

The following letter was sent to SAFA in response to SAFA President, Ed Logue's, letter of April 2, 2004, to the Chair, SAIT Board of Governors, regarding the concerns about the response from faculty members to the SAIT Employee Survey results.

The letter is printed in its entirety.



OFFICE OF THE BOARD OF GOVERNORS

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FILE COPY  
SAIT Employee Survey

April 27, 2004

Ed Logue  
President  
SAFA Academic Faculty Association

Dear Ed:

I am in receipt of your letter of April 2<sup>nd</sup> regarding the employee survey. The Board recognizes that SAFA is an integral part of this organization and would like to thank you for your feedback.

The Board's intent for conducting the employee survey is to identify areas that require improvement and to work towards overall achievement.

The Overall results have shown a 1% improvement consistently over the past 3 years (2001 was -10%, 2002 was -9% and 2003 was -8%). Specifically, the Academic Division has shown overall improvements with a 3% increase from 2002 to 2003. The Board has noted that a number of departments have shown significant improvements in employee results, with one academic department surpassing the North American average. We recognize there is still considerable room for improvement and SAIT is working diligently in that regard.

The President has arranged to be available for fourteen scheduled open forums where anyone is welcome to attend and take part in candid discussions regarding SAIT's strengths and areas that require improvement. Faculty members may contact Delisa Daniel at 7106 for further information and to book a space. SAFA is also encouraged to present their suggestions for improving SAIT at their regular monthly meetings with SAIT's Executive management team.

The SAIT Board of Governors intends to continue the Employee Survey as we believe the Survey provides an ongoing opportunity for all employees to provide the organization with their confidential feedback. We expect that SAIT will continue to take action on the areas identified for improvement.

SAIT has an outstanding tradition of delivering quality education to our learners, and we must never lose sight of the reason for this valuable Institution—our learners.

Thank you again for your input.

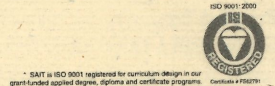
Sincerely,

Douglas H. Mitchell, Q.C.  
Chair

mm

www.sait.ca

SAIT shall be an innovative organization equipping people to compete successfully in the changing world of work by providing relevant, skill-oriented education.



SAIT  
Academic  
Faculty  
Association

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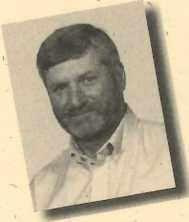
MAY/JUNE 2004

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## PRESIDENT'S MESSAGE



by Ed Logue, SAFA President

The latest area of the Collective Agreement to come under attack by the Employer is Section 36 Workload—Instructors. As many of you are aware, this section has a very sad history. After over five years of work by a Workload Study Committee and many months of negotiations, no consensus was reached between the Association and the Employer on changes to the Workload section.

Due to a letter of agreement between the two parties, this section then went to arbitration. The type of arbitration agreed to was final offer selection. This required the Arbitrator to pick either the Association's proposal or the Employer's. The Arbitrator chose the Employer's. The reason put forward for his decision was that the Employer's proposal was basically the status quo. Was it?

Historically when an Instructor was hired, he/she was given a value of Unit Standard Class Contact Hours (USCCH) under sub-section 36.03. This number became sacrosanct, and as a group of Instructors were moved from department to department, they retained this number. No more.

The Avionics Instructors in the Transportation Department have had their USSCH increased from their historic value of 656 hours to 720 hours. There has been no change to the Avionics program. If the Employer can do this to the Avionics Instructors, they can do it to any group of

Instructors; therefore, if you are not at the highest value of USSCH in your department, you have cause for concern. This matter is scheduled for arbitration in November 2004.

Another area of abuse by the Employer is workloads. Sub-section 36.08 states that if an Instructor has a workload that contains new course development or different course preparations from the department average, these factors should be taken into account in assigning workloads. In other words, Instructors should be compensated for extra work. In many departments, this is not the case. Instructors are given excessive workloads and told there is no money to compensate them. This appears to be becoming epidemic within the Institute.

