

ANNOUNCEMENTS

NEW COLLECTIVE AGREEMENT RATIFIED

ACADFA held its ratification meeting for the newly negotiated contract Thursday (Sept. 11). Thanks to all those who came and participated, and of course to all those who cast ballots in the ratification vote.

The new Collective Agreement of July 1, 2013 - June 30, 2016 has been ratified by the membership, with a simple majority (50%+1) of votes cast in favour.

61 ballots were cast
60 voted yes

One ballot was...I want to say "destroyed" but the illustrations on it were actually quite lovely. We were unable to decide whether a sketch of Gord Ferguson counts as a yea or a nay.

The Board of Governors approved the new Collective Agreement at a meeting on September 20th.

The new salary and benefit changes will be reflected on your October 15th, 2014 pay cheque and will be retroactive to July 1st, 2014.

In any case, best wishes, and thanks to our ACIFA Labour Relations Officer, Terry Sway, NAC Team, Chris Frey, Laurel Johannesson, Karl Geist, Natali Rodrigues and Patti Dawkins, for seeing this through.

ACADFA President, Dr. Alex Link

ALBERTA COLLEGES & INSTITUTES FACULTY ASSOCIATIONS

ACIFA Teaching and Learning Award

ACIFA will award up to two grants of \$1,000 each annually for research projects related to improving teaching and learning conducted by members of ACIFA.

Applicants submit their proposal directly to ACIFA by November 15, 2014
Applications are judged by a sub-committee of the ACIFA Professional Affairs Committee.

The award is funded by The Alberta Public Post-Secondary Education Trust Fund.

ACIFA 2014 Award for Innovation in Teaching

ACADFA is now accepting nominations for the Alberta Colleges and Institutes Faculty Associations' 2015 Award for Innovation in Teaching.

The successful recipient of this award receives \$1500 and ACADFA receives \$500. The deadline for submitting nominations to the ACIFA office is **February 13, 2015**

Please contact the ACADFA office if you have any questions about the award.

PLEASE CHECK THE ACIFA WEBSITE FOR FURTHER INFORMATION
<http://www.acifa.ca/>

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT) BULLETIN AVAILABLE ONLINE

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

THE FOLLOWING REPORTS WERE PRESENTED AT THE ACADFA EXECUTIVE MEETING SEPTEMBER 24, 2014

President's Report - Alex Link

- The Grievance Officer and I have met twice with the HR Director to discuss the ratio with an eye to the October first grievance deadline to which we have agreed. What has emerged is a plan for 14 positions over the next two years. We are currently awaiting the chairs' recommendations with regard to what positions, precisely, are to be advertised for this year. HR expects a list of open positions from the chairs that will then be advertised in mid-October. In our discussions, I've mentioned the possible need to revisit the ratio in the future to address its potential dilution with the expansion of faculty to encompass senior academic administrative offices. The HR Director brought the results of our discussion to the administrative group September 22.
- The college is interested in combining a ratio LoU with language around rank in the collective agreement. At the moment, this language would more accurately be called "titling" rather than rank, insofar as it would not affect remuneration. I have been provided with a rough proposal that would: a) expedite the several pending rank applications for full professor; b) grandfather all current permanent faculty into the position of associate professor c) create a series of ranks for individuals without terminal degrees, recognizing their expertise while providing clear information for the credential assessments of CAQC in anticipation of possible future graduate degrees, etc.
- I participated in a new revision of the code of conduct—thanks to those of you who submitted suggestions. All of our recommendations were adopted.
- The AVP Academic facilitated hiring a curriculum coordinator, and making this an ACADFA position. This individual would facilitate the creation of curriculum in a manner that integrated it successfully with existing curriculum with an eye to long-term academic planning.
- I consulted in a voluntary workload reduction for a member.
- I met with the President. We discussed the ratio, and long-term plans toward securing increased government funding.
- I sit on the Academic Planning Group, which will submit a body of recommendations to council in December. Its role is to consider ways in which we might revise curriculum planning, requirements, delivery, etc. in ways that work to our advantage in terms of clarity, efficiency, financial management, etc. The AVPs and chairs comprise this group. I am there as ACADFA representative should any of the proposed curricular changes have contractual implications.
- I took part in Joint Consultation on September 23, where much of the above was discussed, as well as the need to gather information on the performance of the new academic administrative structure before revisiting the current LoU. We also indicated our need for clarity around sessional faculty coverage for off-campus work-related travel.

