

# Inconsistency Key to Con. Ed. Rates

By "the group"

In the fall of 1999, a group of instructors (hereinafter referred to as "the group") started discussing the rate of pay for teaching Continuing Education courses. It was generally agreed that the rate was too low considering the time and effort required for course preparation, grading, and course delivery. As a result, the group decided that further investigation was required to substantiate any request for an increase in pay, and the results were startling—startling in terms of the treatment that instructors received from their respective departments, and startling in terms of the inconsistent manner in which the Con. Ed. contracts were negotiated across campus.

Con. Ed. contracts are not covered by the collective agreement and are individually negotiated. By talking to colleagues across campus, collecting information from the Con. Ed. calendar, and assembling cost-of-living statistics, the results of the investigation are as follows:

- The rate of pay for this particular group of instructors from the same department was \$45.00 per instructional hour.
- This rate had not increased since 1989.
- Based on the cost-of-living index, this rate should now be \$60.52 per instructional hour compared to the 1989 cost-of-living.
- Tuition fees for the courses taught by these instructors have increased as much as 300% in the same time period.
- Across campus, instructors are presently working for rates as low as \$25.00 per instructional hour, while others receive \$55.00, \$65.00, or even more if the instructor is recruited from industry, because industry staff is apparently "professional."
- Recently one department voluntarily increased its instructor rate to \$55.00.
- In some cases, instructors are paid for prep time at a rate of \$55.00 per hour in addition to the \$55.00 per hour course rate for the first time the instructor teaches the course. In other cases, no prep time is paid whatsoever.
- Some instructors who have been asked to teach courses that are under-subscribed by students have agreed to teach for a lower rate to maintain the margin. However, when the course gains popularity and becomes over-subscribed management, hasn't offered to increase the instructor's rate beyond the standard \$45.00 per hour. Not a two-way street!
- Some departments just give the instructor a lump sum based on the course, enrollment, and course frequency; and he/she decides how to allocate the funds.

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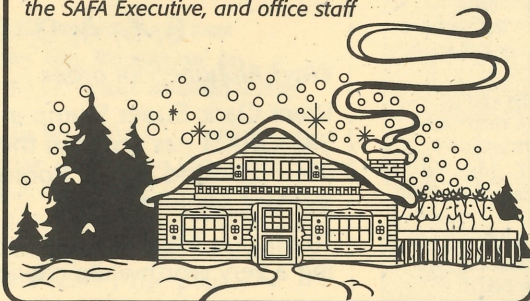
## Greetings of the Holiday Season to SAIT Faculty

As you prepare for the holiday season, may you take joy in the contribution that you make to your students and to the institute. SAIT faculty directly contribute to the growth and development of our students. Take joy in that.

May you rejoice in the spiritual meaning of the season no matter how you and your loved ones choose to celebrate.

Take time to relax and enjoy the holiday season with your family and friends whether it be curling up with a good book or enjoying activities in the rinks or on the slopes. And return rejuvenated in the new year!

*On behalf of the SAFAGRAM Editorial Board, the SAFA Executive, and office staff*



**The SAFA Christmas Party  
will be held this year  
on Wednesday, December 13th,  
3:30 - 7:00 p.m.  
in the John Ware Cafeteria.  
Mark your calendars!**

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SAFAGRAM



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NOV/DEC 2000

## President's Message

by Ed Logue, SAFA President



The Association continues to work on behalf of faculty using a variety of approaches. We are hopeful that interest arbitration will produce better results than what the Employer offered at bargaining. As issues arise, some are dealt with through the

grievance process while other issues are addressed through the Joint Advisory Committee.

### Interest Arbitration

We are still waiting for the arbitration award on the collective agreement from Arbitrator Andrew Sims, Q.C. This is not surprising as most awards in Alberta take a minimum of three months to be awarded. Many of you probably read in the papers that Mr. Sims has been appointed by the provincial government to arbitrate the Calgary EMS dispute. This may or may not have an effect on the time required for us to receive our award.