A third area of concern arises out of the Employer's inability to understand the nature of instruction. It is not a 9 to 5 job. During a semester or intake, an Instructor must mark exams, prepare lessons, update courses, etc. In many cases, this requires more than 40 hours a week. Because of this, most Instructors do not owe the Employer 40 hours a week when there are no students to instruct.

Instructors are paid for the work they perform. If Instructors perform extra work, they must be compensated. It would appear that the Employer has forgotten this important tenant of the Employer-Employee relationship. ♦♦

## 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 e-mail 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.**



**Wednesday**  
**June 9, 2004**  
**4 Nines Cafeteria**  
**3:00 – 6:00 P.M.**



## Carbon Moonshine

by Mark Snaychuk



*Mark is SAIT's Exploration Technology Coordinator, and he will be writing a series of energy-related articles for the SAFAGRAM. He invites other staff members to write additional articles on topics of interest in the world of science.*

It wasn't long ago that "twenty-something" stock analysts were confidently predicting the demise of the

oil industry and its crude companion—the internal combustion engine. Accordingly, in the late 1990s, investors stampeded into brokerage houses to sell their shares in oil companies so that they could buy alternate energy stocks that had already hit the stratosphere.

Well, don't look now, but those traditional oil and gas reserves are in very high demand, and this summer the price at the pumps will confirm just how wrong the economic soothsayers can be. Beware of newly minted MBAs bearing gifts.

Unfortunately for the general public, there are a lot of urban myths that surround the energy industry. The first reality that people must accept is that no technology, however well-meaning or technically advanced, is accepted by the general public unless it has one thing going for it—"affordability."

As an example, let's look at the electrical car as the proposed solution to high energy costs and the greenhouse gas effects. If we journeyed back 100 years in time, we would find similar predictions about the coming of this new technology. The reality is that in terms of cost, reliability, and power, the electrical engine never compared to its ugly cousin, the internal combustion engine. In the past century, the automobile industry has introduced dozens of so-called cutting edge electrical prototypes only to find that their commercial viability was essentially zero. No one bought them.

Those who predict the rapid conversion to alternate energy vehicles also overlook the capital required to change the existing infrastructure of neighborhood gas stations. These stations cost billions of dollars to construct, and they would take just as many dollars and many decades to replace. Who would foot the bill for this massive retrofit, and what would we do with all of those obsolete but highly prized Porsches and Corvettes?

Another myth perpetrated in the last decade suggests that emerging economies do not have the same lust for energy that North America does; however, when we look at demand statistics for 2003, we note that China's oil imports jumped a staggering 30 percent in a single year. Indeed it

might be argued that most of Asia is now entering a growth period that is similar to what North America experienced in the 1950s. These countries have very young populations who love their shiny automobiles just as much as we do.

What about those who work in oil-related jobs around the world? In Venezuela, a five dollar-an-hour position working on an oil rig is considered a great job. Where would people find alternate jobs if they awoke tomorrow morning to find a new world where hydrocarbons were obsolete?

Then we can discuss the supply side. Rest assured that all companies inflate their reserve estimates. There is tremendous pressure on exploration managers to show annual growth in reserves, and they are quite creative in turning "probable" reserves into "proven" reserves. Meanwhile, we have not discovered a giant oil field in Alberta since the late 1960s. "Conventional light oil" is dwindling fast here in the province, and it has been replaced by synthetic oil, which is upgraded heavy oil.

We have heavy oil in great abundance—by some esti-

mates about 2 trillion barrels—but the problem is that it requires an expensive upgrading process. There is no getting around the old first law of thermodynamics, which states that there is no free ride in terms of energy. This was evident when Syncrude, the largest producer of synthetic oil, noted rising operational costs in its most recent annual report.

