

**MACEWAN FACULTY ASSOCIATION**

**Executive Reports to the Membership  
for the Month of June 2011**

**T A B L E O F C O N T E N T S**

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Report from the President .....	1
Report from the Vice President Executive.....	17
Report from the Board of Governors Representative .....	18
Report from the Vice President Professional Affairs .....	21
Report from the Vice President Communications and Research.....	22
Report from the Treasurer.....	22
Report from the Vice President Negotiations .....	22
Report from the Vice President Dispute Resolution.....	23
Report from the Professional Resource Officer.....	23

## Report from the President

My activities have included:

1. The FA executive continues to examine the governance structure that would best support the operational activities of the association. A sub-committee composed of executive members and faculty members has been formed to formulate the recommendations to our members to fulfill the requirements of the motion passed at the 2011 Annual General Meeting (AGM) to provide the details on a specific governance model to the membership at the November 2011 General Meeting.
2. The final report of the Christenson Family Centre for Sport and Wellness Internal Review Task Team will be presented to Paul Byrne and the Executive Leadership Team on June 20<sup>th</sup>.
3. Cynthia Zutter and I are members of the Faculty Standards Committee of the Academic Governance Council (AGC) that is working on establishing the permanent titling process for MacEwan. There was a preliminary report presented to AGC as follows:

## **Interim Report – Faculty Standards Subcommittee**

### **1. Background, Deliberations and Issues Arising**

#### **1.1. Terms of Reference and Operating Practices**

The Faculty Standards Committee held an organizational/preparatory meeting on December 7, 2010 to review the Committee's Terms of Reference, establish a Work Plan, and set a meeting schedule.

Following this initial meeting, the Committee met regularly from January to May: January 10, February 9, March 7, April 12, May 5, and May 25, 2011. The Committee established some operational Ground Rules to advance collegiality and productivity as well as a Communications Plan. The AGC Secretariat established a Blackboard site to facilitate members' access to documents.

Terms of Reference are attached as Appendix 1

#### **1.2. Working Assumptions:**

Based on our Terms of Reference and understanding of our role as a subcommittee we established the following working assumptions:

- Titling recommendations are distinct from salary grid decisions and outside the Faculty Standards Committee Terms of Reference.
- Standards and criteria for interim title of assistant professor will serve as a basis for developing standards and criteria for ongoing title of assistant professor (and are subject to adaptations and modifications).
- Titles should have meaning and recognition in the academic community.
- Title should reflect faculty roles: if role changes, title should change; if role does not change, title does not change.

- Research, scholarly and creative activity all contribute to disciplinary knowledge and teaching.
- Appraisal processes inform decisions about progression through the ranks by evaluating faculty members' overall performance and achievements through multiple sources of data over time.
- Following development of a model with standards and criteria, the Committee will consider processes for transitioning current faculty into roles.

### **1.3. Discussion and Survey of Practices at other institutions**

The subcommittee informed itself by reviewing a variety of documents and research conducted by the Ad Hoc committee on Faculty Standards and its associated consultants.

The subcommittee also informed itself by independently reviewing and discussing a variety of practices at other institutions on topics related to ranking schemes, standards, titles, as well as conceptualizations about professional practice, scholarly activity, typical forms of evidence, peer review and external recognition. [Institutions examined include: Mount Royal, Acadia, Lakehead, Northern British Columbia, Ryerson, Winnipeg, McMaster, Carleton, Thompson Rivers, Simon Fraser, Victoria, UBC, Bishops, and Regina.]

In addition, Mark Arnison, Valla McLean, Rose Ginther and Sharon Hobden formed a working group that prepared material about Scholarship of Professional Practice. This work included information about definitions, practices in other institutions and relevance for MacEwan.

The scholarship of professional practice can be described as a form of scholarly activity that demonstrates a recognized contribution to, or impact on, the practice in a field of study of professional discipline. This definition includes the scholarship of teaching and learning. This contribution shows originality and expertise in the creation and application of innovative ideas and approaches that benefit the profession. Scholarship of professional practice produces work that is shared with scholarly, professional and/or public audiences and meets the same level of rigour as more traditional forms of scholarship.

