



# President’s Message



By Blair Howes

Hello Faculty,

Here we are with the last SAFAGRAM article of the academic year on a day when I have reflected back to two and a half years of a global pandemic, an invasion on European soil of a free nation,

an increase in tuition costs to students, a war on the doctors and frontline health care workers by the very Government that people elected as their protectors, a rising interest rate (federally), a world supply chain issue, and a federal Government that merely prints money to resolve its issues.

Most of these issues (at least federally) will fall at the feet of our children’s children and sadly there will be no easy solutions to the global problems of today.

If there is a ray of sunshine (and only a sliver), it is that we have a ratified Collective Agreement to carry us through the next 18 months until we start the process all over again.

On behalf of the SAFA members, I want to thank our bargaining team for the task they undertook and for not wavering from the intended purpose of the mission. (To broker the best deal, they could have been under some pretty precarious circumstances imposed by the GOA.)

This has been an extremely challenging year for all Instructors moving from face-to-face delivery of our programs, to blended online, and back to

*continued on page 2*

# In This Issue:

President’s Message	Page 1
LRO Report	Page 3
Library Report	Page 4
Cartoon	Page 6

## Editorial Board

Pat Squibb  
Wendy Strashok  
Jeffrey Logan — Cartoonist

## Layout

Luda Paul

SAFAGRAM is published by the SAIT Academic Faculty Association (SAFA) three times a year usually closer to the end of the months of Fall, Winter, and Spring.

Send submissions to SAFAGRAM, care of the SAFA office, N201 or e-mail submissions to [kathie.dann@sait.ca](mailto: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/>

face-to-face in a very short period of time. The rush to return to some sort of “normal” in the fall/spring semester for our students was difficult at the very least.

My hope is that SAIT will take great care and time to plan for some of the shared governance of the institution in September provided by the new Collective Agreement. What that will look like I don't know. I don't have a crystal ball, but will do the proper diligence to ensure the successes of SAFA and its membership. As we have discovered, Faculty are very resilient and more so than the administration of this institution. We will find a way to make it the best experience for our students that we can.

I brought this message to you the members in March, and I am reaffirming it today: COVID-19 fatigue is a real thing and should not be taken lightly. I encourage anyone who is feeling the pressure to reach out to family and friends, share a virtual coffee and conversation to help ease the tensions, or seek assistance through the SAIT EFAP Program.

I again want to remind everybody for September that there is a Mutual Agreement Form for you to fill out for any instructional hours outside of the Collective Agreement, including evenings and weekends and any potential overload. It is imperative for you, the Faculty member, to make sure that your Academic Chair has completed the form correctly including the *who, what, where, when, and how long* details for those instructional hours. *Please see the archived March SAFAGRAM for the details on how the form is filled out on [safagram.com](http://safagram.com).*

The spring has brought many changes for both Faculty and the administration of SAIT. These changes have affected the way that we as Faculty spend our vacation. The bargaining team has made the vacation issue their top priority moving into the summer. In order to have clear messaging brought to you the members through the Monday morning messages, please refer to those e-mails to answer your question and, of course, please contact Al Brown or me if further clarity is required.

Please make sure you visit the SAFA website often for messaging and updates to the Collective Agreement implementation. If you are unsure of any of the details, then reach out to your SAFA Division Reps or me.

Legislation has now insured that both the employer and the Faculty Association have rights and obligations under the labour code. This includes strike and/or lockout options for both the employer and the union. As such, SAFA has formed a Job Action Committee, and the work for that Committee will resume again in September.

Despite the fact that I still cannot seem to find the “off” button, I plan to spend at least July *not* working but rather taking my 4- and 5-year-old grand nephews fishing. They seem to have developed a passion to do so. There is never a lot of fish caught, but the memories for both of them and me will be priceless in the future.

Some ACIFA updates for you: Next year's Annual Conference/ACIFA AGM will be in Lake Louise and hosted by the University of the Arts Faculty Association. I am looking forward to a live version of the Conference. This year's ACIFA AGM went well with some minor changes to the ACIFA Constitution and Bylaws having passed with flying colours. I want to congratulate our own members who presented at the Conference and those who attended. This greatly aids in the success of the Conference. I will assume my duties as the incoming ACIFA President on July 1 this year and look forward to the challenges that role will bring including being a front-line voice for SAFA and all the other ACIFA member faculty associations provincially and federally.