There is also a tendency for OPEC nations to inflate their own reserve estimates

because this affects their export quotas. When the price is high oil, ministers are under the gun to pump crude at the maximum rate and cheat on their quotas—standard fare for a cartel that is very manipulative and has no interest in the long term economic plans of the Western world.

Meanwhile, alternate energy schemes continue to make slow advancements, but the pace of change is excruciatingly slow. Wind power continues to advance here in Alberta, but it still has questionable economics and low reliability compared to hydrocarbons. The fuel cell continues its march toward commercial reality, but note that this technology has been around since World War II. The means by which we could transport hydrogen around the country has all manner of safety and economic concerns that will have to be resolved before we pull up to the pumps and "fill 'er up" with some simple protons.

Yes, it appears that for all of its warts and blemishes, the hydrocarbon industry will be around for a while yet. Like the bootleggers of the 1920s, we continue to provide an essential, albeit politically incorrect, quench for people's thirst. Think of us next time you order up a tall glass of West-Texas Intermediate! ♦♦

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“ Well, don't look now, but those traditional oil and gas reserves are in very high demand, and this summer the price at the pumps will confirm just how wrong the economic soothsayers can be. Beware of newly minted MBAs bearing gifts. ”

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## Faculty Volunteers 2003/2004

There are a considerable number of faculty members who put in many hours of volunteer time for approximately 90 volunteer positions within the realm of the SAIT Academic Faculty Association to make SAIT a better place. On behalf of all faculty members, thank you for your time and effort in your contributions to ACIFA, SAIT and SAFA. Your work is very much appreciated!

SAFA pays an honorarium every year to recognize the time and effort contributed by faculty volunteers. The honorarium is included in the SAFA annual budget and is reviewed and approved each year at the June meeting of Faculty Council.

### SAFA Committees

#### Benefits Committee

Joan Newman, Business & Tourism  
 Dave Tainsh, Construction  
 Dave Weber, Centre for Academic Learner Services (CALs)  
 Cochrane Mowbray, Construction

#### CalFASA

Ed Logue, SAFA President

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 Floyd Johnson, Association Representative

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 Ed Logue, Construction  
 Shoaib Nasir, CALs  
 Amoel Lisecki, CALs (Alternate)

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 Jan Nyholt, Business & Tourism  
 Ed Johnson, Manufacturing & Automation

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 Amoel Lisecki, CALs, Past Representative

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 Dave Lewis, CALs  
 Nora Robinson, CALs (Library)  
 Stu Grant, Business & Tourism  
 James McWilliams, Business & Tourism  
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 Lorne Rankin, Energy  
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 John McKee, Energy (distribution)  
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 Ron Wryostok, Health & Public Safety  
 Mike Harcourt, Manufacturing & Automation  
 Dwight Gordon, Transportation  
 Len Filmer, Transportation  
 Dan Swiatek, SAIT 2 Mayland Heights



**SAFAGRAM**

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 Wendy Strashok, Business & Tourism  
 BJ Hamilton, ICT  
 Heather Sagan, SAFA

**Social Committee**

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 James McWilliams, Business & Tourism

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 Glenn Hedderick, Construction  
 Dave Samson, ICT  
 Tim Loblaw, Centre for Instructional Technology and Development  
 Rosalie Pedersen, CALS  
 Robert Salomons, Business & Tourism  
 Ray Gauthier, Business & Tourism  
 Dave Tainsh, Construction

**Board of Governors**

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 Marcel Carpenter, CALS

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 Brian Weldon, Business & Tourism  
 Tim Huston, Transportation

**Disabled Access**

Position Vacant

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 Jack Buck, CALS  
 Heather Sagan, SAFA  
 Ray Gauthier, Business & Tourism (Alternate)

**Health, Safety & Environment Council**

Gary Wagner, Construction  
 Laurie Walline, Health & Public Safety  
 Ernie Grummett, Energy

**Instructor Preparation Standards (MIPS)**

Joan Bassett, CALS  
 Chris Horgan, CALS

**SAIT Recognition Steering**

Position vacant

**SAIT Recognition Program -  
Selection Committee**

Lorne Rankin, Energy  
 (re-appointed for a two-year term March 2004)

