

ANNOUNCEMENTS

**Pop-Up Potluck Christmas Party
For Members of ACADSA, ACADFA + AUPE
FRIDAY DECEMBER 15TH @ 5 PM
ROOM 371
TO HAVE SOME CHRISTMAS FUN IN SOLIDARITY!**

CONGRATULATIONS!!

**FACULTY
LONG TERM SERVICE AWARDS**

Presented at the Holiday Party
December 11, 2017

Susan Menzies 20 Years
Christopher Frey 15 Years
Jennifer Salahub 15 Years
Dianna Sherlock 15 Years
Richard Gorenko 15 Years
Rita McKeough 10 Years
Christopher Willard 10 Years
Paul Robert 10 Years
Heather Huston 10 Years
Brian Flynn 10 Years
Jennifer Merio 5 Years
Robert Lewis 5 Years
Chandra Vermeulen 5 Years

**ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS
(ACIFA)**

<https://www.acifiaweb.com/>

**The ACIFA Climate Survey is live until 11 AM December 15th
Please complete the survey**

<https://www.surveymonkey.com/r/ACADFA2017>

**CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
(CAUT)**

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

ACADFA EXECUTIVE REPORTS

Presented at Executive meeting December 12, 2017

President - Natali Rodrigues

My dear fellow members,

This will be by necessity be a longer report. At the end you will find a list of the activities that I have undertaken as your representative.

I would like to encourage you all to take part in the annual ACIFA Climate Survey. It is an important tool for the faculty association, to gauge the climate and some of the systemic issues that we all face. As we go through this challenging time of program prioritization, program cyclical review, and financial crisis, it is incredibly important to be as open and evolved with us as you can. I say this simply because we are your voice when meeting with the administration. It is your mandate that shapes our responses and action.

It has been an exasperating and difficult few months as we learn the taste of the new austerity planning the College is undertaking. It is somewhat breathtaking to imagine the scope of changes that are being proposed and the vacuum of information we are asked to make these changes in. The scope seems to be best defined by consultant Ron Bond's report. I would encourage you all to read the report and annotated minutes from the question and answer periods. You can find some of these documents, with the video of the faculty Townhall on the Infolab. In addition, some of the Schools have released program prioritization documents on the individual School Council Mosaics. It is up to the Chair what will be posted, some have posted the rubric that will be used for deciding what to cut and how much. It is really vital that we all have a degree of fluency with these documents as the Administration has begun to enact some, if not most of Ron's suggestions. It will also help to contextualize some of my concerns.

There is a task force that has been struck to start implementing the Program Prioritizing Process. It has been named the Future Undergraduate Curriculum Taskforce (FUCT). They are charged to deliver an initial plan to Academic Executive by the end of February, and the final draft by the end of April. This is a very short timeline for such a process.

In a summative way, my concerns about the Program Prioritization are as follows. The faculty have been provided little to no documentation of the budget crisis; the reduction in cost fluctuates between \$ 1,000,000 and \$ 1,500,000. The process of cuts seems to be driven primarily by budget and not by curriculum or outcome. During the Schools' Townhall follow-ups, the members of administration acknowledged the difficulty of the task ahead as the college has a limited ability to gather the data required and analyze the data. They also indicated that there would be no independent cost analysis for each business unit. The final concern is the haste with which the process is being done. The usual time line for an activity like this is 18 months to two years, our process is to be concluded in March.

I have always thought of the College as an ecology, where each staff member plays a significant role in leading to the final moment of convocation. To further this analogy, curriculum, facility, support systems, faculty, etc. are all partners to that goal. I have been meeting with AUPE staff and the Students' Association as a way of developing solidarity to share information, and find some form of clarity. To this end, we have planned a pop-up Potluck Christmas/ Holiday party on December 15, 5pm, room 371. (You are heartily invited).

In light of the climate, we would like to ask you to provide us with your personal email. We will be using it for one thing only, and that is to send you a brief questionnaire. I apologize for sending another one. It is a good tool, however, if we cannot find a common meeting time to discuss these issues.

ACADFA Grievance Officer Jeff Lennard, and I have been dealing with some possible grievances. We have also been working closely with our ACIFA Labour Relations Officer closely on these matters, which includes ratio, workload, sabbatical leaves, etc. There has also been an increase in the number of faculty who have felt marginalized or pressured during committee or School meetings. It is your right to question and disagree in these meetings. It leads to a rigorous process and stronger outcomes, and is part of your Academic Freedom. It has been a very active semester for Jeff, and I thank him for all his hard work. In saying that, please do contact us if you have experienced something more than that. I also want to thank all of you who have helped identify issues, as they relate to the collective agreement and climate.

