

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.

EDITORIAL

For those SAIT instructors who take their annual leaves in the summer, exit day is just a couple of weeks away. And boy, oh boy, do we ever need a breather. Yes, the break is welcome every year, because every year we work hard and need to rejuvenate. But this hasn't been just "any year" at SAIT. It has been a year of major change, of unresolved issues, and most seriously, a year of growing estrangement between faculty and executive.

Some of us are angry at our bosses. Some of us are disappointed with them. All of us are probably harbouring at least a little anxiety about the future of SAIT. Why?

In the past year, the relationship between faculty and the SAIT executive has deteriorated. There is a feeling of growing distance between "us" and "them," an air of suspicion. Something is wrong here.

Part of the problem is that we continue to face too many uncertainties on too many important issues.

Continued on Page 4



Frank Shufletoski

In 1978, when photo instructor Frank Shufletoski started at SAIT, students in the Journalism Arts program were being offered what was considered some pretty good photography training. The program excelled in teaching relevant newspaper photography skills applicable primarily to the weekly newspaper field.

But over the years, in part because the needs of industry changed, Shufletoski has taken the photo courses through some significant evolutionary steps. First, the students began to learn more photojournalism, rather than just photography, skills. Then, for a time, second-year students who were interested in learning more could take advanced photojournalism skills as an option. What later evolved was a strong, one-year photojournalism course, offered to all first-year students, that took them from the absolute basics of photography to an intermediate level of photojournalism in eight months.

There were still more changes to come. A 16-seat photojournalism major was offered in the second year under the umbrella of the SAIT Journalism Arts program. This satisfied the needs of those students who were really interested in studying photojournalism, rather than just simply photography for the weeklies. The cost for additional equipment was greater per student, but they were learning what they wanted and were willing to shell out the coin. But at this time, industry cutbacks meant fewer graduates were being hired in the print media.

So the photojournalism major changed yet again. Students who were willing to put in the grueling hours of instruction and practice, and who had the money for what is an expensive program, could learn the skills to work not just for the weeklies, but at major daily newspapers and other publications as photojournalists.

That's where the program stands now, and it is a highly successful one.

There are sometimes as many as 30 applicants (almost one-third of the entire first year of journalism students) who compete for the 16 seats in the photojournalism major. The competition is keen. Students are assessed on their overall academic performance in year one of the program. Just as important is their portfolio of photographic work. When the 16 names go up on a list outside Frank's office, many are disappointed, but 16 know they have worked their way into a top program. The 16 students get instruction in the higher end photography and photojournalism skills, learn the relevant computer programs, and stay on top of innovations in things like digital photography. One big part of the year is

Continued on Page 3

IN THIS ISSUE

Editorial	1
Library Updates	2
Feedback.....	3
TLC	5
BOG Log	5

SAIT JOURNAL



SAIT
Academic
Faculty
Association

Volume 6 • No 5

MAY/JUNE 2000

Library Updates



by Dave Weber
Educational Resources Library N204

- ⇒ The SAIT Library Home Page is featured prominently on the first page of the "SAIT Pipeline" Internet site, which can be accessed by SAIT instructors, staff, and students. The address is pipeline.sait.ab.ca. Look for the "School Services" button.
- ⇒ A new feature called the Internet Information Page has been added to the Library site. The page offers useful World Wide Web sites that provide reference sources such as dictionaries, style guides, and government information sites. Assistance with web-searching skills and useful tutorials are listed, and a list of popular search engines is also provided.
- ⇒ The Library has two new staff members. Peggy Williams, library technician, began work with us in March. Peggy is covering for Irene Guidos while Irene is on maternity leave. Peggy's last position was with Kwantlen College in Langley, BC. Angela Edwards, a first-year Library and Information Technology student, began work on May 1. Angela is our STEP student assistant. Angela has an undergraduate degree in history from the University of Calgary.

SAFAGRAM

Editorial Board

Peter Bakogorge,
Hilde Clovechok,
Joan Newman,
Barry Rattigan, Heather Sagan,
Chris Smith,
B.J. Hamilton — Cartoonist

Layout

Luda Paul

Printed by

Quick Print Graphic Services

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.*

- ⇒ Joe Hill and I led a workshop on World Wide Web searching skills on May 19. The workshop was sponsored by the Teaching and Learning Centre and covered topics such as popular search engines, creating effective search strategies, and research services available via the library Home Page.
- ⇒ The next instructor due date is June 9. Please return your library materials on or before this date to avoid accruing fines. You also have the option of renewing your materials for the summer. ♦♦

PMT 2nd Year Students Print SAFAGRAM

by Jim Drever
Printing Management Technology

Over the past two semesters, the second-year Print Management students have participated in printing the SAFAGRAM. The students were involved in producing a printed product that was time and quality sensitive. The production process introduced the learners to producing pre-printed sheets (Safagram Nameplate). The newsletter was printed on a large format press. Subsequent finishing processes such as folding and collating, were introduced.

