



ACADFA GENERAL MEETING

JAN 9 2019 | 2-4 PM | RM 340
STANFORD PERROTT LECTURE HALL

BAR SERVICE 3-5 PM | EATS : Jerusalem Shwarma

ACADFA EXECUTIVE MEETING AGENDA

- | | |
|--|---|
| <ol style="list-style-type: none"> 1. Call to Order 2. Approval of Agenda 3. Approval of Minutes from AGM Apr 26 2018 4. President's Report (Natali Rodrigues) 5. Committee Reports <ol style="list-style-type: none"> a. Interim Vice-President/Treasurer (Justin Waddell) b. Secretary (Mitch Kern) c. Negotiations Advisory Committee Chair (Chris Frey) d. Faculty Professional Affairs (Zimra Beiner) e. Grievance Advisor (Jeff Lennard) f. Communications Officer (Jackie Bagley) g. Representative to Board of Governors (Ian Fitzgerald) h. Sessional Representative (Mark Giles) i. Academic Council Rep (John Cavelli) | <ol style="list-style-type: none"> 6. Unfinished Business <ol style="list-style-type: none"> a. Approval of 2018-19 Budget b. Motion for approval of ACIFA Defence Fund c. Motion for approval to Constitution/Bylaws/Policies/Procedures <ol style="list-style-type: none"> i. Bylaw revisions ii. Grievance policy iii. Strike policy 7. New Business 8. Information 9. Adjournment |
|--|---|

ACADFA EXECUTIVE REPORTS Presented at Executive Meeting 12 12 2018

PRESIDENT | Natali Rodrigues | natali.rodrigues@acad.ca

My dear Colleagues,

My hope is that this note reaches you as you are winding down from the semester and getting ready for the holidays!

Lots has happened in the last six weeks, including the completion of the annual ACIFA climate survey. Thank you to all of you who participated! It is attached at the end of this e-bulletin with all the other documents for our **General Meeting on January 9, 2019 from 2:00pm to 4:00pm in the Perrott Lecture Hall. We have booked the Bar and there will be delicious snacks!**

I would also like to thank all the people that showed up to the ACADFA General Meeting on October 29. Unfortunately, we did not have quorum, and were unable to vote on a number of key motions. All the information for those motions is attached at the end of this document, including: FAQ for the ACIFA Defence Fund, our 2018-19 budget, our bylaw review, etc.

Anna Beukes, the President of ACIFA, gave an excellent presentation of the Defence Fund at the last GM. The Defence Fund will allow us to support our members should we be locked out or if we strike. Though this seems like an impossibility, the right for lock out and strike action was returned to all Faculty Associations in the Province last spring through Bill 3. The cost would be \$5 a month for all members. By joining the provincial defence fund would allow us to access a fund that would provide \$100/ week for each member within two years. It would be impossible for an association our size to achieve this on our own. The second consideration is our membership in ACIFA is contingent on joining the Defence Fund.

I'd like to welcome Mitch Kern on the Executive. He joins us as the Secretary—and is a welcome addition! We will have some additional vacancies for the next academic year, including the Board of Governors Rep. Please consider if you would like to join us in that capacity. Ian Fitzgerald will be stepping down from that role and has offered to mentor the next BoG rep. Thank you, Ian!

ACADFA Bylaw/ Policy and Procedure

The bylaw revisions that are attached were also generated out of that change in legislation. We are required to update our bylaws and then submit them to the Labour Relations Board. We worked with a labour lawyer in Edmonton to ensure the bylaws conform to the law. You will notice the bylaws are actually clearer. In addition, we requested the lawyer propose two new policies: an improved grievance policy for the Faculty Association, and a strike policy. These would be new policies to be adopted. They fill a void in our policies and procedure.

The Alberta University of the Arts

As we change from a College to a University there will be some significant changes in the way the college is governed. One of the largest changes will be a move to a bicameral system of governance, including a General Faculties Council. In conversation with the College administration, it seems there still are questions as to what the composition of that will be, including the number of faculty required to sit on GFC. We look forward to receiving that information to see what the workload impact will be.

There have been several conversations about research and what that might mean, in terms of space, time and support.

