



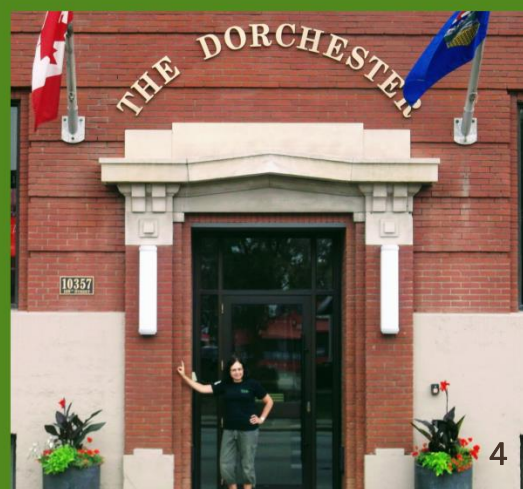
# ACIFA

Alberta Colleges & Institutes Faculties Association

Winter  
2019

# FACULTY CIRCUIT

## A PERFECT MOVE: ACIFA FINDS A NEW HOME AT THE ATA BUILDING





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## ON THE COVER

1. ACIFA welcomed into the Alberta Teachers' Association (ATA) building alongside the Edmonton Public Teachers (Local 37), the Edmonton Catholic Teachers (Local 54), and the Alberta Teachers' Retirement Fund Board.
2. President of the ATA, Greg Jeffery with our president, Anna Beukes, enjoying a moment of levity.
3. The presidents discussing their vision for the future of education in Alberta in front of the iconic ATA building statue.
4. President Anna Beukes locking the doors after a long day of moving ACIFA out of the Dorchester in downtown Edmonton.

In the late summer of last year, ACIFA's lease at our old office in the Dorchester building on the corner of 109 Street and 104 Ave came up for renewal. The decision was made by the ACIFA executive to relocate to the ATA building.

Alberta Teachers' Association President Greg Jeffery welcomes ACIFA President Anna Beukes to the ATA's building, Barnett House. Greg Jeffery says: "We are excited to have ACIFA as tenants in the building. As two organizations representing educators, the ATA and ACIFA share many common goals and values. We look forward to enhancing our mutually beneficial relationship with ACIFA in the building."

ACIFA President Anna Beukes says: "ACIFA was in the downtown Dorchester Building for approximately a decade. We have much more in common with the ATA than the lawyers and architects we shared the Dorchester building with. The synergies between ACIFA and the ATA will increasingly become clear and the mutual benefits will last for many years to come."

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## Our New Mailing Address

**ACIFA**  
**317, 11010 142 St. NW**  
**Edmonton, AB T5N 2R1**





## FROM THE PRESIDENT

ACIFA is an association of associations. That means ACIFA interfaces primarily with the associations who represent faculty members and less so with individual faculty members. That being said, ACIFA is driven by academic concerns which affect members as a group, as well as concerns experienced by individual faculty members. It is our mission to advance the economic and professional well-being of faculty members, so it is important for you to remain informed about ACIFA and the work that is being done on your behalf. In this newsletter, we have included a concise article (see page 9) of the primary benefits you receive from ACIFA's work serving college and institute faculty. I trust that after reading this article, you will have a better idea of what ACIFA does for you. **Dr. Anna Beukes, ACIFA President**

## OUR OFFICE SUPPORT

In this particularly busy time of preparations for our upcoming 2019 ACIFA conference, we have the benefit of a powerful office team to make sure all of ACIFA's office needs and all the needs of its member associations are met with swift and competent service.

### Justin Kautz



Justin Kautz comes to the ACIFA office with years of small business operations experience. In his last business partnership with Toy Guns Dance Theatre Ltd., he managed the books, communications and scheduling of events while being instrumental in the growth and smooth operations of the company. He is skilled and comfortable in negotiations, uses his understanding of the purpose of an organization to further its mission, and comes with an artistic eye that will serve ACIFA well in the preparation for its published materials and conference.

He is already thoroughly enjoying the work and people here at ACIFA and looks forward to seeing the conference come to life at Lake Louise.

