

SAFAGRAM

President's Message

By Doug Spurgeon



Spring has finally arrived, and it's that time of year again when the pace of life picks up as faculty hurry to finalize courses and ensure that the students have a good understanding of the material. Once again the midnight oil is being burned. As faculty reach this busy time of the year, please remember to take some time for yourselves. While the work needs to get done, it helps no one if you are burning yourself out along with the lamp oil. Balance at

this time of year can be difficult, and if you are having difficulty in this area, please talk to your Chair so that any unnecessary work can be scheduled for after the rush. Some of the unnecessary work could include some meetings that truly don't require your input or take the form of additional assignable duties which may be best put into your workload in May.

- **May/June Work Plans:** Many individuals have come to me to discuss the May/June work plans. There seems to be no set pattern or consistency within the schools as to how these plans are put together. For example, in my School of ICT, we are asked to provide what we are doing, conferences that we are attending, etc.
- **Copyright Rules:** For those who have to do a May/June work plan, keep in mind the changes that are happening with copyright rules. I know it will keep me fairly busy during the spring just trying to sort out the new copyright rules. If you do have to deal with copyright, there is assistance available so be sure to discuss this with your Chairs as you try to navigate the copyright maze.
- **Holidays:** Holidays and the use of such days has been another heated topic lately. With the opening of the Trades and Technology Complex (TTC) in the fall and the request to have instructors back early to assist in the verification of rooms and equipment, the holiday squeeze is on. Can SAIT tell you when to take your vacation and how many days you must take? An excerpt from an e-mail that I sent to another faculty member on this issue is included below. This will show where the Association stands on "forced vacation" and also the compromise that I was able to achieve with the previous Director of Employee Services.

Officially SAIT's position is yes they can tell you when to go on vacation.

However the position of the Association is slightly different. While management can tell you to take vacation they cannot always dictate what days.

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SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) five times a year usually closer to the end of the months of October, December, February, April, and June. Deadline for submissions is the 10th of the month preceding publication. Send submissions to SAFAGRAM, care of the SAFA office, N201 or e-mail submissions to kathie.dann@sait.ca. Please keep submissions under 300 words, double-spaced. Submissions may be edited for grammar, length, or content.

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.

There has to be an aspect of reasonableness in the request. SAIT has come up with the mandate that no carry over vacation is to be had. This means that the vacation you earn this academic year is actually to be used next academic year. Carry over would only be vacation days earned from last academic year not the current academic year.

Another aspect that I always recommend is to have a discussion with your Chair about the vacation. As you had indicated plans to use the days that may suffice to appease the upper management. I do recommend that if you know what dates you would like to take off next academic year (xmas, reading week, may/june) to fill in an HR11 for those dates and once it is signed they cannot be changed except by mutual agreement. The mutual agreement part is critical here as when the HR11 is signed off by both parties you cannot change the dates without management's approval as well as management cannot say they now want you to teach or any other duties so you have to cancel the vacation. Be very aware that once the HR11 is signed by both parties no change is allowed unless both parties agree to it.

Carrying on with the vacation plan. If you do not know the exact dates but know the time frame you can put this in writing (email or letter) to appease the vacation requests as well. In the past I have had discussions with HR around this issue and HR was satisfied with a written plan for the vacation usage as long as when the time came it was actually done.

I hope that helps explain your rights around vacation time and remember that if you are being pressured or feel the need to have either Al or myself step in to discuss this with any level of your direct management we are available to provide the assistance.

I hope the above will help provide assistance to those members who are also trying to formulate how to balance SAIT's need to control the vacation unfunded liability and the individual's need to use vacation that helps balance the

individual's life.

A subject that I had hoped would settle down as common sense prevails has once again reared up. Yes, I am referring to the SIR II. The infamous Q40 has now appeared once again in the tasks that faculty work with. While being assured that if Q40 is low but sections A to D are fine, there may be no need for an action plan. Yes, that was correct—a score lower than 3.8 does not automatically mean Instructor Remedial School. IRS is used in a different context north of the border! If in discussions with your Chair there are reasons that negate an action plan, those reasons can be forwarded to the VP Academic through your Chair and Dean.

It now appears that if your SIR II score is low, you are not allowed to participate in curriculum design. You can, however, “volunteer” your time. If you look through the CITD department links on SAITNOW, you will see a document entitled “Curriculum Projects: Selection Phase Primer.” Inside this document on Page 10, there are guidelines for SME assignments. There are two restrictions on the use of certain SMEs:

1. Full-time salaried faculty on a SIR II action plan are to focus on teaching improvements and not have the extra burden of curriculum development.
2. Previous SMEs who did not meet timelines in the past shall not do curriculum development.