We have had several conversations with the employer about the amount of Service faculty are expected to do, which includes committees (ORRA, Student Experience, Schools, etc), service in the community, but also Program responsibilities, etc. If you are approached to be on a committee or to do service in addition to what you have discussed with your Chair prior to the commencement of the academic year², please direct that individual to your Chair. This should be done both in consultation with you and in consideration to what you already do for the College, your School and Program, research practice, etc.

I would also like to remind our colleagues, who are Sessional, that ACADFA is your association. Should you be facing any challenges or questions in regards to the collective agreement, please don't hesitate to contact ACADFA Sessional Representative Mark Giles, Grievance Officer Jeff Lennard, or myself.

On a slightly lighter note, for those of you that have been issued a computer from the College, there is a plan to replace the older models starting in January.

There have been some significant changes to the Post-Secondary Learning Act that impact us as an association, especially how and what we can do³. Some of the key impacts are: the Duty of Fair Representation, the end to compulsory interest arbitration, and the move from association to union. We continue to work on issues relating to Rank and its procedures, including timelines, eligibility, etc. We continue to work on Sessional issues, including annual evaluation and notification of contracts.

Please let us know if you have any questions, or concerns.

In solidarity,

Natali

- 1 Parental leave as it impacts eligibility, and clarifying the language as to when are to be submitted.
- 2 ACADFA Collective Agreement, Article 10.02
- 3 <https://www.ucalgary.ca/utoday/issue/2017-05-08/university-implement-changes-triggered-bill-7-Bill-7>

Sessional Rep - W. Mark Giles, PhD

My regrets for not attending today's meeting. It conflicts with an exam in one of my classes.

I have little to report of "official" business. I did attend the Contract Academic conference hosted by CAUT in Toronto in October. I think the biggest takeaways I got from that meeting are related to communications and governance. Communications related items include info sessions on campus, but also bridge-building with permanent academic staff and community-building among contract staff. In terms of governance, items include incorporating contract academic staff into negotiations, and where possible advocating for contract participation in committee governance.

I will have a fuller report in the new year.

Indeed, one of the reasons my report is more unofficial is that my own time has been pinched by the fact of contract work: In November I was teaching the equivalent of 6 full-time courses with three different employers, as well as doing my own practice, and negotiating life events.

In my unofficial pulse-taking of contract academic staff here at ACAD, I find attitudes of fatalism, anxiety, and bitterness. To quote my own note to my last school meeting, I feel like I am being asked to design my own gallows.

I look forward to the new year, when my teaching load and income will be less than a full load — but I will have time to organize communication events around the contract academic issues.

Grievance Advisor - Jeff Lennard



This is the time to pay attention to what matters most.

A faculty colleague reached out this past week, confused, "You appear to be overly happy."

I had a great class.

There have been some potential issues this past semester than all of my previous seven years of being the Grievance Advisor. I'm not complaining. But I am very concerned.

I have a total of twelve dockets opened.

Of special concern, that I can mention, are ratio, workload, interpretations, and early retirement and its impact on Eato. Article 2.02 indicates that the Board recognizes ACADFA as the exclusive bargaining agent for all employees employed as academic staff.

To give ratio a little context, we currently sit at 52%, the CA requires 70/30. There are 2 searches going on, one's an LTA, with early retirement approaching, there is no plan for replacing the retirees. Estimated at 13?

And some good news. I am pleased to advise my colleagues that we were able to resolve computer issues and administration is planning to have new updated computers for permanent faculty by the start of the winter semester. Two other conflicts have been resolved without going to formal grievance procedures.

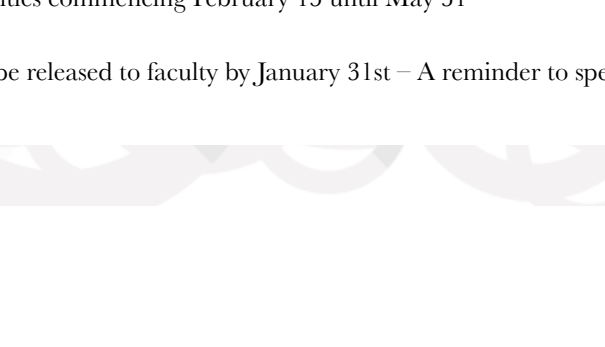
I have been acting quickly on conflicts in an attempt to support faculty, engage resources to build cases and have been researching potential conflicts, to better prepare for any eventuality.