### Victoria Kirchner



Victoria Kirchner has had experience in positions requiring attention to detail and client confidentiality. She is a worker who meets the standards and expectations demanded of her and works hard to achieve proficiency in all aspects of her work.

Her legal office assistant experience equips her to work in a team environment while maintaining high quality organization and client care. Her work with Suffield Industry Range Control required her to attend to detail and fluidly maintain telephone/radio communication with a great number of people on a daily basis. Other work experience she brings to the ACIFA office includes government regulations compliance, financial accounts management and ease of use of SAGE accounting software.



## 2019 ACIFA CONFERENCE UPDATE

Chateau Lake Louise, April 28 – 30, 2019



The 2019 ACIFA Conference has **240 confirmed registrations!** Don't miss out on this excellent opportunity to network with your colleagues from across the province. Opportunity to register will remain open as long as possible, but our special room rates at the Chateau Lake Louise will not be available after March 28th, 2019. Details about registering can be found on our website at [www.acifa.ca/acifa-2019](http://www.acifa.ca/acifa-2019). The conference program will be available for viewing in the coming weeks.

ACIFA 2019 | Lake Louise



### Creative Presentations

In the spirit of contagious creativity, many of our presenters are bringing in highly engaging material in novel formats. Here are a few of our many presentation titles:

- **Paws for Learning: Dogs in Post-secondary Settings**  
Brooklin Schneider and Sheryl Boisvert (NorQuest)
- **Awesome Uses for Terrible Drawings**  
Janet Bertsch (NAIT)
- **Teaching Business Cycles with a Classroom Size Game of Monopoly**  
Stephanie Powers (RDC)

For a full conference presentation schedule (subject to change) visit [www.acifa.ca/acifa-2019](http://www.acifa.ca/acifa-2019).

### Room Reservations Due Date

**Room reservations must be made by March 28, 2019 to qualify for group rates.**  
**After this reservation due date, rooms at the group rates might not be available.**



## ANNOUNCEMENT OF 2019 AWARD WINNERS

Every Year, ACIFA is proud to present three awards to exceptional faculty members. Every year, the Distinguished Instructor Award and the Innovation in Teaching Award are sponsored by Johnson Insurance. The Scholarship of Teaching and Learning is funded by ACIFA.

### This Year's Award Nominees

#### Distinguished Instructor

Carla Grant  
Clare Mulachy  
Dwight Maki  
Lawrence Klatt  
Leanne Nemeth  
Sandra Efu  
Shannon Seitz

#### Innovation in Teaching

Azzeddine Oudjehane  
Bonnie Nicholas  
Dr. Stephanie Powers  
Ian Fitzgerald

#### Scholarship of Teaching and Learning

Kerry Heberling  
Kirsten Fantazir & Murray Bartley  
Sheryl Boisvert & Rick Robinson  
Shireen Bell  
Steve Janz

### The Awards

The Distinguished Instructor and Innovation in Teaching Awards, sponsored by Johnson Insurance, each come with a \$1500 prize. The Scholarship of Teaching and Learning Award, funded by ACIFA directly, comes with a \$1000 prize. Each of the three prestigious awards also include \$500 for the recipient's Faculty Association and all expenses paid for the recipient to attend the annual ACIFA Conference of their win year—travel, accommodation and registration! Each award winner is also invited to present at the ACIFA conference.

### The Distinguished Instructor Award

#### Carla Grant – NorQuest College



Carla Grant is a meticulous pharmacist, award-winning post-secondary educator, photographer and author of *Uncommon Girls*. She manages the hectic schedule of a single parent of three kids and two dogs in a funky historic home constantly under renovation. Carla was the 2018 recipient of the Edmonton Pride Festival Society *Amazing Ally Award* and was recently appointed to the Sexual Orientation, Gender Identity and Expression (SOGIE) Provincial Advisory Council.

