

# SAFAGRAM

## President's Message *by Doug Spurgeon*



By now everyone should be aware of the SAFA call for nominations. I would encourage anyone who wishes to participate to do so. I remind you that each position is now a two-year term, effective July 1, 2008.

The May-June period when many instructors no longer have classes is soon going to be here. Have you planned what you are doing during this time frame? Or has your Chair? Are you averaging your work hours from busy fall and winter semesters? Or has your Chair asked how you will be filling your work week up to 40 hours? I would like everyone to review the collective agreement in terms of work hours (Section 35). If you have any questions about this "free time," please contact the SAFA office.

PPR evaluations will be taking place soon. Are there segments in the PPR that you don't agree with or feel should not be included? If there is anything that you object to or feel should be excluded, I encourage you to complete an attachment to your PPR expressing your concerns about any items. You should make a note on your PPR form that such an attachment is included or will follow. You should also get your Chair/Supervisor to either initial or sign your attachment to verify that it has been received.

May would be a good time for HR file review. Please call your HR advisor first to make an appointment to see your file before heading up to HR. Given that most individuals have more flexible time during the month of May should afford most of us the opportunity to review our personnel files. It is important to know what is in your file as it becomes a record of your achievements during your time at SAIT.

I would like to remind everyone once again of the upcoming SAFA elections. If you're going to be away on the Election Day (June 6), I encourage you to make use of the advanced polls as another way to make your voice heard.

I thank all of those who have sent their comments or concerns to the Association office. It is only through your input that the Association can strive to make effective change for the membership.

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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 luda.paul@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.

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## Library Report



by Dave Weber and Nora Robinson

### ⇒ Student Survey

In February, we e-mailed all SAIT students inviting them to participate in our annual survey—1337 responded. We are analyzing the responses and will be reporting on the results as soon as we can. The analysis will be posted on our web site <http://library.sait.ca> in the **About Us** section.

### ⇒ New Software for Students with Reading Difficulties

The Library, in cooperation with the Services for Students with Disabilities Office, recently added software to assist students with reading disabilities. The software is installed on two workstations currently located on Level 0. The workstations have large-screen monitors, and students using the software also have access to a scanner at the workstation.

The **Kurzweil 3000** software is designed to help students with reading disabilities through the use of enhanced auditory and visual features that assist the student with reading printed and electronic information. The Kurzweil software accepts electronic text from an online source or from a scanned version of any text document and converts it into computer-generated speech that the student listens to. The **ZoomText** software increases text size for students with visual impairments.

For more information on the software, please contact Ron Whitford, Services for Students with Disabilities, at Local 4013 or e-mail [ron.whitford@sait.ca](mailto:ron.whitford@sait.ca).

### ⇒ ArchitExpo

On March 6, over 100 architectural design students and other guests attended a reception that opened this year's

edition of ArchitExpo. ArchitExpo is the main project for the second-year architectural drafting students' ARCH 361 course. The students work in design teams to research a type of architecture. This project may be about an individual architect, a cultural tradition, an historic period, or a building technology. Students design a small visitor centre consisting of models and display boards to illustrate and explain their choices. These visitor centre models were on display in the Library until March 27. We hope you had an opportunity to see them.

If you have any student projects that you believe are suitable for a display in the Library, let us know. The Library is a great place to show off your students' work!

### ⇒ Alberta Foundation for the Arts (AFA) Travelling Exhibit

The exhibit called "Just My Imagination," produced by the Edmonton Art Gallery, was on display in the Library from March 7 to April 16. The works were created at Camp Health, Hope and Happiness. Camp He Ho Ha provides summer recreational programming for children and adults with physical and/or mental disabilities. This outsider art by self-taught artists are expressions of people out of the mainstream art world who often are on the margins of society.

We have displays from the AFA Travelling Exhibits collection throughout the fall and winter semesters. Drop in to see the variety of works by Alberta artists. ♦

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## What's New in Faculty Development?

by Tim Loblaw

### Introducing SAIT Polytechnic's 2008 Showcase of Teaching Excellence

May 12–15, 2008

An exciting professional development opportunity is set to launch this May: professional development for SAIT instructors by SAIT instructors. Mark your calendar now for the inaugural Showcase of Teaching Excellence, May 12–15, 2008. This will be your opportunity to share your passion about teaching excellence at SAIT Polytechnic. Over the four days, you will be able to connect with your colleagues in the SAIT academic community, engage in discussion, reflect, and share your innovations.