The committee has focused its initial discussions on titles and standards for instructional faculty. It has been relatively straight forward to reach consensus about proposed titles and standards for tripartite roles. However, the committee is aware of sensitivities concerning titles and standards for bipartite roles. We have had preliminary discussions about whether teaching professor is an appropriate title for rank three [in the bipartite stream] if there is a scholarship of teaching and learning component. [The term teaching professor is relatively new in the academy, but those institutions that employ some variant of the term – Mount Royal, McMaster, UBC, and Victoria – require faculty in rank three to have a distinguished record in the field of teaching/learning, a standard that suggests a scholarship of teaching/learning component or the need to be externally recognized for teaching or educational leadership.] We are also currently engaged in discussions about appropriate titles for ranks one and two and balancing needs for external credibility and consistency with needs to respect faculty contributions in a baccalaureate institution with teaching as its primary focus.

## **2. Interim Recommendations**

### **2.1. The Proposed Model and its Essential Components**

The Faculty Standards Committee presents the following for AGC's information as an indication of the committee's work to date in developing a model for academic designation for faculty, as per its terms of reference.

1. The committee proposed Foundational Statements and the Guiding Principles to inform model development. (See Appendices 2 and 3)
2. The proposed model for academic designation is based on faculty role/workload responsibilities and will initially include continuing and probationary instructors. (The subcommittee also expects to make recommendations concerning the inclusion of librarians and counselors soon).
3. The committee proposed a conceptual model to display potential components and their interrelationship (see Appendix 4)
4. The proposed AGC Faculty Designation model is conceptualized as including:
  - a) components based on faculty role/workload (bipartite, tripartite, librarian/counselor)
  - b) university wide standards for each role (from which departmental standards for individual disciplines/programs/departments will be established)
  - c) foundational statements that situate the model through shared principles
  - d) documents that aid implementation including criteria/guidelines, review and approval structure
5. The bipartite role primarily includes faculty roles of teaching and service.
6. The tripartite role primarily includes faculty roles of teaching, scholarly activity and service.
7. Each role consists of three ranks, and each rank includes statements about credentials and performance requirements.
8. The titles proposed for bipartite faculty are yet to be determined (and require further committee discussion).
9. The titles proposed for tripartite faculty are assistant professor, associate professor and professor.
10. The proposed standards for bipartite faculty are under development.
11. The proposed standards for tripartite faculty are drafted (See Appendix 5)

12. Some form of communications/consultations may be helpful in Fall 2011 once the committee reaches consensus about proposed titles and standards for bipartite role.
13. MacEwan should recognize the scholarship of professional practice as a legitimate form of scholarship (which is evaluated using similar standards established for other forms of research / scholarly activity). MacEwan's definition of research, scholarship and creative activity contained in C5050 is sufficiently broad to encompass this form of scholarship.

## **5. Next Steps**

Once a proposed Faculty Designation model with titles and standards has been determined, the subcommittee's future work may include:

1. to Outline the evidence to be used to evaluate teaching, scholarly activity, and service
2. to Propose and/or confirm institutional and faculty/school review structures for the approval of departmental/area standards for individual application for title and progression through the ranks. The AGC Secretariat will prepare some preliminary documents for consideration by the subcommittee.
3. to Recommend implementation strategies with associated time frames for introduction of ongoing faculty designation/titling at MacEwan.
4. to Recommend transition strategies with associated time frames for faculty members with interim title.
5. to Develop a communication plan, in collaboration with AGC and Secretariat to inform and educate.

# **Appendix 1**

## **Terms of Reference**

**Faculty Standards Committee  
Academic Governance Council  
Grant MacEwan University  
Terms of Reference**

**1. Mandate**

- 1.1 The Faculty Standards Committee advises Academic Governance Council (AGC) on faculty standards and academic designation.

**2. Responsibilities**

- 2.1 The Committee will develop and recommend a model for academic designation for faculty, taking into account the mandate and academic goals of Grant MacEwan University. Any aspects possibly touching upon future Collective Agreements will be drawn to the attention of the Faculty Association.
- 2.2 The Committee will advise on policy matters related to faculty standards.
- 2.3 The Committee will recommend university-wide standards and review these standards every five years.
- 2.4 The Committee will recommend department and area standards documents for approval.