During the course of negotiations, there were a number of changes to sections of the collective agreement that were agreed to by both parties at the negotiation table. These sections will be brought to the membership for ratification soon after we have received the arbitration award. The reason this will be done after the award is received is that the award, which is binding on both parties, may have an effect on the wording of some of the agreed-to sections.

### Joint Advisory Committee

There is provision in the SAIT/SAFA Collective Agreement to address issues arising out of the collective agreement through the Joint Advisory Committee (JAC). A Joint Advisory Committee is comprised of six members with equal representation from SAFA and the Employer. Ed Logue, Jack Graham, and Dave Macaulay are the faculty representatives.

## 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](mailto: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.*

Heather Sagan attends as a resource person. John Buda, Larry Rosia, and Delissa Daniels are the Employer representatives. The Joint Advisory Committee is a discussion group, however, there are recommendations that go forward from this group to resolve issues.

At the meeting held on October 17 the following items were discussed:

- Demutualization of Mutual Life (Clarica)
- Team Leaders
- Instructors' Class Schedule (6 consecutive hours of classes)
- SAFA PD

### Demutualization of Mutual Life (Clarica)

SAIT received \$1.18 million from Mutual Life in July 1999 when it went from a private company to a public company. In meetings with SAFA and AUPE in October and November 1999, the Employer offered 30% of the funds to be returned to SAIT employees.

The Association has asked the Employer how they arrived at 30% of the funds to be distributed and to whom the funds would be distributed. Another issue that has to be established is when SAIT began coverage with Mutual Life.

### Team Leaders

The Association has received several calls from instructors who have been assigned duties as team leaders. A Team Leader is someone within a department who has some type of special assignment work which becomes part of their unit standard instructional load. In some cases, the instructors are being off-loaded, but the off-load does not cover the work they are being asked to do.

There is no role description for Team Leaders. How should problems be handled by instructors who have been assigned the role of Team Leader?

The options available to instructors who have been assigned Team Leader duties are

- Increase off-load
- Receive overtime pay
- Stop being a Team Leader

Departments need to identify what jobs need to be done and how many hours are required. At the present time, problems need to be resolved at the department level.

At any time, if any instructor has questions about duties as a Team Leader specifically or about workload in general, please contact the SAFA office.

### Instructor Class Schedules

There has been an increase of scheduling 6 consecutive hours of classes for instructors. This is not prohibited by

*Continued on page 5*

## "SUPER STUMPER" - Sept/Oct Winner

Which of the digits 0 to 9 come next in this pattern?

8, 5, 4, 9, 1, 7, 6, 3, 2, 0.

Why? *Alphabetical order.*

Brent Clark, Super Stumper winner, Sept./Oct. issue of the SAFAGRAM has donated the equivalent of lunch for two in the Highwood Dining Room to the Energy Department Student Adopt-a-Family.

Thank you Brent for your winning answer and for supporting a very worthwhile charity.

Con. Ed.  
continued from page 1

Why are the rates so inconsistent? Why are some instructors being treated so poorly by their departments while others appear to be prospering? The group felt that this was enough evidence to justify a raise from \$45.00 to \$55.00 per hour.

The group approached its department in the late fall of 1999 and asked for an increase to \$55.00 per hour. In January, when classes were ready to start, another meeting was held with the department representative. It was agreed that for the January to June enrollment, the group would teach classes for \$50.00 per hour. There was also an understanding that in the spring, with a new budget and increase of tuition fees, the rate of \$55.00 would be considered for the fall 2000 classes. A meeting was requested to confirm this later in the spring after the budget process was complete. In spite of numerous requests, that meeting with the department representative was never held.

In the fall of 2000, the tuition fees for the courses taught by the group had increased; but when the contracts were presented, they were at the \$50.00 per hour rate. The group of instructors refused to sign them. With no further justification, the dean replied that \$50.00 per hour was a fair rate.