In the fall, the Association had to deal with faculty who had signed contracts to teach Con-Ed in the evening and had those contracts revoked. The reason given was a low Q40. That situation resolved once the contracts were reinstated.

Once again, Q40 is having an impact on the daily lives of faculty. If the SIR II is being used for Con-Ed Instructor selection and for use in the development of materials, how is an external individual being chosen when they have no such rating to rely on? Is this fair and equitable treatment of those individuals already employed by the institute or is this a means in which to direct work outside for a cheaper rate. The anonymous feedback is now not only used in decisions about job retention (See previous SAFAGRAMS for abolishment rating materials) but also used for the direction of work.

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Stay Fit While You Sit

Presented by Dr. Karen Quinn of Natural Way Chiropractic

INTERACTIVE SESSION

Be prepared to move!

(just a little)

April 12, 2012

Orpheus Theatre

12 noon – 1 p.m.

Register on SAITNOW/Me and My Career/Lunch and Learns

Brought to you by the Health and Wellness Optimization Committee

President's Message
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We have all heard the announcement of the Government in reference to the 2 percent increase in operational funding. In a recent meeting with the President and CEO of SAIT and the VP Academic with the School of ICT, it was stated that the 2 percent increase will not cover all the costs to run the Institute. It was heard that if there was just 1 percent more that would do. Could we come up with 1 percent more?

To determine what the 2 percent increase might be, I consulted the 2010/11 Annual Report. According to the report on Page 66 under Revenue, the total Government of Alberta grants was \$150,463,000. Using this number for 2 percent would equate to approximately \$3,009,260. To get 1 percent more, we need to find approximately \$1,504,630.

Using the SAFA dues report for June 2011 to calculate the monthly SAIT payroll for faculty, we find a number of \$5,718,800.83/month or \$68,625,610.96/yr. The expense for salaries and benefits (Page 66 of the Annual Report) is \$162,941,000. This would mean that approximately 42 percent of salaries and benefits are for faculty. This number will most likely be slightly higher as I have not included the benefits portion on the faculty salaries. Once the cost of benefits are included which I estimate at roughly \$12,352,610, the portion of salary and benefit expenses approaches 50 percent of the expenditure

Still how do we get 1 percent more? Perhaps it is time to look at extra payments also commonly referred to as performance payments. In a previous SAFAGRAM article, the total of performance payments for members of APT and MGMT was posted. Looking at the Annual Report again, we can see that the total for performance payments on Page 82—note 19 is \$263,000. Using the mid-point for each MGMT/APT pay band and the amount of performance payment that can be awarded, we may find some more savings.

MGMT/APT band	2.5 million surplus (low end)	16.5 million surplus (high end)
1	\$20,733.75	\$34,556.25
2	\$10,525.60	\$21,051.20
2a	\$4,622.70	\$9,245.40
3	\$4,197.95	
4	\$3,768.70	
5	\$3,206.00	
6	\$2,705.45	
7	\$2,114.45	

Using the previous table with a single individual in each category, it now gives a range of \$51,874.60 to \$80,845.40. Of course, this amount would be multiplied by the number of individuals occupying those places as well as assuming all criteria were met in order to receive the maximum performance payment. Perhaps this is one area that ought to be looked at to see if there is a chance to get close to the \$1.5 million shortfall. This portion is out of our control, and we must leave it to those who control the purse strings to once again put in a fiscal plan that has enabled SAIT to maintain a surplus rather than fall into a deficit.

I know that several people are asking about the Collective Agreement Arbitration. I have been informed by our Negotiating Team that SAIT has run a costing on our proposal and come up with a figure of SAFA requesting a 34 percent increase in order to meet all the demands laid out in the Arbitration. Of course, it is now in the hands of the Arbitrator, and we must await the panel's decision. I remain hopeful that such a decision will come sooner rather than later. One piece of interest from the Arbitration is the attempt by SAIT to obtain through Arbitration what SAFA has been successful at defending in both a Rights Arbitration and Judicial Review (referenced in previous SAFAGRAMS).

In closing, I wish everyone the best in finishing the winter semester, and for those teaching in the spring, I hope that your courses run smoothly.

Thanks for your time and patience in reading this article. 🍷

LRO Report

By Al Brown



As you are well aware, SAFA is in **year five** of a three-year agreement! But, finally there is some news—we've completed the Interest Arbitration for our 2010 – 2013 Collective Agreement. On Thursday, March 15, SAFA and SAIT presented their proposals—or “briefs”—to the three-person Interest Arbitration Panel, which was Chaired by David Jones, Q.C. and included SAIT nominee David Laird and SAFA nominee Bill Johnson.

