

# SAFAGRAM

## President's Message

By Doug Spurgeon



Well spring will be here soon, and the semester will begin to wind down!

Coming up we have a change in management as the new SAIT President takes over.

We have a ratified Collective Agreement starting July 1.

With the new changes coming, SAFA invites all members who are interested in participating in the workload study to submit their names. The SAFA Executive will pick the four individuals who will make up our side of the team. Thank you to those members who have put their names forward already. We are looking for a mix that will provide a good representation of the faculty. To make up this team, we are looking for someone who has “scholar activity” added to his/her workload, an individual who I refer to as the “hard trades,” which would be a member who teaches in the trades area, an individual who is deemed to have more lab and, therefore, “less prep” (high CCH), and finally a member from the current negotiating team. So far we do have names representing these aforementioned areas, but we welcome any member who would like to help. Please send your name to either Al Brown, our LRO, or me. The team will be established by mid-April so that timings can hopefully be established with SAIT management and schedules can be adjusted if needed. More information will be coming as the team gets together and work starts.

Coming with the workload study is also the performance review that will be ongoing between SAFA and SAIT. More information on this will be coming as it progresses. So far, we have had discussion at the Joint Advisory Council (JAC) determining how the meetings will be held and who will be attending these meetings. More details will come as this progresses.

Through the new letters of understanding, my hope is that the **Fear** of employment loss and the **Intimidation** used to increase faculty weekly workload will fade away. The **Retaliation** that some members have told me about such as the new apparent directive from Dean’s Council that SAFA Executive members who want to attend the ACIFA conference shall have SAFA pay for them. This type of **Subterfuge** in regard to Section 8.02 of our Collective Agreement was taken care of at a recent JAC. The **Tyranny** experienced by some members should hopefully become a distant memory.

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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/>

# LRO Report

By Al Brown, LRO



Well . . . the world turns in strange ways sometimes.

As you know, two years passed before we received a Collective Agreement through an Arbitration Award. However, this round of bargaining saw us come to a rapid conclusion culminating in a Memorandum of Settlement that we took to the SAFA

membership for ratification. I would like to emphasize that although the negotiations were short they were intense with the Negotiations Committee meeting before and after regular work hours, at noon, and on weekends in order to get this memorandum for you to vote on.

By the time you're reading this, the Provincial Government will have brought down the budget. However, during this negotiation, the Provincial Government had been quite vocal that they intend to bring down an austerity budget on March 7. While they had been promising a 2 percent increase to post-secondary education, it looks as though this modest increase will disappear—and that was certainly an incentive for us to get something to ratify before the budget.

As you know, we surveyed the SAFA membership to identify the priorities for bargaining. It is no surprise that money was number one with the general feeling that SAFA members should be paid similar to Instructors at NAIT—this salary proposal does that.

The next two top issues concern workload and the SIR reports. This proposal that we brought to ratify answers those concerns. While there are no “across the board” percentage increases, SAFA members’ collective salaries will increase over the course of the Collective Agreement. The salary grid will, at the end of the four year term, start at \$68,292 and end at \$104,000. The current grid starts at \$58,368 and ends at \$91,687. The salary grid grew by about 13.5 percent over the four-year term, and we helped any new hires by increasing the start step as well. In addition, there is an increase to the Health Spending Account. This round of bargaining also achieved gains on non-economic issues such as Instructor Workloads and Performance Reviews.

Highlights are as follows:

1. A four-year term from July 1, 2013 until June 30, 2017.
2. One step has been added at the top and one step has been dropped at the bottom of the Instructor salary grid in each of the four-year term of the new Collective Bargaining Agreement (CBA). At the end of the four-year term of the new CBA, the grid will start at \$68,292 and top out at \$104,000 while maintaining 13 individual steps. Instructors will see their salary increases on their anniversary date.
3. The Librarians and Counsellors grid will have one step added to the top of the salary grid in each year of the new CBA, in the same percentage as the new step to the Instructor salary grid. However, no steps will be dropped.
4. The Long Service Allowance will continue to be paid to

those academic staff currently receiving it and to those academic staff who would have become entitled to it in years 1, 2, 3, and 4 of the Collective Agreement, expiring June 30, 2017, if additional steps had not been added to the salary schedule.