During the fall, there were several informal and formal meetings with the Dean and the department representative for Con. Ed. The fall courses were, in fact, cancelled; revenue estimated to be in the order of \$25,000.00 was lost, the instructors' Con. Ed. income was lost, and students who had already registered were not able to upgrade their skills.

The professional attitude of the instructors who belong to the group kept the lines of communication open. They wanted to teach but at a fair rate. A compromise was being sought. They also thought that the department would view them as valued employees; they thought their knowledge and expertise was an asset; that their industry contacts and rapport would be considered a commodity not easily replaced.

Negotiations continued in an informal manner and finally it was agreed that the Con. Ed. contracts would reflect a rate of \$50.00 per hour and a separate contract of \$5.00 per hour would also be awarded for the duration of the course. The separate contract would be for supplying "presently used course material"; i.e., if a handout or quiz is used in the course, it will be provided to the department. If no course

materials are used, they cannot be provided; but if anything new is developed for this course, it will be provided to the department by that instructor for the next time the course is taught. It was also indicated that the deans are to strike a committee to look at Con. Ed. across the campus and to come up with a uniform rate. Is this issue settled? No, it is not. What we have in place right now is a "band-aid." No doubt it will raise its ugly head again in the future.

*Companion article*

## Failure to Provide Con. Ed. Courses Jeopardizes Industry Relations

SAIT management is constantly telling instructors to develop relations with industry—that these relations are going to sustain the institute and afford it the means to acquire new capitol equipment at minimal costs, and that these relations are important.

One instructor spent the last 18 months developing a relationship with an industry partner. Donations had been requested and acquired, other donations had been solicited and were in the process of being acquired. Working closely with the industry partner, courses had been developed to meet industry needs. Other courses were starting to be reviewed for development.

This particular industry partner has opened its doors to SAIT. This industry partner approached SAIT based on SAIT's reputation, and on a relationship between the industry partner and SAIT staff that developed over time. Yet when the time came for SAIT to deal fairly with its employees, the ball was dropped. The industry contacts questioned why courses, that were in place and required to be taught, were cancelled. They agreed that the instructors should receive an increase in pay. The industry thought the increases in the course costs were due, partly, to higher salaries. No Con. Ed. rate increases in 12 years is unheard of, especially in today's economic times.

SAIT marketing to this industry partner and other associations suggests that SAIT is the best professional training institute and ready to teach the courses that industry requires, that SAIT is the best place to have their industry training, that SAIT can and will provide all the training they require. How do we repair SAIT's negative image with this industry now after canceling courses and continue to give credence to SAIT's qualities? ♦♦

## SAFA Awards Diploma and Apprentice Scholarships

by Heather Sagan, SAFA Administrator

The 1999/00 SAFA diploma and apprentice scholarships were awarded in October. **Huy Au**, a student in the Electrical Engineering Technology program, was awarded the diploma award, and **Ian Saunders**, from the Automotive Service Technician program, was the recipient of the apprentice award.

Several factors are taken into consideration when reviewing the scholarship applications:

- GPA
- financial need
- cost of tuition
- dependents
- extracurricular activities
- other awards

The applications for these awards are forwarded to the SAFA office, and two members of the Executive Committee review them. Judy Murphy and Mary Resch complete the review of all applications and make their recommendations to the SAFA Executive.

SAFA established a scholarship fund in 1983, and the decision was to maintain a minimum balance of \$10,000 in the endowment fund. Over the years the endowment has increased to approximately \$13,000, and in 1998/99 SAFA increased the endowment by \$6,500. Another \$1,000 is being added to this endowment totalling about \$20,500 this year.

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

## TLC



## GIFTS and Good Cheer from the TLC

by Jane Duncan  
Teaching & Learning Centre

December is already here and the semester is almost over! To celebrate the end of the semester and the holiday season, join the crew from the TLC and your colleagues for GIFTS and Christmas Cheer on the last day of classes: December 15 from 1:30 – 3:30 (venue to be announced).

