

ANNOUNCEMENTS

ALBERTA COLLEGES & INSTITUTES FACULTY ASSOCIATIONS

**ACIFA 2016 Award for Innovation in Teaching
Deadline Extended to February 26**

The aim of the Award for Innovation in Teaching is to recognize and encourage the use of innovative and creative teaching methods and design which lead to improved student learning. This province-wide award attracts both recognition and a financial award of \$1,500 for the faculty member or team and \$500.00 for the faculty member's faculty association. Certificates of Commendation will be awarded to the two runners-up.

Please see the ACIFA website for further information.

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

**ACIFA Annual Spring Conference
May 15 - 17**

The conference will be held at the beautiful Fairmont Jasper Park Lodge and hosted by Bow Valley College Faculty Association.

Please see the ACIFA website for further information.

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

ACIFA Climate Survey

Thanks to everyone who completed the ACIFA Climate Survey. Results have been received and will be available soon in a separate eBulletin.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

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

**ACADFA ANNUAL GENERAL MEETING
DATE April 26**

Nominations for the following ACADFA Executive positions are being accepted

- VP/TREASURER
- FPAC REP
- GRIEVANCE ADVISOR
- BOARD OF GOVERNORS REP
- SESSIONAL REP

**THE FOLLOWING WRITTEN REPORTS WERE PRESENTED
AT THE ACADFA WINTER GENERAL MEETING
FEBRUARY 9, 2016**

President - Alex Link

This report concerns ACADFA activities since our GM of October 6.

Hiring

We have a new faculty member, academic curator Lorenzo Fusi, and new sessional instructors Jill Ho-You and Jill Allan in Print and Glass respectively. Welcome!

Also, Mark Clintberg has agreed to serve as ACADFA's new Academic Council representative. Thanks both to him and to Justin Waddell who, for the first time in my memory, won't be on ACADFA Executive. He is, however, the bargaining team alternate, so I need to thank him for that, too, along with the rest of the team: Natali Rodrigues, Karl Geist, and chair Chris Frey.

ACADFA was asked to consider the creation of a Chief Librarian faculty position, but we failed to come to an agreement with regard to terms and conditions of employment. It is, therefore, a management position.

Faculty hires are proceeding efficiently.

Letters of Understanding

We adjusted the Academic Administrators LoU. It is no longer the case that the Director of Research and Graduate Studies must be faculty, though the possibility still exists. We made this revision after the hiring committee—on which I serve—concluded that while the position might be a faculty one in future, a management one is more appropriate for someone charged with developing a nascent program.

I also signed a revised Limited Term Appointments LoU, after HR discovered that the paragraph governing vacation entitlements (#8) was confusing as written.

Bargaining

I have continued to meet regularly with the NAC team in preparation for bargaining.

Graduate Mentorship

I signed the Letter of Understanding governing the workload and compensation for graduate mentors on November 18.

ACIFA Presidents' Council

I attended this meeting in Edmonton on October 17. Most of the day's conversation concerned the government's proposed revisions to the PSLA which, currently, denies us the right to strike and therefore has been deemed unconstitutional. There was consensus in the room that the legislation should be changed as little as possible, and that we have happy with the current mechanisms of dispute resolution.

ACIFA Executive Council also promised to mention ACAD's funding disparity (our base operating grant is less than half that of even the province's smallest college) whenever the opportunity arises.

ACIFA Climate Survey

The results of the 2015 climate survey are in. I'll have a full report in the next e-bulletin along with our survey results. For now, I'll just say that the survey had its highest number of participants since 2008, and most of the scores reflect all-time highs that place at or near the provincial average. While it remains a positive result, I am a little concerned at the dip in the score that rates faculty's sense of ACADFA's effectiveness.

Consultation

As always, I consulted with individual Members with regard to such things as vacation entitlements, hiring processes, workload, leaves, pay equity, conflict of interest, and retirements, accompanying them to meetings with administration when necessary. I also met regularly with the President, AVPRAA and HR, and attended meetings of the Board.

Presentation and Workshop

ACAD invited ACADFA to co-host a two-day workplace civility/relationship-building event, to be run by Wayne State faculty member and conflict resolution specialist Loraleigh Kcashly. Having seen this presenter before, I have faith that it will be constructive and positive. She has a practical understanding of the relationship between academic freedom, "civility" policies, and harassment policies. Also, she approaches the subject in a manner that isn't punitive, focusing instead on how one might respond when confronted with, or witness to, toxic behaviour.

Jim Norton

I want to close by acknowledging the loss to our Membership with the sudden death of Glass instructor Jim Norton. I never had the pleasure of meeting him, which might also be true for many of our Members: I am told he kept a fairly low profile at the college. However, his passing has been felt very deeply by our Glass faculty in particular, and our thoughts are with them, too.

NAC Chair - Chris Frey

... its crackling roots blazed / and hissed. . .

- Homer, Bk.9: "In the One-eyed Giant's Cave." *The Odyssey*

NAC business began in earnest this past month (NAC deloads are in effect). The committee membership remains as originally set, with Karl Geist and Natali Rodrigues, and Justin Waddell as the alternate.

