

ANNOUNCEMENTS

ACADFA, ACADSA and AUPE have formed an alliance to begin a positive campaign about ACAD.

This is a start, and we want to grow the coalition to the community outside of ACAD and beyond. We have recognized a need to get our story and successes outside of these walls and to seek positive changes for the ACAD community.

We launched our campaign on March 21st to tell our story as we join our voices in support of the college's future.

ACADFA NEWSLETTER

Deadline for submissions is **Monday March 26**

ACADFA ANNUAL GENERAL MEETING

Thursday April 29th  
1 PM - 3 PM  
Room TBA

ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS (ACIFA)

ACIFA SPRING CONFERENCE  
"Find Your North Star"  
May 13 - 15

Hosted by Northern Lakes College at Jasper Park Lodge to register please go to <https://www.acifaweb.com/shop>

Please visit the website for details. <https://www.acifaweb.com/>

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

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

ACADFA EXECUTIVE REPORTS

Presented at Executive Meeting on March 14, 2018

President - Natali Rodrigues  
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As in my last report and evidenced in the 2017 ACIFA climate survey, the climate at ACAD has continued to deteriorate. The change is predicated on a lack of transparency with regard to the budgetary issues, program prioritization, opacity of procedures, and a general systemic mismanagement. There has been an increasing number of faculty contacting the ACADFA office with concerns about their employment and possible contraventions on the collective agreement. In these discussions there has been a consistent refrain of fear of reprisal from managers or other members of the Administration groups.

The College has recently become a University. On the one hand it recognizes the level of research, instruction, and degrees (undergraduate and graduate) granted, on the other is the existing cannibalizing of the academic side in the name of budget and increased demand for governmental college reporting. When questioned about the cost and change demanded by University status, including moving to bicameral governance, rebranding, research support, etc., the administration has assured the faculty association that there is none.

The College is undertaking a program prioritization exercise. Initially it was called the Future Undergraduate Curriculum Taskforce (FUCT). It was then changed to Academic Revitalisation Committee (ARC). The Interim Vice President has given the first information session. The draft presented indicated a potential loss of 33 sections and of disciplinary specific 4th BFA studio courses. It was repeated that this was a draft, and faculty is welcome to offer other models. It has become apparent through conversations with various stakeholders that information provided to the committee has been lacklustre and incomplete. Faculty members on ARC have all been asked to treat all information as confidential. ARC has also begun to look at curricular issues in an impactful way, including possible program suspension, program depth and specialization. In the interim between presentation, there is no information. It bears noting that the ARC is working with a six-month horizon rather than the more usual 18-24 months.

The College has begun to play with designations, changing a non-teaching LTA position to a 1/2 teaching/seconded administration, and a permanent position to an LTA.

There is a search for a Vice President Academic. Currently the process is contrary to the collective agreement. We have asked for a chance to discuss these issues.

The Faculty Association has 2 grievances, one policy and the other individual. The policy grievance is on the ratio. Within the collective agreement the ratio is defined as 70% permanent/30% sessional. Currently we sit closer to 50%. The response to the grievance processes by the administration has been to move to a combative stance. The second issue is on process, meaning there is a flaw in the evaluation process which has impacted faculty members' advancement on the grid.

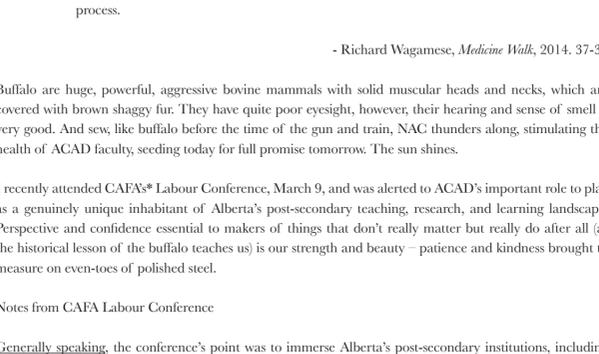
The Faculty Evaluation Procedure has some major functional and philosophic flaws. The admin group sees the faculty annual report as the trigger for evaluation, abandoning their responsibility to manage the process and outcome. The procedure is clear on how the Chair and the Vice President should run the process annually. By using the annual report as a trigger rather than the date set in the Collective Agreement it has insured that some faculty have not had an evaluation. It is important to note that the annual report is only a small portion of the evaluation. Please check with your Chair or Payroll if you are unsure if you received an evaluation and a step increase if you are entitled to one.

