, including changing the word "post-colonial" to colonial, a more accurate description of our world. However, there were fireworks, leading to 2 AC members leaving early and one ACADFA member leaving upset. There were numerous procedural mishaps and minute inaccuracies. The meeting was characterized by another ACADFA member as a "schmizzle."

A brief follow-up will be provided at the AGM of the most recent AC, which happens a day before the AGM.

Negotiations Advisory Chair (NAC) - Chris Frey

"What's Up, Doc?"
- Bugs Bunny

I recently attended CAFA's Labour Conference, March 9, and was once again alerted to the important leadership role ACAD can play as a genuinely unique member of Alberta's post-secondary teaching, research, and learning landscape. Summary notes from CAFA Labour Conference:

Generally speaking, the conference's point was to immerse Alberta's post-secondary institutions, including universities, colleges, and technical institutes, in information sessions addressing the legislative and cultural shift caused by Bill 7. One goal was to enable mutual understanding and cohesive strategies for moving forward between the participants. The meeting concluded with unanimous agreement to hold a second conference next year, which will be useful for ACAD entering negotiations (Winter- Spring 2019).

Specific Sessions:

- Summary of Current Legislative Changes that will Impact Bargaining & the Role of the Labour Board
- 'Government in the Room' during Bargaining
- Essential Services for PSE
- Preparation for Strike & Lockout Landscape: Protocol, War Chests, Mil Rates
- Unionization Post-Secondary: What You Need to Know
- Mobilization and Communication During Bargaining
- Duty of Fair Representation

Observation: ACADFA's continued participation with CAFA would be beneficial for ACAD.

- 2. I have attended Joint Consultation meetings. At the last one (April 12), ACADFA successfully prompted Human Resources to acknowledge the need to finalize an equivalency template according to a detail on the ARPPAC** LoU. NB: HR's failure to attend to this detail would be one example in the area of negotiations where administration does not provide leadership and does not bargain in good faith.
3. I will be attending the ACIFA*** Negotiations Advisory Committee Roundtable in Jasper on May 13.

* CAFA (Confederation of Alberta Faculty Associations) is the federation of Alberta's faculties at Alberta's four research intensive universities (Alberta, Athabasca, Calgary, Lethbridge).

** ARPPAC Academic Rank Placement, Promotion and Appeal Committee

*** ACIFA stands for Alberta Colleges and Technical Institutes Faculty Association. Its membership currently includes the Academic Staff or Faculty Associations of the 15 public post-secondary institutions from the original college sector: comprehensive community colleges, polytechnics, baccalaureate universities, and the College of Art and Design.

Faculty Professional Affairs Rep (FPAC) - Martina Lantin (received May 3, 2018)

I am pleased to submit my final report as the FPAC representative for ACADFA. It has been a wonderful two years serving alongside my colleagues on the executive and I welcome Zimra Beiner to this position.

Most recently FPAC met to consider the Spring round of FPAF requests. 9 applications were received. 5 were fully funded, 3 partially funded and the remaining one was unfunded. A total of \$14,423 was awarded of the total ask of \$19,070.

A friendly reminder: FPAF is not applicable for material expenses or memberships. Adjudicators would benefit from clear statements of applicant's research premise as well as the context/content of research. The committee will be meeting to revise the sabbatical application form and clarify the rubric used to evaluate all applications.

The committee continues to consider strategies for gathering the reports and disseminating for the community the results of the funding and faculty research. No conclusion has been reached here but there clearly is a desire to help share the work we do.