



c - BULLETIN : MAY 2015

ANNOUNCEMENTS

ACIFA CONFERENCE “PACKS PADDLES & PORTAGES: CHARTING THE COURSE” CHATEAU LAKE LOUISE MAY 24 - 27, 2005

THE FOLLOWING REPORTS WERE PRESENTED AT THE ACADFA ANNUAL GENERAL MEETING APRIL 21, 2015

President's Report - Alex Link

It's been a busy year. This report concerns my activities since our February 4 GM.

Graduate Supervisory Workload

The discussion of how to calculate workload and compensation for graduate supervision has begun. I remain concerned about our limited time before the program starts. Nevertheless, I believe we have made some positive steps toward a workable model, in consultation with the Director of Research and Graduate Studies, and the faculty of Craft and Emerging Media. My thanks to the NAC Chair for his contribution to these discussions.

Hiring and Equivalency

As per my suggestion last fall, hiring committees have begun to submit formal blind requests for consideration of terminal degree equivalency to the AVPRA's office *prior* to interviewing candidates. While disagreement is likely to be inevitable, it's best to have these matters resolved before and not after a candidate has been short-listed and interviewed.

Seconded Academic Administrators

On March 9, I signed a revised Academic Administrators Letter of Understanding that states explicitly that only permanent faculty may be academic administrators. If an applicant to one of these positions is not a permanent faculty member, they must be interviewed and deemed acceptable for a faculty position first, then interviewed for the Chair position. It also remarks that individuals with previous i.e. sessional experience at ACAD will have an advantage. Thanks again to the NAC Chair for his direct involvement in this discussion.

Questions about program representation, and about whether or not Chairs ought to be seconded from the Collective Agreement at all, remain unresolved.

Workload

On April 7 I signed a Letter of Understanding that defines instructional workload for permanent faculty as both maximum contact hours *and* a *maximum course load*. Sessional faculty are unaffected by this development because they are already paid by the course.

The Letter of Understanding also guarantees marking/grading support for any faculty in Critical and Creative Studies teaching a class of more than 50 students.

My thanks to Executive and to our ACIFA advisor Al Brown for their help in vetting the drafts of this document.

FPAC

In Joint Consultation we requested that successful sabbatical applications be communicated, at the very least to FPAC. The college agreed to announce successful sabbaticals publicly in the near future, and to make doing so a regular practice.

FIELDWORK Symposium

Sessional Representative Diana Sherlock did a lot of work on a short timeline to develop this symposium on Artistic Research, Ethics, and Academic Freedom. I want to thank her for creating such a wide-ranging and content-filled event, as well as everyone who attended to help make it a success. It was disappointing that so very few senior administrators attended, considering that the event originates in a joint legal agreement between the College and ACADFA. I expressed this disappointment at both the Board of Governors Meeting of April 8 and our Joint Consultation of April 14. I took care to emphasize that their full participation is the best way to ensure a culture in which an administration is less likely to over-react, and turn a dispute into a catastrophe, like the one we had in 2013. I hope that's the message that was communicated.

Other Things

I suggested some of the revisions to the ACADFA Constitution, Bylaws, Policies and Procedures we'll be voting on today.

There has been no indication that the ongoing faculty searches are endangered.

There have been no further developments in the discussion of online learning, other than what I hope is the growing recognition that we have no funds to actually support such an endeavor at this time.

In pursuit of a salary equity question, I was informed that HR will undertake an internal equity survey, reviewing starting salaries of new hires over the past several years. I was not given a timeline, nor was it clearly indicated whether sessional faculty would be included in the survey.

In addition to Joint Consultation, I met regularly with HR, the Office of Research and Academic Affairs, and the President.

I attended ACIFA President's Council in Edmonton March 21 where, among other things, we discussed what seems to be the PC government's interest in moving to a province-wide bargaining model as currently exists in British Columbia.

In February, I consulted with the Chair of SCD on the contractual obstacles to moving to a lecture-and-lab format. I believe such plans—insofar as they were serious at all—are on hold.

I consulted on an issue concerning how to balance FOIP with public safety in April. The matter seems to have been resolved.

I consulted with several members concerning parental leaves.

I will be attending the Canadian Association of University Teachers' Council in Ottawa on April 30, where I plan to meet with representatives from NSCADU, OCADU and ECUAD.

As an aside, I discovered by chance that our Employee Assistance Program, through Homewood Solutions, not only entitles Members to counseling services, but to legal advice too, including discounts on ensuing legal services should Homewood Solutions refer you to a lawyer. It was news to me, so I thought it might be news to you. Perhaps not.

Lastly

As I suggested at our last GM, the next two years look to be worrisome for ACAD, financially, with what looks to be a \$1.75 million shortfall in 2015-16, thanks to the eighth consecutive year of cuts to our operating budget, when one factors in inflation. I do believe, though, that while the situation is dire, the challenges it poses are not insurmountable.