5. The Workloads Study Committee Letter of Understanding expanded to include all of Section 36. This will be a joint SAIT/SAFA Committee who will have a year to perform the workload study and report their recommendations. These recommendations will then be taken to the SAFA membership and Board of Governors for ratification.
6. A Letter of Understanding regarding Performance Management and Teaching Excellence in which SAIT confirms that SIR reports will not be the sole criteria used for the purposes of conducting performance evaluations. SAIT further agrees to work with SAFA to outline the performance evaluation process. SAIT will also provide SAFA with an annual report showing the number of instructors who did not receive a performance review so that we can make sure it doesn't suddenly “spike.”
7. \$100 has been added to the Health Spending Account—\$50 in year one and \$50 in year two.

There were two information meetings held on the main SAIT campus to explain the highlights of the ratification package. As well, I travelled to the Aero Centre and the Mayland Heights campuses to meet with instructors and answer any of their questions. The ratification vote was held over a period of one

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week to allow SAFA members to cast their ballots. The ballots were counted Wednesday, February 20, after the poll closed at 4 p.m. The outcome of the vote: 242 in favour and 25 opposed for a total of 267 ballots cast. This equates to slightly over a 90 percent approval of the Memorandum of Settlement. The changes contained in the memorandum will become part of our Collective Agreement on July 1, 2013.

Thank you to everyone who participated in the process—attending the information meetings, taking the time to fill out the surveys, e-mailing suggestions, and, of course, casting your ballot. I would especially like to thank the members of the Negotiations Committee—Heather Kuryk, Earl Simpson, and Ken Upton for their time and effort. Without their help and guidance, we wouldn't have been able to reach this successful conclusion. As always, please call or stop by the SAFA office if you have any questions. ♦♦

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As spring encircles the campus so too will discussion on the pie chart “enhanced” SIRII. The window dressing of the new form is already under discussion, and I will be meeting with management to discuss this in regard to our new letter of understanding.

Thanks to all members of Faculty for their support in the ratification vote as well as for all the feedback and support received over the recent past events. It is your support that enables me to provide support to you as Faculty. ♦♦

## A Cause for Serious Concern

*Anonymous*

I don't think that I've ever known morale to be as low as it has been this academic year. For those of us who truly care for SAIT and the health and wellbeing of those who work here, this has to be troubling. I began to ponder what the cause or causes of this low morale could be: certainly many of us were disappointed at yet another arbitrated contract, the latest of many such inequitable settlements, but typically the effects of such an event are relatively short-lived. So what could be at the heart of this far more significant malaise?

My view is that it isn't the arbitrated settlement per se that is the issue. It is that this award and the difficulties in obtaining a genuine negotiated settlement are symptoms of something much deeper and more profound: it reflects the lack of value and respect that management has for staff and faculty. While this attitude is not new under the tenure of the current SAIT Executive, its insidious effects have increased year after year. The loss of collegiality between those who do the work and those who direct them has been significant. The ever-widening gap between senior management and the workforce has led to an increasing disdain for those who actually do the work. So removed are we from the thoughts of those running SAIT that we have become merely "SAFA" or "faculty"; i.e., a bargaining unit rather than individuals who are key to SAIT's success.

Over the years, there appears to have been a concerted effort to employ managers at all levels who have no experience with SAIT's core business—that of education and training. What would motivate the hiring of individuals who are ignorant of SAIT's business? My view is that the executive has systematically attempted to remove any and all managers who would present counter arguments to some of the arbitrary decisions made at the highest level at SAIT and, instead, fill the ranks with individuals who are prepared to "toe the party line."

How could these inexperienced managers do other than parrot what they are told? They don't know any better and are in fear of their jobs if they set a precedent or speak out against anything that is directed from above. In fact, the almost complete absence of unbiased, critical thought on the part of local managers has now rendered speaking to them practically worthless. For the answer to any question, other than that of the most mundane nature, sends them scuttling to the next level above for a decision. They are afraid to weigh the facts and make a decision, so they simply regurgitate what they've been told. How awful for them and the rest of us!

I know that some of these managers would claim to know something of the business of education, after all they come with extensive "paper qualifications" and have spent many years in school. Being a consumer of education does not qualify anyone to understand the business of education any more than filling up at a gas station makes you an expert in oil and gas. Talking of oil and gas, could you imagine any of the major oil and gas companies hiring managers into middle and senior positions without significant industry-related experience? No? Then why is it acceptable at SAIT?