#### 2019 Conference Session: *Is SOGIE the New LGBTQ?*

Take some time to explore the far-reaching impacts of being a visible ally. SOGIE (diverse sexual orientation, gender identity and expression) learners fill seats in classrooms, but what is being done to ensure inclusion by way of policy, privacy, curriculum, language, visibility and safety? Carla walks us through her personal and professional journey of barriers and breakthroughs experienced while shepherding her transgender daughter through school... and life.



**Johnson Insurance has been a strong financial supporter of ACIFA. When you obtain a quote or use Johnson Insurance, a contribution is made to ACIFA supporting the Annual Conference. On average, they contribute over \$10,000 annually to ACIFA!**





## The Innovation in Teaching Award Stephanie Powers – Red Deer College



Dr. Stephanie Powers has taught Introductory Business Economics (Micro and Macro) at Red Deer College for the last ten years. To facilitate active learning, Dr. Powers has gamified her courses. Stephanie created a classroom-size game of Monopoly to teach students about business cycles. Her Operations Management course is flipped. Outside of class, students watch lecture videos. In class, students apply tools on location planning, capacity planning, etc. to survive the zombie apocalypse. Students earn experience points and compete for prizes. Dr. Stephanie Powers conducts research in Teaching and Learning, showing the impact of games and active learning on student preference and knowledge retention.

**2019 Conference Session:** *Teaching Business Cycles with a Classroom Size Game of Monopoly.*

Ten to eighty participants play a classroom-size game of Monopoly by running around the board. The board changes to simulate economic conditions - periods of expansion and contraction, inflation and deflation. Participants can see and feel how fiscal and monetary policies reduce the impact of business cycles or exacerbate them.

## The Scholarship of Teaching and Learning Award Shireen Bell – Red Deer College



Shireen Bell is a BScN nursing instructor at Red Deer College. She has been a registered nurse for 30 years and along with a continuous teaching appointment as a nurse educator and is a Canadian Certified Clinical Instructor (CCCI). Her graduate studies gave her a chance to explore ethnographic health research and she has recently incorporated visual methods as part of her research approach.

**2019 Conference Session:** *Purposeful Art, Connection and Social Change: Impacts of an Innovative Community Based Art Therapy Program.* This presentation will provide an exposition of a community based, mixed methods project that evaluated the benefits of the Scripps Opening Minds Through Art (OMA) program

for: (1) use as a recreation therapy option for seniors with dementia in the Central Alberta context and (2) use as a pedagogical approach to enhance non-technical, person-centred, and care-focused professional skills in BScN students.

## Submitting Nominations for ACIFA Awards

**Nominating is easier than ever! ACIFA's Professional Affairs Committee did an exceptional job streamlining the nominations process. Information and nomination submissions are now available online at [acifa.ca/awards](http://acifa.ca/awards). We will remind you to nominate your colleagues for the 2019/2020 awards in our fall newsletter.**



## Q&A WITH MINISTER SCHMIDT

*These questions were put to the Minister's office and responded to prior to the call of the 2019 provincial election. ACIFA maintains a non-partisan stance and will engage all governing bodies and political parties with the purpose of advocating for faculty and faculty associations in Alberta.*



**Minister Schmidt is the longest serving Minister of Advanced Education in Alberta in a decade. ACIFA invited the Minister to respond to the following questions as they relate to our work as faculty in Alberta.**

*During your tenure, many adjustments had been made to advanced education and numerous legislative changes had been introduced. Can you give us an overview of those changes?*

Yes, it has been a busy couple of years! I've been proud of the work we have accomplished to modernize our post-secondary system and ensure students can afford education now, and into the future.

Our overall goal has been to ensure that all Albertans can get a good quality university or college education and fulfill their dreams, no matter their financial circumstances or where they're from. So that's meant tackling big issues around affordability and accessibility, from tuition and fees, to creating new universities and giving more money to institutions so they can continue to support faculty and staff to deliver the high-quality programs they're known for. We've accomplished a lot!

