

SAFAGRAM

President's Message

By James McWilliams



In the Wake of Emergency Response

As we are trying to make sense of the tragic and meaningless slaying by the unstable extremist Michael Zehal-Bibeau of Army Reservist Corporal Nathan Cirillo as he stood guard on the stairs of the National War Memorial in Ottawa, it is a picture that is now becoming a formidable reality. It would appear that universities and colleges in our major cities could be prime targets for maniacal gunmen. In 2006, Dawson Creek College in Montreal was attacked by a heavily armed Kim veer Gill, who opened fire on 19 people killing one and hospitalizing several others. More alarming though was the fact that he was able to move from the atrium to the cafeteria unchallenged until finally subdued by police. In August 1992, a brutal homicide occurred at Concordia University when a full-time faculty member, Dr. Valery Fabrikant, brought a loaded weapon to work and killed four of his colleagues after an altercation that had denied him tenure based on the grounds that he had aggressive tendencies. Even more disturbing was the massacre at the Ecole Polytechnic in Montreal in December 1989, when a deranged Marc Lepine shot 28 people. He entered a classroom and segregated the men from the women and then opened fire on the women killing all nine of them. He moved through the corridors, cafeteria, and classrooms unchallenged until eventually he was shot by police.

In the wake of much of the controversy surrounding the SAIT Emergency Response Plan/SAIT Alert, we need to ask the critical question: Could these tragedies that shocked Montreal happen within the hallowed halls of SAIT? Could this campus be another unprepared college? How would a volatile situation such as a rogue gunman be handled within the SAIT community? Moreover, what is the role of Management and Faculty? As a community, we are all more than familiar with the fire drills, the exiting by the stairwells, and the gathering and “supposedly” attendance-taking at the Muster Posts. However, when it comes to an Emergency Response; i.e., bomb threat or potential gun threat on campus, it appears that the vast majority of management/staff and faculty are unclear on the process and procedures for lockdowns, safe shelters, and emergency contacts.

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Editorial Board

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SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) five times a year usually closer to the end of the months 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 kathie.dann@sait.ca. Please keep submissions under 300 words, double-spaced. 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.

<http://www.safacalgary.com/>

Labour Relations Officer (LRO) Report

By Al Brown, LRO



Merry Christmas Everyone!

As you may know from previous SAFAGRAM articles, there has been some confusion about when an instructor would qualify for the Long Service Allowance (LSA). Subsequent to these articles, a couple of instructors contacted me to inquire about when they would receive their LSA. I met with Employee Services on behalf of these instructors, and I'm pleased to say that as a consequence of these inquiries, Employee Services conducted an audit that resulted in almost two dozen SAFA members receiving their Long Service Allowance. Many thanks to the members who came forward and to Employee Services for their initiative in correcting this oversight!

I've been following the story from Ottawa concerning the two female MPs' allegations of sexual harassment against two male MPs—not from a political context but from that of a Labour Relations view. The basics of the case are that two female MPs expressed concerns to their Party Leader regarding actions of two male MPs from another Party. They had asked to remain anonymous; however, one of the complainants took her concerns directly to the other Party Leader. This resulted in suspension from Caucus of the two male MPs. The two male MPs have denied the allegations and have said they weren't given the specifics of the complaints and weren't allowed to respond by giving their version of events. It would appear that fairness and presumption of innocence have very little to do with the way events have unfolded. The reputations of the two male MPs are in tatters and the two female MPs have been exposed to pressures they didn't seek and didn't want.

Now, I will contrast this situation to how a similar situation would be handled at SAIT:

If you experience harassment, tell the harasser directly that the behaviour isn't welcome and ask that the harassment stop. You should keep a record of the incidents, including what happened, dates, times, any witnesses, etc. This will help you remember the details and will strengthen your case. If the harassment continues after you've asked the harasser to stop, then you should make a complaint either to your Academic Chair, your SAFA Representative, or Employee Services. If the complaint of harassment came to either SAFA or to an Academic Chair, the complainant would be directed to Employee Services to make an official complaint.

