

President's Message

By Dr. Anna Beukes

Changes to the legislation and implications for Faculty Associations

All publicly funded post-secondary institutions (PSI) in Alberta, have been governed by the Post-Secondary Learning Act (PSLA). This act provides the legal framework and prescribes the roles and responsibilities of all the players (Board of Governors, management, academic councils and Faculty associations) in our sector. For instance, the PSLA establishes one Faculty Association (FA) at each institution. That FA is given the exclusive right to represent their members (the people in their bargaining unit) in collective bargaining. This has the benefit that FAs never had to certify/unionize. FAs in Alberta, has statutory rights under the PSLA – meaning we exist by power of legislation.

On the other hand, the PSLA gives the board of governors the unilateral authority to determine who the members the FA at each institution are. For example, the NAIT Board of Governors (BOGs) currently has the unilateral power to decide which category of employees may be NASA members. When it comes to conflict resolution, the PSLA prescribes binding arbitration as the mechanism that must be used in the PSI sector; meaning FAs cannot go on strike and the BOGs cannot lock us out. If a settlement cannot be reached during collective bargaining, it must be referred to binding arbitration.

In general, the PSLA has served us well. We might have continued to operate under the unchanged PSLA, if it was not for something that happened in Saskatchewan. The Saskatchewan provincial government unilaterally declared all public services in that province to be "essential services" and thereby removed the right to strike from them. Not surprisingly, the unions in Saskatchewan took their provincial government to court and in January 2015, the Supreme Court of Canada declared the right to strike a Charter of Rights and gave the Alberta government instructions to "remove the offensive language" from the PSLA. Consequently, the Alberta government is now in the process of aligning the PSLA with the decision of the Supreme Court of Canada and asked for our input. ACIFA has prepared a document which we hope will influence the outcome of this consultation. The government also has a website on which [individual faculty members are invited to give their comments and feedback](#). To help you in this, ACIFA has prepared the answers to the questions posed by the government. ([Click here to view document](#)). You are welcome to use the answers in red. You may copy and paste all, or some amended version, of these answers into the space provided on the government website. You are, of course, free to do your own research and come up with your own answers to these questions. If you have any concerns, or need more information, please do not hesitate to contact me.

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-Dr. Anna Beukes, ACIFA President



A gentle reminder by Anna Beukes to get out and enjoy winter living

ACIFA 2017 Annual Spring Conference

May 28 – May 30, 2017
at the Coast Canmore in Canmore, Alberta.



Hosted by the Olds College Faculty Association
Stay tuned for further details!

"Hello from the ACIFA Conference 2017 planning committee.

This year Olds College Faculty Association will be hosting the conference and the theme is **Cultivating Connections: Teaching, Learning, and Wellness.**

We are well on our way with the planning and would appreciate your input to help us give you an AMAZING conference. The link below gives you an opportunity to recommend speakers, activities, and offer other suggestions for the conference. Oh, I almost forgot the most important thing -- to offer to present a session at the conference!

<https://goo.gl/forms/qduiaWyCkTITNjOo1>

Thank you for taking the time to make the conference AMAZING!"

-Carmel, Chris, Heather, Larry, and Nicola

Meet the New Members of ACIFA Presidents' Council & ACIFA Executive Council

ACIFA would like to introduce the newly appointed members of ACIFA Presidents' Council 2016-2017:

- **Justin Waddell**, Alberta College of Art & Design Faculty Association
- **Chris Hancock**, Grant MacEwan University Faculty Association
- **Michael Smith**, Keyano College Faculty Association
- **Keith Smyth**, Olds College Faculty Association

ACIFA would also like to welcome newly elected Executive Council representatives:

- **Anna Beukes**, President
- **Lisa Saxby**, Vice President Negotiations
- **Aimee Skye**, Vice President External

A warm welcome back to **Kerri-Lynn Green**, Senior Administrative Officer, as she has made her return from maternity leave. We are so grateful to have such a valuable and knowledgeable member of our ACIFA staff back on the front lines with us. Welcome back Kerri!

We would also like to welcome **Doug Short**, Past-President of ACIFA (2012-2016), who will be offering us his own knowledge and expertise with ACIFA as he joins us for one more year on Executive Council.

Welcome!

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.

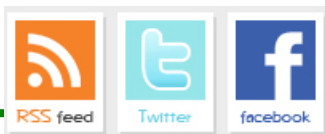
The relatively high response rate from ACIFA members, along with the continuity from year to year of the thirteen core survey questions, provides a strong foundation to assist academic staff associations in discussions with their administration regarding key areas of concern within their institutions.

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 16, 2016.**

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ACIFA Conference 2016

(Photos courtesy of the ACIFA Office Staff)

The 2016 ACIFA Conference, which took place at the **Fairmont Jasper Park Lodge**, was a huge success! At this year's event, attendees had the opportunity to choose from a pool of 36 well rounded sessions to aid in their professional development and growth.



