

## EDITORIAL

Why are we here? What is Life all about? These are questions everyone is always searching for an answer for. Well, at the SAFAGRAM we do not have such difficult points to ponder, we merely want some feedback from our readers as to the format, and purpose of the SAFAGRAM.

A dedicated staff of volunteers puts together the SAFAGRAM on a regular basis. It has in the past been 8 pages or so, consisting of articles, editorials, and other amusing columns.

Do we continue in our same format or should we change our format to a smaller less frequent publication? Are there any articles or features we should have, or any we should remove? Is there anything you would like to see included in the SAFAGRAM, any issues you believe to be worthy of some coverage?

Please take a few minutes to mark your thoughts down on the insert and submit them to the SAFA office, N201 (2nd floor opposite the Library, Burns building) or e-mail submissions to bherberg@sait. We want to know what we are accomplishing with our publication and if you find it worthwhile. ♦♦

### Spell Check Bloopers

(Comic relief while marking papers.)

From overly dedicated students:

"Make certain you are always curious to your customers."

"It is important to gain experience in all arias of the hospitality industry."

Spotted on resumes:

The first heading -  
"JOB OBJECTION"

Under Responsibilities -

"Delivered summer curses"



### Hail the Hall

by Hubert Nijssen, Instructor,  
ACET Department

It must have been a beautiful sight during the fall of 1922, to look northwards from downtown Calgary and see the crenellated silhouette of Heritage Hall framed by a monumental blue sky and the pure golden prairie scape of North Hill.

Calgarians of that era must have been justly proud of their newly opened Provincial Institute of Technology and Art (PITA) with its beautiful collegiate Gothic architectural exterior so similar to those of Eton College and St. John's College in Cambridge. Heritage Hall has been and still is an enduring manifestation and symbol of the educational services our

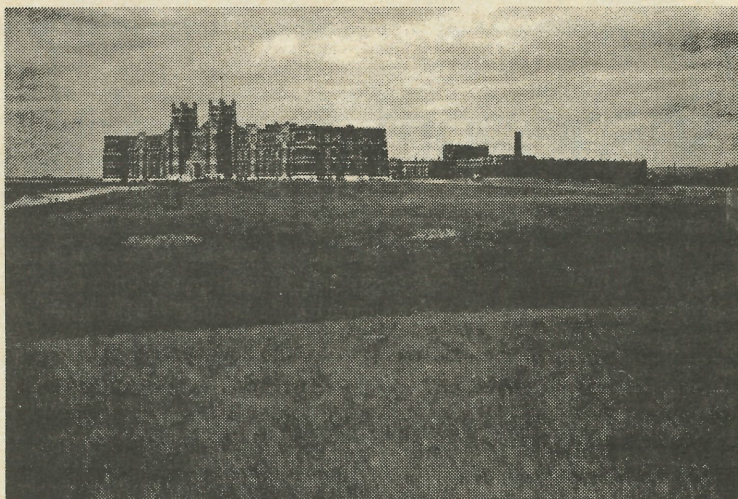
institute has provided for nearly a century to the multitudes of its students and graduates.

Just recently, I witnessed a TV advertisement by SAIT which, to my pleasant surprise, culminated in a view of beautiful Heritage Hall with its brick and stone battlements, towers, buttresses, and tabernacles that reflect early 16th century Tudor and Gothic architecture.

In 1985, the Province of Alberta declared Heritage Hall a historic resource and the Government of Canada followed suit in 1989 thus recognizing this unique architectural heritage.

Should we be proud of this building? Should we cherish it, maintain it to the best of our ability and ensure that its survival is guaranteed? The answer is yes, yes, yes, and yes!

I sincerely hope that during the fall of 2022 and many falls thereafter, the crenellated silhouette of Heritage Hall will still be framed by our beautiful blue prairie skies. ♦♦



Officially opened in 1923, Heritage Hall looms over the prairie.

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# SAFAGRAM

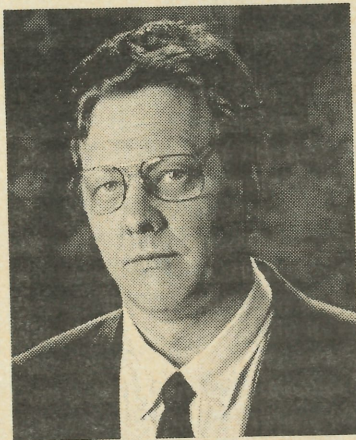


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## SAFA REPORTS



## PERSPECTIVE

by John Schmale, SAFA  
President

There is nothing wrong with the principle of performance pay as a part of total compensation. The mechanism to determine performance is cumbersome and/or inequitable. Studies of performance pay schemes seldom show marked increases in performance. Rather they show only a realignment of performance priorities to meet the criteria of the plan. Where performance objectives are clear,

measurable and attainable, they may be tailored to ensure effectiveness.