Once a complaint has been received, it will be kept strictly confidential. An investigation will be started and steps will be taken to get the problem resolved. Both the complainant and the respondent will be interviewed as will any others who may have been a witness or have relevant information.

If the respondent was a SAFA member, SAFA would be advised (in general terms) that a complaint had been received and that it involved one of our members but names would not be divulged at this point. Employee Services would advise the respondent (in writing) that they were the subject of a complaint but no other details. They would also include my contact information and advise the member of the right to representa-

tion as provided by the SAFA/SAIT Collective Agreement:

Section 19.02: An academic staff member who is to be interviewed on any disciplinary action shall be entitled to have an Association Representative present at the interview. The Employer shall notify the staff member of that right in advance of the meeting.

Typically—but not always—the affected member would take Employee Services advice and contact me prior to going to the interview meeting. If there was no contact from the member, I would still be at Employee Services to meet with the member before going into an interview to discuss the complaint. I want to take this opportunity to strongly advise that if you find yourself in the unfortunate position of being the subject of a formal complaint that you make **sure** you have your SAFA representative with you.

If the complainant is a SAFA member, he/she is also entitled to SAFA representation. In the event that both the complainant and the respondent are Association members, they will be assigned different Association Representatives.

At the start of the investigation interview, all parties will be asked to sign a confidentiality agreement. This ensures the confidentiality of both parties, the complainant and the respondent. There will also be someone in the room taking notes of the questions and answers. The interviewee will be given an opportunity at the end of the interview to read this record to make sure it correctly captured what was said in the manner it was intended. If there are corrections or clarifications requested, they can be made at this point. Once approved, the interviewee will be required to sign and date the record. This will form a record of the interview.

When the Respondent is interviewed, they will be given the complaint in writing along with a written narrative describing the events surrounding the complaint. This disclosure is consistent with the common-law premise that one must be given enough details in order to mount a reasonable defence.

If the investigation finds evidence to support the complaint, then the Employer has a range of discipline from which to choose the appropriate discipline to be implemented—from a letter of reprimand through suspension all the way to employment termination. In the event that the person feels that discipline is not warranted or that the level of discipline is not appropriate, then the member could ask the Association to file a grievance. Grievances concerning discipline can advance all the way to Arbitration.

If the investigation fails to find evidence to support the complaint, then no documentation is placed on the personal file of the complainant when the complaint was made in *good faith* nor will any documentation be placed in the Respondent's personal file. Regardless of the outcome of a harassment complaint made in *good faith*, the person lodging the complaint, as well as anyone providing information during the investigation, will be protected from any form of retaliation—either from co-workers or management.

A successful investigation process needs to be even-handed and fundamentally fair to both complainant and respondent.

If you have any questions, please stop by the SAFA Office N201 in the Burns Building or contact me directly at Ext. 4067 or e-mail al.brown@sait.ca.

I hope everyone has a joyful and restful time over the Holidays! See you in 2015! 🌲

Ann Wyganowski, Vice President at HZX Business Continuity Planning and Director of the Disaster Recovery Information Exchange in Toronto, states there are a variety of situations where it's safer to have employees remain in a building rather than evacuate. However, "You can't force somebody to shelter in a place, but you can certainly make recommendations for their personal safety." Nonetheless, most employers are not prepared. "A lot of employers don't teach their employees what to do in those types of situations; they don't pre-identify where is a safe room to go, with no windows, a door that locks, perhaps somewhere where you can remain out of sight and not make yourself a target." Schools in the K-12 system are well versed when it comes to shutdowns or lockdowns, but many employers in other sectors aren't prepared, according to Paul Guindon, CEO of security services provider Commissionaires Ottawa. Wyganowski added, "Until the events in Ottawa, people had become complacent about the risks. The density of the population and the number of public venues really increases your risk, but people don't pay a lot of attention to whether or not the consulate from the country where the terrorists are coming from is on the floor above them, for example." Training is also important to ensure employees are ready when an emergency actually happens. "You need to do drills. If you don't do those kinds of exercises regularly, then it's hard; it's like a fire drill—if you never practice a lockdown on a regular basis people won't know what to do," said Guindon.