Please don't misunderstand me; I don't blame the individu-

als concerned. I believe they are, on the whole, well-meaning and were no doubt promised leadership positions and told that they could make a difference. Unfortunately, the sad truth is that they are not allowed to lead. Indeed, I would argue that there are no leaders at SAIT, just managers with little real vision if any at all. These new hires generally don't know what they don't know and have no means of resolving their ignorance. In the past, academic chairs (then called "coordinators") were required to teach at least one course per semester and even some deans taught a course. This is now forbidden, why? Could it be that if these managers gain some experience of the business they are managing that they would understand faculty issues and even develop some empathy for the challenges of the work that's done here? This would, of course, call into question the underlying distrust with which faculty and staff are viewed by the executive and senior management. It could also lead to these managers challenging the decisions being made at the highest level and seeking to improve the system rather than supporting the *status quo*.

My understanding of management is that it has two main functions: develop subordinates and make the work these subordinates do easier and more effective. Also, in modern management practice, it is thought advantageous to reduce bureaucracy and push decision making to the lowest level possible. SAIT, under the current regime, is the antithesis of this practice. Unfortunately, over the years I have witnessed many talented people, with great potential, leave SAIT: they simply get dispirited and tired of trying to change the entrenched, unbending bureaucracy. Management typically characterizes this hemorrhage of talent as normal and talks of job offers too good to refuse. The truth, of course, is that content employees are not looking for other opportunities and will often decline them if offered.

The cost of this ever-increasing bureaucracy must be huge, and it continues to increase year after year. There are now layers of management that simply didn't exist in the past. This is not only expensive but also debilitating. Those who do the work (staff and faculty) are becoming ever more isolated from those who make the decisions that affect them. In fact, it is now often impossible to even identify who makes the decisions let alone be able to influence them.

This growing bureaucracy is not only expensive but also generates policies that are often unnecessary and unwieldy and such policies appear to universally serve those who create them rather than those who have to use them.

Unfortunately, the current SAIT is all about "spin" and "image" at the cost of real quality and substance. As long as things look good to the public at large, the corporate donors, and the provincial government in particular, all is well. It matters not that those of us who work at SAIT and who want to improve all aspects of what it stands for are defeated at every turn. Even when year after year the Hay survey results show that there are serious concerns among employees, the results are manipulated to show them in the best light and then largely

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ignored. The first step toward solving any problem is to recognize it, and this manipulation does a disservice to all. I have to say that this spin fools no one. Does it fool the Board or external stakeholders? What's the adage? "The cruelest deception is self-deception."

There is still a lot to love about SAIT: it houses many wonderful, committed individuals who try, despite the odds, to do a good job. The students are a joy, and I treasure the ability to enter the classroom and shut out the larger SAIT (if I were in a non-teaching role, I don't think I could continue to work here). But the way SAIT is run has to change. I pray that the essential character of SAIT will change for the better on Irene's departure. I don't think anyone could argue that Irene has done a tremendous job with SAIT's external image, but unfortunately, working at SAIT is virtually intolerable. She has focused externally to the almost total exclusion of the myriad issues that plague the SAIT community. If SAIT is to be truly innovative and live up to its hype, it must embrace modern management practices and shed the old management paradigms. The bureaucracy must be significantly trimmed to achieve a flatter and more responsive system. Despite their protestations to the contrary, the current hierarchy believe that the only good ideas at SAIT come from the top management. After all what could "tradesmen" know when compared to these possessors of higher degrees? The paradigm must shift, and management must stop trying to control everything, such control is illusory anyway. This "command and control" philosophy has long been discredited and now only appears to exist in government and quasigovernment institutions like SAIT.

Is anyone who is in a position to make a difference listening? I'm speaking directly to the Board here as I fear the SAIT Executive is a lost cause: the same paradigms that created the problem can't be used to solve it. The Board of Governors has to start to play a leading role instead of "rubber-stamping" anything that the SAIT Executive presents to it. Everything at SAIT is done in their name anyway (from each additional policy to the arbitrated settlements mentioned earlier), so it's time to play an active rather than a passive role. Does anyone on the Board really care? Or are they comfortable with meeting regularly, having a meal, and being able to write "SAIT Board of Governors" on their résumés.

What about faculty and staff? Do you care enough to write to the Chair of the Board about what you've experienced? Do you care enough to do something or are you going to be content to mutter over your coffee about SAIT management and the unfairness of what's being done here? Why not consider writing an article for the SAFAGRAM too? Now is the time to be heard. We are about to have a "changing of the guard" with Irene's departure, and I, for one, am hoping for great things from her successor. (Do you think he knows what he's letting himself in for?)