And these aren't just any gifts, but **Good Ideas For Teaching Students!!!** How does that work, you ask? Well, several of your colleagues have agreed to present one of their most innovative teaching ideas in this energizing and exciting event. Presenters are situated at individual tables and simultaneously present a GIFT (the innovative teaching idea) to those sitting at their table. After ten minutes have passed, Christmas bells ring (ring Christmas bells – I hear a song coming on) and participants move to a different table and receive a different GIFT...Christmas bells ring after 10 minutes and so on and so on. This will go on for an hour, so you'll have had a chance to hear five great new ideas that you can take into your classroom. And then we will get down to the serious business of Christmas Cheer: Eggnog, Christmas

Goodies...and more.

Join us to celebrate the end of the semester, the holiday season, and most importantly — the fabulous job you have done in the classroom!

For more info, or to register, call Sandra at 7283.

As a first GIFT, check out this active learning website at <http://www.active-learning-site.com/vark.htm> It is an interesting learning style inventory called VARK that you and your students can do in less than ten minutes! Try it; it's fun and can be a great ice breaker or entrance into discussing team work, diversity, learning/working preferences, and student success strategies.

Best wishes from all the TLC elves and have a very joyous holiday season! ♦♦

**“It takes 20 years to build a reputation and five minutes to ruin it. If you think about that, you'll do things differently.”**

– A quote from Warren Buffet, one of the USA's richest men

## EDITORIAL

### Are SAIT Students Making the Grade?

If SAIT's vision is to have SAIT “recognized nationally as Canada's premier technical institute ... setting the standard for excellence in education, training, and innovation,” then how can this be achieved when the Institute has implemented a lower grading scale?

An “A” which was formerly 95% is now set at 90% or in some cases 85%. In many courses, SAIT instructors have not only had to reduce their standard for an A but have also had to reduce the passing grade to 50%. Is this an acceptable standard of quality? The demand in the workplace is for skilled employees. Can we declare someone to be *skilled* after having absorbed only 50% of the knowledge? Do we want SAIT graduates to be providing only a 50% level of knowledge/skill to future employers? Will this skill level equip the graduates to become “competitors on a global scale?”

Previously, instructors helped set the grading scale for each of their courses. Some colleges in Alberta have a “default system” that allows an instructor to set and maintain an appropriate course standard as long as that standard is specified in the course outline—the instructor is still able to exercise his/her professional judgment. Does this scenario presently exist for all programs at SAIT?

Some colleges have also set a minimum standard of C- as a prerequisite for another course. In some program areas at

SAIT, a C- with the new scale is approximately 5% less than a C- was previously. Should this not be an issue also?

SAIT grads in the workplace reflect their educational training. Our graduates reflect the standards that have been set for them by SAIT. Are we doing a disservice to our students, their employers, SAIT instructors, and our “premier technical institute” by lowering our grading standards? ♦♦

### “SUPER STUMPER”

How quickly can you find out what is unusual about this paragraph? It looks so ordinary that you would think that nothing is wrong with it at all - and, in fact, nothing is. But it is a bit odd. Why? If you study it and think about it, you may find out, but I am not going to assist you in any way.

First SAFA member that gets the right answer to Heather Sagan in the SAFA office will receive a free lunch for two at the Highwood.

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safa@sait.ab.ca  
<http://www.safacalgary.com>

President's Message  
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Section 36 – Workload. It is totally unreasonable for an instructor to teach 6 hours consecutively without a break. This is further compounded by the fact that instructors are required to travel from building to building between classes. In an attempt to resolve this scheduling issue, Timetabling will be advised by Human Resources that scheduling of 6 hours is unreasonable. In the winter semester, if you find that you have 6 hours scheduled without a break, please call the SAFA office.