**ACIFA Committees****Negotiations Advisory**

Ed Logue, Construction  
 Doug Spurgeon, ICT

**Professional Affairs Advisory**

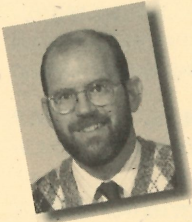
Tim Loblaw, Centre for Instructional Technology and Development  
 Jane Duncan (resigned March 2004)

**ACIFA 2005 Conference Organizing  
Committee**

Jack Buck, CALS  
 Judy Grattan, ICT  
 George Haeckel, CALS  
 Heather Sagan, SAFA ♦♦

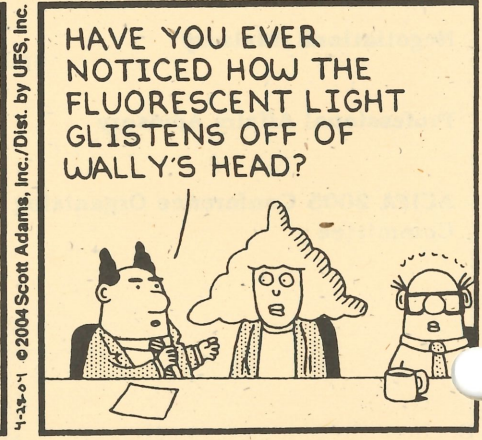
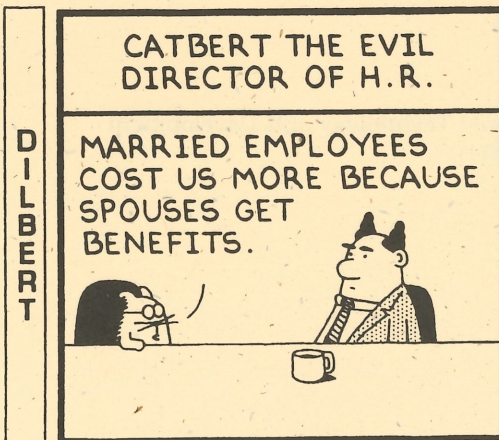


## LIBRARY REPORT



by Dave Weber (284-8476)

- ⇒ The Library is renovating to improve service. Our Level 1 Information Desk has been replaced to improve our entrance traffic flow and improve staff/client visibility. To minimize disruption to library clients, the new desk was installed during the last week of April. The second major library project is the Level 1 reference book collection. Web sources that are available on the electronic resources page of the Library home page have replaced many of these books. As a result, fewer bookshelves will be required for this area. A more spacious library entrance environment will be created when the shelf height is reduced to about five feet. The third major project is the relocation of the classroom/library-use video collection. This summer the collection will be moved from the Audio Visual Department on Level 0 to behind the Level 1 Information Desk. Library staff will be able to provide better service for instructors and students with the collection located adjacent to the service desk at the library entrance.
- ⇒ The annual SAIT student library survey was conducted in March 2004. The survey was sent by campus e-mail to over 25,000 students. In addition, print copies of the survey were available in the Library. The survey was advertised in *The Weal* student newspaper and available for electronic response on our home page. Overall, 483 hard copies and online responses were obtained and analyzed. Compared to 2003, the number of respondents increased from 328 to 483, or by 47%. Student comments concerning library service included:
  - Majority of students felt that the Library should provide more computer workstations.
  - Students asked for more group study rooms as well as quiet study space.
  - Although students are happier with the new Sunday hours, they would still like the Library to be open longer hours, especially during final exam times.
  - 43 comments were made about having a larger inventory of books and journals, mostly related to the programs, but students would also like to see novels and non-program books for enjoyment reading.
  - Generally, students found library staff friendly, helpful, and knowledgeable but did request more staff assistance, especially during peak times.
  - Students want more printers and photocopiers and would like to use their computer lab print quotas within the library.
  - Some students would like to see some policies revisited, such as reducing library fines.
- ⇒ Both the Library's applications for summer student supplementary funding were successful: The provincial Summer Temporary Employment Program is sponsoring one student; and the Human and Resource Development Summer Career Placement Program is sponsoring the second student. Our students begin work on May 3.
- ⇒ Staff in the Library Knowledge Management & Research group have contributed significantly to the Faculty Resource pages of My Faculty. Pages such as "Current Articles, Books, and Events" and the "Learning Objects Repository" will be maintained by this group. ♦♦

