

Administrative Support—ethical issues??

- anonymous

I am angry. I am angry at SAIT's administration. I am angry at SAIT's administration for the lack of common sense and for the lack of support for instructors in ethical and moral issues.

It is common sense that says "do not let a student return to SAIT" when four instructors and a program coordinator vehemently argue against allowing the student to return to SAIT after failing the previous semester. The student who is described as a "lit stick of dynamite," who was disruptive to the class, and routinely challenged instructors' authority was allowed to return. When seasoned instructors are fearful for their personal safety, SAIT's choice was to allow the student back in because otherwise he may sue.

It is a moral and ethical issue that when a student is caught cheating 4 times (yes, that is correct!), he should be expelled. SAIT administration's stance is that it was the instructor's word versus the student's and the instructor's evidence was not sufficient (caught 4 times!). What are we to do? Install video cameras and have multiple invigilators during each and every quiz and exam? What message does this send to the other students at SAIT? The message is simple: "It's okay to cheat at SAIT, nothing will happen to you, just keep complaining up the chain of command."

In a separate incident, four students were caught cheating on a project. They were proven guilty and given a grade of F, a decision made by the program coordinator and Dean. In retaliation, the former students have filed racial discrimination and sexual harassment charges against the instructor. Guess how much support the instructor has? NONE.

Even before the outcome has been determined, he has been told that his contracts will not be renewed because this is a red mark against him and an existing signed contract was torn up in front of him. He is guilty until he can prove himself innocent. What message does this send to students: "It's okay to cheat because if the instructor catches you and reports you, nothing will happen and the instructor may lose his job." Who really is the guilty one here?

Academic dishonesty occurs when a student presents material as his own when it is not. Administrative dishonesty is when the administration accepts academic dishonesty and does little or nothing to stop it, and punishes those who report it or act on it. ➤

EDITORIAL

Be Aware and Beware!

Be Aware

Just before his vacation days were to begin, an instructor gave SAIT six weeks' notice of resignation. Our Collective Agreement states that "A permanent academic staff member in the Instructor classification is required to provide the Employer with six (6) weeks' prior written notice of resignation if he wishes to resign in good standing." The instructor thought he was doing the right thing; and according to the Collective Agreement (the very agreement that the Employer and

the Faculty Association have agreed to), he was!

Beware

Once the instructor's notification went to Human Resources, HR took it upon itself to change the date of termination to be effective immediately, not six weeks from the date of notice. The instructor found out about immediate termination from

his coordinator.

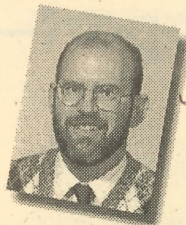
Along with his termination of employment came the termination of all benefits—he no longer had life insurance, Alberta Health Care coverage, or extended health care benefits. The immediate termination would also affect his pension. Fortunately, this instructor found out

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Library Updates



by Dave Weber
Educational Resources Library N204 (8408)

- ⇒ Twenty-three PC workstations have been evergreened in the Library. The new workstations are Pentium III 550 machines with 250 MB internal ZIP drives, as well as standard 1.44 MB floppy drives. The machines also have 128 MB RAM.
- ⇒ The Electronic Resources feature on the Library Home Page now has twelve databases offering information in subjects such as health, science, technology, and business. Database content ranges from journal references to full-text information from encyclopedias, reference books, and journals.
- ⇒ Over forty library orientation sessions were delivered during September. They included tours, library skills workbook introductions, and specialized information resource classes. It's not too late to book an orientation session. Call Dave Weber at 8408 with your requests.
- ⇒ The Centre for Learning held a department-wide professional development event on August 22 with a great lineup of speakers including Guy Mallabone, Vice President for External Affairs. Barbara Samuels, Vice President Academic, introduced the campus academic plan at another departmental gathering held on August 31. The

SAFAGRAM

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- 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.