400.18.01 Faculty Evaluation Procedure

As members of your Executive, Jeff Lennard, Justin Waddell, Chris Frey and I have been working with Alex Link, Ben Fullalove, and Karl Geist in the rewriting of the Faculty Evaluation Procedure 400.18.01. The stated aim by the FA was to ensure clarity, efficiency, functionality and mentorship. Unfortunately, the process has stalled. The Faculty Association is waiting for an amended draft for comment and revision. My hope is that we will receive the draft in the New Year.

Joint Consultation

There have been two JC meetings this semester. We were asked to collaborate in the development of Terms of Reference. We have asked for clarification on several issues, including: status of a hiring plan; workload; 400.10.18; change of the academic structure under Bill 19; etc.

We reiterated our deep concern over the increasing workload, especially in relationship to service. Kim Neutens, Project Director, University Transition, was introduced. I have had the pleasure of having two subsequent meetings with her, where we discussed her approach to the logistics of the change to university status.

Negotiations

As you all know we will be going into negotiations in the Spring. Chris Frey has struck a committee and has begun to gather information and ideas for it.

There has also been an increase in Administration "floating" ideas past faculty in forums such as School Councils. I am sure some of you have heard the idea of having a teaching and research stream. What was clearly stated in the School Council I attended, was should there be a research stream it would be for a very limited number of permanent faculty—10 across the University.

1:1 Meeting with the President of ACAD

We have not had a single meeting this semester, but a lunch for Cabinet and the ACADFA Executive this last week. Though it was an agenda-less meeting, the conversation was minute by Administration. My hope is that the President and I can schedule monthly meetings.

1:1 Meetings with the Vice President Academic and Provost

I have had two meetings with the VPA/P.

1:1 Vice President Administration

Jill and I have set monthly meeting.

Coffee with the Chair of the Board of Governors

I have met with Carol Ryder and Ian Fitzgerald (ACADFA BoG Rep) for an informal conversation to discuss the climate of the College and the votes of non-confidence. Though there is still a difference of experience and opinion, I believe we are finding some understanding as to why the votes occurred.

NEGOTIATIONS ADVISORY COMMITTEE CHAIR | Chris Frey

... a good opponent is a rare and treasured thing for any team or player.
Ken Dryden 144

A quick reminder: NAC membership for the 2019 bargaining session includes Chris Frey, SCCS; Justin Waddell, SVA, SCEM, SCD, SCCS; John Calvelli, SCCS, and Karl Geist, SCD, as the alternate.

A call for faculty-generated thoughts regarding CA language and improvements to working environment and day to day work at ACAD has NOT been sent due to it being conditional on the hiring of an office manager. A call sent in the immediate new year is the current plan.

A letter declaring ACADFA's interest to bargain will be delivered to the Board of Governors by way of ACAD President's office on the second working day of March, 2019.

NAC will attend the ACIFA NAC meeting, scheduled for January 26 (Edmonton). Canadian Association of University Teachers (CAUT) is sending an expert on collective bargaining to make a presentation. NAC members John Calvelli and Justin Waddell have agreed to attend.

Chairs and HR (Payroll) have been notified regarding teaching releases for NAC members. Pursuing an upload in lieu of a d-load is currently under way. The upload was presented at the last Executive meeting and no concerns were raised. The member in question with support from the ACADFA president, Natali, will contact the Chair of the affected school and sort out the details.

NAC met with LRO Brian on November 26. A plan to meet with him one more time before the holiday break is underway.

All in all, things are moving forward according to plan albeit in awkward ways in keeping with the times.

GRIEVANCE ADVISOR | Jeff Lennard | jeff.lennard@acad.ca

There has been a number of discussions but no new grievance cases.

Ratio Arbitration case update.

On November 30, 2018, ACADFA under the advice of our lawyer Wayne Benedict withdrew the grievance filed 30 January 2018 alleging breach of collective agreement article 8.02(c)(iii). The withdrawal is without prejudice to the Faculty Association's ability to file the same or similar grievance following the next collective agreement renewal.