NAC Chair - Chris Frey

Dr. Christopher Frey (Chris) announced his reassignment as ACADFA NAC Chair (from Interim) to the membership at the General Meeting. At the same meeting, Frey presented the Memorandum of Agreement and reviewed primary details prior to calling a membership ratification vote. Terry Sway was on hand to answer questions and make clear that the agreement was carried out in good faith, with hard work from NAC, and represented a "good deal" with respect to current negotiations at other Alberta post-secondary institutions.

As of September 17, as announced by Patti Dawkins, ACADFA members have by ballot voted in favour of the proposed agreement. The agreement now proceeds to the Board of Governors for final ratification followed by implementation.

For Executive discussion: Frey is considering a public review of the CA, open to all members of the college (faculty and staff). It would involve line-by-line reading and open the floor for general discussion and brainstorming around Articles. The intention would be to inform, educate, and generate feedback on the CA from a wide body of readers to consider while preparing for forthcoming negotiations, Spring 2016.

Special note: None of the above would have happened as seamlessly and painlessly as it did and does if it wasn't for support, guidance, and labor from Patti Dawkins, Carissa Matthews, Amy Lo, and Terry Sway.

For your information, here is a brief summary of the agreement (all positive changes affect both Sessional and Permanent faculty, with the exception of a top up on 10 month sabbaticals, from 76% to 80%):

TERMS OF SETTLEMENT MONETARY ITEMS July 1, 2013 - June 30, 2016

- Year 1 All Faculty, Counselor(s) and Librarian(s)**
 - No Increase to grid or Benefits
 - Professional Development • Increase by \$50 per year to \$1,350 per year
- Year 2 All Faculty, Counselor(s) and Librarian(s)**
 - Increase to entire grid by 2.5%
 - Benefits • Increase Employer Contributions to Group Life Insurance from 73% to 100% • Increase Employer Contributions to Extended Health from 73% to 85% • Increase Employer Contributions to Basic Dental from 73% to 85%
 - Professional Development • Increase by \$50 per year to \$1,400 per year
- Year 3 All Faculty, Counselor(s) and Librarian(s)**
 - Increase to entire grid by 2.5%
 - Benefits • Increase Employer Contributions to Group Life Insurance from 73% to 100% • Increase Employer Contributions to Extended Health from 73% to 85% • Increase Employer Contributions to Basic Dental from 73% to 85%
 - Professional Development • Increase by \$50 per year to \$1,450 per year

Sessional Representative - Diana Sherlock ACADFA Sessional Report

As stated at the AGM, I would like to be involved with Joint Consultation meetings that involve discussions re:

- Sessional hiring — criteria, timetabling, contracting
- Rank
- Ratio
- Off campus insurance
- Sessional long-term service recognition

As mentioned at the Fall GM and later followed up on in an email, I am the Research Ethics Symposium Coordinator, and would like to partner with ACADFA on this project. Pooling our resources both financially and intellectually will lead to a more significant discussion of these important issues that involve all of us at the College. I am open to collaborating on content and form. But would need to have confirmed participation of ACADFA and its \$5000 immediately to plan properly.

I would also like to propose an ongoing column in the ACADFA newsletter about Research Ethics.

Similarly I will be looking for web resources in the college where the RES can run an open forum to share articles and information about key topics.

I would like to look at ways to encourage more Sessional involvement in ACADFA affairs. Ideas?

FPAC Rep - Tyler Rock

I've been in the FPAC with Fullalove in his role as the Chair of Professional Affairs Funding Committee about the FPAC committee. I've also been in touch with Rod Corbett at ACIFA about the meeting schedule for the ACIFA professional affairs committee.

FPAC update

Two new faculty members were elected to stand on the FPAC committee at the fall ACADFA general meeting, we welcome Miruna Dragan and Tanya Rusnak to the Faculty Professional Affairs Committee.

The FPAC committee and the Professional Activities funding committee will convene on the first of October. After this meeting FPAC will meet and review the recent submissions for FPAC funding and Permanent Faculty Sabbatical funding applications that were submitted Sept. 15th.