Centre for Learning also held a series of brainstorming sessions concerning the interior design of its space in the new building. Leslie Hannah and Bing Ruriquist from the EXPANSION PROJECT 2001 offices contributed information on the Centre for Learning space and the overall progress of campus construction. ♦♦

FAQs



by Heather Sagan

FAQ: Are e-mail messages confidential?

A: Transmissions over the Internet and to other companies' electronic systems are insecure and may be accessed by third parties while in transit. Internal e-mail is not secure either. For that reason, confidential business information should be transmitted electronically only when circumstances require.

According to SAIT's new policy E.9.1 on "Information Systems Users," item 4:

4. SAIT reserves the right to
- a. deny or withdraw service privileges at any time in the best interest of the Institute;
 - b. monitor and record the use of any facility, service or system, if abuse of the facility, service or system has been reported and their use of any information thus gained in disciplinary, criminal or civil proceedings;
 - c. inspect, copy, remove, or otherwise alter data files, system resources, or user files in the regular conduct of its duty to maintain efficient and effective service operations or in the conduct of an investigation of suspected misuse; and
 - d. institute disciplinary, criminal or civil proceedings, as appropriate, in the event of an apparent violation of these guidelines

A complete copy of policy E.9.1 "Information Systems Users" is available from each academic department. Human Resources, or the SAFA office.

The law governing the use of electronic communication is still in its infancy, both within and outside the employment context. Until employer/employee rights are more precisely articulated in case law and legislation, it is incumbent upon the employer to define the parties' respective rights in the particular workplace. It is common practice in business and industry for employers to monitor e-mail.

Workload

There have been many questions regarding workload.

FAQ: When does the new workload go into effect?

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"SUPER STUMPER"

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

8, 5, 4, 9, 1, 7, _____, _____, _____, _____

First SAFA member that gets the right answer to Heather Sagan in the SAFA office will receive a free lunch at the Highwood. (All four numbers are needed to win)

Editorial
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fore he left for vacation. Had he left without contesting the termination date, he and his family would have had no benefits while on vacation. Imagine what could have happened!

What could possibly be HR's reasons for changing the termination date? An HR representative stated that it didn't want to carry a liability over vacation time. It's inconceivable that an employee who has paid his portion of benefits, and who has worked for and earned his vacation time during the academic year can be a "liability." Benefits are part of the compensation package as stated in the Collective Agreement."

How can HR make changes to documents at will? Why are instructors not formally informed of changes that could have such an impact on their lives, safety, and well being? If we, as instructors, don't give HR the required six weeks' notice, won't HR penalize us?

Evidently, this incident is not an isolated one. It and similar situations (caretaker dismissals) show total disrespect for employees. If the employer doesn't want to live by the Collective Agreement, does that mean instructors don't have to live by it either? Does it mean we can "disagree" whenever we feel like it? The 10th floor houses a **Resources** department that has shown itself to be anything but **Human** in these situations.

Familiarize yourself with the Collective Agreement. Get a copy, refer to it, and inform the SAFA office whenever a situation arises that affects you ⇨

A.F.A.S.S.

Academic Faculty Athletic Support Society

WIN A FREE PARKING STALL
SUPPORT THE TROJAN STUDENT-ATHLETES
BECOME A MEMBER TODAY!

Who can become an A.F.A.S.S. member?

Membership is open to all SAIT faculty members.

How do I become a member?

You can become an A.F.A.S.S. member by purchasing a SAIT Trojan A.F.A.S.S. scarf for \$12. Scarves can be purchased by calling Steve Hosier (210-4352), or they are available in the Wellness Centre and at all Trojan home games.



What does membership entitle me to?

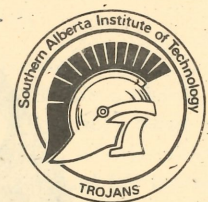
You will receive free admission to all Trojan home games when wearing your Trojan A.F.A.S.S. scarf and by showing your A.F.A.S.S. membership card. Check in at the ticket booth to receive your free game ticket.

