

Less is More... More or Less, We Guess

SAIT's Annual Report: Part 1

So, what are you doing with your \$71,000 salary this year? New golf clubs? A cruise? How about a new wardrobe—one that befits an instructor who has the highest paying gig in the province? Well, here's a note of caution (as if you really needed it). Don't spend that money just yet because you don't make anywhere near that much.

A table of salaries published in the January edition of ACIFA, gets it mostly wrong. It says salary and benefits for a full-time SAIT instructor in 1998 averaged \$71,002, the most for any college instructor in Alberta, and more than 16% higher than the provincial average. Nice work if you can get it. But that \$71,000 figure is, to use the technical term, a great big puddle of piddle.

So shame on ACIFA for getting something so important, so wrong. But shame too on SAIT. ACIFA based its report on figures, audited figures, that SAIT has included in its 1999 annual report. There it is on page 32. Average annual salary for Faculty in 1998: \$71,002. Average annual salary for Faculty in 1999: \$66,226.

Well, we all know what the salary really is. According to the contract, the top salary an instructor could have earned in 1998/99 was \$55,260. And the top salary for 1999/00 won't be known to the number crunchers at SAIT, or to anyone else, until an arbitrator decides it.

So here at the editorial board, we've put our minds to possible explanations for why SAIT has such faulty figures.

No. 1: The FOIPP Theory.

They're very sorry, but to give any accurate information would violate government privacy policies. Oh, and have we reminded you lately not to post students' marks?

No. 2: The Big Headache Theory.

It's the pounding! My God, the incessant pounding! The makers of the huge hole behind Heritage Hall have done such a bang-up job of making teeth-rattling, ear-annoying noise that it has knocked the sense right out of those who put together the salary figures for the annual report.

No. 3: The Big Lie Theory.

Say anything, since it doesn't really matter what you say, as long as you have a story and you stick to it. The cheque is in the mail. Less is more. T-E-P is A-O-K.

No. 4: The Parking Theory.

The guy who works the figures couldn't get an on-campus parking spot that day, so he phoned in and said: "I don't care what you put in the damn thing, but it has to get to the publisher today. Use any numbers."

No. 5: The Y2K Theory.

They're still adjusting to the new millennium. Mistakes will happen. Get over it.

OK, so forgive us the hyperbole. But SAIT's explanations don't make a lot of sense either. It seems they get to \$71,000 by taking base pay, then tacking on overload payments, overtime, and contract fees. Now isn't that interesting? It makes us wonder why, when it comes to establishing a salary figure on which to calculate performance payments, they use base pay, and choose to ignore the overload, overtime and contract fees.

And speaking of those performance payments, we're left with one question. Huh? SAIT's annual report says (p. 13) that we actually received that 0.54% payment; you know, the one we rejected. It therefore contributes to the \$71,000 figure. Now isn't that more than a little misleading?

It's that kind of shoddy stuff that makes us question other information in the annual report; for example, footnote (8) on page 32. It tells us that when Jeanette Nicholls left her job as president of the SAIT Foundation last year, she had a bonus cheque of \$125,906 tucked into her purse. It suggests that's her reward for hitting fund-raising targets. Well, that's not nearly enough information. Tell us exactly how senior executives earn such bonuses, and exactly how much they receive. For example, is Guy Mallabone going to pocket a cut of development revenues?

And how about a little more consistency in reporting information. The annual report, again on page 32, makes a point of listing

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JAN/FEB 2000

Library Updates



by Dave Weber
Educational Resources Library N204 (8408)

⇒ In response to student requests, a new document preparation centre has been created in the Library Cyberport (computer lab, N204). The report equipment includes a spring bindery machine, a plastic laminator, a paper cutter, scissors, hole punch, and stapler. The price for the materials, such as spring bindings, plastic lamination sheets, and report covers, is \$1 per item. The centre is designed for self-serve access, but the Information Desk staff is more than willing to help with the machine operation.

⇒ Another new addition to the Cyberport is a colour printer. Lab users can now choose either black & white or colour printing from each PC workstation in the Library. Colour prints are \$.70 per page, and black & white printing remains \$.10 per page. Cyberport print workstation jobs are released with a print card available for purchase at the Information Desk.

⇒ Two new magazine/newspaper services have been added to the Library's selection of electronic research resources.