Membership in the committees are as follows:

Faculty Professional Affairs Committee

FPAC Chair	Ben Fullalove
VP President Research and Academic Affairs (Ex Officio)	Alison Miyouchi
Chair, School of Craft and Emerging Media	Kurtis Lesick
Faculty Member, Permanent (elected by ACADFA)	Karl Geist
Faculty Member, Sessional (elected by ACADFA)	Tanya Rusnak
Faculty Member, Permanent (elected by ACADFA)	Miruna Dragan
ACADFA Rep (elected by ACADFA)	Tyler Rock

Professional Activities Funding Committee

Director of Research and Graduate Studies (Chair)	Ben Fullalove (acting to Jan 2015)
Faculty Professional Affairs Committee	All members
4210 Chair, School of Communications Design	Vacant to Jan 2015
5300 Chair, School of Craft and Emerging Media	Kurtis Lesick
5310 Chair, School of Critical and Creative Studies	See acting DRGS-Chair
5340 Chair, School of Visual Arts	Richard Brown
5600 Director, Extended Studies	Bonnie Murdoch
5630 Director, Lillingworth Kerr Gallery	Wayne Baerwaldt
5640 Library Representative	Adrienne Connolly
5650 Director, Philanthropy	Kara Tersen
5660 Faculty Member (elective)	John Calvelli

ACIFA update

The new ACIFA professional affairs committee met three times per year at all three of ACIFA's meetings. As of this academic year the PAC committee will not convene during the fall ACIFA meeting. Instead we meet during the winter and spring meetings of ACIFA. The next (and my first) ACIFA meeting for the professional affairs committee will occur on January 24th 2015.

ACADFA BOG Representative - Ian FitzGerald

Board of Governors Retreat & Meeting (September 20)

The newly constituted board met Friday night and all day Saturday to socialize, get oriented to the current priorities and challenges and conduct some business. The new Chair, Carol Ryder, has already succeeded in creating a tone of openness and positive energy. New members are already speaking up and some second-year members are participating more in discussion.

Here are some highlights/notes:

There is a new Minister of Innovation & Advanced Education, Don Scott Q.C. who is the MLA from McMurray and a lawyer with oil and gas background;

There is a newly produced annual version of the Comprehensive Institutional Plan (C.I.P.) that outlines what is planned and how things are shaping up, college-wide --- worth a look if interested in proposed future direction;

Administration has laid out a "Transition Structure" that shows four main sectors (academic and student affairs, engagement, financial services and strategic support services), with respective activities and responsibilities. It is called transition as it features three associate vice-presidents in academic and student affairs rather than a vice-president;

The Sustainability Strategic Planning Process is tentatively underway with an academic plan, financial plan, facilities plan and engagement plan as the components --- these plans are in order of priority and sequenced as such;

During the proceedings of the weekend, the most optimistic comments came from external community members who are hopeful that government will be more receptive to ACAD requests for support; by contrast, faculty and student voices were more muted (I was reminded of a war correspondent's note that the further from the front, the rosier the reports become);

"For the first time ..." was recited several times, in reference to a spirit of communication and cooperation in the front office ... particularly between student services, HR, and academic affairs;

Many of the concerns identified by the Office of the Auditor General (the auditors are currently at ACAD again) have been rectified and improved;

There is a vitality on the board that sparks optimism;

The Mission, Vision and Values may be re-visited soon ...

Talk of ACAD's centennial in 2026 was advanced --- we call this advance, advance planning.

Newsletter Editor - John Calvelli

This call for the next newsletter was sent out this past week and announced at the AGM:

My esteemed colleagues:

Once again, I'd like to encourage you to submit your work for publication in the next issue of the ACADFA Newsletter.

Have you had a recent show? Would you like to let share your work with your ACADFA colleagues? Do you have an interesting story you would like to relate? Do you wish to share your research with those who work with you at the college? Would you like to receive a Newsletter check-full of interesting a vital work? Would you like to help create community at ACAD by sharing with each other what is most important to all of us?

Then please submit your images, text or both to the ACADFA Newsletter!

Our deadline for submissions will be October 14, the day following Thanksgiving. Submissions can range from one image or a few words, to a feature length article or multiple images. It can deal with what's happening at ACAD or with your creative endeavours. You may consider submitting an article on your recent or upcoming shows, publications, achievements, travels, fiction, poetry and more. If you have an idea for a story, feel free to discuss it with me.

Technical specs

Images should be 300 dpi tifs at approx. 4" x 6" (or 1800 pixels on the longest dimension). If you plan on writing a larger piece, please contact Patti or myself so we can plan for it.