**3. Accountability**

- 3.1 The Committee is a Standing Committee of Academic Governance Council and as such is accountable to AGC.
- 3.2 The Committee will submit an Annual Report and Work Plan to AGC and submit recommendations as required for AGC's approval.

**4. Composition**

- 4.1 The Committee shall consist of the following members, to be elected by Academic Governance Council:
- a) 8 academic staff members. Consideration should be given to representation of Faculties/Schools and of professional resource faculty.
  - b) 2 Deans/Associate Deans
- 4.2 The following will be an ex-officio member of the Committee:
- a) Provost and Executive Vice President Academic or Associate Vice President Academic and Research
- 4.3 The following shall be non-voting liaison members of the Committee:
- a) 2 members of the Faculty Association, one of whom shall be the President

**5. Terms of Office**

- 5.1 Members shall serve three-year terms, except for those serving by virtue of their positions. Terms may be renewed. Initially, some members may be selected for two-year terms to provide for ongoing renewal of membership over time.

## **6. Operations of Committee**

- 6.1 The Provost and Executive Vice President Academic or Associate Vice President Academic and Research will chair the Committee.
- 6.2 The office of Academic Quality Assurance and Accreditation will provide resource support for the Committee.
- 6.3 The Academic Governance Council Secretariat will provide administrative support for the Committee.
- 6.4 The Committee shall operate in a manner consistent with the Academic Governance Council's Bylaws.
- 6.5 The Committee shall ensure a record of all decisions and discussions of the Committee is maintained in good order.
- 6.6 The Committee minutes are considered to be records of the Academic Governance Council and shall be maintained by the Academic Governance Council Secretariat.

## **7. Review of Terms of Reference**

- 7.1 These Terms of Reference will be reviewed upon completion of 2.1

**Approved by Academic Governance Council**  
October 12, 2010 (Motion AGC-04-10-12-2010)

## **Appendix 2**

# **Foundational Principles**

## Foundational Statements

The following identifies the foundation statements proposed by the Committee:

6. Academic title is an important component of MacEwan's ongoing development as an undergraduate university.
7. Given MacEwan's mandate and mission, teaching is a primary role and focus of faculty members.
8. Given MacEwan's academic plan and programming mix, some faculty members have bipartite roles and some tripartite roles.
9. Bipartite and tripartite titles represent a difference in faculty role, not an assessment of relative importance or value.
10. Academic standards and titles should have meaning and clarity.