With your free game admission ticket, you will also receive a free Pepsi beverage.

If you attend a Trojan game, your name will automatically be entered in a draw for a free parking stall for a month (right outside the Campus Centre - West entrance). If you attend 10 home games throughout the year, your name will also be entered in a grand prize draw (prizes vary each year).

When are the Trojan home games?

You can find the Trojan home game schedule in the following locations: Pocket Schedule, Campus Pipeline, SAIT Business Notices, Red Athletic Sandwich Boards around campus, and above the Wellness Centre entrance; if you need more information, call Lori Nielsen at 284-8799 or the General Line at 284-8457



FAQS
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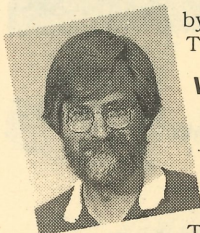
A: The Workload proposal that was selected by the Arbitrator during the Workload Arbitration in May will go into effect when all sections of the collective agreement are finalized. The Workload Arbitration and the Interest Arbitration are final and binding on both parties: i.e., the Association and the Employer. A new Collective Agreement will go into effect when the interest arbitration is received and the agreement is signed off by the SAIT Board of Governors Chair and the SAFA President.

FAQ: As an instructor, do I have to be loaded to maximum instructional hours?

A: No. The Unit Standard Instructional Workload Hours in Section 36 are a maximum. Instructors do not have to be loaded to that Unit Standard maximum.

When an instructional load is assigned, new course development, number of course preparations, marking, types of assignments, class size, and other factors should all be taken into consideration. ⇨

TLC



by Denis Beaulieu
Teaching & Learning Centre

What is a TMTW?

"That's a nice-looking application of technology, but what does it do to promote learning?" This is a common comment when educational technology is the topic.

The Technology Mediated Teaching Workshop (TMTW) gives SAIT faculty an opportunity to experiment with ways of supporting learning with current technology. The TMTW also encourages participants to address such questions as appropriate use of technology and developing a balance between technology and person-to-person interaction.

The TMTW is based on the experiential model used in the popular Instructional Skills Workshop (ISW). This model gives each participant an opportunity to present three 10-minute mini-lessons to approximately four other participants, each taking the role of learner for the lesson. After each lesson, the instructor receives immediate written and oral feedback from the learners; the lesson is also videotaped for personal review later.

All lessons apply a participatory lesson planning structure known as BOPPP. (BOPPP = Bridge-in, Objective, Pre-test, Participatory learning, Post-test.)

The Teaching & Learning Centre has now run four TMTWs, and the participants have come from the E-Learning Laptop environment, Access Technologies, Continuing Education, and Fast Track programs. There is no stipulation

as to the technology to be used, but so far we have used PowerPoint, the SMART Board, Internet searches, specific Internet resources, multimedia, video, the Elmo document-camera, and audio-graphic simulation.

This array of technologies, along with the creativity of the participants, has made possible an entertaining range of lesson topics. We have learned to recruit volunteers, interpret air traffic control radar data, read palms, evaluate news photos, create a basic web site, toilet train a cat, read a multimeter, assemble a computer, perform a chemical titration, correct dangling modifiers; we've even taken a virtual tour of SAIT. Each within 10 minutes!

The modest scope of the mini-lesson format seems to encourage experimentation, while the BOPPP lesson planning model provides a means of focusing the use of the technology. For example, in planning a given BOPPP mini-lesson, a participant may find that PowerPoint lends itself well to presenting a Post-test, but is not really needed much for the rest of the lesson.

For more information about the TMTW, drop by the Teaching & Learning Centre (N202) or call Denis Beaulieu at 4038. You can also get background information from the E-Learning Instructors web site: http://progdev.sait.ab.ca/tep_inst. (There is an underscore between *tep* and *inst*.) To enquire about registrations, call the TLC (8856/7283). ♦♦



— A GAME SHOW IDEA FOR 2000 —