Overall, the project was beneficial to the students. Some of the learning curves incurred were limitations on paper and subsequent costs and timetabling restraints. Due to the PMT program being revamped for the next school term, the PMT students will not be able to print future copies of the SAFAGRAM.



Some of the 2nd year Printing Management Students who worked on the SAFAGRAM.
L/R Back Row: Don Downey, Andrew Smith, SteveTulissi
L/R Front Row: Tanya McKinnon, Grace Woo, Stacy Ritchie, Reza Kay, Heather Wilson,
Angie Bannerman, and Katherine Potter

FEEDBACK

The SAFAGRAM Editorial Board welcomes your feedback and/or reactions to articles, editorials, and contents of the SAFAGRAM. The Editorial Board will select a maximum of three contributions to print in each edition. Your comments should not exceed 100 – 150 words, and we reserve the right to edit contributions to meet this restriction. Your comments must be signed, but you may opt to have them printed in the SAFAGRAM anonymously and must indicate this option in writing.

My compliments to the author of the Editorial on page 3 [March/April issue]. It certainly is about time that all staff see the difference between wage increases over the last eight years. The question comes to mind, "How do management executives manage to always be the first ones to the trough while beating everyone else away?" They certainly must carry the biggest stick, as the "What are they afraid of?" article suggests.

The overall SAFAGRAM is extremely well written and I for one look forward to all following issues! I do hope that those in the grand tower above our SAFA office receive a copy of the SAFAGRAM, with our compliments. ♦♦

-Anonymous

Dumb Rules and Policies Department

In support of clarity in the workplace and sharing of honour, we have decided to follow NAIT's lead and have a Dumb Rules and Policies Department in the SAFAGRAM.

You never know. This might just lead to these rules, being changed. With this in mind, we are asking faculty (or anyone else) who comes up against a dumb rule or policy to forward the same to the SAFA office for publication. Absolute privacy will be enforced—no names, no pack drill, Eh! "Nudge-nudge-wink-wink-say no more" as Monty Python would say!!!!

There Ought To Be A Rule

1. Forgive us if we sound a little too much like those radical-right, law-and-order types on this one. But we are distressed by a recent decision that shows SAIT going out of its way to protect the rights of a student, while seeming to pay little, if any, attention to the well-being of some faculty and administrative staff. Here are the facts.

A student was dismissed from a SAIT program last year because he engaged in unacceptable behaviour, which included making sexually suggestive comments to fellow students, and threatening rape and other violence. In one instance, he made comments that an instructor interpreted to be a threat on his (the instructor's) life. The student now has applied to another program in the same department. The instructors don't want him and the administrative staff, the recipients of some of his verbal abuse, don't want him.

SAIT's verdict? There is nothing in policy that permits us to reject his application out of hand. We must accept it,

uate, it, and if he is qualified, offer him a seat. At least one senior executive admits privately that it's a lousy policy and promises to work on remedying it. We urge quick action.

2. Notice on the door leading into a TEP Lab. "Due to repeated violations, the no food/drink rule will be strictly enforced."

Blow Your Horn
continued from page 1

the practicum. What began as a short internship grew. Now, each of the 16 photojournalism majors spends a minimum four weeks in the field gaining work experience.

Some of the placements have been quite impressive. Students have gone to, and succeeded at, the *Herald and Sun* locally, as well as at other major dailies like *Winnipeg Free Press* and *Ottawa Citizen*. They have also been able to land prize practicum postings at *Flare*, *Equinox*, and *Sports Illustrated* magazines.

Just as impressive are the jobs SAIT photojournalism grads have managed to snare. Chris Bolin is now a staff photographer at *The National Post* and winner of Canadian Press Sports Picture of the Year for 1999. Mike Fiala has worked for the highly regarded international news organization Agence France Presse, which assigned him to Beijing. He has also worked in Singapore and Kuala Lumpur, and is now based in Phoenix, as a photographer with the prestigious Associated Press.