On November 27, the SAFA Office circulated a six-line questionnaire by e-mail asking the Faculty what they knew about the Emergency Response Plan and what procedures do they need to follow. Relating to the events of November 12, some of the responses are as follows:

- **Contact with CPS (Calgary Police Service)** Saw police with guns—Police imposed lockdown in classroom—told to leave building by police.
- **No contact with CPS:** Decided to send students home—self-imposed lockdown in classroom—found out about the issue on media—were informed by students—saw the police vehicles.
- **Leaving Campus:** Moved freely—didn't know when to leave classroom—told building in lockdown so no entry.
- **On SAIT Alert:** Under 10 responses clear on the SAIT Alert procedure—over 15 responses unclear on the SAIT Alert procedure.
- **All Clear Information:** Announcement in the building—Calgary Police Twitter—Called 911 (called back with an all-clear). People had no idea where the threat was, where they could go on Campus, and often, when the situation was clear. Also, there was no crowd control.

Although we have averted a potential crisis for the moment, it would appear inevitable that we could be an easy target for a possible gun threat in the future. I believe that proper Emergency Awareness training and the procedures that need to be followed should be implemented as soon as possible. I cannot envision any Faculty member being opposed to training that would safeguard themselves, their colleagues, and their students. One of the suggestions that was brought forward was the use of a Card Key; this Key would be used to access all doors on Campus. Once a Faculty member enters a door with the card, the door automatically closes and locks behind them.

It is certainly not SAFA's intention to lay blame on any groups or individuals who are involved with the implementation of the SAIT Alert/Emergency Response Plan. The most important element in all of these discussions is the fact that **Faculty want to be informed—immediately—on what is happening.**

Please have a safe and relaxing Christmas break. Enjoy your time with friends and family, and I look forward to seeing you in the New Year. ❄️



Season's Greetings

From the SAFAGRAM Editorial Board

SAFA FIRST Award

SAFA would like to thank everyone for the nominations for the SAFA FIRST Award.

We would like to congratulate this year's winner:

**Alan Jack, Academic Chair
MacPhail School of Energy**

We would like to acknowledge all the nominees:

Brenda Domeij	Academic Chair, IT Common
Scott Fortier	Academic Chair, Pre-hospital Care
Kelly Goss	Academic Chair, CALS
Verda Kocabas	Academic Chair, Construction
Genevieve Luthy	Library Manager
Steve Motta	Academic Chair, Construction
Steve Olson	Interim Associate Dean, ICT
Tim Spielman	Academic Chair, Business
Kimberly Wheelans	Coordinator, H&PS

Congratulations to everyone who was nominated!!

FIRST AWARD CRITERIA

The nominator must submit the nominee's name and title, and write a short paragraph (by e-mail/handwritten) as to how the nominee has met the CORE values and has met all five (or at least three) of the SAIT FIRST principles.

The winner will receive a recognition plaque from the SAFA office and will be invited to the SAFA Christmas party.

1. The nominee must be in Management (Academic Chair or higher)
2. The nominee must meet SAIT's CORE values:
 - do what we say we will do
 - accountable for our actions
 - treat people the way we would like to be treated ourselves
3. The nominee must meet SAIT's FIRST ethics:
 - Fairness
 - Integrity
 - Respect
 - Safety
 - Transparency

News from Articulation—November 2014



Laura Hutchinson, Sandra Vogel, Karen McDaniel, Diane Moreau, and Natasha Blanchard at the Transfer Options booth.



Karen McDaniel and Patrick Travenetti from Embry-Riddle here to meet with students.



Steve Motta, Academic Chair of CVT, welcomes Dr. David Barnett, Dean of Engineering, Lakehead University.

