

The Pluses of Using the Arbitration Step in Negotiations

FILE COPY

After two major contract rounds and significant issues were settled at arbitration in the past six years, it may be time to look back and evaluate the arbitration process. How well served has the faculty been by this process? What have we, the faculty, gained by the arbitration process?

Comparisons Over Two Years of Negotiations

Employer's Original Position	Employer's Final Position Before Arbitration	Employer's Position Presented to the Arbitrator	Arbitration Board Ruling
Salary No offer of increase at bargaining.	1999 - 2% 2000 - 2% 2001 - 2%	July 1, 1999 - 0% Jan. 1, 2000 - 3.5% Jan. 1, 2001 - 3.5% Jan. 1, 2002 - 3%	July 1, 1999 - 3.8% July 1, 2000 - 4% July 1, 2001 - 4%
Alberta Health Care Plan and Extended Health Care Plan To be frozen at current amount. Faculty to pay 100% of all increases.	No Change	No Change	The employer will continue to pay one-half the cost of the premiums of these plans
83:17 Ratio For SAIT to be viable, it must be removed.	For SAIT to be viable, it must be removed.	For SAIT to be viable, it must be removed	The ratio remains with some changes. Clarification on some portions still to come from Arbitration Board.
Provision of Member Appointment Letters to the Association for instructors. No disclosure by Employer (How can SAFA represent faculty if unaware of working conditions?)	No Disclosure, No Way - trust our numbers from databases.	No Disclosure, No Way - trust our numbers from databases.	SAIT shall provide a copy of the letter of appointment to the President of the Association.
Retroactivity of Raises No Comments Made	No Comments Made	Six months of new contract, with 0% retroactivity, 3.5-year term.	Fully retroactive for a three-year term

The Arbitration Award was unanimous by the Arbitration Board. The Board make-up is a Faculty Association nominee, an Employer nominee, and they in turn select the third person, the chairperson. These are but a few of the items from the negotiating table awarded that the Faculty should consider when attempting to answer the question:

"How well served has the faculty been by the arbitration process?" ⇄

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SAFA



SAIT
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Association

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Editorial Board Responds to Letter from President Irene Lewis, December 20, 2000

The SAFAGRAM is a publication for faculty members at SAIT. Through this vehicle of a bi-monthly newsletter, the Editorial Board, with input from other faculty members, disseminates information that we believe other academic staff members teaching at SAIT would appreciate being made aware of. Over the past year and a half, the Editorial Board has received articles from faculty members that they would like to see published but do not want to have their names attached to because of the fear of reprisal from deans and managers.

Is academic freedom, or freedom of speech, important in an academic institution? Some post-secondary institutions have an article in their collective agreements dealing with academic freedom. What does academic freedom grant academic staff members? Institutions that subscribe to the principles of academic freedom recognize the right of the academic staff to examine, to question, to teach, to learn, to investigate, to speculate, to comment, and to criticize without deference to prescribed doctrines, and grant the right of academic staff to engage in these activities. Faculty members at SAIT should feel that they can express their opinions and concerns through their faculty newsletter without the fear of reprisal. Is our freedom of expression being threatened?

The SAIT Academic Faculty Association does not have a clause on academic freedom in its collective agreement with the SAIT Board of Governors. Perhaps in the next round of collective bargaining, SAFA should strive to include a clause on academic freedom in our collective agreement. ♦

SAFAGRAM Editorial Board

SAFAGRAM

Editorial Board

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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.

SAFA Adopt-a-Family

Christmas is a special time for children, and this year faculty members made the "SAFA Adopt-a-Family" very happy.

A recently widowed mother and her two young sons, aged 4 and 5, were the recipients of your generosity. The Association received a wide assortment of gifts for the family and about \$375.00 in cash and food vouchers. The children were ecstatic and the family was very appreciative of all that the Association has done for them.

A special thanks to all faculty members who gave to this family in a time of need, to Roger Wilhelm for all of his efforts, and to the SAFA office staff for coordinating the receipt of all the donations and wrapping the gifts. ♦

Letter to the Editor

I am writing to you in regard to the Safagram and I am asking you to pass my memo onto all those who are involved in the creation of this publication and perhaps even its readers.

Sait has provided me with an excellent education, I graduated from Hotel and Restaurant Management in 1980, and has been my choice of employment for over 15 years. The opportunities have been numerous through everything from career advancement to PD and travel opportunities. Sait is very special to me and it angers me when I read your publications that seem to be so negative. I appreciate that there are issues, as there are in any large corporation, but I for one would like to read about those issues without the sarcasm and negativism. The latest issue is the second time this year that the Safagram, in my opinion, went overboard. Please consider when publishing these items that there are those of us who belong to SAFA who are concerned with issues but are still very proud to be a part of this organization and that includes the executive who lead the way. Every time I hear Irene speak I feel her commitment to Sait, I think she was dealt an unfair blow that was not representative of everyone's opinion. Please consider all your members before printing negative articles on behalf of SAFA. ♦

Your consideration is appreciated.