Finally, some of you may be asking why this is anonymous. If you are, just speak to one of the "old-timers," and they'll tell you that those who speak out against this regime have remarkably short careers afterwards! Unfortunately, I haven't yet won the lottery or saved enough to retire. Also, as I said, I'm hoping for great things from the new president, and I would like to be here to help make SAIT a truly great place to work once more. We all owe it to the new president to support him if he is committed to changing SAIT for the better. 🍀



## SAIT TROJANS REPORT

**TROJANS E-NEWSLETTER** - Sign up for the Trojans E-Newsletter to receive team updates, upcoming games and events, and other Trojans news! Visit [www.sait.ca/trojans](http://www.sait.ca/trojans) and click on the 'Media Centre' tab to find the link to our E-Newsletter.

**TRAIN LIKE A TROJAN!** - We offer week-long Summer Sport Camps during the month of August for youth in volleyball, basketball, and hockey at the novice, atom, and pee wee levels. Participants will improve their skills from high-level coaches through team play, training, and conditioning, as well as having a lot of fun at our first-class facilities at SAIT. Please visit [www.sait.ca/trojans](http://www.sait.ca/trojans) and click on the 'Camps' tab to find the Summer Sport Camps information and to register. Registration begins February 19, 2013.

**2012-2013 TROJANS PLAYOFFS!** - With the end of the regular season in sight for the Trojans, playoffs are just around the corner. Playoff dates, times, and locations for all Trojans team will be announced. Like us on Facebook, follow us on Twitter, or visit [www.sait.ca/trojans](http://www.sait.ca/trojans) to stay up to date with the latest schedules, scores, and post-game stories.

## Smiles for the day

These are a few actual complaints received by Thomas Cook Holidays from dissatisfied customers:

1. "I think it should be explained in the brochure that the local convenience store does not sell proper biscuits like custard creams or ginger nuts."
2. "It's lazy of the local shopkeepers in Puerto Vallarta to close in the afternoons. I often needed to buy things during 'siesta' time — this should be banned."
3. "On my holiday to Goa in India, I was disgusted to find that almost every restaurant served curry. I don't like spicy food."
4. "We booked an excursion to a water park but no-one told us we had to bring our own swimsuits and towels. We assumed it would be included in the price"
5. "The beach was too sandy. We had to clean everything when we returned to our room."
6. "No one told us there would be fish in the water. The children were scared."

# Tracking Professional Development at SAIT

By Eugene Blanchard

We are fortunate to be offered professional development (PD) at SAIT. The types of professional development can be external or internal courses, seminars, or sessions. The external professional development can be delivered in person locally, or may require travel, or even be delivered online. Internal PD can be seminars or sessions provided by your department to address a specific skill set, or they can be campus-wide sessions delivered by CITD to improve or update your teaching skills, professional skills, or technical skills.

In all cases, it is important that you receive a hard-copy confirmation that you've attended the professional development. You want an official receipt to justify the time and monetary expenditure that you've invested. You may need to prove to your superiors that you've attended, passed, or reached a particular milestone that the PD session provided. These documents should be used as part of your Personal Performance Review (PPR) and the Performance Objectives and Individual Development Plan (POID). You may also need a hard copy if you are updating your résumé and are considering leaving SAIT.

If you have recently taken an internal PD course through D2L, you can print out a hard copy from D2L:

- Go to the Student tab in D2L
- Select the course that you've taken
- Go to Grades and you will see a final mark displayed
- Print out the page for your records

If you've taken an internal "in person" PD session, you should receive a hard-copy confirmation on SAIT letterhead detailing the session with the date and your name on it as proof of your attendance. If you haven't received one, you should contact the presenters.

The latest photocopiers at SAIT have a feature that allows you to scan in a document and e-mail it as a pdf to yourself. This is very useful as you can scan in all of your PD documents and create a single multi-page pdf that you can e-mail to yourself. This makes a great color soft-copy backup for these important documents. I highly recommend that you back up your PD documents this way. 📧

## Message from Local Authorities Pension Plan

By Grant Howell, LAPP Board Chair

For the past several months, the Board of the Local Authorities Pension Plan (LAPP) has been busy with what it calls sustainability planning. This simply means taking a prudent and detailed look at our pension plan and evaluating what needs to be done to keep it healthy and strong well into the future.

LAPP's primary goal is to provide a lifetime benefit to its members. To achieve this, the Board has to stay focused on the road ahead and identify any risks that could jeopardize the plan's ability to continue delivering this important benefit. But planning ahead doesn't mean the LAPP Plan is in crisis; far from it, in fact. The plan is strong, well-managed and quite well positioned to remain sustainable into the future as long as the Board is able to address future risks effectively.