#### SAFA Professional Development Fund

The SAFA PD fund of \$300.00 is renewed each year for faculty. As this was a result of negotiations in 1992 for additional PD for permanent faculty members, it is known as SAFA PD. In 1998 SAFA was successful in having SAFA PD extended to all salaried faculty members; however, there is a two-year waiting period (equivalent to the probationary period). At the discretion of the dean, any time worked on a casual basis can be counted toward the two-year waiting period. The Association has requested that the two-year waiting period be waived and that after one full year the SAFA PD fund be made available to all salaried instructors.

## FAQs



by Heather Sagan, SAFA Administrator

#### FAQ: Does the two-year probationary period apply to temporary salaried instructors?

**A:** When a salaried instructor completes two years of employment, the probationary period is deemed to have been served. The instructor should receive a letter from Human Resources that the probationary period has been completed. If the instructor has not received a letter advising that he/she has completed the probationary period, the dean should be contacted requesting a letter to this effect.

#### FAQ: Is there a penalty for violation of the FOIPP Act?

**A:** The policy of the SAIT Board of Governors states that the Board will comply with the FOIPP Act. However, upon investigation with the SAIT FOIPP Coordinator, there are no clear guidelines in place for reference by employees to determine what is a violation of FOIPP.

There is a penalty if there is a violation of FOIPP. However, if the SAIT guidelines are not clear and are not readily available to instructors, it may be that SAIT and not the individual instructor is in violation.

#### FAQ: If a student threatens to kill me (which has happened) and then is allowed by the Registrar to register in another program at SAIT, what should I do?

If a student is uttering threats to an instructor either written or verbally, that is an offense under the Criminal Code of Canada. This is a serious offense and should not be taken lightly. Contact SAIT security, and they, in turn, should call Calgary City Police. Any charges laid against the individual making the threats would be carried out by the police. ♦♦

We are awaiting a decision on this from senior administration.

#### Grievances

Two policy grievances that were launched are going to arbitration.

1. Temporary Salaried Position – Letter of Employment (Rights Arbitration) – December 14, 2000  
(The Association contends Letters of Employment do not meet requirements of the Collective Agreement.)  
Floyd Johnson, SAFA Presenter  
Arbitration Board:  
Alan Beattie, Chair  
Terry Sway, ACIFA, Association Nominee  
Don MacDonald, University of Lethbridge, Employer Nominee
2. Instructors Hired for Casual Employment (Rights Arbitration) – January 18, 2001  
(The Association contends that Casual Employment is in many cases not Casual Employment.)  
Floyd Johnson, SAFA Presenter  
Arbitration Board:  
Alan Beattie, Chair  
Terry Sway, ACIFA, Association Nominee  
Dominic Willott, Employer Nominee
3. Unjust Termination (Rights Arbitration) – November 6, 2000  
Bill Johnson, McGown Johnson, SAFA Presenter  
Arbitration Board:  
Alan Beattie, Chair  
Terry Sway, ACIFA, Association Nominee  
Dominic Willott, Employer Nominee ♦♦

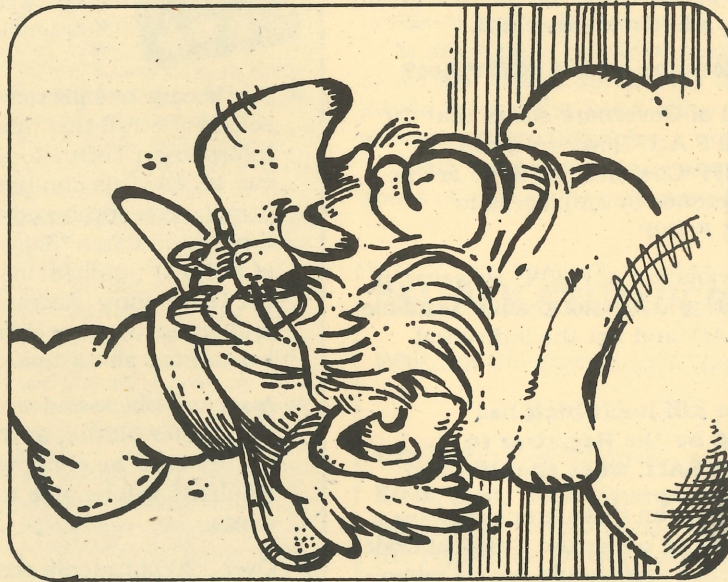
## Library Updates



by Dave Weber  
Educational Resources Library N204 (8408)