It may be beneficial to review how our Collective Agreement Arbitration works. The legislation that we (SAFA) exist under is the Post Secondary Learning Act (PSLA). That legislation and our own Collective Agreement require binding arbitration if the two parties (SAIT and SAFA) cannot come to a ratified collective agreement at the bargaining table. The composition of the Arbitration Panel is one nominee from the employer (SAIT) and one nominee from the Association (SAFA). These two nominees come to a mutual agreement on a third person to act as Chairman of the Arbitration Panel. No member of the Arbitration Panel can be someone who has been involved in the negotiation process leading up to the Arbitration.

During the Arbitration, each side presented their positions to the panel. Each side had a team but the actual presentation was done by one person from each side. SAIT's presenter was their lawyer, Barb Johnston. Our presenter was Terry Sway, Labour Relations Officer for ACIFA. I was in attendance along with members of the SAFA Negotiations Committee.

During the negotiations phase, the two sides came to agreement on some things, and as a result, not all sections of the Collective Agreement were in dispute.

In addition to our monetary proposal, SAFA brought the following to Arbitration:

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LRO Report
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- **Section 7 – Management Rights.** We proposed “softening” language—that management would exercise their rights in a “fair and reasonable” manner.
- **Section 35 – Hours of Work.** We proposed to reduce the 40 hours per week to 36.25 which would bring us into line with the rest of ACIFA.
- **Section 36 – Workload.** We proposed changes to the workload section eliminating the averaging over 16 weeks language
- **Section 45 – Time Off for Association Business.** We proposed that academic staff members could attend grievance and arbitration board hearings as SAFA representatives with pay if required.

SAIT opened only the salary grids in Arbitration. In addition to their monetary proposal, they asked for clarification language that identifies the long service and education allowances NOT to be included as part of the annual salary.

Both sides proposed a three-year term for the Collective Agreement—July 1, 2010 to June 30, 2013.

The presentations to the panel took all day and into the early evening, but we were able to complete that part of the process in one day. The panel has asked both sides to provide them with concise copies of their monetary proposals by March 30, 2012. Once they have had a chance to review the monetary proposals and supporting evidence, they will caucus to decide what the contract language should be. If they require any clarification, they may request a teleconference call among spokespersons from SAIT, SAFA, and the Arbitration Panel. This “award” or decision is written by the Chairman of the panel and is binding on both sides.

I’m hopeful that the Arbitration Panel will have its award written by the end of the current academic year—June 30; however, it may take longer.

If you have any questions or would like more information about the Arbitration, please stop by the SAFA office for a chat. ♦♦



TRAIN LIKE A TROJAN

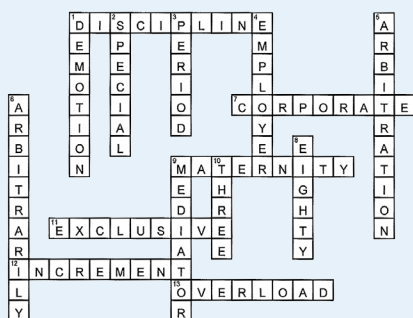
SAIT Trojans Summer Camps for youth:
Hockey, volleyball and basketball

SAIT Discount—\$20 discount for children of a SAIT student, staff or alumni.

Visit www.sait.ca/trojans for more details.



Answers to the SAFAGRAM Two Crossword (Jan-Feb 2012 issue)



Across:

1. Discipline
7. Corporate
9. Maternity
11. Exclusive
12. Increment
13. Overload

Down:

1. Demotion
2. Special
3. Period
4. Employer
5. Arbitration
6. Arbitrarily
8. Eighty
9. Mediator
10. Three

Student Engagement in the Library

“But nowadays, do we need the Library?”

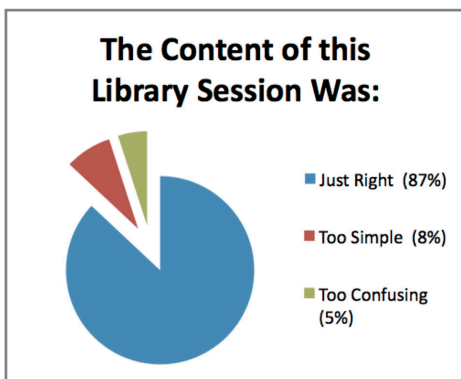
By Samuel Cassidy

On an early Monday morning in the Library, this is probably not the type of question you would like to begin your Library tutorial with.

It is a question that faculty, in addition to students, are often curious about. Students wonder why they can't just “Google it,” while some faculty are already busy “Googling it!” Meanwhile, our Library has been exploring ways to increase student engagement.