Please don't hesitate to ask any questions or request clarification. Correspondence may be addressed to me john.calvelli@acad.ca and/or patti@acadfa@telus.net

Discussion on reaching out to members to encourage submissions to the Newsletter

Restarting publication of the e-bulletin

VP/Treasurer - Mitch Kern

Financial Report September 24, 2014

CODE	DESCRIPTION	2014/15 YTD	2014/15 PROJECTED	2013/14 ACTUALS
ASSETS				
1030	Floyal Bank Balance September 2, 2014	\$ 12,057.85	\$ 10,000.00	\$ 15,819.44
1050	Tangerine Balance August 31, 2014	\$ 48,551.21	\$ 70,000.00	\$ 55,382.05
1060	Scotia Mcl.eod Balance September 24, 2014	\$ 239,290.00	\$ 290,000.00	\$ 229,006.60
1061	Scotia Mcl.eod Cash September 24, 2014	\$ -	\$ -	\$ 80.58
TOTAL EQUITY September 24, 2014		\$ 294,899.06	\$ 310,000.00	\$ 300,186.60
REVENUE				
4210	Membership Dues	\$ 14,184.43	\$ 70,000.00	\$ 71,292.49
4310	Interest on Reserves - Scotia Macleod	\$ 751.40	\$ 2,200.00	\$ 2,226.30
4315	Interest on Reserves - Tangerine	\$ 185.16	\$ 500.00	\$ 578.24
TOTAL REVENUE		\$ 15,120.99	\$ 72,700.00	\$ 74,097.03
EXPENSES				
5310	Executive Meetings	\$ 174.29	\$ 1,800.00	\$ 1,683.23
5320	General Meetings	\$ 210.03	\$ 800.00	\$ 821.74
5330	Conferences/Workshops	\$ 2,186.22	\$ 7,500.00	\$ 7,597.76
5340	Hospitality	\$ 851.86	\$ 1,500.00	\$ 962.72
5345	Gifts	\$ 127.04	\$ 500.00	\$ 695.27
5350	Donations	\$ -	\$ 200.00	\$ 643.00
5410	NAC/Joint Consultation Meetings	\$ 431.81	\$ 700.00	\$ 995.20
5430	Office Supplies/Maintenance	\$ 689.61	\$ 2,000.00	\$ 1,670.17
5430	NAC Arbitration	\$ -	\$ 30,000.00	\$ 222.08
5450	Software	\$ -	\$ 450.00	\$ 70.00
5460	Grievance/Legal Advice	\$ -	\$ 2,000.00	\$ 909.38
5460	NAC Dismissals	\$ -	\$ 150.00	\$ 159.44
5510	ACIFA - Dues	\$ 7,300.00	\$ 15,000.00	\$ 14,230.00
5530	CAUT	\$ -	\$ 3,000.00	\$ 2,928.35
5600	Revenue Canada	\$ 1,845.51	\$ 7,700.00	\$ 7,510.16
5610	Staff Wages Net	\$ 5,063.30	\$ 23,000.00	\$ 21,218.38
5630	Staff Benefits	\$ 2,552.35	\$ 6,000.00	\$ 5,619.85
5630	Staff Professional Development	\$ 689.61	\$ 2,000.00	\$ 654.25
5640	Office Supplies/Maintenance	\$ 275.61	\$ 500.00	\$ 1,081.18
5650	Phone/Fax/Internet	\$ -	\$ 2,350.00	\$ 2,293.68
5670	Postage/Courier	\$ 24.00	\$ 100.00	\$ 5.07
5690	Rent/Lease	\$ -	\$ 1,000.00	\$ 906.39
5700	Retirements	\$ 658.00	\$ -	\$ 643.00
5720	Insurance	\$ -	\$ 2,000.00	\$ 1,746.16
5730	Newspaper Production	\$ -	\$ 500.00	\$ -
5740	Capital Asset Purchases	\$ 25.00	\$ -	\$ (2.37)
5750	Website	\$ -	\$ 200.00	\$ 160.68
5360	Memberships/Initiatives (Speakers, Panels, etc.)	\$ -	\$ 5,000.00	\$ 5,000.00
TOTAL EXPENSES		\$ 23,116.43	\$ 141,620.00	\$ 147,911.10
TOTAL REVENUE			\$ 72,700.00	\$ 74,097.03
TOTAL EXPENSES			\$ 141,620.00	\$ 78,888.13
Surplus/Deficit		\$ (7,997.44)	\$ (68,920.00)	\$ (4,791.10)