A huge thank you to SAFA members who have been talking to their classes about degree completion opportunities and the Transfer Options Fair held November 13! Approximately 1500 students, including faculty and staff, took advantage of booth visits and break-out sessions to meet with different institutional representatives. Since the deadline for applications for the Professional Credential Enhancement (PCE) program is coming up fast, many instructors were there talking about degree options that were available for them as well.

Speaking about the PCE, this term I have presented two workshops on Academic Writing to interested PCE applicants, as well as shared articulation information at the PCE Information sessions. I am very pleased to say that I have been contacted by many SAFA members who are looking for degree programs. If you would like information about different programs or institutions, please call or e-mail me, or go to our website.

Our Transfer Options website continues to be very popular and a Google search for “transfer options” shows us to be the #1 site! We are pleased to announce that there are well over 800 transfer options posted. From the annual Graduate Employment Survey, we know that many of our graduates continue their education in the same field that they studied at SAIT with the largest number coming from the School of Business. The degree options are posted on the website www.sait.ca/transferoptions which you can share with your students.

If your program has a Facebook page, you can “like” us for regular updates. Follow the link on the Transfer Options (TO) website or search for us at Transfer Options at SAIT. We try to send updates to all the school Facebook pages.

Thank you for your continued support and many fine suggestions for future transfer options. We are also being approached by receiving institutions for transfer agreements because our graduates have applied there. Please contact me or encourage your students to do so through transfer.options@sait.ca if you would like more information.

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Reality Check—Some Hard Truths

By Karyn Mart

I often wonder who my students are—not from the physical sense of who enters the classroom door but from the philosophical sense of the students. I've come up with a thought. We will always get the top students; they will strive for perfection. We then have the students who are here because someone else chose their path; they have no interest in being here. The rest reside in the middle and can be swayed to one end or the other.

After 15 years of being in the trenches, I've come to a conclusion: my students are the ones with whom I can make a difference; they are that group of students in the middle. These are the students who need engaging and guidance. These are the students who are willing to try if they see the reason for it. They are also the ones who need the extrinsic praise. They need that external validation of their abilities, worth, and presence.



Congratulations to Dr. Igor Paramonov and Dr. Olayemi Olabiyi, Faculty members in the School of Business. Both have recently had papers published.

- Dr. Paramonov's paper, "Gated Globalization and North American Economic Integration: The Choice of Reason," has been published in the *Journal of American Business Review*, Cambridge.
- Dr. Olabiyi's paper, "Determinants of Food Insecurity in Higher-Income Households in Canada," has been published on Taylor and Francis Online.

I've read that I should be capturing them all, but reality is that that just doesn't always happen. I try to tailor my classes for the middle of the pack; and, of course, with every new group this changes, even more so with the different results from the K-12 system, international students, and mature students.

I'm not saying we can't try to change reality, but with only so many hours in our days and the attempt for life-work balance, it is nearly impossible to capture them all. So what do we do?

For me, it is to keep striving for the middle. Find time to try to nudge some of the students who don't want to be here into the middle showing them that there is value in being here. Finally, wrangle the top students by getting them to help; use their talents with collaboration and get them to teach.

There is no perfect world! You will have successes and you will have failures! The essence of learning is to keep trying! 🌱

CONGRATULATIONS!

The SAFA Executive would like to congratulate

ADAM LASER, son of Glenda Laser, Health and Public Safety.

Adam is the winner of the SAFA Dependent Scholarship.

Thank you to everyone who submitted applications.

Christmas Holidays

The SAFA floater day is Wednesday, December 24. The SAFA Christmas break starts on December 24 and ends on January 1.

REMINDER: It's SAFA survey time. Please participate!

Don't forget to complete the surveys for SAFA and ACIFA. Your invaluable assistance is required in completing these online surveys.

- *SAFA Climate Survey*, <https://www.surveymonkey.com/s/6JYRLT2>
- *ACIFA Climate Survey*, <https://www.surveymonkey.com/s/SAFA2014>

For more complete information, refer to the SAFA e-mail sent to Faculty on November 20 or contact the SAFA office.

DEADLINE for completion:
Friday, December 19, 11:45 p.m.