1. The **Infotrac** service includes the following two databases:

a. Expanded Academic Index 1997 - **January 2000**

This database contains information on Astronomy,

Religion, Law, History, Psychology, Humanities, Current Events, Sociology, Communications, and the General Sciences.

b. Canadian Periodical Index (CPI.Q) 1988 - **January 2000**

This database is designed for public, academic, and school libraries. It includes a comprehensive list of Canadian and international journals, magazines, newspapers, and other references. CPI.Q includes more than 400 titles with full-text articles from over 160 of these periodicals, as well as Gale Research reference data and the full text of selected sections of *The Globe and Mail*, Canada's national newspaper.

2. Canadian NewsDisc

The Canadian NewsDisc offers unparalleled access to the fulltext of major Canadian news sources from Canada's leading newspapers, including the *Calgary Herald*, the *National Post*, and 11 other major regional newspapers. The database also includes CBC broadcast transcripts for *Ideas*, *Marketplace*, *Fifth Estate*, *The National*, *Man Alive*, *Saturday Report*, *Sunday Report*, *The Health Show*, *Venture* and *Question Period*, and CTV broadcast transcript for *Canada AM*, *National News*, and *W5*. The Canadian NewsDisc includes the fulltext of every article, column and feature published by the 13 newspapers.

These resources are located in the Electronic Resources page of the Library Home Page (<http://sait.ab.ca/library>). Please contact the Information Desk if you need search assistance. ♦

SAFAGRAM

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SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) five times a year on or about the first days 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 email submissions to luda.paul@sait. Please keep submissions under 300 words, double space, and, if possible, submit on floppy disc (Mac or DOS) with an accompanying hard copy. 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.

Editorial

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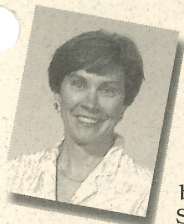
the "salary" of that one instructor (whose earnings no doubt affect all averages) up there with the Executives. Why then, when the salary of that instructor includes all benefits, do the salaries of the Executives exclude what they get for automobile leasing or purchase? Isn't that a benefit? It's misleading to put those figures in the same section, and leave the impression they were arrived at by using consistent reporting criteria.

Here's another thing we question about that annual report. It's that "four story building" (sic) Irene Lewis tells us about in her president's message (p. 5). OK, we're being a little picky on that one. Spelling mistakes do happen.

But we guess there are more than four stories in that four-story construction project. By the time it's a real bricks-and-glass monument to someone's vision of SAIT's future, there may well be hundreds of stories. We're suggesting you don't look to the annual report for real goods on any of them.

We found more, lots more, to question in the annual report. Did you notice anything that raises questions? If so, e-mail us (safa@sait.ab.ca) and we may include what you found in Part 2 of this editorial, which will appear in the next edition of SAFAGRAM. ♦

FAQs



by Heather Sagan

FAQ: What is the definition of casual employment?

A: Casual employment is defined as non-permanent employment on an hourly basis. When continuous casual employment of an academic staff member exceeds six months in any academic year, in a full-time capacity, the academic staff member shall be appointed to a temporary position. (However, Section 36 Workload and Section 51 Overload do not apply to casual hourly and temporary salaried while instructing in business and industry or government extension programs.)

FAQ: Are instructors employed on a casual basis paid according to the instructor salary grid?

A: A casual hourly position must be paid at the salary grid level (Section 46 of the collective agreement). They must also receive an additional 10.8% in lieu of annual vacation and statutory holidays (Section 15).

FAQ: What should be included in contracts for instructors employed on a casual basis?

A: In order to ensure that individual employment agreements do not compromise the terms or conditions of the collective agreement, academic departments should ensure that the following are observed:

1. Hourly rates of pay should be determined with regard to Section 46 and

based on the appropriate preparation level.

2. There should be explicit allowance for the additional 10.8% to be added to the hourly rate of pay in lieu of annual vacation and statutory holiday entitlements (see Section 15.02(b)).

3. Unless assigned to earned revenue generation, the provisions of Section 36 (Workloads - Instructors) must be observed. For practical purposes, it should indicate on the individual employment agreement the number of assigned instructional hours together with the number of hours being allowed for preparation, marking, student consultation, etc., as well as any hours allotted for non-instructional work.

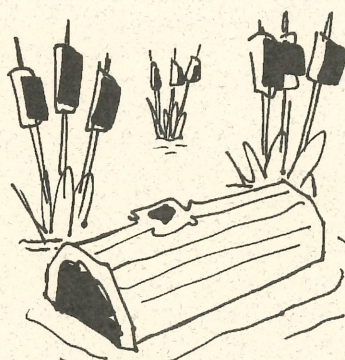
Casual (contract) instructors should check their contracts. If in the 1999 fall semester and the 2000 winter semester, you have a full teaching load and are still employed at SAIT in February 2000, you should be moved to a temporary salaried position. Please call the SAFA office at 8321 for information and advice.

