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### President's Message

by Doug Short



It is indeed a pleasure and honour to serve as your President for the next two years. I hope that I can talk with many of you during this time on your campuses or on other occasions. "The time has come," the Walrus said, "To talk of many things:" [from *Through the Looking Glass* by Lewis Carroll]. There are many things for us to explore and examine in the coming months.

This year's annual conference will be hosted by **Medicine Hat College** at the Chateau Lake Louise. I hope to see you there! Last spring we had a terrific conference in Jasper hosted by **Grande Prairie Regional College**. Great job! At that time awards went to **Paul Norris** for Innovation in Teaching and to **Dawn Ansell & Katrina Blacklock** and to **Carolyn Vasileiou** for Scholarship in Teaching and Learning.

Your ACIFA Executive is in the process of selecting a new VP of Professional Affairs for a term until MAY2013. Erwin Ens, who has served ACIFA and Executive Committee admirably well, has accepted a new position at NAIT and ACIFA bylaws do not permit more than two executive members from one institution and therefore Erwin had to step down. Several nominations have come forward already. Erwin, thank you for the wonderful job you have done and best wishes in your new role. I would like to talk about:

- Academic Freedom – although this for us may be focused in a different light than the research universities, the increase in online learning with its requirements of master course sites, as well as our ability to responsibly critique changes in the post secondary system without duress, suggest we need to examine this issue.
- With the Government moving to results based budgeting [zero based budgeting, responsibility based budgeting] we should examine the form and impact of this focus.
- Funding is also affected the viability of certain institutions and is something for us to watch.
- With changes in our institutions mandates we should re-examine our vision and perhaps our name.
- Governance of our institutions.
- LAPP's Stakeholder Group [our pension plan – similar forces with PPSA] and its' ad hoc committee on sustainability. I am prepared to come to any institution to outline the forces at play in the sustainability and contribution rates for this plan.
- Our sister organizations such as CUFA BC [Confederation of University Faculty Associations- British Columbia], OCUFA [Ontario], CAFA [Confederation of Alberta Faculty Associations], CAUT [Canadian Association of University Teachers], CAUS [Council of Alberta University Students], ASEC [Alberta Student's Executive Council], AGC [Alberta Graduate Council] and our relationship with the Ministry of Enterprise and Post Secondary Education. We will strength our relationships with these organizations and the people within them.

I also like to talk to you about those issues and concerns on your mind.  
Doug Short, President, Alberta Colleges and Institutes Faculties Association

### ACIFA 2013 Annual Spring Conference

May 26 – May 28, 2013  
at the Chateau Lake Louise



hosted by the Medicine Hat  
College Faculty Association  
See page 4 for details!

## Meet the New Members of the ACIFA Executive Council

ACIFA would like to introduce the newly elected members of the ACIFA Executive Council: **President**, Doug Short, **Vice President Negotiations**, Ryan Kaupp, and **Vice President External**, Anna Beukes. The ACIFA Executive members were elected at the Annual General Meeting at the 2012 ACIFA Conference.

Doug Short, N.A.I.T.,  
**President**



J. Douglas Short, BA, MBA, has been Chair of the Finance programs at NAIT. Currently Doug is President of the NAIT faculty association – NASA. He has instructed, reviewed exams and developed course materials for a broad range of finance courses [corporate finance, investments, financial systems and financial theory] at the undergraduate and graduate levels at several institutions and professional associations.

Doug's finance – political economy background manifests his current interest in transparency, income inequality and academic freedom.

Doug is the co-author of Foundations of Financial Management, currently in its 9<sup>th</sup> edition, a text used at numerous post-secondary institutions across Canada. Additionally he represents ACIFA (Alberta Colleges and Institutions Faculty Association) on the LAPP (Local Authorities Pension Plan) Stakeholders Group.

During the winter months Doug enjoys cross-country skiing, boot exercise camps, the theatre, and opera. During the summer he enjoys a round of golf and hiking or running. A couple of years ago, Doug coached a juvenile boys' basketball team to a second place finish in Alberta's provincial championship.