In addition, the conference's Bow Valley College Hosting Committee is credited with providing exceptional entertainment for our guests like the dueling piano duo, The Rowdy Pianos, and setting up a casino and games night at their Wild West Saloon. An engrossing Keynote speaker, Brian Keating, captivated the attention of guests. Along with all of these things, they also 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. From wine tasting, discussion tables, hikes, and trivia contests, to bouncy horse races for all ages, the BVCFA Hosting Committee did not disappoint.

ACIFA is pleased to announce that the Silent Auction, held at the hospitality suites on Monday and Tuesday nights, raised over \$2,300.00 for 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 Bow Valley College Conference Hosting Committee for all of their time and effort to help ensure that the conference ran smoothly.



Bow Valley College Hosting Committee

2015 Scholarship of Teaching and Learning Award Winners

Congratulations to:
Dr. Cheryl Pollard
Lisa McKendrick-Calder
Catherine Bowman
Tanya Heuver

of Grant MacEwan University for winning the 2015 Scholarship of Teaching and Learning Award with their project:

Questing: Taking Your Class to the Next Level



All winners were presented the SOTL award at the Spring Conference in Jasper this past May 2016. They also presented their winning submission as a session at the conference and it was a great success! Stay tuned for an abstract on their award-winning project in the winter edition of Faculty Circuit.

Scholarship of Teaching and Learning Award 2017

The Scholarship of Teaching and Learning (SoTL) refers to taking a systematic look at a teaching and learning practice and recording what was done, why it was done, collecting data, analyzing the data and reflecting on how the results might influence future teaching endeavors. If done carefully and thoughtfully, this type of research can improve an individual's teaching and provide guidance for improvement for others.

Research has the potential to generate genuine and sustained improvements in our colleges and institutes. It gives educators new opportunities to reflect on and assess their teaching; to explore and test new ideas, methods, and materials; to assess how effective the new approaches were; to share feedback with colleagues; and to make decisions about which new approaches to include in their curriculum, instruction, and assessment plans.

The Alberta Colleges and Institutes Faculties Association (ACIFA) through The Alberta Public Post-Secondary Trust Fund will award one grant of \$1,000.00 annually for research projects related to improving teaching and learning conducted by members of ACIFA. The award is intended to assist with materials and/or study costs associated with the research project.

Eligibility

This award is open to all members of the Alberta Colleges and Institutes Faculties Association (ACIFA). All applications must include appropriate institutional consent to conduct the research.

The research project may span part or all of the 2016/2017 academic year but must not exceed that time limit.

Applications must be received by the ACIFA Office by **February 3, 2017**. Please submit applications electronically.

Selection and Mutual Obligations

Applications will be judged by a sub-committee of the Professional Affairs Committee of ACIFA. The Award winner will be notified by **March 10, 2017**.

- Award recipients are required to present their project at the annual ACIFA conference following the completion of their research project. ACIFA will fund the winner's conference registration, accommodations, and travel expenses.
- Award recipients are required to write a summary article for the ACIFA newsletter.
- There will also be an announcement on the ACIFA website.
- The top three submissions' abstracts will be posted on the ACIFA website.

Proposal for Research Guidelines

The guidelines for this proposal are listed below:

1. Name address, phone number and e-mail address of researcher(s). If more than one researcher please identify lead researcher.
2. Name of college or institute you are a member of.
3. Designated teaching assignment and employment category.
4. Title of research project.
5. Purpose of research project. A brief statement explaining the question that will be

answered by your study – what is it you want to find out? What brought this question to your attention?

6. Materials to be used in the study (instructional materials, assessments, other materials).
7. Data collection – describe the type(s) of data you will gather and your collection plan. It would be useful to include a step by step plan of what will be done.
8. Explain the process you will use to analyze and evaluate the data.
9. Describe how you plan to use and/or implement the findings of your study.
10. Describe your plan for sharing the results with the educational community beyond the requirements of the award.
11. Anticipated starting and completion dates of the research project.
12. Provide an abstract for purposes of publication on the ACIFA website. The top three applicant's abstracts will be posted on the ACIFA website.
13. A letter from the researcher's institution granting permission to do the research. Other supporting letters as the researcher deems necessary may also be attached.

Send an electronic copy of your **Proposal for Research** to: pam.anderson@acifa.ca

If you have questions please contact the ACIFA Office 1-780-423-4440

Application Dates

Submissions due Feb 3, 2017

Award announced by March 10, 2017

Innovation in Teaching Award 2017

The aim of the Award for Innovation in Teaching is to recognize and encourage the use of innovative and creative teaching methods and design. 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.

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 for five years. Innovations which have been unsuccessful 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. 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 nominators
7. Any supporting documentation to be attached as appendices

Please submit application electronically to the ACIFA Office.