FAQ: When can an instructor be employed as an independent contractor (company contract)?

A: A company can be employed to provide instruction at SAIT on an occasional basis, i.e. as a guest lecturer.

FAQ: Should an instructor be teaching a full load as an independent contractor?

A: No. If an instructor is teaching a full load, and SAIT is your main employer, you are not an independent contractor, you are considered a SAIT employee by Revenue Canada. ♦



BOG Log



by Katherine Henry

Two formal Strategy Sessions have been held by the BOG since the last report. One was held at the TransCanada Pipelines' offices and one at SAIT. Much of the discussion continues to centre on the various construction projects which are happening at SAIT. The big hole has been completed and is now in the process of being filled in. I have attended a number of meetings with the Expansion 2000 staff as a member of that Board working team and am happy to report that the group of Marty Cohos, Bing Runquist, and Brad Pratt are keeping things on time and on budget. So far, so good.

The Board approved the construction of an Automotive Service Centre. This was a movement of a project from the "to-be-done-later" category into "now" because of the cost savings that could be realized and the resolution of a problem. The staff in Heritage Hall had nowhere to go except ATCO trailers. This building will house those staff while the Heritage Hall renovations are being completed. This will result in substantial

savings which effectively reduces the cost of the Centre. This was not an additional project, just a move from unapproved to approved. Fundraising is currently being done to raise money for the remainder of the construction costs, and the External Relations office is very confident. It will also form the "Gateway to the New Campus" and become an attractive and easy entrance off 14th Street. It is currently being called the 14th @ 14th building. Unfortunately, it will temporarily displace another 150 parking spaces in the corner of the J-lot, which we can ill afford. It will get worse before it gets better.

At the Board Meeting on November 23rd, the Board voted unanimously to redirect the unallocated Board Honoraria to establish a "Board of Governors' Endowed Scholarship Award." A total of \$18,750 will be allocated to this award. There is an Alberta Opportunities Bursary (AOB) Program which means that it would qualify under the 3:1 ratio. This means that \$56,250 would be given out in bursaries to students who apply for financial assistance through the student loan program.

In keeping with the new structure of the Board, SAIT will hold an Annual Meeting on May 3, 2000, at the Calgary Convention Centre. The meeting will provide a report to the community on SAIT's activities and achievements, promote SAIT's vision for the future, and celebrate SAIT's many achievements over the past year. All staff are encouraged to attend.

I would like to take this opportunity to thank Irene Langille for her efforts on the Board of Governors and wish her well in her new position. I would also like to welcome Gary Codner to the Board. ♦

Blow Your Horn



"Blow Your Horn" is an opportunity for instructors to educate the rest of us about their program by providing a personal view of what they and their students are up to.

In the mid 1990s the Office Administration Program had been told that the number of course hours were to be cut back. The faculty were looking for innovative ways to maintain the same level of excellence in the program with fewer resources. At the same time, our Advisory Board was telling us that office administrators required more soft skills such as decision-making, communications, initiative, and team spirit.

Since SAIT had always prided itself on providing a "hands-on" learning environment, the OA faculty, with the leadership of instructor Jennifer Prest, provided the

second-year students with an opportunity to develop their soft skills through the organization of a series of seminars for the first- and second-year students.

The planning of the conference forms a major component of a Project Administration course, and tasks are found for all second-year students. The success of the first conference in 1995 has led it to become an annual event to which the students look forward.

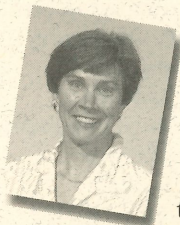
No two conferences are the same. Each year the students choose the theme, logo, topics, speakers, and—since there is no special

funding—do all their own fund raising. One important aspect of the conference is that it gives the students an opportunity to demonstrate pride in their program and raises the profile of SAIT in the community.

