

ANNOUNCEMENTS

Thanks to everyone who attended the Fall General Meeting
The following positions were filled:

FPAC Members
Tanya Rusnak
Justin Waddell

Health & Safety Committee
Megan Dyck
Charles Lewton-Brain

We still need a nomination for
Academic Council Rep

and volunteers to sit on the
Faculty Evaluation Working Group
and
Faculty Evaluation Appeals Committee

ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS (ACIFA)

ACIFA has retained the services of an experienced Labour Relations Officer (LRO)
Brian McCulloch

Brian will start his new position October 16, 2017.
He is a seasoned labour relations specialist with experience in collective bargaining, grievance handling, arbitration and dealings with the Labour Board.
He has worked in diverse environments, most recently at SAIT, and with many different unions.

His accreditations includes a coaching certification, six sigma certification and extensive mediation and negotiation training through the Alberta Arbitration and Mediation Society.

ACIFA was also successful at retaining the services of a skilled Office Administrator
Pamela Lazo

Pamela is a graduate of MacEwan University who brings with her many years of office management experience.

In addition to these positive developments internally, we also secured an additional meeting with the Minister of Advanced Education, Marlin Schmidt, on Tuesday October 17, 2017.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS (CAUT)

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

**ACADFA EXECUTIVE REPORTS
PRESENTED AT FALL GENERAL MEETING OCTOBER 3, 2017**

President - Natali Rodrigues

I've had a very busy reentry to the college and certainly into the presidency. The College finds itself at a moment in time where significant changes are occurring, and at what feels like a breakneck speed. To that end I'll try and keep my report clear and accurate.

I've had several meetings with members of ACADSA, and AUPE. Both other unions express the same degree of wariness, change fatigue, and consternation. We are hoping to set up some more regular meetings between the three unions.

About two weeks ago Ian Fitzgerald, Mark Giles and I met with Ron Bond, a consultant who has been brought in to develop an implementation strategy for the proposed sustainability plan. His initial mandate was to develop a strategy for the sustainability plan that went to the government. He was very open with sharing the government's response. He read the majority of the letter out loud, and I can report some of the points here. The key one is that the government will not support the proposed sustainability plan. They also are insistent in the letter that the school resubmit its budget for the next three years, starting with the budget for 2018-2019. The letter also goes on to say that although the province is reviewing the funding model for all post-secondary institutions, ACAD should not expect a significant increase in government funding. They were very clear that the government was not interested in funding any new programs at ACAD. The gist of it is that the government wants the college to build a budget within the constraints of the current funding envelope. With this letter, Ron's mandate changed from one of growth to one of austerity. We were careful to ask Ron questions around mandate, timelines, and expectations. He said that they were three key elements to his plan; clear communication is imperative between all the constituents, that some of the decisions being made are difficult and contentious, and that the timing of his plan is six-month horizon.

It is imperative that we as a faculty attend the Sustainability Planning Update Townhall meeting October 11, 1 PM to 2:30 PM in the Stanford Perrot Lecture Theatre. I would also encourage you all to attend any other meetings where budget and sustainability activities are discussed. I would like to set up some kind of rota for faculty to attend the Board of Governors meetings. It is very important that we are engaged and present in the sustainability plan. It is vitally important that we are present and ask questions in these meetings so that our lack of attendance or stony silence isn't read as approval, which it has been up till now. Whatever is coming down the pipe will affect us all, and perhaps not to the positive.

Daniel and I met for the first time this month. I can describe the conversation as cordial. We talked about the letter from the government in regards to the sustainability plan. He reported very much the same things as Ron Bond. We spoke about the three activities that the Ministry is undertaking currently: tuition review, funding review, and university status. The government is clear in the sustainability letter that both tuition and funding won't be increased in the near future for ACAD. He indicated he thought the University status is a possibility, and were to it happen it would perhaps be in the spring when the government opens the Post Secondary Learning Act. We also spoke about the possibility of developing diplomas and certificates throughout the college, as an avenue for growth. We also spoke about the new continuing education classroom that exists in cSPACE.

I've been appointed to the Vice President Academic/ Provost search. We met for the first time last Friday. Knightsbridge Robertson Surette have been engaged to conduct the search. You'll notice that there has been a change in title from Vice President Research and Academic Affairs to Vice President/ Provost.

I have in several of my meetings re-emphasized two deep concerns I have both as a faculty member and as the president of ACADFA: the first that students are not able to graduate within the usual 4 year timeline because of the reduction in course offerings and/or difficulty in registering for classes, the second is the constant flow of consultants through the administrative offices.

I will leave you with one last point, and that is to remind you that ACADFA is the sole bargaining agent for the contract between ACAD and the faculty. If you are approached individually to negotiate a contract, including early retirement or secondment, please remember if you do it outside the mechanism of ACADFA Collective Agreement, we cannot represent you in that matter after the fact.

Sessional Rep - Mark Giles

1. Contract academic faculty are integral members of the ACAD community. Without contract academic staff, the institution would fail.

