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**ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS**

ACIFA 2017 Spring Conference  
May 28 to May 30, 2017  
Registration is now open

Due to venue capacity registrations for this year's conference are limited.  
Once the cap has been reached registrations will be closed.  
Extra guest meal tickets are also limited in number.

<https://event-wizard.com/ACIFA2017/0/register/>

Conference information is available on the ACIFA website  
<http://www.acifaweb.com/copy-of-acifa-2017>

If you have any questions please contact.  
ACADFA

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403 284 7613

or ACIFA

[kerri@acifa.ca](mailto:kerri@acifa.ca)

1-780-423-4440

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

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

<http://www.caut.ca/bulletin/articles/2017/0>

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**ACAD SOCIAL FUND COMMITTEE**

ACAD is looking for a faculty member to sit on the Social Fund Committee.  
Contact the ACADFA Office if you are interested.

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**REMINDER TO SESSIONALS**

Sessionals you need to reapply for the Sessional pool when your letter expires.

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**THE FOLLOWING WRITTEN REPORTS WERE PRESENTED  
AT THE ACADFA EXECUTIVE MEETING  
FEBRUARY 23, 2017**

**Interim President - Justin Waddell**

Following up on the ACADFA GM on February 2nd, I attended Academic Rank, Placement, Promotion and Appeals Committee (ARPPAC), Faculty Professional Affairs Committee (FPAC) (as a faculty member and not an ACADFA Representative), as well as my monthly 1:1 meetings with the President and the Vice President of Research and Academic Affairs (VPRAA). My FPAC report follows this report and the ARPPAC report will be detailed in the Negotiations Advisory Committee (NAC) Report. I can say however that both committees have been working to negotiate the development of a proper research program at ACAD, whether through an acknowledgement of our institutional need to establish sustainable research funding, or through the articulation/identification of a comprehensive procedure that properly recognizes faculty contribution and workload. I brought concerns forward to both the VPRAA and the President with regard to the current Faculty Evaluation Procedure (400.14.01) and it was recognized that this procedure was to be reviewed in September 2016 and is currently overdue. There is the potential that work done on the ARPPAC will effect discussions on the Evaluation Procedure and if possible, we will wait to open the Procedure until after the ARPPAC delivers their recommendations.

On February 14th, I met with ACADFA Sessional Representative to work towards answering some of the questions and concerns outlined in their previous reports. It was noted that there was a low turnout of Sessional Faculty at the GM and that ACADFA would like to work to repair relations and support our membership. A key concern that was brought forward was in regard to Course and Faculty Evaluation Procedures. As mentioned, ACADFA is in discussion with the Vice President Administration (VPA, formerly the Vice President Finance + Corporate Services and Executive Director, Human Resources) to address the issues identified and plan to have revisions to both Procedures before the start of the next term.

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**FPAC Report - Justin Waddell**

FPAC met on February 9th with Kathryn Shailer (Chair), Scott Cressman (Vice Chair, alternate for Alex Link), Tanya Rusnak, Miruna Dragan, Justin Waddell, and Paul Hudson (alternate for Martina Lantin) present. There were eleven (11) applications with a total funding request of \$22,859.10. The FPAC had determined in the previous meeting to distribute the total annual funding (\$40,000) to about \$13,000 per round. In this round, we fully funded one (1) application, partially funded eight (8) applications, and did not fund two (2) applications to a total approved funding of \$13,357.18. Kathryn Shailer as Acting Chief Research Officer and Special Advisor for Graduate Studies + Internationalization (ACRO/SAGSI) offered support funding from the Office of Research and Graduate Studies for three (3) applications that would include ACAD representation for the Graduate Program totalling \$1,500.00.

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**Negotiations Advisory Committee (NAC) Chair - Chris Frey**

Some people regard language, when reduced to its elements,  
as a naming process only  
— a list of words,  
each corresponding to the thing that it names.  
—Ferdinand Saussure  
Nature of the Linguistic Sign  
1916

I attended the Alberta Colleges and Institutes Faculty Associations (ACIFA) Negotiations Advisory Committee (NAC) Chair meeting in Edmonton on January 28. Here's a brief summary of the items presented/discussed at the ACIFA meeting:

all colleges report climate surveys indicating things are not well  
include language to guarantee salary payment in the case of a natural disaster  
update Collective Agreement on the ACIFA website  
have clear language in Association's Constitution and By-laws for removal of an executive member  
Lawyer Paul Daniels will be attending the NAC Chairs' meeting in May to discuss Academic Freedom and Intellectual Property  
Letter of Expectation (new item used by management) is not the same thing as Letter of Reprimand (ACAD's Article 28). It is not meant to be disciplinary and therefore not referenced in the CA; but it would become part of a paper trail should discipline eventually occur  
Between Valentines Day and Father's Day a decision will be made regarding post-secondary faculty's right to strike. If decision favours strike/lock out action the current process of binding arbitration will no longer stand. Terry advises preparing in advance language to represent the change (ACAD's Article 20.05 and 06).  
NAC Chairs voted in favour of having ACIFA Presidents discuss a province wide defense fund  
Sector-wide bargaining model remains under consideration of provincial government. Two options: 1 tier (Ontario model); 2 tier (B.C. model). It is being called "Provincial Bargaining" in either case and there is currently no idea where PB will go