The 2000 Office Administration Conference promises to be bigger and better than ever. This year's conference will take place on March 8 and 9 in the Campus Centre. The conference will kick off at 8:15 a.m. Wednesday, March 8, with welcoming comments from 2000 Conference Chair, Philip Flegel. SAIT dignitaries, President Irene Lewis

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SAFA Dispute Resolution/Grievance Committee



by Heather Sagan

SAFA is encouraging more faculty members to get involved in dispute and conflict resolution. As a result a Dispute

Resolution/Grievance Committee has been set up. Committee members are David Mansfield, Chair, & Ed Logue, Construction; Ceril Kenny & Chris Smith & Sonny Hegde, Energy; Dave Macaulay, Manufacturing; and Judy Murphy, Centre for Academic Learner Services.

The objective of the committee is to assist the SAFA President and Executive to provide information and advice and to resolve disputes and conflicts before they become grievances.

Dispute/Conflict Resolution Guidelines

1. Dispute and/or conflict resolution is designed to
 - a. Encourage open, face-to-face dialogue by the people affected by a dispute;
 - b. Achieve fair, wise, implementable and sustainable solutions;
 - c. Achieve solutions that contribute to positive, collaborative working relationships;
 - d. Achieve solutions that are consistent with the Collective Agreement;
 - e. Minimize the time and cost involved in resolving disputes.
2. A dispute or conflict is any problem, disagreement or difference involving employees, representatives of the Employer or the Association.
3. Resolution of a dispute or conflict by informal discussion is encouraged before a dispute or conflict proceeds to a grievance. An academic staff member should first discuss the subject of the proposed grievance with his immediate supervisor and/or dean/director in an attempt to resolve the matter. An Association

Representative may accompany and assist the academic staff member at this stage.

4. A grievance is any of the following:
 - a. A difference regarding the interpretation, application, operation, or contravention or alleged contravention of the Collective Agreement.
 - b. A complaint regarding an alleged unjust treatment or discrimination.
 - c. A complaint regarding alleged unfair working conditions.
 - d. A complaint regarding the dismissal, suspension or demotion of a probationary academic staff member.
 - e. A complaint regarding any disciplinary action involving financial penalty, other than the one described in 20.01 (d) of the SAIT/SAFA collective agreement.
5. A policy grievance may be initiated in writing by the President of the Association or by the President of SAIT, when
 - a. Seeking to enforce an obligation that is alleged to arise out of the SAIT/SAFA Collective Agreement, and
 - b. The alleged obligation is not, at the same time, the subject of a grievance of an academic staff member.
6. Informal Resolution Stage

An academic staff member is encouraged to resolve any dispute or conflict through face-to-face discussion with the person(s) with whom there is a dispute.

The discussion should include sharing information relevant to the dispute to the fullest extent possible, at the earliest opportunity.

The discussion should include an open, respectful exchange of the interests of the persons directly affected by the dispute, and an exploration of options to satisfy these interests.

Agreements reached at this stage are confidential and without prejudice to the legal or contractual rights of the parties. ♦♦

*Blow Your Horn
continued from page 4*

and Applied Management, Hospitality & Tourism Dean Fraser Wilson, will also bring greetings.

The conference, with over 250 invited guests, will hear a wide variety of speakers from the dynamic to the informative. On Day 1, Wednesday, March 8, **Barb Higgins, CFCN anchor**, will be the opening keynote speaker, followed by an impressive array of industry experts and community activists. The first day will conclude with **1988 Olympic Gold Medallist Michelle Cameron** speaking on the importance of goals and forward thinking in our lives.

Day 2 of the conference on Thursday, March 9, will open with **Diane Strashok, President and CEO of Peace Hills General Insurance**, talking about the problems and rewards of being one of the few female CEOs in Canada. An article about Ms. Strashok recently appeared in *Today's Alberta Woman*. Day 2 will continue with a variety of important speakers with various topics including entrepreneurship, financial planning, and goal setting, with the **Power 107 Morning Team** taking the stage to talk about their experiences. The conference will conclude with **Earl Hickok, President and CEO of two Calgary companies, Teskskor Software, Inc. and Advance Energy**. Mr. Hickok will be speaking on the importance of technology and the advancements taking place in the ever-changing workplace.

The 2000 Conference is extremely grateful to the community of Calgary for its generous support. Many corporate sponsors have donated money and prizes. Without their support, this conference might not be possible.

The SAIT community should be extremely proud of our students for putting on a quality conference that speaks volumes about the Office Administration Program. The students have worked extremely diligently and will make us all proud, not only for their contributions to this successful conference, but also in the work they do in the business community upon graduation. ♦♦

Computer Jokes

Computer User (2)

Funniest, "can't install" joke came from a guy at a neighboring office who complained that he couldn't install a new program. When the repair/trouble shooting guy arrives, says, "See, I can't get it to read the disk even after I trimmed it down enough to fit in the little door." He'd of course, taken a 5 1/4 disk and trimmed it to 3 1/2 with scissors.