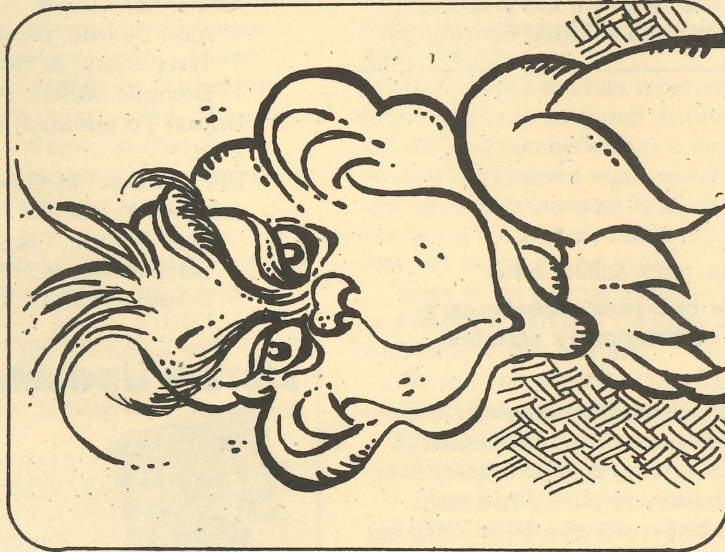
- ⇒ The library has previewed and is in the process of selecting a full-text information database called Information Technology Knowledge. At the moment you can access this database at <http://www.itknowledge.com/>. The database introductory blurb states "Search, browse and read thousands of full-text publications from the leading publishers in the IT industry. Access books, tutorials, source code and guides to train yourself on today's problems and learn more about tomorrow's technologies."
- ⇒ A second black-and-white printer has been added to the printer station in the Library Computer Lab and a printer card machine will soon be available in the lab. Students will be able to buy and load their own printer cards.
- ⇒ Over 1200 students received an orientation to library services in October. These students participated in tours, specialty courses such as newspaper databases, and library skills workbook presentations. ♦♦

# VOTE HERE FOR YOUR FAVORITE CHRISTMAS VILLAIN!

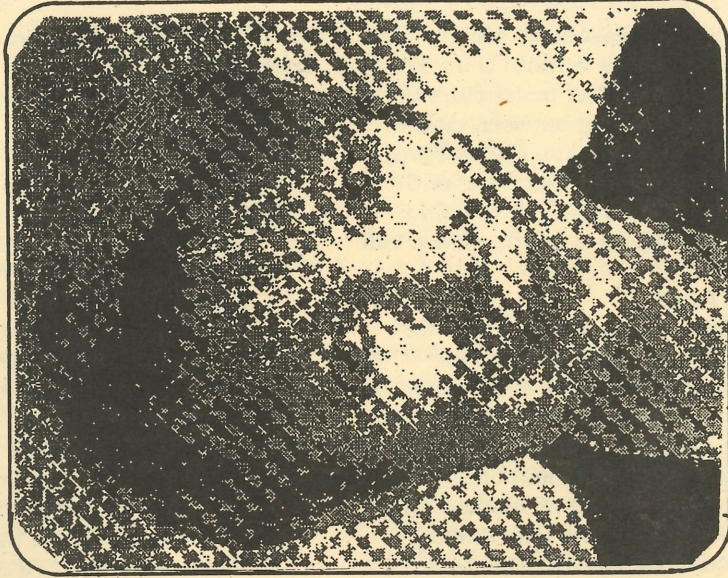


HAMILTON/2K

SCROOGE,  
EBENEZER



GRINCH,  
THE



LEWIS,  
IRENE