2. From my point of view as the sessional rep, it was a quiet summer, with few queries directed my way.

Of note was the fact that a rather important budget update was presented in June, when sessionals are not on contract. There was no public documentation about the update posted by admin, so sessionals have relied on word of mouth regarding that presentation. This is probably a moot point as next week's presentation by Dr. Doz will presumably give latest details.

As part of that presentation next week, Ron Bond, a "sustainability consultant" will be presenting his findings. I'll leave it to others to discuss Dr. Bond's role. But of concern to me is that as far as I know I was the only sessional faculty who participated in any of his sessions, and the focus of that meeting was not on sessional roles but cast a wider discursive net; and therefore I am leery as to whether his report can accurately reflect sessional experience.

Obviously I am concerned that sessional labour will play a role in Dr. Bond's report and the college's response. From a management point of view, sessional labour seems a likely "opportunity" for payroll reduction; from a sessional point of view, it feels like vulnerability. But until we know more it is difficult to say what action ACADFA can take. I am open to listening to anyone who has ideas.

3. FAIR EMPLOYMENT WEEK

Oct 23-27 is Fair Employment Week, being organized by the CAUT. I am planning to work with Patti and ACADFA members to host an information table and/or forum on Thursday Oct 26.

I propose as well that ACADFA distribute buttons — perhaps sessional faculty would be willing to wear buttons to class that week that say: CONTRACT ACADEMIC FACULTY — with other wording "Without me this institution would fail." I would hope permanent faculty members would be willing to wear buttons that say something like "I SUPPORT MY CONTRACT FACULTY COLLEAGUES."

4. CAUT is participating in a survey of academic contract staff. The survey is available at: <http://caut.limequery.org/151696?lang=en>

Deadline: Nov. 1, 2017. I urge all sessionals to respond to this survey. One of the issues that has stymied collective action and lobbying on behalf of academic contract workers has been the dearth of accurate information. This survey is one step to improving that.

I will be attending a contract academic forum hosted by CAUT on Oct-20-21. I look forward to collaborating with national colleagues, and bringing back information and actions. One of the key management strategies is to compartmentalize workers — within institutions, yes, but also across institutions.

5. I would like to remind sessional academic staff that ACADFA exists to support all staff under the terms of the collective agreement. That includes matters of grievances. Don't hesitate to contact me, Patti, or the grievance officer with questions.

6. I would like to hear from any sessionals who were required to develop new course offerings.

7. Note: due to the email system, some of you (like me) may not have received information regarding benefit eligibility and option. Please let me know if that is the case.

8. It is never too early to think of the next collective agreement. I know the next round of bargaining will be fraught for all sorts of reasons, but I want to hear from sessionals about issues that would be beneficial to include as part of the agreement. For example, should wording around right of first refusal for contract offerings be included? How can ACADFA best negotiate the roles of sessionals and LTAs to ensure that the system cannot be "gamed" to benefit one party over another (whether that be intra-faculty or between admin and ACADFA).

9. As sessional rep, I will continue to work with the membership both with advocating for: transparency in communication; timeliness in decision-making; and acknowledgement of professional contributions to whatever success the college may achieve.

Grievance Advisor - Jeff Lennard

"THERE SEEMS TO BE A LOT OF SHIT GOING DOWN...NOT SURE WHAT IT ALL MEANS... TRUTH BE TOLD, IT'S BEEN A BIG DISTRACTION...AND I'M NERVOUS."

(faculty member to Grievance Advisor)

HERE'S THE THING.

(NERVOUS BIT) IT WOULD APPEAR THAT ADMINISTRATION IS STRUGGLING TO WORK THEIR WAY THROUGH A LOT OF CHANGE THAT WILL PUT MORE DEMANDS ON FACULTY.

(LOTS OF RUMOURS) HOW WILL ALL THIS IMPACT ON WORKLOAD, WORK ENVIRONMENT, AND FACULTY SECURITY

(GOOD NEWS?) THERE HAVE NOT BEEN ANY ACTIONS BY ADMINISTRATION THAT HAVE BEEN IN DISPUTE WITH OUR CONTRACT THAT HAVE JUSTIFIED FORMAL GRIEVANCE ACTION. (YET)

19.03 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 this agreement.

(IT CAN BE ARGUED) THE LACK OF ACTION, LACK OF LEADERSHIP HAVE AFFECTED FACULTY MEMBERS' ABILITY TO DO THEIR WORK.

4.02 The College agrees to exercise its management functions in a fair and reasonable manner consistent with the provisions of this agreement.

(HMMM) FACULTY MEMBERS DON'T WANT TO CREATE UNDUCE ATTENTION AND PUT THEIR POSITION AT RISK?

HOPEFULLY DANIEL'S TOWN HALL WILL CLEAR UP SOME OF THESE CONCERNS.

I MUST REMIND AND HIGHLY RECOMMEND THAT ANY FACULTY MEMBER THAT FINDS THEMSELVES IN A PLACE OF CONFLICT OR CONCERN, TO CONTACT ACADFA FOR SUPPORT.

2.02 The Board recognizes the Association as the exclusive bargaining agency for all employees employed as academic staff. The Board shall not enter into any agreement or terms and conditions of employment which are contrary to the provisions of this agreement with any employee as academic staff.