Once again, thanks to all of executive for its advice, support, and active participation in these matters, not to mention the inimitable Patti Dawkins. I particularly want to thank Secretary Heather Huston, Negotiations Chair Chris Frey, and Newsletter Editor John Calvelli, all of whose terms are up this year.

I want to close by saying that if the building feels like it's shivering, that's because some of its pillars are being removed: Gary Olson and Greg Payce are retiring at the end of this year, while Dick Averns is moving on to a promising career opportunity at the University of Calgary. I hope you'll join us after this meeting at the Bottle House to let them know how much they've meant to us these many years. While Tim Zuck has been out of the province for some time, I'd like to remark his retirement and wish him well, too.

Faculty Professional Affairs Committee (FPAC) Rep – Tyler Rock

Faculty Professional Affairs Committee (FPAC)

FPAC - January 15th deadline

The FPAC committee reviewed eight applications for the Feb 15th to May 31st funding cycle. Seven of the applications received funding for a total of \$11,271.00.

It was announced during this meeting by the outgoing chair of the FPAC committee that \$30,000.00 is the amount administration will allocate for FPAC annually due to current budget restrictions, instead of the \$40,000.00 to \$45,000.00 annually for the next three years that was announced in September. This was verified by representatives of the office of Office of Academic Affairs in attendance.

Stable funding for FPAC was again highlighted as a priority by the chair of the committee and this was acknowledged by the Office of Academic Affairs team present.

FPAC - April 15th deadline

Four applicants applied for funding for the June 1st to October 15th 2015 funding cycle. The committee has not yet met to review the applications.

Sabbaticals

On January 26th nine applications for Sabbatical totaling 46 months were reviewed. The committee ranked the applications and recommended seven applications to the 36 month annual maximum. The committee's recommendation was put forward to the Office of Academic Affairs.

24 months of sabbatical were awarded to four applicants for 2015-16.

The Office of Academic Affairs indicated that the 24 months of sabbatical was in keeping with the number of sabbaticals granted annually over the past 5 years and is the largest allocation since 2009/10. All parties who applied for Sabbaticals received notice of the status of their applications in February.

Creative Research Funding Committee (CRFC)

The Professional Affairs Committee reviewed Creative Research Funding applications on March 17th. The committee reviewed five applications in total during this application cycle and after careful consideration one application was fully funded and another application was partially funded to a total of \$13,000.00.

A representative of the Office of Academic Affairs informed the committee that this Creative Research Fund has a total of \$200,000.00 to be expended, but that no additional funds are currently slated to top up the fund. Discussion ensued about the dispersal of these funds.

Professional Expense Re-Imbursement Allocation (PERA)

PERA is the new acronym for the professional development money allotted to instructors. The Guidelines in the process of being revised, and I was able to provide input on behalf of faculty. The Admin group and the Office of Academic Affairs have since met to discuss the PERA guidelines and need to confirm a few more details before the new guidelines are posted. The list is less restrictive than the past.

Newsletter Editor – John Calvelli

The Newsletter was put into faculty mailboxes last week.

Many thanks to Patti Dawkins for her indefatigable work designing and producing the Newsletter over the last 4 years.

Many thanks to ACADFA and Executive members during my two terms for giving me the opportunity to serve our faculty colleagues and members in the capacity of Newsletter Editor.

Negotiations Advisory Committee (NAC) Chair – Chris Frey

A year from now (April 2016) ACADFA will have commenced negotiations with representatives for ACAD's Board of Governors. Salary increases on the grid for Permanent and Sessional Instructors, increases to benefits, additions such as tuition for children of faculty, will be priorities. Final consideration of Letters of Understanding before folding them into the CA is another one. Attending to housekeeping items in the CA and considering additional negotiation items will start January 2016. Around the same time consultation with ACIFA Labour Consultant, Terry Sway, will commence. Determining NAC membership is underway.

I will be attending ACIFA's NAC Chair meeting, being held during ACIFA's Annual Conference (May 24-27).

VP/Treasurer – Mitch Kern

Financial Report was presented and is available in the ACADFA office by request.

Grievance Advisor Report – Jeff Lennard

This past academic year had a number of conflicts between ACADFA, its members and Administration, as well as situations involving colleagues that we were able to support and I'm pleased say were resolved appropriately without having to initiate formal grievance procedures. I am also pleased to report that despite the challenges we are very fortunate to still have a very positive working relationship with our employer ACAD.

Section 19-03 of our collective agreement states: A grievance is any dispute or difference arising out of the application, administration, interpretation, 403.863.6429 or alleged violation of the provisions of the collective agreement.

There have been a number of issues presented over the last couple of months (ratio for one) that this spring's recruitment will help resolve.

I would be remiss if I did not bring attention to the outstanding work and support provided by my ACADFA executive colleagues over the past year, and Patti Dawkins and especially President, Alex Link who's stewardship and leadership, ensured prudent and timely resolution of many issues thus removing the need for grievances to be initiated.