*In the list of changes you refer to above, what are you most proud of and why?*

That is a difficult question! It's hard to choose, but I think my personal favourites include, in no particular order:

- Freezing tuition to save students an average of \$2,000 on a four-year degree, while working with student groups on important legislation that caps future tuition increases to inflation. That legislation was written for students, by students, and I am very proud that we were able to get that done.
- Increasing funding to all institutions by 2% every year since 2015. When I took office, I truly began to understand how much our institutions had been suffering because of budget cuts and instability from previous governments. That needed to be corrected quickly, so we increased base funding to ensure that faculty have the resources they need to teach and support students in the classroom. We also provided funding to cover the cost of the tuition freeze so institutions did not have to compensate for the lack in tuition funding.
- Working with tech industry leaders to look at how our post-secondary institutions can prepare Albertans to get good, high-paying jobs in our burgeoning tech sector. Alberta can be a leader in high tech, and although we have some work to do to get there, our government is investing millions of dollars and lots of time into that.



- Bringing post-secondary executive salaries in line with national averages and eliminating perks and bonuses, saving up to \$5 million per year. Taxpayer dollars need to be spent wisely and responsibly, and directed, as much as possible, to supporting faculty, staff and students in the classroom.
- Approving Red Deer College and Grande Prairie Regional College's requests to begin the transition to become universities, which is something both had been asking the government for years. We also officially granted the Alberta College of Art and Design university status as of February 1, 2019. These changes mean students can stay close to home while they complete their studies.
- Giving over \$1 billion to post-secondary institutions over five years to help them build new facilities or renovate and upgrade existing ones. Many of these upgrades were much needed, so we were happy to ensure that students can learn and faculty and staff can work in safe, modern classrooms and learning facilities.

*Is there anything in the list of changes you would, with the insight of hindsight, do differently?*

I'm not sure I would do things differently, but there's definitely more I'd like to have accomplished!

*Should you be granted additional time in this portfolio, what would you like to achieve in this portfolio in the future?*

Like I said, every Albertan deserves access to affordable high-quality education, so there is always more work to do. Over the next year, Advanced Education will collaborate with post-secondary institutions to execute our new legislation and policies while maintaining affordable, high-quality education across the province. We will certainly have more to say about our plans for post-secondary education as we roll out our election platform.

## Engaging the Provincial Parties

**As part of a recent Presidents' Council Meeting, ACIFA invited representatives from the main provincial political parties (Alberta Party, New Democratic Party and United Conservative Party) to share their platforms with regard to post-secondary education and how they plan to support faculty associations and faculty members after the 2019 provincial election.**







## WHAT DOES ACIFA DO FOR ME?

Occasionally instructors ask, “What does ACIFA do for an individual faculty member like me?” and understandably so. Because ACIFA is an association of associations, it primarily interacts with Faculty Associations and less so with individual faculty members. Nevertheless, ACIFA is driven by academic concerns which affect members as a group, as well as concerns experienced by individual faculty members as relayed through your faculty association. So, what does membership in ACIFA do for you?

### Provincial Voice for Faculty Members

ACIFA represents faculty interests in province wide decision-making bodies such as the Government of Alberta, Campus Alberta, Pension Fund Stakeholder Boards, and the Campus Alberta Quality Council. ACIFA pursues its mission to advance the economic and professional well-being of faculty members.

### Opinion Papers

As part of ACIFA’s function as a provincial voice, we produce well-researched opinion papers covering topics which are important to post-secondary educators on issues such as academic freedom and the appropriate use of student evaluations. Many of these opinion papers are available on our website ([acifa.ca](http://acifa.ca)). These opinion papers advocate best-practices and influence policy development.

### Advocating for Quality Post-Secondary Education

We continue to assert that quality post-secondary education can best be provided in an environment of stable, predictable funding. ACIFA vigorously pushed back against austerity measures and funding cuts. Through collaboration with other provincial organizations, such as Public Interest Alberta (PIA) and the Council for Academic Faculty Associations (CAFA), we participate in successful public relations campaigns such as “Post-Secondary Education is the Answer.”

### Provincial Information Exchange

Faculty association presidents meet at ACIFA’s Presidents’ Council. This is where information is exchanged between faculty association presidents, where they learn from each other and benefit from each other’s experience.