It is a good program with a good reputation that enhances the reputation of SAIT. ♦♦

Great Teaching Getaway 2000

You are
WANTED



at Ron Berk's session
The 7 Humorous Habits of Highly Effective Instructors
Orpheus Theatre—June 13, 10:00 – High noon

Spellcheck Bloopers

From a Set of Minutes for a Student Group Project

Ann volunteered to type up the report and I seconded that notion.

From a Resume

Breed full-bread rottweillers

A Student's Impromptu Speech Topic

Raising Brewed Mares

- We don't know what we will be paid for the year we just worked, but we know about whopping big increases our executives received.
- We have seen senior executives take big bonuses, while offering us a pittance.
- We continue to be challenged on the important issue of full-time vs. casual workers.
- We have had a reorganization of departments that, whatever its benefits, has made for difficult transitions for many faculty members as they try to integrate into departments where the fit isn't always a natural one.
- We have had to endure the imposition of more TEP, at the same time as we listen to the rising chorus of questions about whether it is a program with real benefit, or at least whether it has been implemented in the best way.

So, who's to blame? It's always dangerous to say that all the bad things originate in one place. But, you wouldn't be able to assess a college's year of successes without taking a look at its president. So it follows that you can't figure out how SAIT has gone a little off the rails this past year without referring to our president, Irene Lewis.

One reason for the sour mood on this campus in the past year is the aftermath of an incident involving former instructor Arno Lukas and his actions at a Board of Governors' meeting. He was escorted off campus, suspended, and then dismissed. Not everyone agrees with the sentiments he expressed. And some who agree with his sentiments aren't so much his ally when it comes to assessing his tactics. But that incident and the subsequent departure of Mimi Lukas from SAIT have become the touchstones for much of the ill feeling on campus.

A post-secondary institution must be a place where discussion and debate can flourish, where faculty can have an important say in what we do and how we do it. The senior administration's reaction to the Lukas incident has the result of putting a chill on all

of us, of stifling that important debate, of making us and our views less a part of what SAIT is to be. It is the job of the president to create and foster an atmosphere in which faculty feels empowered to make its feelings known. Instead, the heavy-handedness makes us feel shackled and threatened.

We feel a similar disappointment at Lewis's reaction to the SAFA survey results, which showed that 87% of us have "little," "very little," or "no" confidence and overall trust in her. She dismissed us as complainers. That is not a leadership approach to dealing with what most instructors know are legitimate concerns.

Those of us who are in the classroom every day know that we have to resist any urge to dismiss criticism out of hand. We can't—and we don't—assume ourselves to be infallible. It would be an unacceptable arrogance to say we will not listen to those who might have real concerns about what we do and how we do it. It is easy for such an arrogance to attach itself to someone who is in power. It is good leadership to be on guard for that arrogance, and to repel it.

SAIT can't function the way it wants to unless there is a good working relationship between those who steer it (that's the executive) and the front-line people (that's us). And the need for cooperation is all the more important when the organization is a large one—one that is undergoing some significant changes.

So now is a good time for all of us to take a breather. While many of us take our down time this summer, we hope that Irene Lewis finds her own time for some reflection. We leave her with these thoughts:

- Please don't purport to create an atmosphere in which you want to know what we think (wasn't one of your first acts to send out that opinionnaire?) but then criticize us when we tell you.
- Please understand that change can be difficult to deal with and that even for the mature, adaptable people you employ, change is difficult unless it is managed well.

- Please recognize that we, too, have a stake in this school, and that we, much more so than you or your colleagues in the executive, answer for SAIT's shortcomings on a daily basis.
- Please understand that we don't know you very well, if at all, and we don't know very well most of the people you now have on your executive. Have you done your best to get out to meet this community? Have you articulated your vision for SAIT?



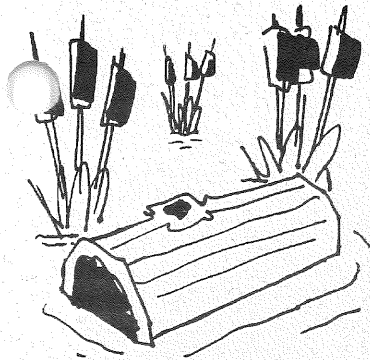
In the January/February issue of SAFAGRAM, we pointed out some of the problems with SAIT's annual report. That was the publication that told us we make \$71,000 a year, and that we had accepted that insulting 0.54% performance payment. We indicated that we would look at a couple of other things in the annual report that seemed a little fishy.