When applied to the SAIT environment, several questions must be asked:

- Do we have a process of defining clear, measurable and attainable performance objectives?
- What happens when duties are reassigned at the last minute?
- What happens if someone's priorities for my performance objectives change during the year?
- How will performance be measured?
- Who will be responsible for measuring?
- Who will train those doing the measuring?
- Where will anyone find the time to do all this?

Each of these questions will raise hundreds more. The only certainty is that any performance pay system that may be implemented must be thoroughly studied and properly discussed and negotiated through the collective bargaining process. ⇨

## "Continuous Learning... for Continuous Development"

1996 SAIT Faculty Professional Development Series  
by Georgina Kiraly, Teaching and Learning Centre

Each May, many SAIT Faculty look forward to the end of another semester, to fine spring weather and to participating in the variety of activities offered for their "Continuous Learning ... for Continuous Development."

Our professional development plans for 1996 were based on three premises:

- SAIT is an "institution that causes learning" and is not a "teaching institution"
- Faculty are the institute's most valuable resource.
- All faculty should be provided with the training and preparation they need and want to be excellent instructors.

These premises, combined with the feedback from faculty over the past year, provided the framework for your P.D. Organizing Committee.

The sessions that have been planned will meet a diversity of needs: instructional development activities to better meet the needs of our learners, personal development activities to meet the needs of instructors, organizational development activities to meet the needs of the institution.

The 1996 SAIT Faculty Professional Development Series is an exciting array of sessions and/or workshops:

- Becoming a Critically Reflective Teacher
- The Learner as Customer
- Designing Performance-Based Curriculum
- SAIT's Curriculum Development & Learning Systems
- Directed Self-Study
- Internationalization of Curriculum
- Developing Portfolio Courses
- Stress Management
- Food for Thought
- Team Building
- Teaching Tips
- Collaborative Learning: Using Group Work
- Using Experiential Learning to Make Modules Work and more!

Your Calendar of Events will arrive in your mailbox within weeks. Registration forms will be included. Due to limited seating in the workshops, participants will be selected on a 'first come, first served' basis.

For further information, please contact the Teaching & Learning Centre at 7071 or leave a message at 8107. ⇨

## FAQS

by Mattie Gillespie (SAFA  
Administrator)

**Q:** Why do contract (for service) instructors pay SAFA fees and what SAFA benefits do they receive in return?

**A:** The Technical Institutes Act of Alberta requires that the institute have a faculty association and that any employee of it who is delivering any instructional component must be a member of

that faculty association. The SAIT/SAFA collective agreement requires members to remit association fees. Any SAIT contract for instructional service contains this provision. In return, the Association establishes a general fee structure, provides assistance with representation to address individual concerns, counselling

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## 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 preceeding 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 14th, 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.*



## Eulogy for a Friend and Colleague

given by Simon Bergen-  
nengouwien, Instructor,  
Mechanical Trades and Tech.  
on Sept. 22, 1995

George Klassen came to SAIT after working with IBM, Petro Canada and CanOcean Resources. He started teaching at SAIT in August 1989, instructing in Mechanical and Aeronautical engineering subjects. They say that you don't really know a man until you have walked in his shoes. Well, when I first met George I felt I had known him for a long time. He was wearing the same \$150 Rockport shoes that I was. And they were even the same size. When he told me, for what I thought were some very logical reasons, that he was sharing a dog with his good friend, Ed Gregory, I knew that this was no ordinary man.

The enthusiasm and dedication George brought with him were infectious. He was, without doubt, one of the hardest and most conscientious workers I have ever known. He thoroughly checked every theory and equation he was about to present and would then ask himself, and sometimes us,

whether it made sense and what sort of questions it would bring from the students. The presentation that followed was very thorough and complete. If the students needed more time to cover the material, he would schedule additional tutorial hours during his non-instructional time to help them. He was that sort of a person. To him the student came first.

George was very aware of his responsibility in and out of the classroom. This summer, for example, he and Lea drove to Raleigh, North Carolina, using his holiday time to take an updating course on material he needed for the fall session. In short, he was the consummate instructor and staff member giving all his energies to the demanding position that he filled.