# **Appendix 3**

## **Guiding Principles**

## Guiding Principles

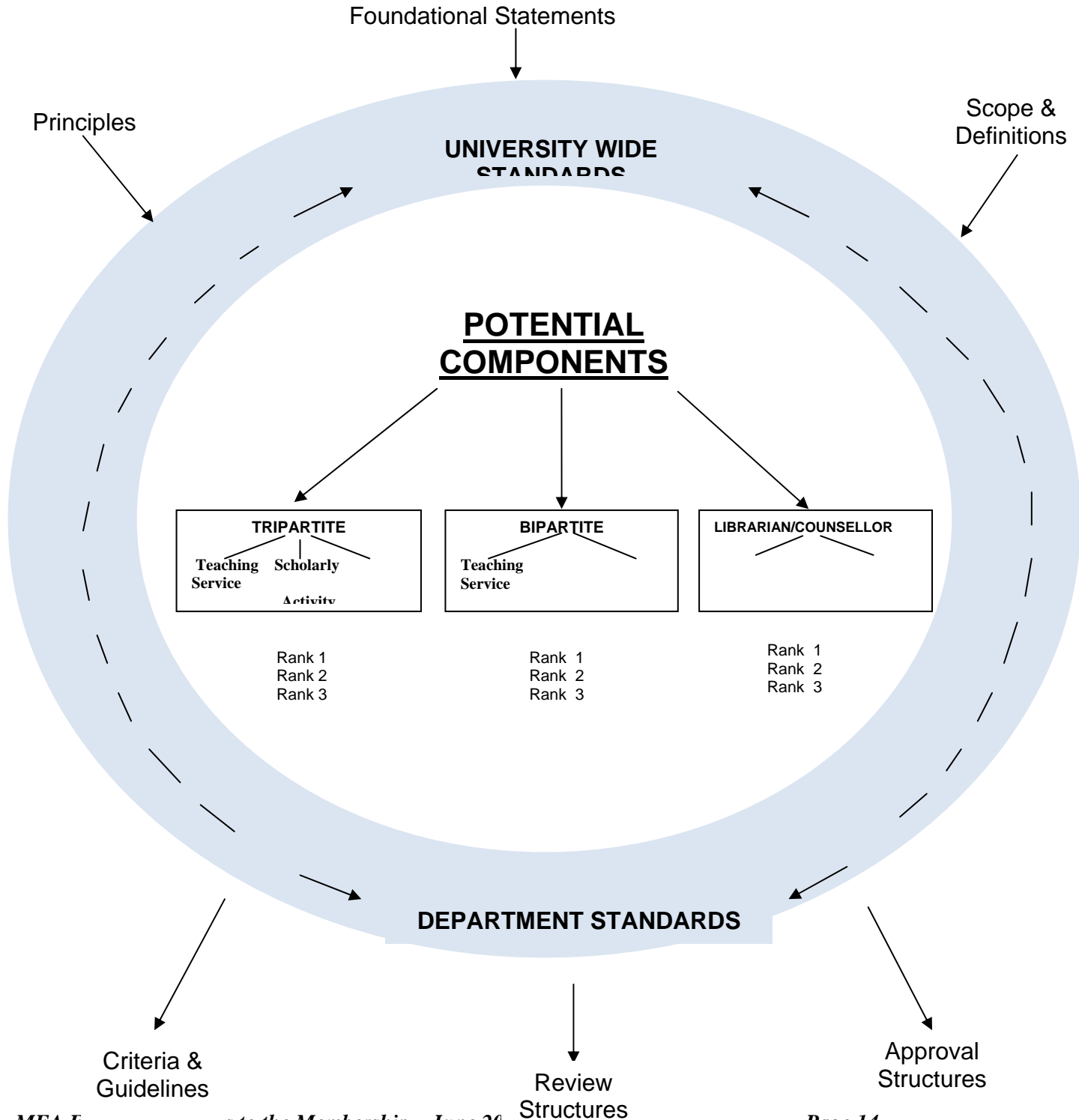
The following outline Grant MacEwan University's principles grounding the academic designation model and its associated standards:

11. Titling is part of a progression through ranks process and is grounded in quality, achievement and accountability.
12. The process is based in peer review
13. The process is evidence-based (both quantitative as well as qualitative).
14. Academic standards and titles need to be externally recognized to be credible and conform to generally accepted practices to be credible.
15. The focus is on performance of academic duties and expectations about future accomplishments.
16. Progression through the ranks is based on incremental and accumulative growth of faculty members in their faculty role.
17. Performance is assessed against increasing expectations for effectiveness.
18. The process ensures that the institution's standing in the academic community remains that of high quality.
19. The value of linking research/scholarly activity/creative achievement and teaching is recognized.
20. The institution's teaching philosophy and expectations are reflected in placement and progression through the ranks processes for bipartite and tripartite faculty members.
21. The institution's research (encompassing multiple forms of scholarship), philosophy and expectations are reflected in the processes for placement and progression through the ranks for tripartite faculty members.
22. Time is a factor that enters into decisions about progression through the ranks.

## **Appendix 4**

# **Faculty Designation MODEL**

# Draft Conceptualization of MacEwan AGC Faculty Designation MODEL



## **Appendix 5**

### **Standards for Tripartite at MacEwan**

## **DRAFT Proposed Standards for Tripartite Faculty at MacEwan**

### ***Assistant Professor***

- PhD or terminal degree. In certain instances, departments/areas can specify a suitable combination of a graduate degree, professional credential, and related professional experience where this is a generally accepted standard.
- Evidence of potential and commitment to teaching.
- Evidence of potential to engage in scholarly activity.
- Evidence of potential and commitment of service to the University, the academic community, and where appropriate the community at large.

### ***Associate Professor***

- PhD or terminal degree and normally five years at the assistant professor rank. In certain instances, departments/areas can specify a suitable combination of a graduate degree, professional credential, and related professional experience where this is a generally accepted standard.
- A record of effective teaching and curriculum development including, where appropriate, the supervision of undergraduate theses/ independent study.
- A record of sustained and productive scholarly activity.
- A record of effective service to the University, the academic community, and, where appropriate, the community at large.