It is important to also note that we advised ACAD that for the purpose of collective bargaining for renewal of the collective agreement that nominally expires on 30 June 2019, the Faculty Association placed the College on notice that commencing on the effective date of the new/renewed collective agreement, the Faculty Association will apply collective agreement article 8.02(c)(iii) in accordance with the strict language of the article in the new agreement.

I followed up with an email to Jill Brown on the hiring plan, she confirmed that they were waiting on input from the schools and the ARC committee at which time ACAD plans to engage ACADFA.

ACADEMIC COUNCIL REP | John Calvelli

Academic Council was held on November 28. There was a lot on the agenda—besides the reports, there were 11 motions for discussion. All were dealt with during the 2-hour meeting.

There was one motion in particular that proved controversial and which required much discussion. Actually, an additional motion was perhaps the most controversial, to remove item 8.06, VSCS 4x Words at Work on the basis of the need for consultation.

This motion was brought by Alex Link, the Chair of the School of Critical and Creative Studies (SCCS). It should be noted that the author of this ACADFA report is a member of SCCS. I will attempt to present this as fairly as I can.

The stated basis for the Chair of SCCS's motion was that the course the motion proposed, Words at Work, was a course on writing, which is in the purview of SCCS, and that there had not been consultation prior to being put on the Academic Council agenda. Members of SCD disputed the lack of consultation.

There was thus controversy over the motion not to consider, on a procedural as well as a substantive basis. After much discussion, the motion to consider item 8.06 was passed. A further motion requested that the item be moved to the first position, to be discussed immediately.

During the discussion of the actual item, the School of Communication Design asserted that the Words for Work course proposal went through normal channels of consultation. However, two out of the three AC representatives from SCCS who were present did not remember being consulted.

For purposes of disclosure, this member voted in favour of the motions to delay the discussion of item 8.06 itself. This motion to delay was passed.

For general interest, I would like to share that there was a fruitful discussion on December 6 between the Scott Crossman (Chair of SCD), Ian Fitzgerald (initiator of the Words for Work motion) and the faculty of SCCS during their monthly meeting.

On another subject, this member of Academic Council noticed in this meeting, as well as in prior meetings, a tension between the ideal of collegiality and the need for following protocol. This tension may have been at least partly due to the shift from a prior reliance on Robert's Rules of Order to another set of protocols which aren't as well known by all members of the Council. Is the answer to return to Robert's Rules? This member found an overreliance on Robert's Rules repressive of fulsome discussion. However, whatever protocols are in use need to be followed with a reference handy for the resolution of issues during meetings.

When protocol begins to crumble, collegiality comes in handy.

COMMUNICATIONS OFFICER | Jackie Bagley

The Fall Issue of the ACADFA Newsletter is almost complete and should be ready for print by January.

Content was driven by the theme of Storytelling and Applications of new Technology. Consideration was also given to the importance of documenting awards and/or recognition at this opportune time in the careers and professional practices of the faculty featured.

Kevin Kurytnik is featured for His Animated Film : "Skin for Skin", long listed for an Oscar nomination. The extensive research and development portion of the film spans 7 years, having hired upwards of 40 ACAD graduates for this project. The research and development is well covered in this portion of the Newsletter thanks to the generous contributions of content, images and links by Kevin. Kevin used a hybrid of Maya and 2D/After Effects, taking advantage of new software advances that could benefit the Film. The long list of awards and recognition that the film has already achieved is included. It is noted that Kevin's company, Fifteen Pound Pink Productions was at one time approached by Dream-works to create an animated film for them.

Johnny Talisman is featured to document an extensive Story Telling Brand adventure with the client Scion, a Division of Toyota, out of LA. As an experiment in micro-targeting and Influence Marketing taking advantage of social media, Johnny was heavily involved as Creative Director in Video and accessing new and up and coming Artists in the Music Scene and the Street Art Scene to create an unprecedented social media buzz for Scion. Generating thousands of videos of music and art footage, Creating Concepts for the Artists, A Live TV Show, Art Retail Spaces for Street Artists, all originating and created through the Branding of Scion.

Mike Kerr is featured, in recognition of his book "Crafty Lama" which has just been released this fall and is selling out of Chapters/Indigo. This Children's Book published by Bloomsbury is currently showcased in New York at the Illustrator's Awards Show. Mike also goes deeper into his professional practice and his retail space at cSpace, as it relates to the importance of engaging audience collaboration and influencing Community and Culture.