Some of you are aware of the many changes that have taken place at SAIT in the last several years. George was instrumental in preparing documentation required for program accreditation. His input into that process will be sorely missed.

When the students

received the news of his passing, it was they who first thought of how best they could provide the recognition he so richly deserved. On their initiative a Scholarship Fund has been set up in his name.

To those of us who had day-to-day contact with George, that is the students and the staff, George will be long remembered for not only his work ethic but also his human qualities. He was very slow to criticize and always looked for the good in others. He was always eager to help no matter what the question or the occasion and provided good logical advice. It seemed to us, his colleagues, that he had students in his office most of the time. They knew that he always had time to listen and I might add that some of these counselling sessions were not about academic difficulties. The students knew that personal problems could also be discussed.

I also enjoyed his input. Whenever I experienced some difficulty with my computer, or confuser as we called it, George would be the first person I would ask. If he

didn't have the answer it soon became our mutual problem.

George was a quiet person but certainly not reluctant to talk and socialize when the opportunity arose. As staff we will always remember the Christmas parties that George and his wife, Lea, had for the Mechanical/Aeronautical group and the delicious mulled red wine that George would be busy serving while we were celebrating the best of the season. He enjoyed those occasions along with the others we had in our group.

They say that the measure of a man is the respect he receives from his peers. And equally so a measure of an instructor is the respect he receives from his students. From what you have heard here today, and your own personal memories of how he touched your life, we must all agree that George without a doubt had both, from peers and students alike.

Lea, Jennifer, and Andy. George was very much a part of your family. To us he was a friend but also very much a part of our lives. We will all miss him.

Our thoughts and prayers are with you. ♦♦

FAQS  
continued from page 2

and informal grievance resolution when necessary. All members may attend all general meetings and socials, vote at elections and on contract ratifications, and receive notices and newsletters. Contract Instructors benefit from program and course support by permanent Instructors, and from the reputation of SAIT programs built by former and on going Association members. As a member of ACIFA (Alberta College Institute Faculties Association), SAFA can offer low cost professional development opportunities (annual conference in June)

and discounts on home and auto insurance through Morgex Insurance group (contact SAFA for brochure). Further information on the more far reaching benefits of ACIFA memberships is available (call SAFA @ 8321 for brochure). ♦♦

### More Spell Check Bloopers

*Under Work Experience -  
"Volunteer Candy Stripper"*

Found in job application letters:

"I'm looking for a challenging courier."

"I would like to meet with you at your convent to disguise my qualifications with you." ♦♦

## 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. Luda Paul, an instructor in Printing Management Technology talks about the new Macintosh computer labs.**

The Canadian commercial printing industry is undergoing dramatic technological changes. As the pre-press processes are computerized, print shops are investing in the new technologies or forming alliances to access and provide new services to their clients.

Printing Management Technology, of the Communication Arts Department (PMT), has had to try and keep up with these technological changes and still work within the budget.

In September 1995 the Communication Arts Department opened the

Continued on Page 4



## Library Updates

by  
Dave Weber  
Sait Educational Resources Library N204 (8408)

### World Wide Web

⇒ John Rauchert is working with colleagues in Information Systems on the development of the SAIT Home Page for the Internet. The Sait Home Page debuted on the World Wide Web at the beginning of February. It received a Webcrawler listing in mid-February. A multi-media PC dedicated to Internet access will be available for public access in the Spring.

### Canon Microform Printer

⇒ To meet the demand for microfiche photocopying, the Library has added a fiche carrier to the Canon Microform Printer. Library staff at the Information Desk will switch carriers according to customer needs. Two microfilm/microfiche printers are now in service.

### Used Booksale

⇒ The used Booksale continues to be very successful. Books and magazines are on display at the front of the Library, and the main collection is in J208. The annual magazine shift is currently underway. Check the Discard Room for issues that have been pulled from the circulating collection.

### Student Practicums

⇒ The Library is participating in the Library and Information Technology Program student practicums. During the Fall each second year student in the senior reference class spent three hours honing his/her interview skills at the Information Desk. During the winter semester first year students will be working on circulation skills. ⇨

*Blow Your Horn  
continued from page 3*

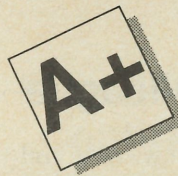
newest Macintosh Computer Labs on campus. The two new labs are located in the Senator Burns Building, rooms H308 and H310. Each lab has 16 student stations and one instructor station. There is a folding accordion wall separating the two rooms. Depending on the course taught, classes of 16 students are held in each room or it is opened up to classes of 32 students. There is a colour overhead projection unit, a laser printer and a colour inkjet printer in each room. The H308 lab has Centris 660 AV's; and the H310 lab, Performa 580's.