### ***Professor***

- PhD or terminal degree and normally five years at the associate professor rank. In certain instances, departments/areas can specify a suitable combination of a graduate degree, professional credential, and related professional experience where this is a generally accepted standard.
- A record of outstanding teaching at all levels including, where appropriate, the supervision of undergraduate theses/ independent study; sustained leadership in curriculum development and pedagogy.
- A record of sustained and productive scholarly activity that is recognized nationally and internationally.
- A record of outstanding and significant service to the University, the academic community and, where appropriate, the community at large.

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#### General Principles grounding proposed standards

The tripartite role consists of teaching, scholarly activity, and service.

For appointment to assistant, associate or full professor faculty must meet the criteria above with the following exceptions:

- Significant scholarly activity which is available for peer-review and which represents a contribution to the member's discipline/ profession may compensate for lesser degree qualifications.
- Professional practice skills and experience may be required in specific disciplines/fields.

To progress through ranks to associate or full professor, faculty must meet the criteria above with the following exception:

- Exceptional contributions in either teaching or scholarly activity may compensate for lesser involvement in another area provided that performance in all three areas is excellent.

In considerations of progression through the ranks, the relative weighting of teaching, scholarly activity, and service may vary depending on programs/departments, within the established university-wide standards.

Progression through the ranks to associate and full professor requires external peer-review by subject matter experts in the discipline/field. Progression to full professor requires national and international recognition in research, scholarly activity, and/or creative achievement.

4. Attended ACIFA conference May 28 to June 3.
5. Attended ACIFA PSE Symposium 2011, held at Mount Royal University on 2 June.
6. Attended ACCC Conference from June 5 to 8.

Respectfully submitted,  
Jerry Zdril

#### Report from the Vice President Executive

I attended the following meetings;

- a. **FEC** meeting on May 26<sup>th</sup>. Results for student participation rates were once again lower for WI/2011, at 41.7% average for the university. Health and Community studies had higher rates at 48% while Business was only at 38 %. Discussion involved how to increase those with lower response rates, including encouraging faculty to take students to computer labs and/or in those laptop directed programs, to give students time in class to complete the survey. It was also suggested to keep the survey open longer and various incentives (i.e. releasing grades after student completes survey, etc.). There was also discussion regarding probable policy changes and the creation of a non instructional faculty evaluation policy and committee. Until this is finished, a non instructional faculty liaison will continue to sit on the FEC.
- b. **Faculty Standards Committee** meetings on May 5<sup>th</sup> and 25<sup>th</sup>. During these meetings the group discussed various models for tripartite and bipartite faculty standards. Our interim report was structured and sent to AGC for its June meeting.

- c. **Policy Governance Faculty Association;** meeting on May 17<sup>th</sup>. Discussion of future work plans, including roles and duties of the board and Executive director position. It was agreed upon to hire an assistant to help with drafting constitutional and functional changes of the association.
- d. **Faculty Association Executive; May 19<sup>th</sup>**

This is my last report as Interim VP executive as Aimee Skye will be returning in September, 2011 from her maternity leave. I would like to thank the executive, Jerry, Celine and Sean for their leadership and assistance. It has been a very engaging and insightful few months in this role.

Respectfully submitted,  
Cynthia Zutter

### Report from the Board of Governors Representative

#### **Approvals**

- D3100 Capital Asset Management (Updated) – This policy establishes internal processes and control mechanisms for the safeguarding of the University’s capital assets.
- D1330 Employee Recognition (Updated) – The policy provides the framework for institution-wide recognition programs at Grant MacEwan University.
- D7120 Internal Audit Program (New) – The purpose of this policy is to define the scope, responsibilities and authorities of MacEwan’s internal audit program.
- Comprehensive Institutional Plan 2011/12 to 2013/14 – This is the University’s strategic plan. It includes information on the institution’s capital plan, enrolment plan, and budget information.
- The board also approved the draft copyright guideline documents: Notice of Important Change to Copyright at MacEwan; MacEwan Fair Dealing Guidelines; Copying Guidelines; Providing Learning Materials.
- **Student Research Presentation to the Board – Lynne Honey** of the Psychology Department discussed student research in her Department in a presentation to the board. Psychology student, Ryan Shudra, gave a presentation entitled “Are we in the Dark about Traumatic Memory? – The Influence of Night Vision Goggles on Memory for Trauma Stimuli.”