With respect to the Letter of Understanding on Rank placement, promotion, and appeal, Academic Rank, Placement, Promotion, and Appeals Committee (ARPPAC) continues to meet and has sent out electronically (through the ACADFA office) to all permanent faculty a questionnaire seeking responses regarding criteria for equivalency. The deadline for responses is February 28. ARPPAC will see what it gets and go from there.

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**ACADFA Representative to the Board of Governors - Ian FitzGerald**

Board meeting on February 22nd was the first since September with a full slate of board members. Carol Ryder has been re-appointed as Board Chair, Jim Stanford and Natasha Pashak have been re-appointed as members and Dale Turri and Amanda Hu have been appointed as new members. There will likely be some further shuffling to chairs of various committees as things settle over the next couple of months.

The most animated discussion at the Feb. 22nd meeting was essentially covering familiar territory: we have presented a growth plan to the government, which they support but cannot fund at the moment; they have resisted the notion that ACAD as currently funded needs to get smaller to do its work properly. There is a bit of a 'no man's land' being felt as we are not allowed to run a deficit (which is what is really required to maintain the status quo), or grow or get smaller. This was talked about. There was also a need articulated to share the situation with the college community at large. An email from the president's office today has started this process.

The HR & Governance committee has been active with a review of terms of reference and so on; motions of this nature were passed.

There was quite a bit of interest shown with regards to ACADSA challenges --- some students going rogue, concerns over the 4.5 hours versus 6, communications issues between the ACADSA exec and its constituents.

Good to have a full board again and there will be an opportunity to re-stock again come June when some current terms are up.

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**Communications Officer - Laurel Johansson**

A general call for submissions for the next ACADFA newsletter went out via e-mail on February 15th. In addition... we are working on ways to honour the retiring faculty with special feature stories or interviews. Sessional faculty are being personally contacted to encourage submissions.

Patti and I are looking forward to presenting an exciting Spring issue of the ACADFA newsletter by the end of the semester.

The deadline for submissions is March 22nd.

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**Sessional Representative - Mark Giles**

1. Sessional turnout for Winter General Meeting: while the overall turnout was low for the WGM, the sessional turnout was very low. I had received word from a handful of sessionals who teach only a single class, and who have professional art and design commitments outside of ACAD, that attending meetings is very difficult. I believe that it behooves the ACADFA executive to demonstrate to sessionals that sessional participation is vital for ACADFA to fulfill its mandate. Possible courses of actions:

a. direct correspondence by ACAD executive members to sessionals acknowledging the importance of sessionals. This could take the form of emails, columns in the newsletter.

b. An edition of the newsletter devoted to sessional work, sessional issues as relating to collective agreements at ACAD and elsewhere, profiles of sessionals.

c. A publicly declared commitment by ACADFA to frame priorities following the ARPPAC with a clear focus on matters that relate to the association's largest constituent body.

2. Meeting with ACADFA President and Office Manager: On Feb 14, I met with the President and Office Manager. There was discussion that the sessional reports and feedback to date this academic year have focused a lot on the temperament of sessional faculty vis-à-vis ACAD and ACADFA. Three priorities for action were identified:

a. the usual request that contracts be assigned as early as possible, preferably before the end of winter term. While at present the institution seems to be at the mercy of provincial budget decision, registration timelines and timetabling, this writer is of the humble opinion that if these contract offers were causally made a priority by ACADFA as a point of discussion, and by ACAD as a point of action, change is possible. At this point it seems reasonable to repeat my opinion that without the contribution of sessional faculty, ACAD would fail.

b. The second priority is an audit and overhaul of evaluation procedures, and the inclusion of evaluation in the CA going forward. Sessionals feel particularly vulnerable here. There is concern: that when evaluations are conducted, sessionals are evaluated similarly across the schools; that teaching/research-practice/service is fairly assessed; that student course evaluations are not used as a cudgel. There is some concern that SCE's are used differently in sessional evaluations than in permanent evaluations. And of course there is concern that SCE's are being widely distributed. Meaningful evaluation should be formative; it should include peer classroom visits; and it should include necessary training or professional development for those giving evaluations. Many institutions have extensive clauses in CAs covering these matters.

c. The third priority -- related to the first two -- is that perhaps it is time that clear procedures for re-hires and offers be developed that acknowledges existence of not seniority, and established transparency in how courses are offered to sessionals. There is some trepidation that long-time sessionals may be excluded from rehiring due to budget decisions or even to personality clashes.