One of those items is the notation on page 32 that says faculty receives 48 vacation days per year, excluding statutory holidays. We all know the contract calls for 43 days. The extra five days, we are told now, is the time off around Christmas. Accurate, but another indication of some less than complete reporting in that annual report.

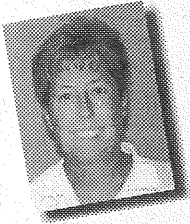
We also questioned a note on page 25 concerning financing for our new building. The annual report says SAIT took out a \$45-million loan at an interest rate of 7.08%, and that it put the loan money in GICs which pay rates ranging from 4.80 - 5.46%. Administration says the \$45 million to be borrowed was taken all at once in order to lock in that 7.08% interest rate. Since then, the rate has gone up, so locking in at the lower rate looks to have been a good decision. Meanwhile, as the GICs roll over, some of the returns are higher than 5.46%, according to a spokesman for the executive.

Once the building is completed, we will be able to determine if taking out the entire loan at an interest rate higher than that returned on the GICs was in fact a sound decision.

What we know already is that, once again, the annual report provided us this only a portion of the information that should be made available to the public. ♦♦



BOG Log



by Katherine Henry

A number of things have happened at the Board level since my last report in January. Two more meetings have been held, one in February and one in March. The meeting for April was cancelled due to insufficient agenda items.

In February, a couple of things happened at the

meeting which are worthy of mention. The first is that a Human Resources and Compensation Committee was established as a standing policy committee of the Board of Governors. The membership of this committee has not yet been established but the Director of Human Resources will be a resource. Its purpose would be to provide advice and recommendations to the Board of Governors with respect to matters affecting the Institute's Human Resource and Compensation programs. Keep in mind that these matters are at a Board strategy level and not at an operational level.

In keeping with the team concept of establishing teams for issues as they arise, it was decided to establish a task team, called the Dashboard Work Team, to review and revise, as appropriate, the performance indicators used to assess the Institute's health. The chair of this team is Nancy Laird from PanCanadian. Ruth

Ramsden-Wood, Tracy Quinton, and I also volunteered for this team. Keith Pederson is the executive resource person. At our first meeting, held in April, the discussion focussed on what measures the Board should be using to assess the performance of SAIT. This turned out to be somewhat difficult as there are so many stakeholders—students, staff, faculty, employers, the community, taxpayers, industry—in the institution. There will be more from this committee following the next Board meeting.

In the March meeting, we voted on the Fees Schedule, which unfortunately included raising the tuition fees by the maximum amount. The wording of the motion was modified to say the Board "reluctantly" voted in favour.

The Board authorized the Institute to apply for funding of a new residence on campus. There was a great deal of discussion about whether now would be a good time for construction,

given everything that is currently going on. Some, like myself, felt we might as well get all the construction over with at the same time. Construction costs will be covered by a loan from the Alberta Municipal Financing Corporation and will be paid back with revenue from the residence.

A motion was also passed in March to continue the Institutional Performance Payment. The explanation of the calculation is as follows: "equal to 50% of the first \$1,000,000 and 25% of the remaining balance of Adjusted Net Surplus for the fiscal year 1999-2000." Gary Codner (SAFA rep), Tracy Quinton (AUPE rep), Rob McInnis (SAITSA President), and I (SAFA rep) abstained from voting on this motion.

The final order of business in March was to approve the contribution of \$25,000 to SAIT's Alumni Millennium Reunion to be held at SAIT on June 10, 2000. ♦

TEACHING & LEARNING CENTRE



by Jane Duncan

SAIT Partners With the University of Calgary

Good news for those of you who would like to work toward a diploma or a degree at the U of C! Recently, SAIT formed a partnership with the Certificate in Adult Learning (CAL) program at the U of C. This partnership will enable SAIT faculty to be granted advanced standing in the CAL certificate that can eventually be applied toward a Bachelor's degree in any of several faculties including General Studies, Humanities, Science, Social Sciences, Kinesiology, and Fine Arts.