The organization chart has been in flux. In the Fall semester, all but three people in the organizational chart, starting at the Chairs to the President, were interim. The College's response has been to confirm the majority of those in their position, including making new VP positions, identifying a Director as the new CFO. Of the four interim Chairs, 2 are set to be confirmed in their positions. The Director of Graduate Studies and Research continues to be interim.

The Faculty Association is working together and in solidarity with the Student Association and AUPE to create an awareness campaign called We are ACAD. This action is intended to resist the despecialization of the institution, as well as highlight the truly wonderful, unique, and necessary qualities and traits a free-standing art and design school brings to the province. We are ACAD is holding an open information session this next week. We will have a website to begin with, and there is a plan to expand the scope of the awareness campaign.

ACIFA is building a strike/defence fund but the details of that fund have not yet been determined. Details will be presented at the AGM and voted on for ratification.

Sessional Rep - W. Mark Giles, PhD



ALBERTA COLLEGE OF ART + DESIGN  
**ACAD** SESSIONAL REPORT MARCH 2018 8 PAGES

The following blanks are to be filled in before the book is handed back to a supervisor. If a second book is used it must be enclosed within the covers of the first book.

NAME IN FULL: MARK GILES (Lastname last)  
I.D. NUMBER: ACADFA SESSIONAL REP  
COURSE NAME, NO. & SECTION: SESSIONAL REPORT  
PROGRAM: MARCH EXCEL MEETING YEAR: (1st, 2nd, etc.)  
MEMBER NO.: SEMESTER:  
BOOK NO.: NUMBER OF BOOKS USED: DATE: MARCH 14 20 18

QUESTION	GRADE
1	
2	
3	
4	
5	
TOTAL	
GRADE	

FORM AD 016

1. ORGANIZING CONTACT ACADEMIC WORKER AWARENESS  
DATE: PROBABLE DATE APRIL 5
2. OF NOTE: YORK U CONTACT ACADEMICS ON STRIKE - JOB SECURITY #1 PRIORITY U OFFERING #
3. OF NOTE: ACAD HAS AB FOR LTA POSITION WITH WORKING IN IT TO SUGGEST POSSIBLE CONVERSION TO PERMANENT
4. WHO REFS LTAs ON ACADFA

Negotiations Advisory Committee Chair - Chris Frey

The old man taught him that a hunt was a process. There was a scale and a tempo to it that the land and the animal determined. A man, or a kid, could set themselves into that rhythm and follow it. When he did the kid found that time didn't matter. What mattered was the process.

- Richard Wagamese, *Medicine Walk*, 2014. 37-38

Buffalo are huge, powerful, aggressive bovine mammals with solid muscular heads and necks, which are covered with brown shaggy fur. They have quite poor eyesight, however, their hearing and sense of smell is very good. And sew, like buffalo before the time of the gun and train, NAC thunders along, stimulating the health of ACAD faculty, seeding today for full promise tomorrow. The sun shines.

I recently attended CAFA's\* Labour Conference, March 9, and was alerted to ACAD's important role to play as a genuinely unique inhabitant of Alberta's post-secondary teaching, research, and learning landscape. Perspective and confidence essential to makers of things that don't really matter but really do after all (as the historical lesson of the buffalo teaches us) is our strength and beauty - patience and kindness brought to measure on even-toes of polished steel.

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 enabling mutual understanding and cohesive strategies for moving forward between the participants. It was agreed to hold a second conference next year, which will be timely and useful for ACAD during negotiations. The conference was well organized, attended, and, I would say, successful. ACAD can belong, grow, and evolve as a leader with this group.

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
- Unionizing Post-Secondary: What You Need to Know
- Mobilization and Communication During Bargaining
- Duty of Fair Representation

I have notes.

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

Board of Governors (BOG) Rep - Ian Fitzgerald

Last Board meeting Feb 14<sup>th</sup>, agenda largely full of reports and essentially governance housekeeping (especially by Governance and HR committee). Somewhat controversial Terms of Reference discussion for board sub-committees has been pushed to the April meeting for resolution --- revised Code of Conduct to be submitted to Ministry of AE by April 30<sup>th</sup>.