This year, 1495 students completed our Library survey, an uptick from last year's 1311. The results from the survey will soon be compiled and analyzed, but we are already receiving feedback from students that the **Trades Exam Bank** is a valuable resource. A significant number of Trades and Apprentice students indicated that the **Trades Exam Bank** helped them in their exam preparations.

In the Library classroom, we have also been counting opinions by use of a fantastic (and free) polling website called PollEverywhere.com. These easy-to-use Polls allow us to collect and present feedback live! Questions can be multiple choice or open-ended, and students can respond via mobile text or web. For example, one question we are currently asking:



So far, we have polled 176 students and the results are encouraging!

But how about you give it a try? Go to pollev.com and type in the code 242246. After entering the code, answer our question:

“What changes would you like see in our Library?”

We will post some of the results in the next edition of SAFAGRAM. Stay tuned! 📡



Health Screening Tests for SAIT Employees

Health, Safety and Wellness (HSW) Services recognizes that the need for wellness is growing and an increasing number of people are taking a keen interest in their health and choosing a proactive role in wellness. As a result, health promotion and disease prevention is an absolute necessity for the SAIT community. Health promotion depends on both the employees and the organization.

Employees who take part in screening tests are empowered. They develop personal knowledge, skills, and behaviors that can prevent conditions or the consequences of those conditions. Screening tests give warning signs of potential conditions that can be treated if diagnosed in early stages.

Program Date: April 18, 2012 (9 a.m. – 4 p.m.) SAIT Main Campus

“MAN VAN” Clinic (Male Employees 40 years and over)

Location: In front of Heritage Building, south side

- Provides baseline PSA blood testing. This is a simple blood test that helps in the early detection of prostate cancer.
- Prostate cancer is the leading cancer in Alberta men. One in six will develop prostate cancer in his lifetime. 2500 men will be diagnosed annually with prostate cancer and 8 men die from it every week.
- PSA level results will be sent to each participant within 48 hours. Based on screening results, clients are encouraged to provide the information to their Health Care Provider for follow-up.
- Light snacks and refreshments will be available for participants.

Bone Fracture Risk Assessment Clinic (Female Employees)

Location: SAIT Health Services Clinic (R041, Senator Burns Building)

- The C.U.B.A. Clinical Bone Sonometer can provide an early warning for osteoporosis, non-invasively, by taking an ultrasound measurement through the heel.
- The need for osteoporosis awareness is growing, as more than 70 percent of post-menopausal women are undiagnosed and untreated. The results can be used in conjunction with other clinical risk measures to screen for osteoporosis and fracture risk.
- An expert from Canada Diagnostics will be on site to assist clients who may want more information on bone health. A dietitian will also be on site to provide nutritional counselling. Based on screening results, clients are encouraged to provide the information to their Health Care Provider for follow-up.
- Light snacks and refreshments will be available for participants.

HSW Services' goal is to provide a comprehensive, integrated health, safety, and wellness program. The metrics obtained are leading indicators which will allow the creation of strategic health and wellness optimization plans. 📡

Thinking About the Credential Enhancement Program?

By Karen McDaniel
Articulation Coordinator

The following are some things to be aware of and they fall under the heading of caveat emptor; in other words, "let the buyer beware." Why, you are probably thinking? Well, not all institutions are created equal and you just might find yourself contracting with a private Post-Secondary Education (PSE) that cannot fulfill all that it is promising to you.

In my role as the Articulation Coordinator, I work with post-secondary institutions all over the world, and I often get calls from instructors or deans regarding applications and whether the institution is a legitimate one. So, let me share the test with you. This test applies to PSEs in Canada, the United States, and the United Kingdom. The rules are simpler for Australia and New Zealand, easy to determine. If you are thinking about applying anywhere else, please contact me. (Thanks to my daughters, my cat had a doctorate of divinity from the University of Granada so imagine my surprise when mail started arriving for The Reverend Dr. Tony McDaniel!)