Cindy Findlay

Academic Program Coordinator AMHT

"SUPER STUMPER"

What letter is missing from this sequence:

A A A A ___ ? ___ A A A A A

Note: the answer is not A

The first faculty member who gets the right answer to Heather Sagan in the SAFA office will receive a free lunch for two at the Highwood Dining Room.

Nov./Dec. Super Stumper Winner was Judy Grattan. Judy donated the value of the lunch for two at the Highwood Dining Room to the SAFA Adopt a Family (value of \$40.00).

SAFA Scholarships

The SAIT Academic Faculty Association established a scholarship fund in 1983 and the decision was that the endowment would maintain a minimum balance of \$10,000. (This was jointly funded by the SAIT Instructors Association and SAFA.) Any difference between interest earned and scholarship funds awarded would be made up by SAFA for the year scholarships are released.

Over the years the endowment has increased to approximately \$20,000. The diploma and apprenticeship scholarships have been awarded each year. To ensure that the scholarship fund continues to be sufficiently funded, it was approved in the 1998/99 SAFA budget to total \$20,000.

We encourage all instructors to pass on the SAFA scholarship information to their students.

SAIT Academic Faculty Association Apprentice

Value: \$400

Number: 1

Conditions: For a student entering second or third year of an apprentice program at SAIT. Selection is made on the following basis: minimum 75% academic achievement during the previous years of the program, preference given to a dependent of SAFA or a member, financial need and consideration of other scholarships received. The applicant must identify whether he/she is a SAIT staff dependent.

SAIT Academic Faculty Association Dependents

Value: \$1,000

Number: 1

Conditions: For students who will be enrolling in a full-time program at a recognized university, college, or technical institute. Awarded to applicants who a) provide proof of acceptance in a post-secondary institution and b) are a direct dependent of a deceased SAFA member, whose death occurred while employed at SAIT or during normal retirement immediately following employment at SAIT. Only one award per family made.

SAIT Academic Faculty Association Diploma

Value: \$600

Number: 1

Conditions: For a full-time student entering third or fourth semester of a two-year or longer program. Selection of the recipient is made on the following basis in order of importance: minimum GPA 2.5 during the previous year, preference to a dependent of SAFA member, financial need, extra-curricular activities, and consideration of other awards received. The applicant must identify whether he/she is a SAIT staff dependent.

Application: Deadline is May 30. Apply through Awards office. SAIT application form required. ♦♦

T L C



PD Series Preview: Mark Your Calendars!!

by Jane Duncan, Teaching & Learning Centre

PD Series, you ask? Already? Well, we have some world-class speakers lined up for May and June and we want to get the word out so you can make sure to mark your calendars. You don't want to miss this!

The main speakers are (drum roll, please) Dr. William Purkey (May 10); Dr. Tony Bates (May 23), and Dr. Stephen Brookfield (June 7). Let me tell you a bit about each of them.

Dr. Purkey is a Professor of Counselor Education in the School of Education at the University of North Carolina at Greensboro and Co-founder of the International Alliance for Invitational Education. His professional experience includes teaching as a public school teacher, as an Explosive Ordnance Disposal Specialist, and as a university professor (he wonders if disposing of explosives is a handy skill for teachers). Dr. Purkey comes highly recommended; you may remember him from his excellent presentation at ACIFA in 1997. Dr. Purkey will be speaking on **May 10**. Join us for breakfast and then his morning session entitled "**Inviting**

School Success for Everyone." In the afternoon, his session is entitled "**Advice for People Under Seven Feet Tall: An Invitational Approach for Conflict Management.**"

Dr. Bates is from UBC in Vancouver where he is responsible for managing and developing the delivery of distance education, and where he facilitates UBC's development plan for learning technologies. He is also on the Academic Advisory Board of WebCT, and in 2000 was awarded an honorary life membership in the Canadian Association of Distance Education. Prior to coming to UBC, Dr. Bates was a founding member of staff and Professor of Education Media Research at the British Open University, and was Executive Director of Research, Strategic Planning, and Information Technology at the Open Learning Agency of British Columbia. Dr. Bates will be speaking on the morning of May 23. His presentation is entitled "Thinking Strategically: Exploring the Unique Benefits of Technology."