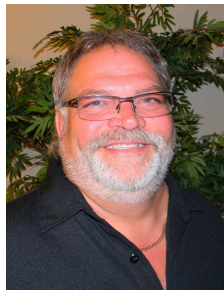
Anna Beukes, N.A.I.T.,  
**Vice-President External**



Anna Beukes teaches Finance at NAIT, she is a NASA (NAIT Academic Staff Association) rep for the School of Business and Chair of the Finance Program. She has a PhD in Economics from Rhodes University in South Africa and has published various articles on investment strategies, specifically value investing. Anna and her family have been living in Edmonton for almost 20 years. Before joining NAIT, Anna was a Financial Analyst for a boutique

Canadian Investment Bank. She is a keen cyclist and loves music and art.

Ryan Kaupp, Lethbridge College,  
**Vice-President Negotiations**



I was hired as a casual at Lethbridge Community College in the fall of 1999 to teach Heavy Equipment Technician. I was introduced to the Negotiating Committee shortly after being hired to representing the Casual (hourly's back then) for approximately eight months.

I then was promoted to Term Certain (Adjunct back then) staying with the Negotiation Committee representing Trades and Technology.

I remained on the committee as a representative until April 2010 where I was elected to the Chair position of the Negotiation Committee of which I will remain till April 2013, of which my two terms as an officer of the executive will come to a close.

I started teaching in the Agriculture side of mechanics but moved on to take over the position of lead instructor for the first year Heavy Equipment Technician for Apprenticeship. I also teach parts of the third year, and fourth year HET. I also teach Air Conditioning for the Automotive Apprenticeship AST fourth year.

I have been involved with the FPDC committee; as well have taken part with the Professional Standards Committee when required.

My hobbies are, riding our quad in the mountains, camping, fly fishing, help coaching bantam football, and spending time with my family and friends.

I was asked why I considered the position of which I now hold with ACIFA. My answer was very simple: "I am a strong believer of ACIFA, and look forward to give back to what ACIFA has given to me".

I would like to thank everyone for their support, and look forward to working with the Committee in the near future.



**Where: NAIT**

**When : December 7, 2012**  
**1 pm - 4 pm**

**Why : To advance Post-Secondary Education in Alberta**

**For more information visit [www.acifa.ca](http://www.acifa.ca), to RSVP contact [kerri.green@acifa.ca](mailto:kerri.green@acifa.ca)**

## Annual ACIFA Climate Survey



The annual ACIFA Climate survey, distributed electronically through your faculty association office by mid-November, is a valuable tool for the tabulation and analysis of the views of academic staff members across the province, concerning working conditions and attitudes within their respective institutions.

The Climate Survey asks individual academic staff members to indicate level of agreement on a scale of 1 to 5, with thirteen statements such as:

*Senior administration communicates openly with faculty.*

*I have the resources I need to do my job effectively.*

*The president of this institution provides effective leadership.*

In addition, local academic staff associations may take the opportunity to include further questions specific to their own institutions.

The relatively high response rate from ACIFA members, along with the continuity from year to year of the thirteen core survey questions, provides a strong foundation to assist academic staff associations in discussions with their administration regarding key areas of concern within their institutions.

A comparative, cross-institutional score chart for each of the thirteen system wide questions will be published in the ACIFA Faculty Circuit next spring.

Please fill out your Survey by **5:00 p.m.** on **December 14, 2012.**

## ACIFA Conference 2012

(Photos by the GPRC ASA Hosting Committee)



The 2012 ACIFA Conference, which took place at **Fairmont Jasper Park Lodge**, was a roaring success! At this year's event, attendees had the opportunity to choose from a pool of 35 wonderful sessions to aid in their professional development and growth. In addition, the conference's Hosting Committee ensured that there was no shortage of activities available for those who wished to experience a little bit of fun and adventure in their free time.

ACIFA is pleased to announce that the Silent Auction, held at the hospitality suites on Monday and Tuesday nights, raised over \$2000.00 for the The Alberta Public Post-Secondary Education Trust Fund.

Thank you to all who attended this year's conference, to the presenters for their outstanding sessions, and to the Grande Prairie Regional College Conference Hosting Committee for all of their time and effort to help ensure that the conference ran smoothly.



Attendees taking in a session.



Attendees participating in a session.