As spring winds down and the hot days of July and August (*hopefully not too hot or I may need to install air conditioning this year at home*) approach, my best wish would be to reengage with you the members in some long overdue SAFA activities like Cobbs Family Day or the SAFA social functions—just to personally see some old work friends and to engage with some of the new members of SAFA.

Again, my message is short as my days are long, but I remain dedicated to you the Faculty and remind everyone that I continue to meet with the other faculty association presidents throughout ACIFA to ensure we have current and up-to-date information as to what is happening at the other institutions. As well, we will continue to meet with the Government of Alberta officials in our sector.

In closing, I would like to wish everyone a safe and happy summer and, of course, a warm one as well.

On behalf of the SAFA Executive Team and me, we hope you will continue to remain well and take the time to recharge the batteries for the fall.

Always, in service of membership.

# Labour Relations Officer Report

---



By Al Brown (LRO)

Hi Everyone,

Summer break is approaching but before we leave for holidays, I wanted to let you know where we are with regard to some important topics.

---

For salaried members, if you currently have a zero-vacation balance, you can still go on vacation in May/June 2022 by going into a deficit vacation balance. This deficit will be corrected July 1, 2022, when another 43 vacation days are deposited in your vacation bank. Please contact me if you have any questions.

---

As you know, our Collective Agreement that was ratified last month contained commitments that SAIT and SAFA would form committees to work together on several issues:

- **Committee to Explore Alternatives to the CCH Table.** SAIT wants to make future changes to workloads, possibly moving from CCH to Credit Hour. Possible implementation would be part of a future bargaining cycle.
- **Committee to Develop a Rubric for Position Abolishment.** This will allow decision-making to be more consistent, transparent, and fair.
- **EDI Advisory Council, EDI Subcommittee on Employee Recruitment, and EDI Subcommittee on Diversity Demographics Data.** SAIT also agreed to complete a semi-annual pay equity analysis, the results of which will be shared with SAFA.
- **A Faculty Workload Committee** that will finalize guidelines that were proposed by SAFA in bargaining. Further, this Committee will provide more specifics about a process for assignment workloads, including how to determine Class Management Activities and Professional Duty hours.
- **A Workload Monitoring Group** to review Faculty workload complaints based on new guidelines. After careful review of program level workload issues, this Committee will recommend changes for fair and consistent implementation and make decisions that are binding on Management.

All these Joint Committees have an equal number of SAFA and SAIT representatives. Over the summer, SAFA will be finalizing the process for selecting the SAFA representatives. We are also putting in place training for those Committee members so they will understand their responsibilities and rights. Please make sure to [contact SAFA](#) if you are interested in sitting on any of these Committees and others that will be posted.

---

SAFA knows that members have questions about how the new Collection Agreement changes their work at SAIT, so we will be running a series of FAQs on the most common questions we receive. If you would like to know more about a topic related to the new CA, send your suggestions to [safo@saio.ca](mailto:safa@sait.ca).

---

As always, please stop by the SAFA office (N201 in the Burns Building) or contact me directly via e-mail at [al.brown@saio.ca](mailto:al.brown@sait.ca) if you have any questions. Have a great summer!

In solidarity

# The Library Report

---

Kevin Tanner  
Your Library Liaison

The Reg Erhardt Library collaborates with stakeholders across campus to develop critically engaged information creators and consumers. Much of this work is accomplished directly with SAIT Faculty through services that support their teaching and research needs.

Each SAIT School is assigned a contact at the Library known as their Library Liaison. The Liaison program is a partnership between the Library and Faculty to ensure that library collections and services reflect the current needs of students and faculty. Your Library Liaison can work with you to identify and acquire new resources, embed content into courses and the broader curriculum, and collaborate in the classroom (both in-person and online) through assignment consultation and direct instruction. Your Liaison can also help you with scholarly activity, program quality assurance, or other projects that require secondary research.

Faculty, students, and staff can book an appointment with their School's Library Liaison through the [Meet with a librarian](#) link on the Library's homepage.

