

ANNOUNCEMENTS

ACADFA WINTER GENERAL MEETING

February 15th
1:00 - 3:00
Room 556

Lunch + Non Alcoholic Beverages will be available

ALBERTA COLLEGES + INSTITUTES FACULTY ASSOCIATIONS
(ACIFA)

Nominations for Awards are open until February 28, 2018.

**Distinguished Instructor
Innovation in Teaching
Scholarship of Learning + Teaching**

Please visit the website for details.
<https://www.acifaweb.com/>

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
(CAUT)

<http://www.caut.ca/>

[CAUT NEWSWIRE](#)

ACAD ABSTRACT

DID YOU KNOW ??

The Abstract is a hub for news, events, calls for submissions, exhibition listings, featured art, contests, AND MORE!!!

<http://abstract.acad.ca/>

ACADFA EXECUTIVE REPORTS

Presented at Executive meetings January 17 + 24, 2018

Sessional Rep - W. Mark Giles, PhD

This report presents the priorities for the sessional rep this term:

Sessional caucus: arrange a sessional-only caucus session to gather info and air concerns

Contract academic awareness campaign: to organize a week-long campaign to bring issues to the fore — and also begin planning for next year's campaign to coincide with CAUT. It is vital that other faculty, students, staff and management know who are the contract academic workers — many faculty members aren't even aware of their colleague's status, and certainly students are not aware.

Ad Hoc Sessional Research Group: encourage sessional instructors to self-organize and promote activities under this banner. These could be talks, exhibitions, presentations, posters. They can be micro events ("your class today is brought to you by the Ad Hoc Sessional Research Group") or macro. I plan on establishing a study group ("Reading Capital") and a short film series (either "Nearly unwatchable masterpieces of film" or "Films from the Sight & Sound List of Greatest Films"). And in conjunction with the contract academic awareness campaign I hope to organize some sort of symposium.

NAC input: Begin to develop a list of sessional focussed items to bring to the next round of negotiations.

Grievance Advisor - Jeff Lennard

My Grievance Advisor docket has 13 cases.

We are supposed to be a place of collegiality, working together for a common goal.

The administration appears to have been distracted.

A couple of cases have been resolved favourably without going to formal grievance.

Most are in ongoing discussion.

We are in discussion with counsel on a couple of cases.

Negotiations Advisory Committee Chair - Chris Frey

"... like all slaves to a fixed idea, it was a stupid beast."

[theCrocodile . . . tick - tick - tick]

-J.M. Barrie, Peter Pan 222

1) I will be attending the ACIFA NAC Chair meeting in Calgary on January 27. Agenda as follows:

1. Approval of Agenda
 2. Approval of Minutes of May 28, 2017 meeting* (pg ?)
 3. Introductions
 4. Round Table Reports
- Lunch at noon
5. Report from ACIFA Director of Labour Relations
 - a. Negotiations update (other relevant provincial negotiations)
 - b. Updates on key labour decisions
 - c. Learnings from my first 3 months
 - d. Workload and vacation discussion (bring your school's language and be prepared to discuss)
 6. Adjournment

2) I attended the Joint Consultation meeting, Jan.11. I observed that not much has changed in terms of how administration is thinking and problem solving in the area of sustainability planning. Thoughtful discussion and commitment to action with a long term vision in place, as recommended in the Bond report, did not present itself.

ACADFA's request to have parental leave count towards application for sabbatical was recognized as a possibility but to be discussed and decided on during negotiations in Spring 2019. Until then, any requests might be considered on a case by case basis.

The document I sent to Administration to start the process, Spring/Summer 2016, read as:

The rationale (see below) for the proposed changes is "motivated" by statements made in the Executive Summary - Sustainability Strategic Plan.

"We must invest in the future of ACAD, our youth, our province and our society. We have an opportunity - a responsibility really - to lead the way creatively, culturally, and economically by demonstrating our faith in the abilities of our people, to embrace the knowledge economy and meld science, technology, art, and design [and critical creative research] into a powerful new synergy that will sustain us for generations. This is our future."

The proposed changes utilize ACAD's opportunity to create powerful new synergy and demonstrate taking responsibility to lead the way.

Rationale:

Proposed changes to language in the CA, under Articles 16.02.b.i, and ii, are respectful of developing through mutual agreement and good faith fair and reasonable policies and procedures for the good of the College, and especially its Sustainability Strategic Plan.

1. The proposed changes support long-term sustainability for the College in terms of recruitment and retention of innovative, qualified, and creatively minded faculty.
2. The proposed changes support long-term sustainability for the College by assisting the College's commitment to creating a positive, healthy, youth focused, future generation-oriented teaching and research environment.
3. The proposed changes support long-term sustainability for the College by informing and supporting experiential research inquiries that are relevant to progressive and current Teaching and Learning research agendas, ones under titles such as Life Long Learning, Qualitative Inquiry, and Truth and Reconciliation.
4. The proposed changes support long-term sustainability for the College by representing values of community building and accommodation that are implicit in ACAD organizational structure based on student-centered and studio-based teaching and learning.
5. The proposed changes support long-term sustainability for the College by maintaining equity in an imagined but forthcoming Rank and promotion procedure, where sabbatical time will become increasingly important for purposes of completing and fine-tuning promotion applications and dossiers.
6. The proposed changes have been reviewed and commented on by ACADFA Executive (meeting: February 23 and April 27), and faculty members (meeting: April 17, 2017). See attachment for revised draft, changes made for clarity.