Judging Panels: provincial and local

Five members, selected on an annual basis from and by the Professional Affairs Committee of ACIFA, will select the final award winner 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.

Mutual Obligations

The ACIFA Awards Committee will undertake to award the winner of an Innovation 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 Annual ACIFA Conference to receive their award.
- Announcement on the ACIFA website

The Award winner will be expected to:

- Attend the ACIFA Annual Conference to accept the Award
- 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.
- Present their winning submission in a session at the ACIFA Annual Conference.

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 **Feb 3, 2017** at midnight.

The ACIFA Awards Committee will make the final decision by **March 10, 2017** to allow sufficient time to arrange for the recognition of the winner at the ACIFA Annual Conference.

*The 2017 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.*

Distinguished Instructor Award 2017

The aim of the Distinguished Instructor Award is to recognize teachers who exhibit

commitment to teaching, learners and learning through a variety of measures. This province-wide award attracts both recognition and a financial award of \$1500 for the faculty member or team and \$500 for the faculty member's faculty association.

Eligibility

The Award is open to all ACIFA members who instruct at least one course. The instructor may be someone who instructs learners in any learning platform. A learner is considered any individual who is enrolled in a credit or non-credit course at an ACIFA institution. The nomination may be for an individual or a group/team. Nominations for the Award are made by colleagues with the consent of the nominee(s). Nominations must adhere to the *Format for Applications* below.

An instructor who wins the award is not eligible for the award for 5 years following the winning of the award. An instructor who has been nominated, but has not won the award, is immediately eligible for the award for the following year.

The Nomination Process

Upon determining that a faculty member is a qualified candidate for this award, a nominator or nominators will prepare a two to three page document expressing the nominee's skills and qualities that make them a distinguished instructor. 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

Instructional Qualities. An instructor may qualify for the Distinguished Instructor Award if they demonstrate commitment to learners and learning through a variety of measures including:

- Responds to the individual needs of learners in and out of the classroom by addressing questions in a respectful and timely manner and by respecting the diverse talents and ways of learning.
- Promotes a quality, respectful and positive learning environment by encouraging cooperation among students, and by giving prompt feedback
- Demonstrates innovative teaching and learning strategies, including communicating high expectations and encouraging active learning.
- Demonstrates a thorough knowledge of subject matter and strives to keep current in their field of expertise.
- Explores professional development opportunities with interest and enthusiasm.
- Models professional attitudes and values.

Other Qualities. A nominee may possess other qualities that the judging panel may consider in determining the winner include:

- Cooperative spirit • Positive personality • Professional approach
- Reliable • Open to new challenges

Supporting Documentation. Nominations **may** be supported with a collection of resources to showcase the skills and attributes of the nominee:

- Letter of support from colleague(s) (to a maximum of two)
- Letter of support from immediate supervisor
- Professional biography
- Student testimonial(s) (to a maximum of three) (Note that students need not be currently enrolled in the nominee's course(s))
- Curriculum Vitae
- Performance Evaluation
- Video of Nominee teaching
- Equivalent Documents

Please provide information on the nomination form that includes:

1. Name, position, and place of work of nominee
2. A description of the nominee's instructional qualities (as described in the selection criteria)
3. A description of other qualities (as described in the selection criteria)
4. Name, position and contact information of nominator
5. Any supporting documentation (as described above)

Please submit application electronically via email.

Provincial Judging Panel

Five members, selected on an annual basis from and by the Professional Affairs Committee of ACIFA, will select the final award winner from the list of nominees.

Mutual Obligations

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

- An announcement in the ACIFA newsletter
- \$1500 for the winner and another \$500 to the winner's faculty association
- A formal presentation at the ACIFA Annual Conference
- An announcement on the ACIFA website.

The Award winner will be expected to:

- Attend the ACIFA Annual Conference to accept the Award. ACIFA will cover the conference registration, accommodations, and travel expenses for the winner.
- Submit for publication in the ACIFA newsletter a description of the commitment they have made to learners and learning.

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 3, 2017** at midnight.

The ACIFA Awards Committee will make the final decision by **March 10, 2017** to allow sufficient time to arrange for the recognition of the winner at the ACIFA Annual Conference.

How does your ACIFA membership benefit you?

?

http://acifa.ca/?page_id=8

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
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:

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October 21, 2016	Executive Council	Calgary
October 22, 2016	Presidents' Council	Calgary
January 27, 2017	Executive Council	Edmonton
January 28, 2017	Negotiations Advisory Committee & Professional Affairs Committee	Edmonton
March 17, 2017	Executive Council	Edmonton
March 18, 2017	Presidents' Council	Edmonton
May 13, 2017	Executive Council Budget	Edmonton
May 28, 2017	Presidents' Council	Canmore
May 30, 2017	Annual General Meeting	Canmore
TBD	Negotiations Advisory Committee & Professional Affairs Committee	Canmore
May 28-30, 2017	Spring Conference	Canmore



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