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# ACFA Lake Louise conference Forward 2013 Facing

SPACE IS LIMITED  
PLEASE APPLY EARLY

**Submission Deadline**

**Feb. 15, 2013**

You will be notified by mid-March regarding the status of your proposal.

Conference fee reduced  
by \$100.00 for presenters

Sessions will be scheduled for  
Monday, May 27 and Tuesday, May 28

The Call for Submissions process is in progress for the 2013 conference  
to be held May 26-28 in Lake Louise

*Face the Challenge* and present on one of these suggested topics or propose another!  
Be certain to indicate under which strand you believe your session fits best.

## **The Administrative Face**

- Running an Effective Meeting (Robert's Rules)
- Negotiations/Arbitration Issues
- LAPP

## **The Future Face**

- Planning for retirement
- Dealing with aging parents
- Financial planning
- Mentoring
- Intellectual Property
- Health and wellness

## **The Factual Face**

- Global warming
- Overpopulation
- Preserving and protecting our environment

## **The Academic Face**

- Technology's impact on communication
- Using Facebook, Blackboard, and other technologies in the classroom
- On-line instruction and/or the blended classroom
- Research
- Diversity in the classroom
- Teaching techniques for small, medium and large groups

## **The Musical Face**

- Future of music (technologies)
- Use of music in the classroom or implementation of it in the curriculum
- Collegial harmonizing – a jam session?

## **The Social Face**

- Bike excursion
- Hike
- Photography



**Watch for the  
official Call for  
Submissions  
form, coming in  
mid-November  
2012!**

**Medicine Hat College Faculty Association**  
290 College Drive S.E. Medicine Hat, Alberta T1A 3J6 403 504-3616

The 2013 conference is hosted by the Medicine Hat College Faculty Association.

# 2011 Scholarship in Teaching and Learning Award Winners

## Katrina Blacklock & Dawn Ansell

NorQuest College

with Penny MacDonald, Faculty of Nursing, University of Alberta

### "Competence as a Component of Practice Readiness"

Many programs of study focus on laboratory skills competence with the belief that those students who are able to demonstrate competence in the lab are ready for practice. Data collected from the "Laboratory Competence as a Component of Practice Readiness" study found that the laboratory provides learners with a step towards readiness but does not equate with readiness for practice.



The Lab Educators of Alberta (LEA) is a community of practice that provides a venue for interdisciplinary communication and collaboration between educators of pre-licensure students of health care education programs. <https://sites.google.com/site/labeducatorsofalberta/> In June 2011, LEA held a conference called Partners in Laboratory Learning Strategies (PaLLS) during which a World Cafe Conversation style focus group was held. A World Cafe Conversation is an approach to difficult conversations that increases the level of comfort and encourages participation within a diverse group. <http://www.theworldcafe.com/>

Participants included representatives from 17 colleges, universities and institutes that registered at the conference. Focus group facilitators recorded comments as participants were asked to respond to three questions:

1. What educational strategies and processes are you using in the lab setting to help students become competent?
2. How do you know when a student is competent in the lab?
3. What is the relationship between student competence in the lab and practice readiness in the workplace?

Findings included a vast array of strategies and processes used to assist students to become competent as well as a number of approaches used to determine if a student is competent in the lab.

Varied comments regarding the relationship between lab competence and practice readiness for the workplace were collected that incidentally listed major gaps between theory and practice. Ultimately, findings suggested that although laboratory competence influences practice readiness, it was not the only influence. Further study is needed to determine other factors influencing practice readiness for the workplace. The next study will be held the LEA PaLLS conference World Cafe Conversation in June, 2013 at NorQuest College.

## Carolyn Vasileiou, Grande Prairie Regional College

### "Enhancing the Effectiveness of Field Practicums in the Hospitality and Tourism Management Program at GPRC"

This research project on enhancing field placements (work experience) within a college program was undertaken as part of my Master of Arts in Leadership degree from Royal Roads University in Victoria, BC. As I am currently an instructor in the Hospitality and Tourism Management program (HTP) at Grande Prairie Regional College (GPRC), I chose to research a topic within my area of work. I noticed that students were often encouraged or disillusioned about the hospitality and tourism industry based on their field placement experience. Therefore, using an action research approach, my inquiry answered the question: What criteria can the Hospitality and Tourism Management program at GPRC implement into student practicums to enhance student learning?