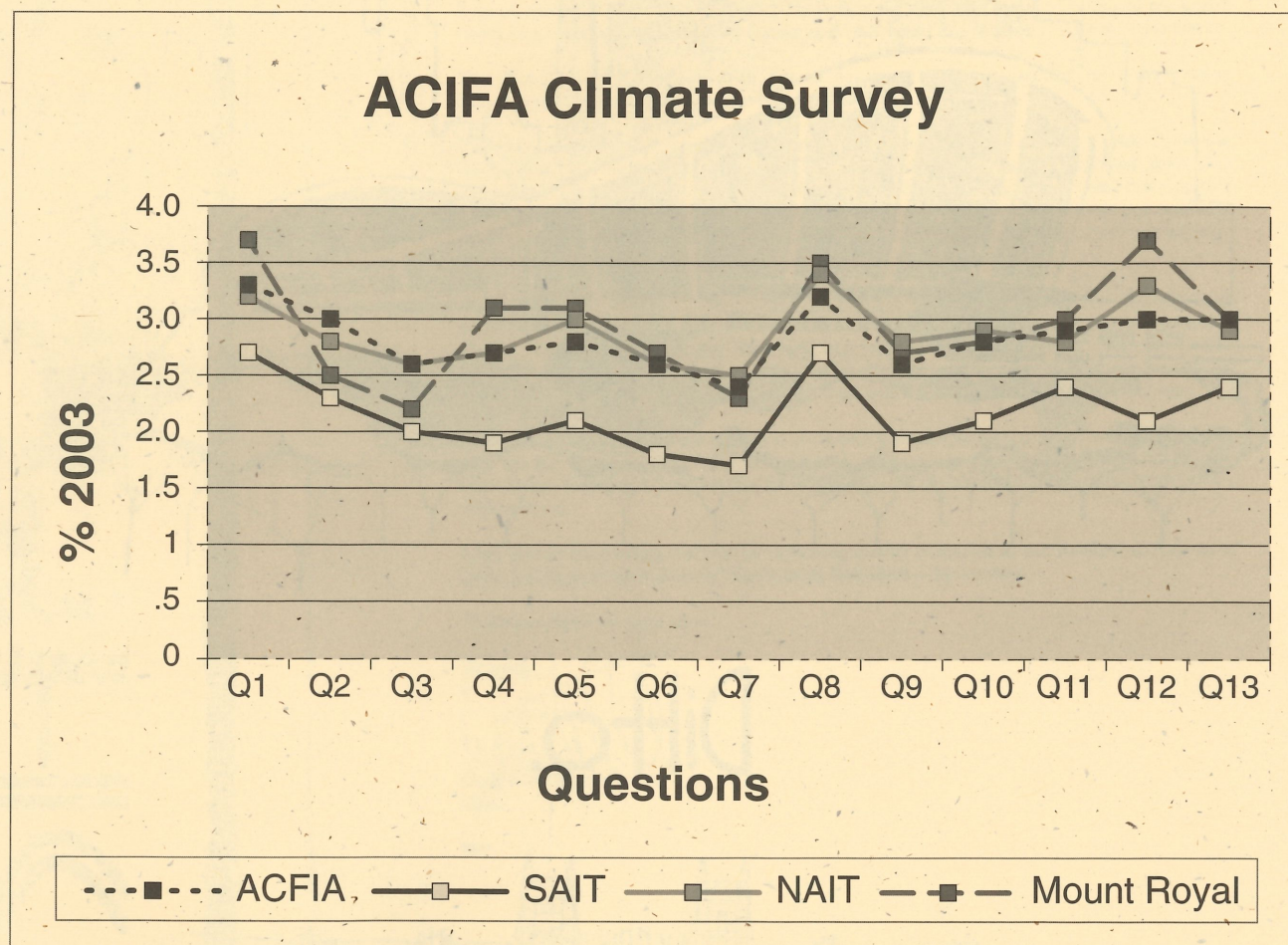




## ACIFA Climate Survey Comparison

	ACIFA	SAIT	NAIT	Mount Royal
Q1	3.3	2.7	3.2	3.7
Q2	3	2.3	2.8	2.5
Q3	2.6	2	2.6	2.2
Q4	2.7	1.9	2.7	3.1
Q5	2.8	2.1	3	3.1
Q6	2.6	1.8	2.6	2.7
Q7	2.4	1.7	2.5	2.3
Q8	3.2	2.7	3.4	3.5
Q9	2.6	1.9	2.8	2.7
Q10	2.8	2.1	2.9	2.8
Q11	2.9	2.4	2.8	3
Q12	3	2.1	3.3	3.7
Q13	3	2.4	2.9	3

*SAIT's vision is sharply focused . . . by 2010 we will be recognized as Canada's premier institute of advanced technology, among a handful of the world's finest, setting the standard for excellence in education, training, and innovation.*



### ACIFA 2003 Climate Survey Questions

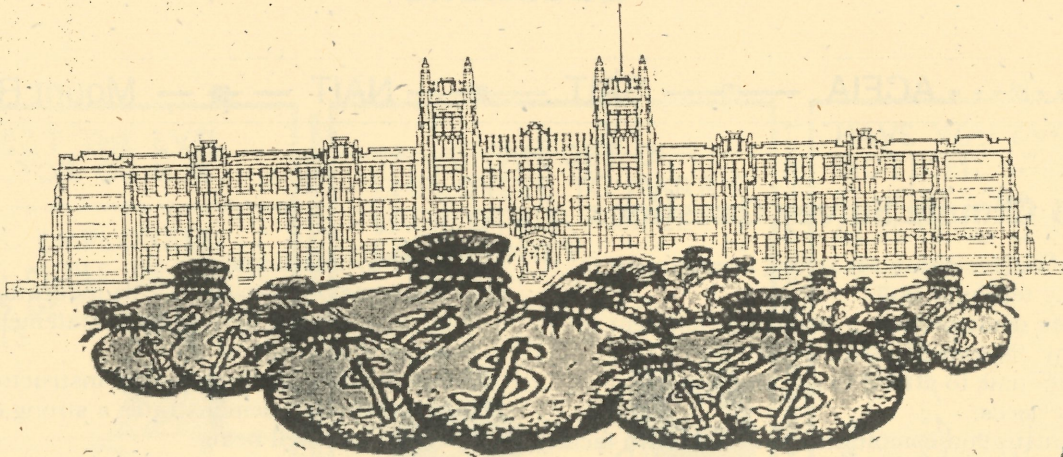
1. My institution demonstrates a strong commitment to improving my teaching skills.
2. My institution demonstrates a strong commitment to improving my discipline-specific knowledge.
3. I have enough time to attend to my professional development needs.
4. Senior administration communicates openly with faculty. I am informed in a timely manner about important changes that affect me.
6. Input from faculty is sought AND seriously considered in decision-making at my institution.
7. Senior administration understands day-to-day challenges faced by instructors.
8. When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.
9. Outstanding performance by instructors is rewarded.
10. My institution demonstrates a strong commitment to my health and well being.
11. Academic Council has a meaningful impact on academic decisions.
12. The president of this institution provides effective leadership.
13. I have the resources I need to do my job effectively.



# C of Red



Ditto.



Go Flames Go!