## Library Instructional and Teaching Assistance

The Reg Erhardt Library offers a variety of information literacy workshops designed to improve students' research skills and to help them make sense of the world of information. Our research skills sessions focus on specific upcoming assignments and are designed to be interactive and hands-on, requiring the student to actively locate, evaluate, and use information sources throughout the session.

Help is also available for research requirements found in your course's assignments. By providing clarity about what is expected of students when it comes to research, everyone benefits! Students will build important information literacy skills they will use in industry and will be less likely to accidentally plagiarize.

To learn more, visit the [Library Instruction page](#) or contact the Coordinator of Information Literacy and Instruction at [library.instruction@sait.ca](mailto:library.instruction@sait.ca).

## Research Assistance and Curriculum Support

Faculty and staff working on enhanced credentials, program quality assurance projects, and/or scholarly activity can connect with their Liaison for support. Your Librarian can provide information on literature reviews, advanced searching methods, dissemination opportunities, and more. Your Librarian can also help you find new/updated resources for your courses.

For general research assistance and curriculum support, connect with your liaison [via email](#) or by [booking an appointment](#). To learn more about support for Scholarly Activity, visit our [Scholarly Activity LibGuide](#) or connect with our Scholarly Activity expert in the Library, [Kelley Wadson](#).

## Open Educational Resources

Open Educational Resources (OERs) are teaching, learning, and research resources that are created with the intention of being freely available to users anywhere. They may include, but are not limited to textbooks, readings, multi-media files, software, assessment tools, and even entire courses. Most are covered by licenses that allow for using, re-mixing, and sharing.

The Open Educational Resources Program at SAIT is a newly formed area which encompasses all aspects of locating, modifying, creating, curating, and sustaining OER at our institution.

To learn more about OERs, visit our [Open Educational Resources LibGuide](#) or connect with our OER expert in the Library, [Jessica Norman](#).



# Meet your Library Liaison

Each school has a dedicated liaison, your direct contact for help with research, citations, using the Library, and more!



## School of Business

**Luke Malone**

Collection Development Librarian  
luke.malone@sait.ca



## Construction + M&A

**Jessica Norman**

OER Librarian  
jessica.norman@sait.ca



## Health and Public Safety

**Morgan Cook**

Online Learning Librarian  
morgan.cook@sait.ca



## School of Transportation

**AnneMarie de Groot**

Technical Services Coordinator  
annemarie.degroot@sait.ca



## School of ADT

**Kristian McInnis**

User Services Coordinator  
kristian.mcinnis@sait.ca



## Learner and Academic Services

**Kevin Tanner**

Coordinator of Information Literacy & Instruction  
kevin.tanner@sait.ca



## Hospitality and Tourism

**Kelley Wadson**

Research & Instruction Librarian  
kelley.wadson@sait.ca



## MacPhail School of Energy

**Hilary Stamper**

Assessment & User Experience Librarian  
hilary.stamper@sait.ca



Scan this QR code or visit [bit.ly/33ef7g1](https://bit.ly/33ef7g1) to book an appointment

Not sure who to contact? Email [library@sait.ca](mailto:library@sait.ca)  
and we'll connect you with the right person

Last updated May 2022



*thanks*

TO: Charissa Lee, School of Business

... to an amazing human being and colleague, **Charissa**.  
Having a person like you makes a huge difference on any  
team. Your contagious positive attitude, your knowledge, and  
your assertive advice added so much value to my course and  
made our transition smoother from online to face-to-face  
classes. You are at another level!!!

Thank you, Charissa

– Omar El Kadi

DID SOMEBODY SAY THERE  
WAS FOOD?!?!?



CATERED MEETINGS AND SPRING SHOWERS START TO WAKE THE  
CAMPUS WILDLIFE FROM THEIR LONG WINTER HIBERNATION!

### If General Motors Built Cars like Microsoft...

At a recent computer expo (COMDEX), Bill Gates reportedly compared the computer industry with the auto industry and stated: "If GM had kept up with technology like the computer industry has, we would all be driving twenty-five dollar cars that got 1000 miles to the gallon." In response to Bill's comments, General Motors issued a press release stating (supposedly by Mr. Welch himself): "Yes, but would you want your car to crash twice a day?"

Best wishes for a relaxing and rejuvenating Summer break!

-SAFAGRAM Editorial Board