#### **Faculty Association Report**

- The Faculty Association (FA) congratulates the following faculty members who were elected to the Executive Committee as members-at-large at the April 27 Annual General Meeting of the FA:
  - **Ann Little** – Health and Community Studies
  - **Valla McLean** – Professional Resource Faculty

- **Richard Pereschitz** – Alberta College Campus (re-elected)
- At the AGM, the membership passed the following motion regarding policy-based governance:

*THAT the FA Executive provide a specific proposal on a policy-based governance model for the November General Assembly, based on the ten principles of policy-based governance presented at the Annual General Meeting. This will include implementation timeline, budget implications, duties of the Executive Director, and a comparison of those duties to the duties of an Office Manager.*

- The new FA logo was approved by the membership at the AGM.
- Concern has been expressed to the FA regarding the declining faculty leadership within the Faculty Commons.
- Collective bargaining between the FA Negotiating Committee (FANC) and the University took place weekly during April. In May, the two sides met three times a week.
- The FA continues to monitor the progress of Academic Titling, and, more specifically, the need for titling to be included in the Collective Agreement.
- The FA Executive hosted a wine and cheese social for faculty representatives on Academic Governance Council (AGC) on Tuesday, May 24 at Centre for the Arts and Communications.

<p><b><u>Report on Faculty Scholarly Activities/Achievements/Professional Practice</u></b> (Arts and Cultural Management Program)</p>
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This month's report on scholarly engagement and achievements focuses on the work of faculty in the Arts and Cultural Management program (now its 31<sup>st</sup> year), a ten-month certificate program that prepares individuals for administrative and management work in arts, culture and heritage. Beginning in fall of 2011 the program will offer a 60-credit diploma.

There is only one full-time faculty position in the program, that of chair. All others are arts management professionals/artists teaching one course per term as term faculty.

**Rose Ginther, Chair**, is currently developing and overseeing curriculum development for the new diploma credential. Rose also initiated an arts management lecture series for the Edmonton community this year and has forged partnerships with the Edmonton Arts Council, the Edmonton Heritage Council and the Alberta Museums Association to present three speakers: Ben Cameron, ED from the Doris Duke Foundation in New York; Jeff Melanson, Co CEO for the National Ballet School in Toronto; Nancy Noble, CEO of the Museum of Vancouver. A member of the board for the Friends of the Arden Theatre Society in St. Albert, Rose also served on one of the juries for the Mayor's Awards presented at the Mayor's Celebration of the Arts held recently.

**Marianne Bouthillier**, Associate Executive Director of the Citadel Theatre. Marianne is a member of the national Advocacy Committee of the Professional Association of Canadian

Theatres and has in the past year participated on juries for Edmonton Arts Council grants and the Professional Arts Coalition of Edmonton's Mayor's Awards.

**David Cheoros** is Executive Director for LitFest 2011, Edmonton's Nonfiction Festival. He is director and dramaturge for *Firing Lines*, a new play by Debbie Marshall, based on the life and writing of WWI journalist Beatrice Nasymth. The play will premiere at the 2011 Edmonton Fringe Theatre Festival, and is working with Editor Lou Morin on the development of a stage adaptation of the life story of Leilani Muir.

**Jim Draginda:** Jim is the Co-Production Director on the Walterdale Theatre Board of Directors and a Board of Directors member for ELOPE. He serves as production manager for both Walterdale and Elope including Elope's most recent production, *Into the Woods*.

**Donna Lemieux,** Fund Development Manager for the Centre for Family Literacy also provided professional counsel for the *new vision capital campaign* for the new Art Gallery of Alberta that opened in January 2010. On the board of Fringe Theatre Adventures Society, Donna recently took on the position of Chair of the Fund Development Committee which is tasked with creating a fully active Fund Development program. She was also recently the successful recipient of a grant that funded a two year project, researching the possibility of incorporating the best practices of family literacy programs into workplace essential skills training.

**Candace Makowichuk.** A busy visual artist, Candace exhibits across Alberta frequently. The following details her most recent activities:

- "Interpretive Visions", EPCOR Centre of Performing Arts, