

# SAFAGRAM

## President's Message

By James McWilliams



### Setting the Tone

As the institution begins to wind down from another academic year, preparations are under way for SAIT's convocation in June. Graduation is an exciting and fulfilling end to those years of hard work, dedication, and sacrifices that countless students commit to. It is that quintessential light at the end of the tunnel and the realization that "you have" accomplished your ultimate dream. More significantly, though, it is that moment when one gets to cross the stage at the Jubilee Auditorium.

Students are lined up behind the curtains on the stage holding on to their name tags like it's the winning ticket from the Lottery, adjusting the ceremonial cap and gown for the tenth time, and fidgeting relentlessly in anticipation of the final march across the floor. As the anticipation mounts, the class is announced and the parade begins. In alphabetical order the names are announced, followed by the official congratulatory golden handshake from the President, presentation of the coveted diploma and on to the outstretched hand of their Dean with an obligatory "well done." Flashes from endless cameras and cell phones illuminate the darkness of the auditorium ensued by enthusiastic applause, whistles, and animated cheers.

The graduation process is the final chapter of a student's educational journey. It is the climatic end to those years invested in a vocation that will ultimately lead to a fulfilling career path. For the most part, there is much fanfare and anticipation associated with graduation. However, there is another official process that SAIT supports with much eagerness and fortitude and that is the new student orientations.

The Orientation Day(s) are the very proof that a student has been admitted into the program of his or her choice. The confirmation that all the required criteria have been met successfully and that he/she is now accepted is an exciting and nerve-racking time for many students—navigating the way through unfamiliar territory, searching the Campus map for the orientation room, finding out where to access a lock and locker, hunting for the elusive bookstore, and hoping to see a familiar face that can help salvage one's sanity. Departing from the familiarity of high school and stepping through the doors of post-secondary is a swift and poignant lesson in "getting your sh.. together quickly." There is no handholding, and the expectations for failure or success lies firmly on how much you are willing to commit.

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SAFAGRAM editorial policy, as approved by the SAFA Executive on June 14, 1995, is as follows:

1. The Editorial Board has the final say as to what is included or deleted from the newsletter.
2. Editorial Board decisions about newsletter material must be agreed to by consensus.
3. The newsletter will include a disclaimer stating that the views expressed in its content do not necessarily represent the views of the Editorial Board or SAFA.
4. All material included in the newsletter must
  - be signed by the author when submitted to the editors, but anonymity may be requested and granted for printing.
  - be based on "reasoned argument" if personal criticism is used.
  - not involve name-calling.
  - not include sexist, racist, or homophobic comments.
  - be related to SAIT, although this will be interpreted broadly.

**The views expressed in SAFAGRAM do not necessarily represent the views of the Editorial Board or SAFA.**

<http://www.safacalgary.com/>

# Labour Relations Officer (LRO) Report

By Al Brown, LRO



Hi Everyone! Summer break is approaching which means that we are in the annual performance review season! I would like to remind you of your rights under the Collective Agreement. Performance reviews are covered in the SAIT/SAFA Collective Agreement in Section 18.

As a member of SAFA, you have a couple of entitlements in this section. On an annual basis, your supervisor will review your performance with you. You may respond in writing and that response will be attached to the performance review in your personal file. This provides you with the opportunity to have your opinion included for future reference in your personal file. Assuming your overall performance is determined to be satisfactory, you will advance one step on the salary grid. Also, the requirement to sign your performance review is only to acknowledge that you have been advised of the contents—it is not an indication that you agree.

However, in the event that your overall performance is deemed to be less than satisfactory (“requires improvement”), Section 18.01 (b) of the SAIT/SAFA Collective Agreement entitles you to receive the reasons in writing and to appeal through the

grievance procedure. The reason is that there is a significant financial penalty attached to a “requires improvement” performance review. If your overall performance review results in a “requires improvement” evaluation, you may not receive your annual salary grid step increase. Keep in mind your “long service allowance” is also tied to a “meets expectations” performance review.

However, there are time limits to filing a grievance that you need to be aware of:

*Section 20.05 (a) requires that an academic staff member must submit the grievance within ten (10) days of the date upon which you had the first reasonable opportunity of knowing that a grievance had allegedly occurred.* In the case of a performance review, I would think that would be the date you signed the PPR document acknowledging you have been advised of the contents. Therefore, it’s very important that you contact the SAFA office or me directly if your overall performance is deemed “requires improvement” as soon as possible following the PPR meeting with your supervisor.

As always, if you have any questions, please stop by the SAFA Office N201 in the Burns Building, contact me directly at Ext. 4067, or e-mail [al.brown@sait.ca](mailto:al.brown@sait.ca). ➡

President’s Message  
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The orientation room is the sanctuary where students can finally meet their colleagues and peers. It is the place where discussions happen, questions are answered, and the never-ending trail of forms is filled out. Rules and regulations are administered serenely by instructors, followed by a litany of do’s and don’ts. The success of the orientation is in the ability to connect with students by participating in a few selective ice-breakers, around the room introductions, and possibly a geographical SAIT quiz. In addition, there is an orchestrated display of muffins, danishes, fruits, and yogurts, juices, and other beverages including coffee (a post-secondary ritual). For those more fortunate students, a hot breakfast that their school provides is a bonus.

Many events and activities that SAIT provides both students and faculty are important and welcomed. The effort, time, and planning that goes into the SAIT Open House weekends is admirable, and participation from all Schools is commendable. The Institution works diligently to entice and encourage future students into the various programs it offers. Most parents and students are impressed and enthusiastic about a future at SAIT. However, it is the Orientation that leaves the lasting impression, the sense of belonging and community, and the forging of friendships and alliances. All are accomplished through a sincere and hospitable gesture, a “breaking of the bread,” so to speak.

We all recognize that the economy is still slowly recovering, and Government funding for the Post-Secondary Institutions is minimal. Moreover, individual school budgets are monitored carefully and those additional expenditures scrutinized. However, it is not about throwing money away needlessly, but it is

about the investment we commit to now and what will leave a significant impression on our future students. Yet, if the fall budget is not as bountiful as previous years, Faculty by their very nature will endure the effort and make the Orientation Day most memorable. ➡





# Reg Erhardt LIBRARY

**28,295** users



**62,497** sessions



**143,348** unique searches

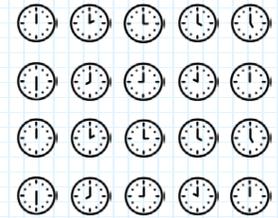


The Library's Discovery Search tool saw increased usage in 2016/17—with **5%, 21%, and 19% increases** in **users, sessions, and unique searches**, respectively.

## FIND

In 2016/17, **study room bookings** increased by **25%** to more than **11,500** this year! And all those bookings amounted to more than...

**1 MILLION** minutes of study!



## CREATE

In 2015/16, our Interlibrary Loan department borrowed almost **400 items** from libraries all over Canada for SAIT students, faculty, and staff.

**46% MORE** requests filled than last year!

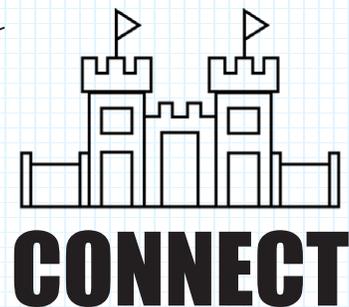
## GET HELP



The Centennial celebration kept **SAIT Archives** busy this academic year and as a result, the Archives website saw significant usage increases!

**67%** ↑  
pageviews

And more than **DOUBLE** the visitors... from 1002 in 2015/16 to (fittingly) **2016** website visitors in 2016/17



## CONNECT

library.sait.ca

# Figure 1.4 The Ascent of Faculty

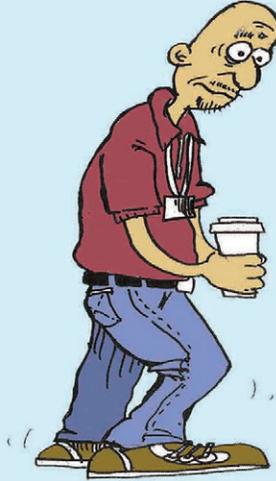
Jeff Logan 2017



April



May



June



July

December

October

September

August



# Figure 1.5 The Descent of Faculty

Jeff Logan 2017