Legitimate universities in any of these three countries belong to one of three associations, and if they aren't on that list, you may want to think about making another choice:

1. Association of Universities and Colleges of Canada (AUCC) http://www.aucc.ca/about_us/index_e.html
2. The Association of American Colleges and Universities (AACU) <http://www.aacu.org/about/index.cfm>
3. High Education Funding Council for England (HEFCE) <http://www.hefce.ac.uk/>

There are private institutions all over the world and some are legitimate and viable, but some are also run out of the basement office of somebody's mother and have no legitimate standing at all. When you contract with them, you must be aware of what you are agreeing to and what you are paying for because if they go out of business, you really have no recourse but to absorb your losses. They do not owe you anything. •❖

SAFA'S FIRST Award Criteria

The award criteria will be as follows:

The nominee must be in management (Academic Chair or higher)

The nominee must meet SAIT's CORE values:

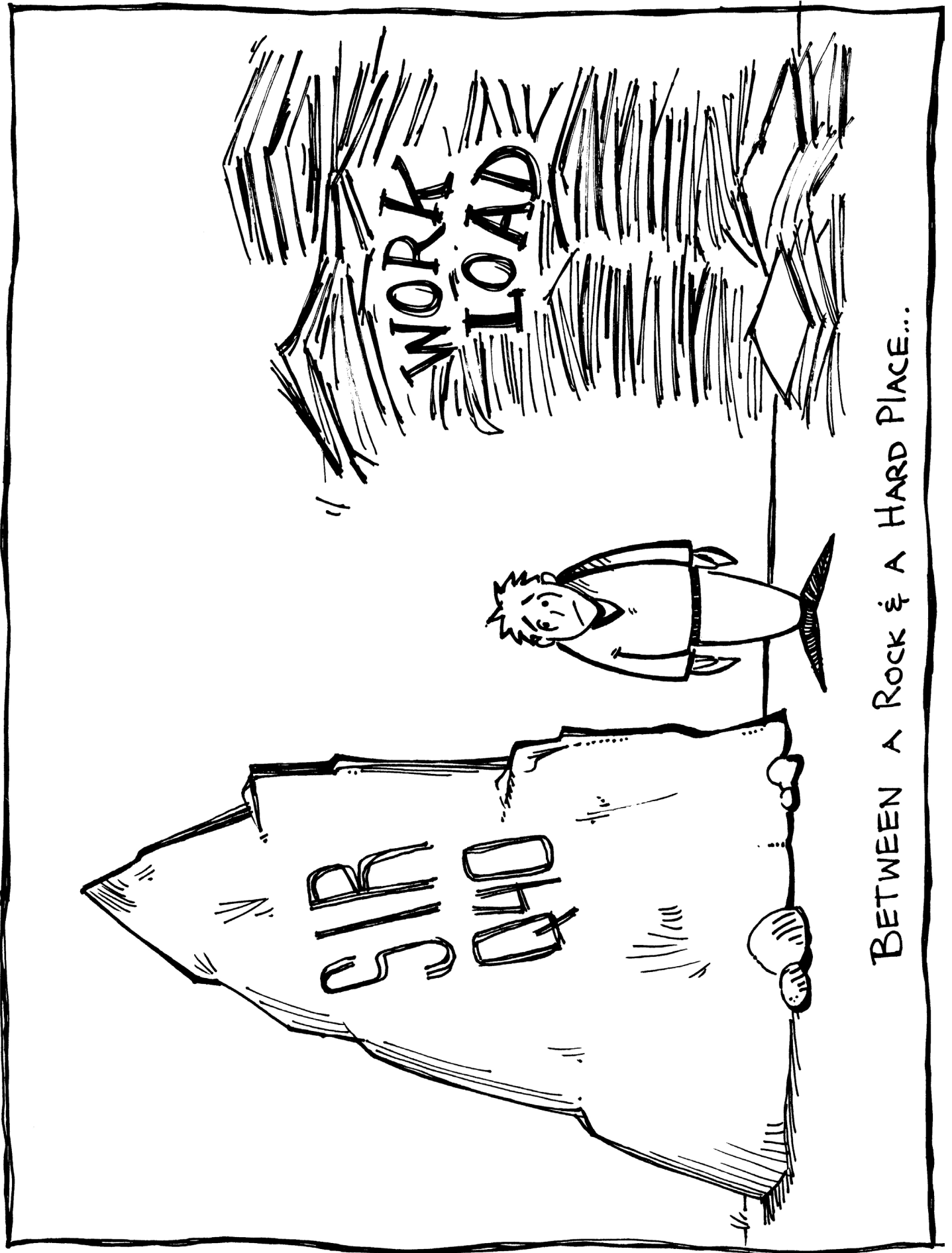
- Do what we say we will do
- Be accountable for our actions
- Treat people the way we would like to be treated ourselves

The nominee must meet SAIT's FIRST ethics:

- Fairness
- Integrity
- Respect
- Safety
- Transparency

The nominator will have to submit in writing (e-mail or handwritten) a short paragraph including the nominee's name and title and how the nominee has met all five or at least three of the SAIT FIRST ethics and have met the CORE values.

The winner will receive a recognition plaque from the SAFA office and will be invited to the SAFA BBQ.



BETWEEN A ROCK & A HARD PLACE...