An important issue that will likely rise up, Con Ed and online studies. Administration appears to be pushing to grow these areas, without any academic rigor or process; all of our senior academics are gone. A source mentioned to me that faculty are being interviewed to teach for credit classes. I suspect that admin hopes to sneak this through.

2017 has been frustrating, the government's refusal to accept admin's sustainability plan has administration in a funk, the ensuing Ron Bond report piled on, and the continuous unexpected decisions have left many faculty confused, concerned about their future, looking for leadership, being loaded up with extra work and worse locking down, disengaging. We need to know so we can help, and we need all faculty engaged so we can work together to fix all of this.

Our relationship with administration has been respectful. Financial challenges have been a clear focus but I'm losing a little confidence when our leadership possesses that much hubris to name the committee to help us through it, FUCT, just saying.

I love this time of the year, spending time with family. So I'm happy. But worried.



May all your perspectives be happy ones.

Negotiations Advisory Committee Chair - Justin Waddell

On November 22nd I attended Joint Consultation. A request for a copy of the complete Sustainability Plan submitted to the Ministry was made with specific emphasis on the Financials. This request was put forward as an effort to aid our membership in working with College administration toward meeting the requirements set by the Ministry.

Following on the Academic Rank Placement, Promotion, and Appeals information session for faculty; an additional FAQ was drafted and forwarded at the request of HR. I also followed up with HR requesting that a committee be developed to formally review the Evaluation Procedure 400.18.01, which was due for review in Sept. 2016. The Evaluation Procedure was on the Joint Council agenda last year as it figured prominently in several ACADFA Sessional Representative reports as well as I alignment with the work being done with the ARPPA Committee. In addition, I have sent an email to HR noting that the LOU on the Incorporation of Rank Procedure requires that, "a committee of the board and the Acting Director of HR to formalize and finalize the terms for hiring that the committee be struck by the end of December 31st of the Hiring Guidelines."

BOG Rep - Ian Fitzgerald

Board meeting and retreat occurred on November 18th. The retreat was actually quite successful in terms of active discussion --- as there are meaty issues on the table and the setting (Lodgepole centre with seating in the round) was conducive. There was discussion around responding to "the letter" and concerns around the college being able to focus on certain priorities as opposed to a more scattershot approach to problem solving. Ron Bond participated effectively in the discussion and elaborated on his report.

The board meeting was short and there was quite a bit of discussion around the Early Retirement Incentive Program. It has been conditionally approved (at least the funds made available) pending more thorough legal and ethical scrutiny.

Other salient points to add are:

- MacEwan University in Edmonton is apparently close to launching a design degree which would seem duplicative, vis-à-vis ACAD's provincial mandate. Red Deer College is also ready to deliver a new applied degree program in animation once they receive approval from Alberta Advanced Education. Cause for concern and there will be further discussion with Advanced Education to see how this plays out ... conceivably ACAD would have some involvement in these;
- The province has extended the wage freeze for non-bargaining staff till June 2019.

The Advancement committee met again and will be adding new members (at least two of the recently-appointed public board members), presumably to strengthen that committee's contribution to fundraising efforts. Of note, evidently board committees will be eliminating staff, faculty and student members (henceforth, public governors only) to comply with certain GoA legislation and governance guidelines. Don't know when this will occur (it likely will impact Justin's pending election to the Finance & Audit committee).

FPAC Rep - Martina Lantin

Two sabbatical applications were received — both for 6 month Sabbaticals and both were forwarded to the Interim VPAA for approval.

As the collective agreement states — we have up to 30 months of Sabbatical funding available. The committee raised the question — to be followed up by the chair — what happens with the remaining (in this case 18 months) of Sabbatical funding? Where the PPAF is limited and past avenues of additional research funding remain dormant it would be of great benefit to faculty development if the funds not needed for Sabbatical were added to the PPAF. Hopefully we will have more information to share soon.

FPAC will be convening — digitally or in person is yet to be determined — to finalize the clarification of application language for both PPAF and Sabbatical applications. The next round of PPAF applications are due January 15 for activities commencing February 15 until May 31

PERA balances should be released to faculty by January 31st — A reminder to spend any funds that may be in jeopardy.