NAC meetings with Terry Sway attending took place on January 13, 19, and 26. More meetings have been set to take place over forthcoming weeks prior to negotiations. LoUs have been discussed and will be included in the bargaining process. All articles have been reviewed and a short list for articles to open with brief rationales is being determined.

The negotiation schedule proceeds as follows: "... Written notice of intention to bargain takes place no later than the second work day of March 2016. Thereafter, the negotiating committees shall meet and exchange proposals on those items, which either party wishes to negotiate prior to April 1, 2016. On or before May 1, 2016, the negotiation committees shall meet from time to time to bargain in good faith and attempt to agree upon the terms of a new agreement. If, by July 1, 2016, the Association and Board have been unable to agree upon the terms of a new agreement, the parties may agree to continue negotiations at a future date or one (1) party may advise the other party of its intention to request a mediator. . . ." (Article 20: Term of Agreement and Negotiations).

I attended ACIFA NAC Roundtable on January 16, with NAC member Karl Geist. ACADFA business was not out of place nor extraordinary in the ACIFA context. The next ACIFA NAC Roundtable takes place in May.

Communications Officer - Laurel Johannesson

The online link for the Fall 2015 edition of the ACADFA Newsletter was delivered to faculty via e-mail on December 18th and is now available online at:

<https://zissuu.com/acadfanewsletter1>

We hope you have enjoyed our new electronic format! New features include clickable links (the light blue boxes) within the newsletter that connect to faculty (and other) websites with related content. From the issue platform, members can easily share the document or embed it in a blog. We appreciate the feedback that we have received thus far and will be tweaking some aspects for the next issue.

We are in the process of ordering complimentary magazine quality copies for each of the contributors and featured faculty members.

The newsletter archives have also been uploaded to the issue publication platform, and we are currently working on a "bookshelf" for the ACADFA website where you can access an archive of our newsletters whenever you like.

The call for the Spring 2016 Newsletter will go out later this week. We look forward to hearing your news and views!

ACADFA FPAC Rep - Tyler Rock

FPAC January 15th deadline

The FPAC committee reviewed eight applications for the Feb 15 to May 31st funding cycle. Six of the applications were recommended for approval for a total of \$9,541.00.

Two of the applications were found to be written for ineligible activities/expenses, and were disqualified by the committee. In one instance this was particularly disappointing to the committee when we were forced to reject a very high caliber project on this basis.

Sabbaticals

This fall the FPAC committee reviewed and ranked five Sabbatical applications totaling 32 months of leave. All five applicants were awarded sabbaticals.

Creative Research Funding

A funding opportunity of up to \$10,000.00 for sustained creative research. Deadlines: Jan 30th and April 15th.

The office of Research and Academic Affairs did not send out a call for applications for the Creative Research Fund for the Jan. 30th 2016 deadline this year. Nor to my knowledge has the committee met that adjudicates this award. (CRFC) a sub-committee of Research Advisory Committee met.

In our last FPAC meeting I brought this to the attention of the committee and a representative of the Office of Research and Academic Affairs, who said she would confirm the status of this award and why the call did not go out.

The Creative Research Fund was developed last year, by combining a number of awards together. At that time it was announced, we were told that there was \$200,000.00 of one-time funds allocated in the Creative Research Fund and that the Fund would not be replenished, but would be dispersed until the funds were expended.

PERA funds

Personal Expense Reimbursement Allocation. A reminder that every faculty member at ACAD is entitled to \$1350.00 + annually for PERA funding to support professional activities. Details and guidelines are on Infolab.

**ACIFA (Alberta Colleges and Institutions Faculty Associations)
Professional Affairs Committee**

ACIFA PAC met Sat January 16th in Calgary for a round table discussion. Professional Development issues across all Alberta Colleges and institutions were discussed. Conversation was varied and many institutions had very different professional development structures and concerns from our own at ACAD.

However, I brought back a number of suggestions to ACADFA and NAC with regard to Professional Development and our upcoming negotiations based on what was discussed.

ACIFA 2016 award for Innovation in Teaching – applications are due February 21st. You can nominate a colleague or a team with their consent, ACADFA will bring up to two nominations forward for consideration.

The ACIFA spring conference will be held at Jasper Park lodge from May 15th through 17th, and is hosted this year by Bow Valley College.

GRIEVANCE ADVISOR - JEFF LENNARD

Matters that affected individual faculty members are confidential.

A few colleagues contacted me this past year and all were resolved without initiating formal grievance procedures.

I am also pleased to report that the challenges we are very fortunate to still have a very positive working relationship with our employer. And expect that future issues and interpretation of the contract will continue to be resolved in a collegial manner.

For our new faculty members. And a reminder:

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.

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

UPASS POLL

111 Faculty Members were polled
34 Faculty Members responded (15 Permanent Faculty + 19 Sessionals)

18 Faculty Members were in favour of paying for a UPass at the price indicated
16 Faculty Members were not in favour of paying for a UPass at the price indicated

	No	Yes	Sessional Faculty	No	Yes
Permanent Faculty	9	6	Sessional Faculty	7	12

Calgary Transit requires that it is mandatory for 100% of members to participate in the UPass program. As only 18 of 111 ACADFA members were in favour of the UPass Program we will not be participating.