### National Information Exchange with Likeminded Provinces

Faculty members benefit from the information exchanges between ACIFA and like-minded organizations across the country. These include the Federation of Post-Secondary Educators (FPSE) in BC, the college division of the Ontario Public Sector Employees Union (OPSEU) in ON, and the Saskatchewan Polytechnic Faculty Association (SPFA) in SK.

### CAUT

As a federated member of the Canadian Association of University Teachers (CAUT), we benefit from belonging to this country-wide association. One of the many benefits we receive from CAUT is capacity building. For example, a CAUT expert recently led a bargaining training workshop for ACIFA’s negotiating teams.



## **Annual Spring Conferences**

As an individual faculty member, you may have attended one of ACIFA's well-organized annual spring conferences. In addition to sharing teaching and learning strategies through inspired presentations and workshops, these conferences also offer a professional development focus. ACIFA affiliated schools take turns hosting the annual conference. This requires close cooperation between the hosting committee and the ACIFA office every year and allows for a unique local school approach.

## **Labour Relations Support**

ACIFA's labour relations function is an important one from which individual faculty members directly benefit. ACIFA's Labour Relations Officer (LRO) provides ongoing assistance to member associations through his presence at bargaining tables, by providing advice on grievances, and as a representative on arbitration boards.

## **Special Focus Committees – NAC and PAC**

ACIFA currently has two special focus committees, the Negotiations Advisory Committee (NAC) and the Professional Affairs Committee (PAC). The purpose of NAC is to support collective bargaining at each ACIFA member institution. This is accomplished through workshops and presentations which build capacity that equips bargaining teams to be more effective at their bargaining tables. The purpose of PAC is to acknowledge and reward outstanding instructional performance by deciding on and allocating ACIFA's three awards for such accomplishments. PAC also discusses common issues of professional affairs, from professional development to workplace safety and other issues intended to safeguard the post-secondary teaching profession in Alberta.

## **Submissions to the Labour Board**

When necessary, ACIFA member associations file cases with the Alberta Labour Board. A recent example (April of 2018) is the Northern Lakes College Faculty Association filing a Labour Board case about the designation of front line supervisors (e.g. chairs) as academic workers or management. ACIFA submitted a well-argued position on behalf of all ACIFA members. Doing this collectively saves ACIFA members significant legal expenses and prevents duplicate submissions. What is more, because we now function under the labour code, all Labour Board decisions are precedent-setting.

## **Workplace Climate Survey**

For more than a decade, ACIFA has been conducting annual climate surveys to gauge the atmosphere between faculty and administration at each school. Pointed questions are asked in these surveys around the administration's transparency, commitment to professional development, consultation and communication style, efficiency of leadership, and resource use to support the academic mission. The Ministry of Advanced Education is often quite interested in these survey results.

## **Belonging to a Larger Community**

By being part of ACIFA, individual faculty members belong to a larger community through which we support each other, learn from each other, act collaboratively, and, in so doing, minimize the vulnerability of individuals and associations. By speaking with one collective voice, ACIFA strengthens the position of faculty members in the PSE sector across Alberta—**We Are Stronger Together!**



## ADDRESSING QUESTIONS ABOUT THE ACIFA DEFENCE FUND

In conversations with our member associations, there have been additional questions raised with regard to the ACIFA Defence Fund. We have categorized the questions and responded to them in detail below so that you can have full confidence in the establishment, growth and maintenance of the Defence Fund to the benefit of ACIFA's member associations and, ultimately, the benefit of each individual faculty member.

### **Category of Questions:**

1. Management of the Defence Fund
2. Governance of the Defence Fund
3. The Defence Fund Policy
4. Benefits to Member Associations

### **1. Management of the ACIFA Defence Fund**

#### **Who is going to management this money?**

Competent external professional fund managers.