There are two things the Board has tried to achieve as part of its sustainability planning process. The first is to have an open-minded approach and look at all possible options for sustainability. We owe this to the members and employers who contribute to the plan and we owe this to the retirees who have paid for their benefits. The second thing we are trying to do is be open and transparent, seeking input and feedback throughout, from as many stakeholders as we can.

Because we represent 214,000 plan members and 478 sponsors (employers and unions) communicating is not an easy task and consulting is even tougher, but the Board has taken every opportunity in the last couple of years through newsletters, presentations, trade shows, website postings, annual reports and surveys to get out information and seek feedback. We will continue to communicate and keep you updated along the way, primarily to our LAPP website, [www.lapp.ca](http://www.lapp.ca).

Our most recent survey has attracted a lot of attention and we want to respond to some of the questions we have been getting and clarify a few items:

- No decisions have been made about recommending **any** changes to plan benefits
- Any recommendations to changes on retirement benefits would be on future service only
- If changes are needed they will be thoroughly communicated
- The survey questions were asked to get information on options and opinions only

During this process, the Board has been discussing sustainability with a committee of LAPP employers and unions, formed from the LAPP Stakeholders Consultation Group. It is important to note, however, that the survey posted to the website was not developed by that group and was not a reflection of those discussions. The survey, like the one conducted last year at the same time, was approved by the LAPP Board based on information the LAPP Board was interested in learning.

Although the LAPP Board has been doing sustainability planning for many months, the Minister of Finance, the Honorable Doug Horner, recently asked all the public sector plan boards to look at sustainability options for the future and consult with stakeholders on sustainability. Doing what it can to meet some of the Minister's timelines, the Board has not been able to broaden the consultation too much, but we will continue to communicate updates as best we can through our newsletters and online. Please read about [Sustainability Planning](#) on our website and watch for updates.

Thank you for all your support and feedback throughout this process. 📧

# The Unchanging Seasons

By Mark Snaychuk

NB: Article received in December—too late for publication

When I walk around downtown Calgary during the lunch hour, I often meet ex-SAIT “legionnaires” who like to reminisce about all that is good and bad about careers on that wacky but inspiring battlefield that we call public education.

It feels great to see these old and not so old warriors and almost without exception we rant about the days that we will never forget and about all the triumphs and the setbacks that we had along a route that was rewarding but always mined with difficulties. Indeed, when you have spent the best days of your career in a battle that you believed in, you might end up taking off your uniform and putting on civilian clothes; but you never forget about all the moments of camaraderie that you enjoyed in the trenches.

I don't miss the overwhelming stress of the Academic Chair's job, but I do miss some of the dedicated instructors I knew on campus, even if they often scolded me about my irreverence and my dark sense of humor. Well, so be it because no one knows an old soldier like other old soldiers who served with him.

Yes indeed, my life is now a simpler one, and I am enjoying it. No longer am I berated by people who never understood that SAIT staff weren't responsible for the world's problems. As the Billy Joel song goes, “We didn't start the fire; it was always burning since the world's been turning.” In other words, yes the world is fraught with bad stuff, but in the classroom the instructor's job is to teach and the student's job is to learn. You can't run the show any other way.

Bearing those thoughts in mind, as I look back through the years I wonder who the enemy was that my conservative upbringing never prepared me for. The answer is clear. Despite two degrees, a diploma, and years of industry experience, I wasn't prepared for that adversary called “political correctness” and the constant barrage that it brought down on the heads of me and like-minded conservatives.

Contrary to how the politically-correct gang see themselves, these self-described enlightened purists are an obstinate, unreasoning bunch who constantly preach about democracy but simply revile anyone who harbors a different opinion than they do. What they lack in talent they make up for in terms of sheer numbers. Never have so many done so much to those few who dared to oppose them. Like a tidal wave that starts out as a ripple they have grown into a force that has all but overwhelmed time-honored values that emphasize hard work, loyalty, and commitment to others. Ironically, these are the values that industry managers are looking for, and when they see something different in young people, they quite rightly ask where these other ideals come from. Take it from a guy who was in firefights for 12 years; I know exactly what the problem is.

In my years on the job, there was a consistent but well-founded complaint that rang out from our outstanding students and instructors. It was simple in terms of content and needed no translation. “Why are you letting these people who don't want to learn ruin it for the rest of us?” asked the troops. Indeed, it was a poignant question that I did my best to pass up the ranks of command with mixed results. Most often I was told that I did not have the necessary ideology in terms of under-

standing the strategic plan.