I trust that you won't have need of our help, but if you have a dispute please contact me anytime.

Jeff Lennard
ACADFA Grievance Advisor
<http://acadfa.acadnet.ca/>
403.863.6429
Jeff.lennard@acad.ca

Faculty Representative to the Board of Governors – Ian FitzGerald

The board had a new chair, Carol Ryder, and four new members for this academic year and quite a different character this year than last. Carol is strongly committed to the arts and to ACAD and seems to really encourage more dialogue, understanding and unity amongst various stakeholders. Some of the newer members are still finding their feet but there is a reasonably healthy amount of challenge brought forward on certain issues. The board shows strong confidence in administration and in the President/CEO. There has been an increased usage of in-camera session with this year's board, chiefly for budget questions and Daniel's contract.

A couple of major issues at the board level this year have been the sustainability push (ACAD RE-BOOT) and the provincial budget. Though the cuts were not as harsh as expected, together with the cuts from 2013 they are pushing ACAD towards major changes that, if the sustainability planning process goes as hoped, will be changes of our own making. The board gets reports that a spirit of cooperation from faculty has been felt in the academic planning group and the budget advisory committee and that is very encouraging.

While we continue to get signals from the Ministry of Innovation and Advanced Education that we need to be more self-supporting, ACAD's response seems to be: 'well, we're not very good at revenue generation and fundraising hasn't been a real strength either' or 'that's not our job'. This is untenable and a situation that the board will have to grapple with eventually.

One of my goals as faculty representative has been to try and bring more communication and mutual understanding to the relationship between the board and the faculty. To this end, more faculty members have been attending board meetings and we now have two faculty members on board committees. I will continue to push for this and encourage more faculty participation in board activities and vice-versa.

Sessional Representative – Diana Sherlock

The main issues that are ongoing are listed below and most of the individual inquiries I have fielded during the winter semester fall under these categories. Together these individual points trace a more pronounced line around a darker shadow that looms in the future for Sessionals at ACAD. To summarize, the feedback I have received most recently from Sessionals, and many Permanent faculty as well, is not positive. Morale is low, perhaps as low as I have seen it in the 15 years I have worked at ACAD. Part of this is due to the financial constraints the College is facing. But even more than this is the overwhelming feeling that the College is choosing to deal with this issue in ways that do not respect equity and collegiality among all of its constituents. Once again, power seems to be more and more centralized and efficiency is taking on new, inequitable, forms. It is disappointing, and disheartening that more creative solutions can not be generated to our current economic crisis instead of a very predictable, divide-and-conquer mentality that dominates the neo-liberal paradigm of which we are all, supposedly, so critical. Increased involvement and strong voices from Sessionals and Permanent Faculty are necessary to generate a more positive future for ACAD.

Ongoing issues we have been working on at ACADFA include:

• Tiling, Equivalency and its application

• Ratio

• Hiring, workload distribution to ensure a living wage and contract timing is still of concern for Sessionals. Please keep me informed of what is happening to you!

• Sessional office (re)allocations.

• Extended Studies hiring and contract terms/

• Extended Studies course cancellation and compensation for work completed prior to cancellation. Sessional involvement on the Negotiations Advisory Committee during and outside the contract periods.

• Issuing of unsigned contracts.

By now you should all have received your Record of Employment (ROE). Take a moment and CHECK the following:

• Insurable Hours

• Dates

If you have any questions about this or EI, please contact Amy Lo in payroll.

FIELDWORK: Artistic Research, Ethics and Academic Freedom Symposium and Exhibition from March 9 – 14th was a success with many excellent presentations by internal and external participants, students, faculty and community members in attendance. Attendance at events at ACAD by all college constituencies continues to be a challenge. It was disappointing that Lori Van Rooijen was the only member of Administration to participate in the event who was not speaking at it. Faculty participation, outside of presenters was also limited. This was unfortunate for the dialogue was rich and there were many others in attendance from other institutions including The Banff Centre, Mount Royal College, Bow Valley College, The University of Calgary, The University of Regina, the artist-run centre community, Alumni, etc. We have fewer opportunities than we should to all get together and discuss the issues most important to us. Let's take advantage of them whenever we can!

Thank you to ACADFA, ACIFA the Research Advisory Committee and particularly Patti Dawkins for their support and assistance with this project.

I am very pleased to be the ACADFA Sessional Representative and encourage you to be in touch if you have questions or concerns about the Collective Agreement, your contract or any other matter related to your ACAD employment. ACADFA is the exclusive bargaining agent for its membership and has lots of resources and information that is yours for the asking. diana.sherlock@acad.ca

The new Collective Agreement was ratified in the fall, and hard copies are available in the Academic Research Office, Room 522, ACADFA Office, Room 547 or on the ACADFA website under documents <http://acadfa.acadnet.ca/>. I encourage you to become familiar with it.