Board also gathered to attend the March 1<sup>st</sup> announcement.

The Con Ed plan was presented to the Board for information purposes.

There were questions raised about the ACADFA climate survey, particularly in regards to the finding that there is dissatisfaction with the board. I have been asked to delve further into that finding and identify specific sources of concern.

Grievance Advisor - Jeff Lennard

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# It's my fault.

Since our last executive meeting, the one where I had no official Grievance Advisor Report, things have been busy.

Some of you might remember a few years ago when we were all but assured of the relationships with management. A new HR director was in place, busily cleaning up procedures. My grievance report happily suggested there was nothing to report. Relationships were good.

Perhaps I got complacent. As soon as we felt that we were moving to a time of support and empathy and good times, the relationship gods (oh, we have them) noticed our happiness and reached down to smite it.

Remember when we finally started creating procedures for evaluation and were figuring out rank and we were all feeling assured. We were talking, working together. My first grievance in five years got resolved, in the faculty member's favour. And things started changing. That's because somebody out there got excited, perhaps a little complacent and ruined it. (That was me. I did that.)

Those faculty that remember a darker time will suggest we should never let our guard down. I'm the optimist, believing that everybody is interested in the well being of everybody else. Perhaps our I am naive, we are a small school and hope that administration reads these reports. They understand I desire for collegiality. And we can work things out.

But there is a trend.

My report in December suggest 13 grievances, most considered and some activated, on my docket. At this writing there are three more, plus we are in the middle of a grievance on ratio, requiring a response from administration. The contract is clear on ratio. A simple enough request, we understand that it's a busy time, but we need to know their plans. That's it. But it's getting kind of messy. Admin suggesting that they are too busy to take this on in the allotted time required. So we are on the edge of arbitration.

That's about as much as I can talk about. Individual grievances are confidential.

I don't think that administration is vindictive, my sense is that they are very busy. Article 4: Management Rights, would suggest they are making hurried decisions that may make things difficult for faculty. 4.02 is clear in being fair and reasonable with their decisions. If you find yourself in a situation that is in conflict with our contract or your working conditions are being affected, please contact me or the ACADFA office for support.

I do want to thank Pati, Natali, Justin, Chris and Brian for their support.

Academic Council Rep - John Calvelli

My first meeting as ACADFA rep to the Academic Council was, for the most part, uneventful. That being said, the most unusual aspect was the convening of the Council in the lecture hall, rather than a boardroom or classroom. There is no doubt that, from a design perspective, a lecture hall is much less convivial than a table or circle of desks, and may have the capability to change the dynamic of relations between faculty and administration detrimentally. However, a new object was introduced to the Council whose design seemed to break down the hierarchical nature of a new object. This was a wireless microphone embedded in an ACAD-branded foam cube, that was thrown around with abandon in order that conversation would be audible to all. Good move! But it remains to be seen whether this object will be used as playfully when the Council has more controversial items on its agenda!

There was no new business arising; however, several motions were discussed and approved. Academic Executive reported that a lot of attention was being brought to developing strategy for Continuing Education. The Research Advisory committee reported that the IKG Strategy Plan has been revised, and that Academic Council will be presented with more information at our next meeting.

There were several motions presented and approved: SCGS introduced more flexibility for students' selection of upper division electives in Photography and Communication Design majors; in addition, there were changes to an AHIS description and a course name; Heather announced the temporary withdrawal of a motion to introduce a Photography minor; Two procedural changes were adopted, for Academic Date Setting and for Second Degrees

In other business: SCGS reported that the minor in Indigeneity was currently on hold, and other minors were under discussion. The Queer Cinema event was also given attention; Timetabling is a popular activity for a few schools currently; The President reported that the shortlist is being developed for VP Academic, and that 2 ministers were to visit ACAD on the morrow for the delivery of a secret announcement, which we now now will result in a new branding initiative for ACAD-U. The President restrained himself and thus didn't spill the beans. He dampened our enthusiasm, however, by telling us that it wouldn't have to do with funding at all. No staff or faculty were injured as a result of the flying cube being tossed around.