Bryan Cera delves into the development of his new minor which bridges Computer Science and Art – his own professional practice with robotics lives in the spaces between Art, Engineering, and Design. In his classes, students design the movement of the robots which creates ceramic forms. The robotic equipment and programming have been designed/built by himself.

Kevin Hartman designs Artist Books. The Books are reflections of the Artists' professional practices and reflect the philosophy and approach of the artists themselves. Research is a large and paramount part of her process and development for these books, often requiring research in other cities and various museums. Kelly delves into the research of the books in her article for the Newsletter with supporting visuals and an impressive long list of mentions and awards for the books featured.

Currently the Newsletter has reached its 40 page approx. maximum length.

Additional Faculty have been approached for the Spring issue. I welcome this opportunity to invite more Faculty to submit into the next issue, and/or to recommend submissions.

ACADFA EXECUTIVE REPORTS Presented at Executive Meeting 11 14 2018

SESSIONAL REP | W. Mark Giles, PhD

Due to demands of unexpected course assignments, I have had limited time to engage with acadfa business.

I have been chatting informally with the NAC chair about sessional concerns. I have been monitoring other associations' activity across Canada re: negotiations and actions. While it is heartening to see associations take up academic contract work as key issues in such places as western where a strike was narrowly avoided—but where members voted to strike where sessional work was central, it has been disheartening to see hard positions being taken by places such as york and windsor and most recently regina.

Having said all that I look forward to the remaining academic year as important for contract workers' rights being crucial in the upcoming negotiations.

As always, I like to put on the record that contract academic workers are as valued members of the ACAD community as any others, and without the labour of contract workers the institution would fail.

NEGOTIATIONS ADVISORY COMMITTEE CHAIR | Chris Frey

... the moment a game is under control is the moment of Gainey's triumph.

Ken Dryden 99

NAC Chair report for General Meeting, October 29:

ACADFA had begun preparing for bargaining / negotiations with the ACAD Board next year.

A Negotiations Committee, comprising three full members (including the Chair) and an alternate, will be struck by the end of October. This will allow adequate time for school chairs to find appropriate replacements for the three full members who receive a one course teaching release for their service.

A request was made to the four Chairs to forward a call for interest regarding NAC service.

In November, a call will be sent, asking for faculty-generated thoughts on what would improve the working environment and hands on realities of day to day work at ACAD. Items or language in the CA that faculty find confusing, require clarification, etc., should also be flagged.

A letter declaring ACADFA's interest to bargain will be delivered to the Board of Governors by way of ACAD President's office on the second working day of March, 2019.

NAC will attend the ACIFA NAC meeting, scheduled for January 26 (Edmonton). Canadian Association of University Teachers (CAUT) is sending an expert on collective bargaining to make a presentation.

New items:

NAC membership confirmed: Chris Frey, SCCS; Justin Waddell, SVA, SCEM, SCD, SCCS; John Calvelli, SCCS, and Karl Geist, SCD (alternate)

Chairs and HR (Payroll) have been notified regarding teaching releases for NAC members

A strategy for sending out call to faculty for bargaining items is being developed

Schedule for meetings with LRO Brian into December has been set

ACADEMIC COUNCIL REP | John Calvelli

Academic Council last met on October 17. A report concerning that meeting was given on at the Annual General Meeting on October 29. The next time Academic Council meets is November 28.

I have nothing else to report.

FAC REPRESENTATIVE | Zimra Beiner

Applications for Funding of Professional Affairs were reviewed on September 26th 2018. As a committee, we recommended 7 applications be approved, 4 of which were fully funded, 3 were partially funded, equaling a total amount of 9,995.42. The yearly maximum amount to be divided is 40,000, therefore we have 30,004.58 remaining for the next two rounds of applications. One of the committee's important points of discussion revolved around the need for the applicants to clearly identify their budget, and provide clear quotes where possible.

Sabbaticals

Three applicants were recommended for approval for sabbaticals in the 2019/2020 academic year. Daniel Doz has until December 1st to make approvals.