#### **What are the selection criteria?**

Stated in the Defence Fund's policy,

"...to be considered for appointment, an investment manager should have

- a. a suitable investment approach,
- b. demonstrated financial stability,
- c. low turnover of personnel,
- d. capacity to undertake the accounts
- e. performance record of at least two years, and
- f. have relevant experience and expertise."

#### **What is the process for selecting this professional fund manager?**

We will put out a request for proposals (RFP) and place it on the Alberta Purchasing Connection. We will also solicit interest from other sources. From a shortlist, the best candidates will be chosen to do a presentation to ACIFA's Presidents' Council who will then select the most appropriate candidate for the management of the fund.

#### **What criteria will they be evaluated by?**

- evidence of performance (did the portfolio they invested in actually beat the market)
- management and expense ratio (MER)
- references – current client list
- threshold on the amount necessary to start managing the fund for us
- experience with compliance within the legal context - tax act, privacy issues, cybercrime safeguards





## 2. Governance of the Fund

### **Who is responsible for the oversight of the fund?**

The Presidents' Council is the ultimate oversight authority. Recent suggestions to appoint a **Board of Trustees** to oversee the management of the Defence Fund are being considered. Such an oversight board is possible under the policy, which states that the oversight responsibility can be delegated.

### **How closely will the fund, its performance, and management be supervised?**

Clear prescriptions for monitoring and policy review are expressed in the Defence Fund policy. This will occur at least semi-annually. Supervision will be strengthened by an audited financial statement every year, including a summary of the year-to-year changes in investment income and contributions.

### **Who will be the auditor?**

Peterson Walker, ACIFA's established auditing partner since 2011.

## 3. The Defence Fund Policy

The ACIFA Defence Fund has a well-articulated and well-developed policy. It has been extensively deliberated at numerous Presidents' Council meetings. The Council used the Canadian Association of University Teachers (CAUT) and Federation of Post-Secondary Educators (FPSE) defence funds terms of reference as starting points and developed our own policy from there.

### **In the case of a job action, can ACIFA deny support?**

The policy states that "...notice of request for support shall be made to ACIFA's Presidents' Council." Although Presidents' Council has the final oversight responsibility for the fund, it does not have the authority to deny support when requested; if a member paid into the fund for 2 years, it is entitled to support.

### **Why can a member who withdraws from ACIFA not claim back their contributions to the fund?**

It is similar to insurance; one cannot get one's insurance premiums back even when no claim has been made during that year.

### **Would there eventually be a cap for collection?**

Possibly. There is nothing preventing us from revisiting this matter in the future. The question is, "How much is too much?" CAUT sits on \$30M in their defence fund. The larger the defence fund, the less likely we are to be forced into a job action by an employer action.

### **What risks does ACIFA foresee and how will that be handled?**

The policy addresses risk in two sections: Risk and Diversification, and Monitoring and Policy Review. The latter dictates the Presidents' Council assess cash flow, assets, economic outlook, investment plans, and so on every six months.

### **Does the fund's policy address vendor gifts?**

The policy has well-developed, clear language to prevent conflict of interest.

## Growing the ACIFA Defence Fund

**The ACIFA Defence Fund will continue to grow to become a large, well-endowed fund that can be relied upon for every job action – even an extended one. This gives ACIFA's member associations security and strength in labour negotiations.**



## **4. Benefits to Member Associations**

The Post-Secondary Education (PSE) community is interconnected. Whatever happens in the PSE community anywhere in Alberta will affect all of us.

### **What is the benefit of contributing to the ACIFA Defence Fund instead of having an internal strike fund?**

The larger the pool of people who contributes to a province-wide defence fund, the lower the cost per person and the quicker the fund builds. Isolation is a risk to each member association. The ACIFA Defence Fund will support individual faculty members financially during a job action.

### **What would happen if we were to go on strike and there was not enough money in the ACIFA Defence Fund?**

Should any member association need support for a job action, all funds are available immediately. As the fund continues to grow, it will be more and more able to support its member organizations. Should the fund be used up in a dispute, backing is also available from other labour organizations, and other strategies for resolving the dispute would be employed.