One thing I did understand was that good students and instructors were the lifeblood of any educational institution. Of course, it sounds simple when you draw it on paper, but when the shooting starts for real, it can leave you scurrying for cover. On numerous occasions, even in very serious circumstances, I found that my decisions to remove or fail students were overruled by a crowd who always told me that they were acting in the name of democracy but whose democracy were they referring to? Surely it was not the rights and freedoms of hard-working students and instructors who always came with the right level of discipline in order to get the job done.

For individuals who were unmotivated, disruptive, and disrespectful, it certainly served no purpose in telling them that there would always be forgiveness and another chance to make good on their opportunities when in fact the real world offers no such truce. The line between success and failure is a narrow one, and as the world economy becomes ever more competitive, industry will ask more of their new recruits, not less. Ask the young people of Spain, Greece, and Italy if the working world is becoming easier or harder.

When you sit in meetings with educational theorists, they dismiss the aforementioned argument as irrelevant because they see you as someone who doesn't understand the nature of the problem. In fact, one of the major problems is easily identified. When you tell young people that they are “customers” and not “students,” you open Pandora's Box, and like that mythical tale suggests, you can't just put the lid back on and expect that you haven't gained any unsightly scars as a result of your temptations. Amidst the impalpable ramblings of the “everybody has done them wrong” crowd, past lessons are always sworn off as fables despite the fact that fables often serve as a warning to those who lack common sense.

In the supposed dark days of the past, administrators never removed that lid because they knew what forces dwelled inside. For everybody's good, students were students, and as it is in industry, you were expected to work with what you were given however flawed those materials might be.

When you ran into an instructor who didn't give part marks, you learned to be a perfectionist. When you encountered a teacher who locked the door on late-comers, you learned punctuality. When you called the Dean to launch a protest, you learned that going up the line wasn't easy, and it was no guarantee of getting the answer that you wanted. When you tried to go to senior management with a trivial complaint, you learned that even gaining an audience wasn't assured and thus it taught you to be realistic in terms of your frustrations.

Were these bad ideas? If so, why did previous generations who espoused these values leave us with a country and a social system that is the envy of the world? Surely they knew more than the “new age” zealots give them credit for. Surely the people who came here and worked themselves to death would never have approved of the “no responsibility society” that is slowly but surely taking us all down a path that can only end up in one place—system failure and meltdown and with it an end to all that so many have died for. *Pass the Koolaid.*

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# Faculty Showcase of Excellence 2013: Building Success, Realizing Dreams

Monday, May 6 – Thursday, May 9, 2013

It is that time of year again! SAIT Polytechnic's annual four-day Faculty Showcase of Excellence 2013: Building Success, Realizing Dreams, an in-house conference for SAIT faculty. In recent years Showcase has grown in popularity and we had over 2,000 attendees at almost 70 sessions last May featuring the best of teaching excellence and learning at SAIT.

This year marks the dawn of a new era at SAIT. The recently-completed \$400,000,000 Trades and Technology Complex, an internationally recognized infrastructure project, creates unlimited potential for SAIT learners to realize their dreams for decades to come.

This is a general call for presentations. If you are interested in presenting a session (individually or co-presenting), a panel, hosting a tour, etc., please complete the electronic submission form using the link provided to assist with scheduling and accommodating your schedule in May.

Here is the link to submit your proposal...

<http://citd2.sait.ca/faculty-showcase/submit-session>

If you have any questions or ideas to contribute, please feel free to contact Lisa at 5803.

Look forward to further announcements about the program and our featured speakers. We look forward to another successful Showcase again in 2013!

Sincerely your Friendly FDS Team,

Dan Jones, Marie Krbavac, Mavee Eustaquio, Moira MacLoughlin,  
Doug Chudleigh, Lisa Fedoruk, and Phil Hoffmann

NN604, Senator Burns Building

403.284.8475



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These days, as I drive past the campus, the new buildings look stunning and are a testament to all that Sweet Home Alberta has to offer, but behind the bricks and mortar must lie something that is far more concrete to all the various interests in the public education contract. It is called the public good that is truly in the interests of the collective and not that of the individual.

In closing, let me say it's been fun writing these articles for over a decade, but as I write my last column for a SAIT publication, I will save my last words for the people who never gave up fighting for what they knew was right. When you look in the mirror, be content in the knowledge that you are looking at someone who always fought for the ideals that make life worth living. Keep up the good fight, and God bless you. ♦