Between Printing Management Technology,

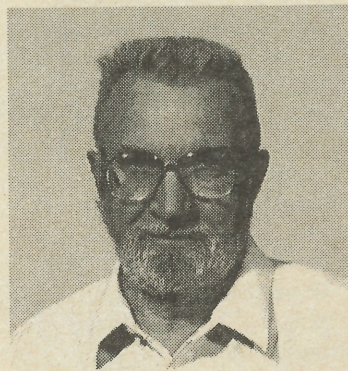
Journalism Arts (JA) and Continuing Education, the labs are booked solid.

Additionally, with the advancement of technology, PMT has now moved the curriculum in second year Camera/Prep from the basement of K9 to the computer lab in H308. Both PMT and JA students are now learning scanning and photo manipulation using Photoshop. On the H310 side, another new industry standard is being taught — computerized Estimating using the Franklin Program.

The old Macintosh lab in K12 has been converted, for joint use, into a JA and PMT high end Macintosh lab. Second year PMT and JA students work on advanced scanning and photo manipu-



## Scholarship Honours Jack Moore



Jack Moore, an instructor in Math/Physics/Computing, has received a most unusual honour. The Jack Moore Scholarship Endowment has been created while he is still actively teaching at SAIT.

Jack joined SAIT's Math/Physics Department in 1963 and originated the Computer Technology program in 1967. He coordinated the program for 27 years before stepping down (up?) to Instructor in 1994.

The scholarship was initiated by Don Smillie, Vice President, Triangle Ernst & Young who wanted

to recognize the accomplishments and contributions made by Jack to the Computer Technology profession in Calgary. Don met Jack when they worked together on the Entries Committee of the Science Fair.

Over 113 companies and individuals so far have helped surpass the goal of \$27,000 for the scholarship, and donations are still welcome by Communications and Development. Recipients are students who make a significant contribution to the Computer Technology program, not necessarily the highest marks. Michael S. Ell was just awarded the first \$750 Jack Moore Scholarship in February, and a second award will be presented this May.

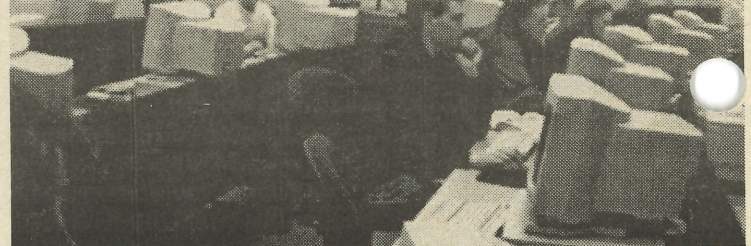
Congratulations, Jack for receiving such a well-deserved honour. It must be an extraordinary experience to teach the prospective recipients of your own scholarship. ⇨

lation. PMT students also hold their Pre-press Practicum there every Thursday morning. These students take in real jobs and work from beginning (design) to end (printed product). A Linotronic 300 was purchased to allow students to experience outputting to an imagesetter. We are doing our best to stay current with the industry and the students are getting jobs.

In fact, one of our graduates, Tim Cyr (93/94), has

been offered an 8-month contract (with a possibility of a 2-year extension) as a graphic artist in Abu Dhabi, U.A.E., working for a high tech sign shop. Tim left on February 15 and all of us in PMT wish him well.

We are receiving anywhere from one to three job opportunities weekly for our graduates and at times do not have any available graduate to recommend. The publishing industry is changing and we are doing our best to stay current. ⇨





CONGRATULATIONS ON COMING UP WITH A SOLUTION TO CLASSROOM OVERCROWDING AND THE OVER-ABUNDANCE OF MODULES!



**Did you enjoy this issue?  
Give us feedback.**

Do you think SAFAGRAM should be continued in its new shortened form?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Would you consider making a contribution to the publication of SAFAGRAM as a writer, cartoonist, photographer, artist (even for just one issue)?	<input type="checkbox"/>	<input type="checkbox"/>
as a member of the editorial board?	<input type="checkbox"/>	<input type="checkbox"/>

Please include any other comments you may have that will help us decide on the future of SAFAGRAM.

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Please submit your responses to SAFAGRAM N201 Senator Burns Building or email your comments to [bhersberg@sait.ab.ca](mailto:bhersberg@sait.ab.ca), by March 10, 1996