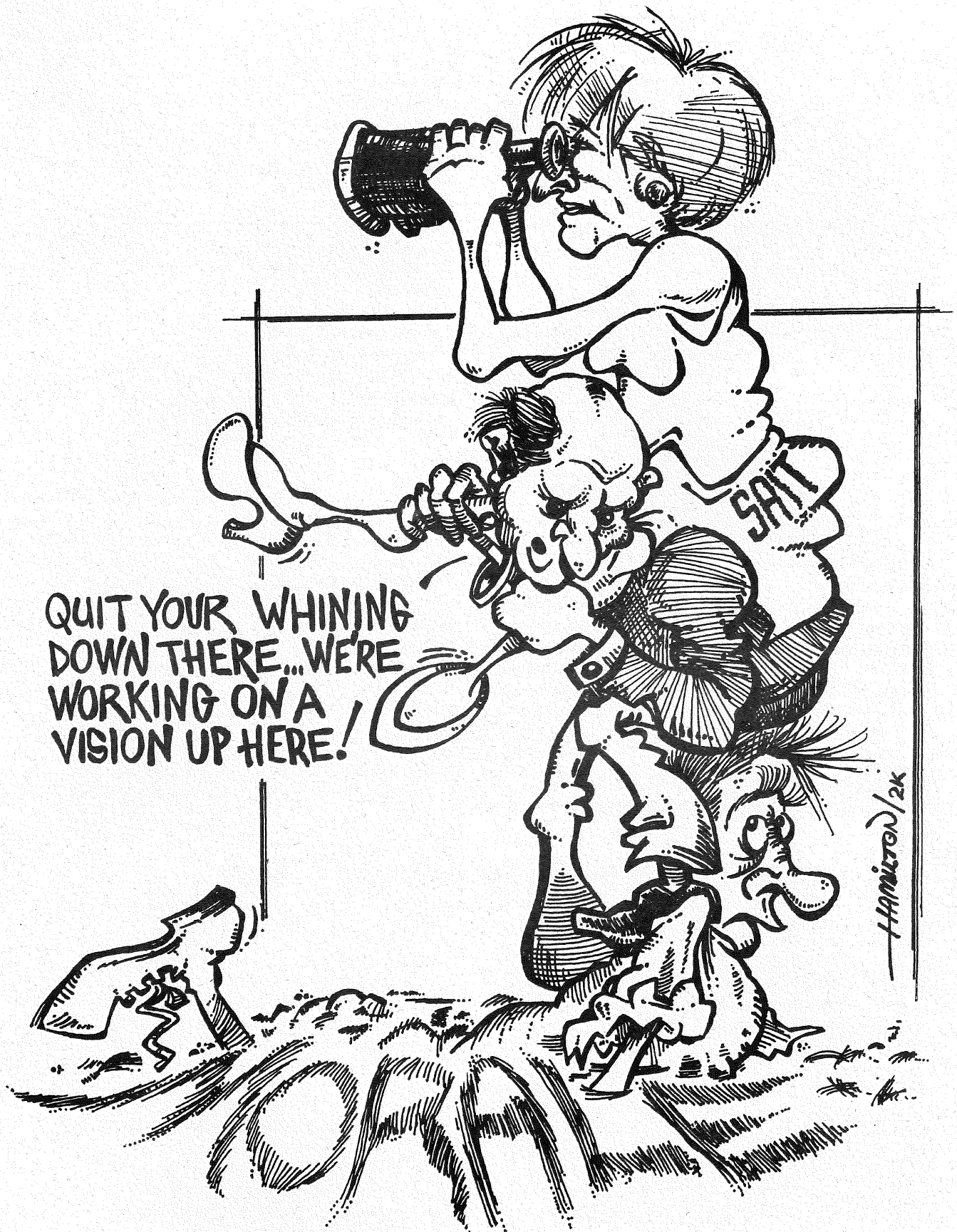
Here's how it works. The CAL certificate program is 250 hours in length; 90 of those hours are elective credit. You can be granted up to the full 90 hours elective credit based on courses you have taken through the TLC. This would include courses such as the Instructional Skills Workshop (ISW), the Technology Mediated Teaching Workshop (TMTW), the curriculum development training program (CD 2000), and

Pre-Service, to name a few. You would need to complete the remaining 160 hours of core courses in the CAL certificate program to be granted the diploma. Core courses include "The Field of Adult Education," "Facilitating Adult Learning," "Creating Programs in Adult Education," and "Adults as Learners."

Upon finishing the diploma, take an additional 150 hours in diploma course work and you can be granted one-year credit toward your Bachelor's degree. For those of you who already possess a Bachelor's degree, it is possible to receive credit toward the Masters of Continuing Education Program.

For more information or to pick up the CAL calendar, contact the TLC at 284-7071.

Stay tuned for information about SAIT's partnership with the Certificate in Adult and Continuing Education (CACE) at the University of Alberta. ♦



QUIT YOUR WHINING
DOWN THERE... WE'RE
WORKING ON A
VISION UP HERE!

... Waist Deep in the Big Muddy ...