3) I have been reading several discussion papers around sustainability, including the Bond report. My general observation is that there is nothing unique about ACAD's current sustainability challenge other than the state of urgency due to budgetary constraints impinging on core services.

I recommend that faculty interested in the Sustainability read and consider the following papers:

- Final Report to the Alberta College of Art and Design: Strategic Sustainability Planning (Bond Consultation)
- Canada's Universities: Cost Pressures, Business Models and Financial Sustainability (Ken Snowden for Canadian Association for University Business Officers)
- Independent Third Party Review of Athabasca University (Ken Coates for Minister of Advanced Education Government of Alberta)
- The Alberta College of Art and Design Comprehensive Institutional Plan 2016 2019
- Truth and Reconciliation Commission Final Summary Report 2015
- United Nations Declaration on the Rights of Indigenous Peoples 2007
- Peter and Wendy (or, Peter Pan; or The Boy Who Would Not Grow Up) by J.M. Barrie 1904

BOG Rep - Ian Fitzgerald

Board hasn't met since mid-December and will not again till mid-February. Following are some observations and notes from December's proceedings.

An annual undertaking by the Finance & Audit committee is the Risk Management Report which outlines changes in degree of risk in many operational areas. The report is very thorough and tracks changes from one year to the next. Overall, nothing too drastic was noted ... my own interpretation is that the risks to ACAD have not increased significantly but they have been emphasized and brought into focus more due to the Sustainability Plan being turned down, 'the letter' and the Bond Report etc.

As well, there are alternative perspectives at play: that of ACAD constituents who are involved day-to-day and the more distanced (and perhaps more objective) view of committee members who authored the report.

ACAD, along with all other PSIs (and most, if not all, government ministries) had to prepare and submit a plan for cost-cutting. This directive was called the "restraint letter" and had a very short turnaround, i.e. the Finance Minister wanted a response in 15 days.

Negotiations Advisory Committee (NAC) Chair - Chris Frey

ROUNDTABLE REPORT TO ACIFA

January 27, 2018

ACAD is midway through the second year of its Collective Agreement, negotiated to end on June 30, 2019. Currently Joint Consultation, on a monthly basis, has been consistent and fairly effective (in a "soft of" sort of way) but faculty-management relations are generally tense for the following reasons.

- ACAD is currently responding to two major externally determined challenges:

- 1) the provincial government categorically rejected in June 2017 ACAD's ambitious Sustainability Business Plan that its Board had submitted in the fall of 2016; and
- 2) the provincial government stated in its rejection letter that until a clear plan for ongoing balanced budgets, based on current circumstances and fiscal realities, is presented no new program proposals will be considered by the department.

The rejection letter explains that the demand for a clear plan for ongoing balanced budgets is consistent practice with how the department has worked with other Alberta post-secondary institutions identifying sustainability challenges.

Subsequent communications from ministerial officials have reinforced the letter's messages. The government expects ACAD to submit a balanced budget (together with an acceptable plan for sustaining it for at least three years) by the late spring of 2018, when the institution's Comprehensive Institutional Plan is due.

- Adding to the above challenges are continued pressures on faculty to perform beyond reasonable contractual duties. Extraordinary stress on workload is due to ACAD's continued transitioning into a university-structured and managed post-secondary learning institution, despite not yet receiving such designation from the government. Details include introduction of Rank, enhanced research expectations, overseeing graduate studies, larger class sizes, and continued seconding and deloading of faculty for usage in administrative assignments.

- ACAD's permanent-sessional hiring ratio continues to remain well out of balance, as it has for the most part since 2000, sitting at c.55 and 45 respectively (instead of at 70 and 30 as stated in the Collective Agreement).

- Results from the 2017 ACIFA Climate Survey see faculty strongly disagree that ACAD's President is providing effective leadership (Neutral - 20.9%; Disagree - 26.87%; Strongly Disagree - 47.76%). They generally agree that the Faculty Association is (Neutral - 21.88%; Agree - 57.81%; Strongly Agree - 4.69%).

- ACAD is fortunate to be equipped with a Final Report to The Alberta College of Art and Design: Strategic Sustainability Planning, conducted by Ronald B. Bond Consulting, October 16, 2017. The Bond Report, much like Ken Coates's Independent Third-Party Review of Athabasca University (2017), assesses ACAD's current state of affairs and provides firm, fair suggestions to start internal discussions and generate proactive decisions dealing with the college's urgent need to become sustainable. ACAD management, however, has not demonstrated in Joint Consultation at least, a thoughtful use of the report.

All in all, a perfect storm brewing for a potentially feisty negotiation in spring 2019, I dare say.