FPAC Rep - Martina Lantini

This past spring FPAC concluded the allocation of last year's funds an awarded \$13,042.00. It was a competitive round as \$35,716 dollars were applied for. 13 applications were received – 2 were fully funded, 6 were partially funded, and 5 remained unfunded. A total of \$40,003.02 was awarded last year.

Also this past spring, the committee worked diligently to revise the guidelines and ranking matrix for both Sabbatical applications and PPAF. These will be finalized in the coming month and will be available as a part of the next round of funding. Thanks to Miruna Dragan for completing the bulk of the editing within this project.

Most recently FPAC met to consider the Fall round of PPAF requests. The committee has a new member – Paul Robert and a new Chair – Heather Houston. 11 applications were received. 2 were fully funded, 8 partially funded and the remaining one was unfunded. A total of \$12, 525 was awarded of the total ask of \$18,553.31.

I would like to remind members that supplementary information is beneficial to your application. For example, if presenting at a conference – including a full abstract of your contribution as well as confirmation of participation. If your application is for on-site research or a residency please include communication with curators, museum conservators, and residency confirmation. Memberships to organizations remain an ineligible expense even when necessary to partake in a conference. In short – the description of activities should be robust and offer the committee a context of the application.

Also – you may apply for PPAF retroactively if confirmation of the activity was received after the deadline for the preceding round. For example, you found out in May that there was going to be a very important collection on view in Los Angeles in August with a companion symposium you MUST attend – an application for PPAF submitted in September with the relevant supplementary information will be accepted.

In ACIFA related news, this Provincial body recognizes excellence in teaching and research with three awards: Innovation in Teaching Award (one award: \$1500 to the individual, \$500 to their FA), Scholarship of Teaching and Learning (two grants: \$1000 each), and the Distinguished Instructor Award (one award: \$1500 to the individual, \$500 to their FA). I will be sending out more information on these awards in the near future. I ask you all to carefully consider your work and that of your colleagues as being worthy of these recognitions. Many of us work strongly within our own areas of specialization and often these impacts are not felt throughout the school. Our programs have been through lots of shifts lately and I'm sure there are stories of innovation, excellence and scholarship to share. Help us to identify the worthy professors at play here. The ACIFA website has good information on award criteria to get you started.

FPAC will be meeting soon to review Sabbatical Applications. Please be in touch with any comments or concerns about FPAC.

BOG Rep - Ian Fitzgerald

The Board, as a whole, has been inactive since June. Normal practice has been to reconvene before the fall term begins but that was delayed this year, presumably because new board members had not been appointed. The first Board of Governors meeting will be on October 18th and the annual retreat one month later.

I have attended one Advancement Committee meeting late in September which featured a report from the Engagement department.

Here are bios for three new board members; Reid Cummings and Larry Clausen are returning for a second term.

Patti Dibski, new to the ACAD Board of Governors, is the owner of Gibson Fine Art, a contemporary art gallery, and partner at Interior Living, a boutique furniture & design store. An active Calgarian, Patti is well connected in the city's social, business, political, arts and recreation communities. She has involved herself in a variety of ways, including Leadership Calgary as a Participant, Calgary Arts Development Authority as a director, Art a la Carte as the board chair, The Ranchmen's Club as a committee chair, several children's sports and school groups as a parent volunteer, and a numerous not-for-profit organizations as a fundraiser.

Kay Dholoo possesses an in-depth knowledge of program initiation, coordination, process mapping, and qualitative analyses and has over eight years of work experience designing customized solutions that satisfy business and customer needs and that lead to long-term partnerships. She has successfully completed her post-graduate studies in the field of international governance from the Middlebury Institute of International Studies in California. Being a firm believer in continuous education, Kay has completed project management certification from the University of British Columbia. She is an active member of the Calgary UX community and Data for Good group.

Sondra Musa Graduated from ACAD in her art career and received her BFA in 1996 with a major in Metal Smithing and Jewelry. She started her 1992 career teaching expressive arts at In-Definite Arts Society to mentally/physically/ developmentally challenged adults. Over the years, she has been a business owner, supervisor, teacher, mentor, public speaker, Safety Officer and Emergency Medical Responder. Through her many careers, she has gained amazing insight and experience with people. Sondra has strong leadership and interpersonal skills. Looking back at her life, there are two things she has the greatest passion for; helping and supporting people, and a passion for art. Sondra hopes to combine her unique approach to most situations, her personal trials and tribulation, her education, background and life experiences, to truly have a positive impact on the people she will serve.

Health + Safety Committee Faculty Rep - Megan Dyck

The Health and Safety Committee met four times:

- January 26th
- February 13th
- March 23rd
- April 27th

Activities involved:

- Reviewing Hazard Assessment Policies (in support of Andrea Wiseman, our health and safety officer)
- Reviewing various hazards and potential hazards around the college; brainstorming solutions and implementing these (via Jeff Meighen and Michael O'Neill)
- Discussing the impacts of the 4.5 hour class model in so far that this impacts the student's and faculty's ability to access lunch between classes; as such, cafeteria opening hours re-examined