### **Why can ACIFA members not opt out of the Defence Fund (and remain members of ACIFA)?**

This question was extensively deliberated by the ACIFA President's Council. Belonging to the ACIFA Defence Fund is one of the benefits of ACIFA membership, and by having all member associations participate in the Defence Fund, each member association is benefited maximally.

### **Will ACIFA look after strike logistics?**

ACIFA will make our office available as a strike headquarters during a job action. In the lead-up to a strike, ACIFA will activate all of the labour networks we are connected to and draw on their experience.

### **How much will contributions be, per member, for the ACIFA Defence Fund?**

\$5 per individual faculty member per month; \$60 per year. ACIFA invoices each association on faculty numbers based on full time equivalent (FTE) numbers received from the government. The Defence Fund policy states "...as confirmed by May 15th by each association." That gives each faculty association the freedom to confirm the number of FTE faculty they are invoiced for. The allocation of support payments from the fund will be based on the average contribution to the fund over the previous 2 years.

### **How will ACIFA pay out defence funds to member associations if the fund has been used up by others members of ACIFA on an earlier strike?**

Experience elsewhere shows that strikes seldom happen in the same system more often than once per decade. However, should this happen, ACIFA will turn to like-minded labour organizations for help.

### **If ACIFA borrows the money, how will it be paid back and who will pay it back?**

We are in negotiations with the CAUT Defence Fund committee at the moment. Loans will be repaid with contribution to the fund after the strike. That is part of the reason why the policy states that members who receive support from the fund are expected to stay in the fund for at least 2 years after the job action. Experience elsewhere also shows that after a job action, members are willing to increase their contribution to defence funds dramatically.



## ACIFA IMPORTANT DATES OF 2019/2020

### 2019

#### 2019 Annual Conference, Chateau Lake Louise

April 28 (Sunday)	Presidents' Council Meeting	Chateau Lake Louise
	Negotiations Advisory Committee	Chateau Lake Louise
	Professional Affairs Committee	Chateau Lake Louise
April 30 (Tuesday)	Annual General Meeting	Chateau Lake Louise
April 28 – 30 (Sunday to Tuesday)	ACIFA Spring Conference	Chateau Lake Louise

#### October

1 (Tuesday)	2020 Annual Conference Presentation Submissions Open	
25 (Friday)	Executive Council Meeting	Calgary
26 (Saturday)	Presidents' Council Meeting	Calgary

#### December

1 (Sunday)	2020 Annual Conference Presentation Submissions Close	
20 (Friday)	ACIFA Awards Nominations Deadline	

### 2020

#### January

24 (Friday)	Executive Council Meeting	Edmonton
25 (Saturday)	Negotiations Advisory Committee	Edmonton
25 (Saturday)	Professional Affairs Committee	Edmonton

#### March

13 (Friday)	Executive Council Meeting	Edmonton
14 (Saturday)	Presidents' Council Meeting	Edmonton

## Future ACIFA Annual Conferences 2020 – 2023

2020	May 10	Hosted by Keyano College Faculty Association at Jasper Park Lodge
2021	May 9	Hosted by Lethbridge College Faculty Association at Banff Springs Hotel
2022	May 8	Hosted by Lakeland College Faculty Association at Jasper Park Lodge
2023	May 7	Hosted by Alberta University of the Arts Faculty Association at Chateau Lake Louise





## ACIFA MEMBER ASSOCIATIONS

Alberta University of the Arts Faculty Association (Formerly Alberta College of Art and Design)

Grande Prairie Regional College Academic Staff 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

Contact ACIFA at [admin@acifa.ca](mailto:admin@acifa.ca), or 780-423-4440

Website: [www.acifa.ca](http://www.acifa.ca)

Come visit us at our new office in the Alberta Teachers' Association building:

317, 11010 142 St. NW

Edmonton, AB T5N 2R1

### Did you know you can find the following on the ACIFA website?

Association Newsletters

Collective Agreements

Information about ACIFA Awards

Copies of Submissions to the Government from ACIFA

and much more!



# ACIFA

Alberta Colleges & Institutes  
Faculties Association



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