Computer User (3)

A woman called the Canon help desk with a problem with her printer. The tech asked her if she was "running it under windows." The woman then responded "No, my desk is next to the door. But that is a good point. The man sitting in the cubicle next to me is under a window and his is working fine." ♦♦

- Taken from the internet

James McWilliams & Ray Gauthier, Applied Management, Hospitality & Tourism

They make SAFA social events a learning experience for their students.

by Heather Sagan, with input from James McWilliams

A+

"Thank you for the excellent party that was hosted by SAFA. It was one of the best that I have attended in years. THX! Thanks! It was great to see so many people out."

These are just a few of the comments that we received following the 1999 SAFA Christmas party. Always a highlight at these events is the wonderful array of food prepared by Instructors James McWilliams and Ray Gauthier, and their students.

The food arrives, is presented with flair, and everyone enjoys it. But what goes on behind the scenes? James McWilliams and Ray Gauthier toil with their students, teaching them how to prepare hors d'oeuvres for a large group of people.

Hotel and Restaurant Management Program students were responsible for preparing and arranging all of the hot and cold hors d'oeuvres for this event. This gives the HRM students excellent exposure to what is involved in the organizing and assembling of food products in such large volume. The hands-on approach for some of the students is a new experience. They learn to cut, trim, fold, cook, and decorate a variety of food platters under the supervision of their instructors. The students are encouraged to be creative as well as conscious about safety and hygiene.

A party for this number of people requires the cooperation and communication from other staff members within the

Applied Management, Hospitality & Tourism Department. Fellow employee Kevin Valvasori painstakingly delivered the units of hot and cold foods from the Senator Burns Building to the Thomas Riley Building. Carl McAllister organized and delivered the equipment and linen for this event. Last but not least, Dave Waite, SAITSA, a student in the Chemical Technology Program, diligently managed the cocktails for the party.

In all, it was a good SAIT team effort which, from the feedback we have received, everyone enjoyed and appreciated. ♦♦



WHY ASK WHY?

Why are there flotation devices under plane seats instead of parachutes?

Why are cigarettes sold in gas stations when smoking is prohibited there?

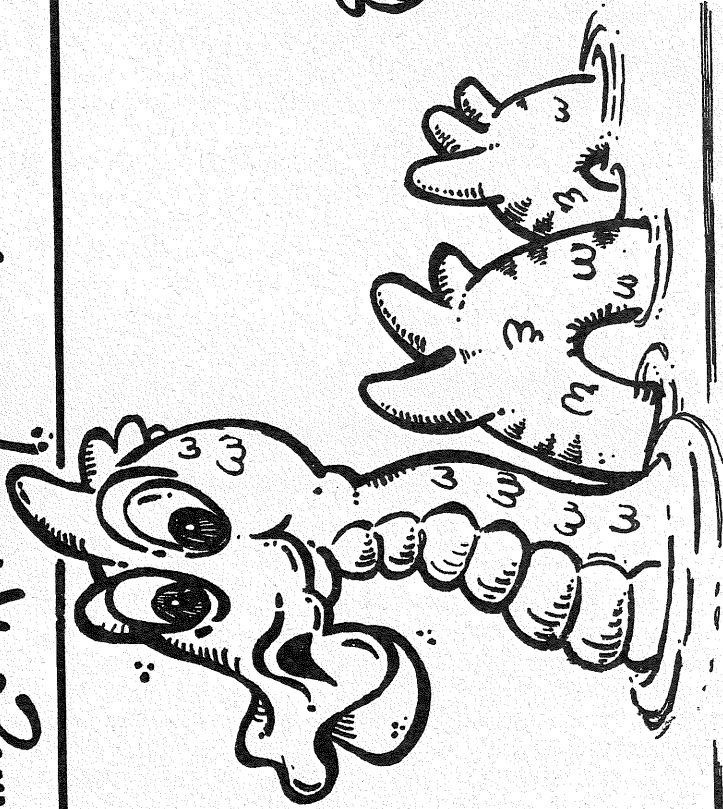
Have you ever imagined a world with no hypothetical situations?

If nothing ever sticks to TEFLON, how do they make TEFLON stick to the pan? ♦♦

Things Rarely Seen...



SASQUATCH



OGPOGO

\$71,000 INSTRUCTOR