The showcase series will be structured around four themes:

1. Innovations in Teaching and Learning
2. Innovations in e-Learning and/or Instructional Technologies
3. Curriculum Excellence
4. Past presenters from the League for Innovations in the Community College conferences

The showcase series will also feature a closing keynote speaker, Dr. Daniel Pratt, a 3M National Teaching Fellow. Dan Pratt, Department of Educational Studies at the University of British Columbia, has influenced more than 65,000 teachers in 105 countries and is one of the 2008 recipients of the 3M National Teaching Fellowship.

Look for more information and a daily schedule of activities from the Faculty Development team closer to the event. ♦

## Burnout

By Marta Edgar, Student Counselling Services

Burnout is a particular type of stress reaction, which most of us may experience at some point in our lives. It can be defined as a syndrome of emotional exhaustion, and it can affect both students and instructors. One major sign of burnout is decreased work productivity in spite of putting more effort and time into accomplishing one's goals. As a result, one may start feeling dissatisfied with one's job, demoralized, apathetic, bitter, and cynical. The resulting behaviours include absenteeism, high turnover, and reduced efficiency and quality of work.

Having a lot of work by itself will not necessarily cause burnout. Certain situations will make it more likely, such as

- role conflict (responding to many demands within limited time),
- role ambiguity (e.g. constant learning and unlearning of procedures, incompatible directions from different authorities, policies perceived as irrelevant, or unrealistic expectations),
- having to deal with crises or witnessing them,
- professional isolation (nobody to talk to about your work), and
- lack of expected rewards (not just financial but also personally meaningful results of your work).

The bad news is that burnout probably will not disappear after one fun evening or a good night's sleep. The good news is that there are many things you can do to prevent or reduce it. The following can protect you against burnout:

- taking breaks and vacations
- engaging in diverse activities
- social support
- spirituality
- a sense of maintaining control over your work
- developing meaning in life
- a sense of identity
- humour

If you find yourself burning out, assess what changes are possible. Perhaps it is possible to

- improve your work environment,
- eliminate ambiguity (getting clearer procedures to follow),
- take more breaks (or make them more rejuvenating),
- create a network of support, or
- learn new methods of coping with stress. ♦

## Teachers' Quotes

[http://www.indianchild.com/teachers\\_quotes.htm](http://www.indianchild.com/teachers_quotes.htm)

A good teacher is a master of simplification and an enemy of simplism.

~Louis A. Berman

We expect teachers to handle teenage pregnancy, substance abuse, and the failings of the family. Then we expect them to educate our children.

~John Sculley

Teaching is leaving a vestige of one self in the development of another. And surely the student is a bank where you can deposit your most precious treasures.

~Eugene P. Bertin

The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires. ~William Arthur Ward

The best teacher is the one who suggests rather than dogmatizes, and inspires his listener with the wish to teach himself. ~Edward Bulwer-Lytton

A teacher's purpose is not to create students in his own image, but to develop students who can create their own image. ~Author Unknown

What the teacher is, is more important than what he teaches. ~Karl Menninger

## SAFA Report

by Matthew Hamilton

SAFA has started a new initiative called KNOW YOUR COLLECTIVE AGREEMENT. One of the reasons that this initiative was created is to educate SAFA members about their Collective Agreement. To date, there have been numerous responses to the five separate e-mail questions that have been sent to faculty. Those who were first to send a correct answer and win a prize are Greg Jacobs, May Chan, Randy Kaltenbach, Janifer Calvez, and Eric Collins. So far, Faculty's attentiveness to several of my questions has been productive, positive, and more importantly, correct! So keep up the good work, Faculty. The KNOW YOUR COLLECTIVE AGREEMENT initiative will continue until June 2008, and then go on hiatus until September 2008.

Faculty, if you have any general or specific questions that you would like me to address in the next SAFAGRAM, please contact me via e-mail at [matthew.hamilton@sait.ca](mailto:matthew.hamilton@sait.ca), in person at the SAFA Office located in Room N201 of the Senator Burns Building, or by phone at Ext. 8321. ♦

## DO YOU KNOW?

Wherever you work, it should be an informed workplace. There is a saying in the trades regarding code rules: "If you don't know, don't go." So if you feel you are not informed about any situation that you are placed in or asked to participate in, it would be only ethical and responsible to say "NO" until you confirm that what you are doing does not violate the collective agreement, fellow staff, or SAIT's policies and procedures.

### DO YOU KNOW?

Being a team member does not mean completing things just to get them done, nor does it mean doing them because you feel bullied or threatened. Teamwork includes following the rules, ethics, and policies. This way a safe, productive work area is established for staff and students.

### DO YOU KNOW?

If you have a story, concern, or question or a DO YOU KNOW fact that you would like to share, send it to the SAFAGRAM office (e-mail [robin.jenkins@sait.ca](mailto:robin.jenkins@sait.ca)). ♦