Dr. Brookfield is a Distinguished Professor at the University of St. Thomas and has worked in Canada, England, Australia, and the United States. Prior to coming to the University of St. Thomas, Dr. Brookfield served as Professor of Higher and Adult Education at Columbia University in New York. Three of his nine books have won the World Award for Literature in Adult Education, and he has also won the 1986 Imogene Oaks Award

Continued on page 4

Myths of Post-Secondary Education

CalFASA, the Calgary Faculty and Student Alliance, is a coalition of the student and faculty associations at the public post-secondary institutions in the City of Calgary – Alberta College of Art and Design, Bow Valley College, Mount Royal College, SAIT, and the University of Calgary.

The member groups of CalFASA believe that the public generally is not aware of the issues facing students and faculty, and that it is necessary to make the public and politicians aware of the myths and realities in post-secondary education.

Feedback was received from the representatives of the post-secondary institutions in Calgary, and the following myths and reality checks in post-secondary education were developed.

In "Myths About Post-Secondary Education," CalFASA offers a Reality Check to counter the following misconceptions:

Myth: Faculty members and students have lighter workloads than people in the "real world."	Reality Check: Work by faculty members and students, in and out of the classroom, combine to be equivalent to more hours than a full-time job.
Myth: Alberta's tuition cap protects students from huge fee increases.	Reality Check: Students' fees have risen much faster since the introduction of the legislated tuition cap.
Myth: Technology-based courses (i.e. Web-based courses, CD ROMS) will become the primary mode of teaching; they are cost effective, everyone can use them, and they are more effective than traditional teaching methods.	Reality Check: Technology is not a panacea; there are opportunities and challenges, benefits and costs.
Myth: Tenure guarantees a cushy job for life.	Reality Check: Few jobs are as accountable or as rigorously evaluated as tenured academic positions.
Myth: Student debt doesn't impact me.	Reality Check: The Alberta economy loses nearly \$1 billion a year as recent graduates scramble to repay their student loans.
Myth: Adult upgrading students are either too lazy or too stupid to be successful.	Reality Check: Most upgrading students are not lazy or stupid. A recent survey of Bow Valley College upgrading graduates showed that six months after graduating: <ul style="list-style-type: none"> • 51% were employed (full or part-time) • 48% had entered further educational programs (full or part-time) • 38% had plans to continue their education within the next year
Myth: University research is irrelevant to people's everyday lives.	Reality Check: University research conducted in our city touches and improves our health, our businesses, and our social and cultural well-being, improving the quality of our lives.
Myth: So you have a Liberal Arts education ... Now what?!	Reality Check: Liberal Arts graduates are sought after by employers for their wide range of skills.
Myth: At \$16,000 for a degree, education is affordable and within everyone's reach.	Reality Check: A degree can cost \$100,000 once all of the costs and foregone income are taken into account.

In subsequent issues of the SAFAGRAM, we will summarize the text of some of the "Myths and Reality Checks." CalFASA has distributed these brochures to MLAs and will be distributing them to all candidates in the upcoming provincial election.

SAFA has distributed these brochures to the SAIT Board of Governors, senior managers, deans and managers, and to members of the SAFA Executive and SAFA Faculty Council.

A copy is available in the SAFA office if you wish to see the whole package. ♦♦

*PD Series Preview
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for Outstanding Research in Adult Education. You may remember the exceptional session Dr. Brookfield presented when he was last here at SAIT in 1996. He is back by popular demand! Dr. Brookfield will be speaking on the morning of **June 7**, immediately followed by lunch. His presentation is entitled "**Becoming a Critically Reflective Teacher.**"

All three speakers are heavily published. Our library carries several of Brookfield's works and has ordered the most recent books of each of the PD Series speakers. Watch your library shelves! ♦♦

So mark you calendars:	William Purkey: May 10, 9 - 11 AM and 1 - 4PM
	Tony Bates: May 23, 9:30 - 11:30 AM
	Stephen Brookfield: June 7, 9:30 - 11:30 AM



HELP line
210 - HELP (4357)

#1 Life Threatening Emergency issues

- ie: - Fire*
- Ambulance
 - Danger to Life

#2 Campus Security issues

- ie:- Parking Enforcement*
- Escorts
 - Room Openings
 - Thefts
 - Break-ins
 - Vandalism

#3 Facilities Management

- ie:- Emergency work requests*
- Routine work requests
 - Occupational Health, Safety & Environmental requests
 - Heating, Ventilation & Air Conditioning requests
 - Furniture requests
 - Light bulb/fluorescent replacements

#4 Computer or Telecommunication issues

- ie:- Computer & Networking assistance*
- Computer password resets or computer account information
 - Telephone problems & inquiries

#5 Audio/Visual Bookings

- ie:- Audio/Visual equipment bookings*
- Audio/Visual equipment repair

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News item: Contract arbitration award announced

BEEN A HELLUVA
DROUGHT, FOLKS...



PENNIES FROM HEAVEN...