Using an appreciative inquiry lens, with a focus on what was already working well, I gathered qualitative and quantitative data. Surveys and focus groups were the data collection methods; study participants were HTP students, current and alumni, as well as placement providers from the last two years. **Continued on page 6**

## Winner of the 2012 Johnson Inc "Win a Laptop" Contest



During the Spring of 2012, our partners at Johnson Inc. Insurance ran a contest especially for ACIFA. When members requested a quote for home and auto insurance (between February 1 and June 30), they were automatically entered to win a laptop!

The winner of the computer (a Macbook Pro) was Heather Verbaas, Chair of EMS Programs at Lakeland College. Congratulations Heather!

See how *\*you\** can qualify for the next contest below! 

## Award Winners, Continued from page 5

Findings revealed that students and employers were overall satisfied with the placement program, but there were areas for improvement. Students suggested the use of mentors at the work site, along with timely feedback, and meaningful projects on which to work. Employers indicated a desire to learn more about the special skills or abilities of students and also indicated their expectations for students; for example, being a team player; having good verbal and written skills; as well as sharing technological knowledge or theory learned in classes. In other words, they suggested students have more confidence in their skills. As a result of the findings and conclusions, recommendations were for the HTP at GPRC to create and implement an orientation package for employers that explains the program, outlines expectations and explores how to work with Generation Y, who comprise the majority of the HTP cohort and will be future employees. In addition, more readiness training for students was recommended before they go to a practicum site in order to better align expectations between students and employers. In conjunction it is recommended students create learning objectives and establish goals at the start of placement, and write a self-reflective final paper to further consolidate their experiential learning. Continued expansion of the HTP is recommended with input from an in house advisory team, as well as more regular input from the community by way of external industry people.

Thank you for the honour and privilege of being a recipient of the 2011 ACIFA Scholarship Teaching and Learning Award! **Carolyn Vasileiou, Instructor, GPRC**

## *You could win* a snowblower!

As a member of ACIFA, simply call Johnson and request a no-obligation home and/or auto insurance quote by February 28, 2013 and you'll be automatically entered.

**1-800-563-0677**  
**www.johnson.ca/acifa**

**acifa**

Group ID code: BI

**JOHNSON** 

Home and Auto Insurance

Home and auto insurance is available through Johnson Inc., a licensed insurance agency. Policies are primarily underwritten by Unifund Assurance Company (Unifund). Unifund and Johnson Inc. share common ownership. Eligibility requirements, limitations and exclusions may apply. Contest runs from November 1, 2012 to February 28, 2013. No purchase necessary. Contest is open to ACIFA members who are residents of Alberta. Those already insured through the ACIFA/Johnson Inc. home and/or auto insurance program are automatically entered. Chances of winning depend on the number of entries received. Winner must correctly answer a skill-testing question. One (1) Snowblower is available to be won in the contest (approx. retail value is \$1,500). For full contest details visit [www.johnson.ca/acifa](http://www.johnson.ca/acifa) CAT.10.2012





## 2013 Award For Innovation in Teaching

*The aim of the Award for Innovation in Teaching is to recognize and encourage the use of innovative and creative teaching methods and design which lead to improved student learning.*

*This province-wide award attracts both recognition and a financial award of \$1,500 for the faculty member or team and \$500.00 for the faculty member's faculty association. Certificates of Commendation will be awarded to the two runners-up.*

### Eligibility

The Award is open to all ACIFA members. The nomination may be for an individual or a group/team. Nominations for the Award are made by colleagues with the consent of the innovator(s). Nominations must adhere to the *Format for Applications* below.

An innovation which has already received this Award cannot be resubmitted the following year. Innovations which have been unsuccessful but have received a Certificate of Commendation are eligible for resubmission, within the context of the guidelines, the following year.

### The Nomination Process

Each participating ACIFA member association will conduct a nomination and selection process at the local level, in accordance with the guidelines in this document, to select **up to two nominees** to be submitted to the ACIFA Awards Committee. The ACIFA Awards Committee, established by the Professional Affairs Committee of ACIFA, will select the winner of the award from nominees put forward by each of the participating local faculty associations.

### Selection Criteria

- The extent to which the innovation has had a practical outcome that improved teaching, learning, curriculum design, and/or assessment.
- Evidence of student satisfaction and learning outcomes.
- Evidence that the innovation was successfully integrated into the total learning process for the relevant course of study.
- The potential for the innovation to be applied to different fields of study
- The extent to which the innovation made effective and efficient use of resources.

### Format for Applications: 2-3 page limit plus appendices

Please provide information in the following format:

1. Innovator/project team details: name(s), position, and college/institute
2. A description of the innovation
3. The rationale for implementing the change
4. The outcomes of the innovation
5. The wider application of the innovation in post-secondary education
6. Names and signatures of two nominees
7. Any supporting documentation to be attached as appendices

### Judging Panels: provincial and local

Five members, elected on an annual basis from and by the Professional Affairs Committee of ACIFA, will select the final award winner and up to two runners-up from the nominees submitted by the local faculty associations. The local faculty association judging committees are to be selected and structured by the local faculty association as they deem appropriate for their association. **Continued on page 8**

## 2013 Innovation in Teaching Award, Continued from page 7

### Mutual Obligations

The ACIFA Awards Committee will award the winner of an Innovation/Creativity Award in Teaching with:

- An announcement in the ACIFA newsletter
- \$1,500.00 made available to the winner and another \$500.00 to the winner's faculty association
- A formal presentation at the ACIFA Annual Conference
- Coverage of expenses for the winner to attend the ACIFA Annual Conference to receive their award.

The Award winner will be expected to:

- Attend the ACIFA Annual Conference to accept the Award
- Agree to submit for publication in the ACIFA newsletter a description of the innovation and its successful implementation before the end of the year in which the Award was won.

### Application Dates

Applications must be submitted to the faculty member's faculty association by the date set by the local faculty association. Each Association's selection process must be completed in time to submit their nominee to ACIFA by **February 22, 2013.**

The ACIFA Awards Committee will make the final decision by the third week of April to allow sufficient time to arrange for the recognition of the winner at the ACIFA Annual Conference.

*The 2013 award is sponsored and administered by  
The Alberta Colleges and Technical Institutes Faculties  
Association  
Johnson Inc. Insurance  
And  
The Alberta Public Post-Secondary Education Trust Fund.*

**How does your ACIFA  
membership benefit you?**



[www.acifa.ca/about/what-acifa-does](http://www.acifa.ca/about/what-acifa-does)

### Member Associations

Alberta College of Art and Design Faculty Association  
Bow Valley College Faculty Association  
Grande Prairie Regional College Academic Staff Association  
Grant MacEwan University Faculty Association  
Keyano College Faculty Association  
Lakeland College Faculty Association  
Lethbridge College Faculty Association  
Medicine Hat College Faculty Association  
Mount Royal Faculty Association  
NAIT Academic Staff Association  
NorQuest College Faculty Association  
Northern Lakes College Faculty Association  
Olds College Faculty Association  
Portage College Faculty Association  
Faculty Association of Red Deer College  
SAIT Academic Faculty Association

The views expressed in Faculty Circuit are those of individuals and do not necessarily reflect ACIFA's policies and positions.

Please address all inquiries and submissions to:  
Lindsey Gilbert, Administrative Officer  
Alberta Colleges & Institutes Faculties Association  
412, 10357 109 Street  
Edmonton, Alberta T5J 1N3  
P (780) 423-4440 F (780) 423-4515  
E [lindsey.gilbert@acifa.ca](mailto:lindsey.gilbert@acifa.ca) W [www.acifa.ca](http://www.acifa.ca)

### Upcoming ACIFA Dates

November 10, 2012	Professional Affairs Committee & Negotiations Advisory Committee	Calgary
February 8, 2013	Executive Council	Edmonton
February 9, 2013	Presidents' Council	Edmonton
March 22, 2013	Executive Council	Edmonton
March 23, 2013	Professional Affairs Committee & Negotiations Advisory Committee	Edmonton
April 27, 2013	Executive Council	Edmonton
May 26, 2013	Presidents' Council	Chateau Lake Louise
May 28, 2013	Annual General Meeting	Chateau Lake Louise
May 26 – May 28, 2013	Spring Conference	Chateau Lake Louise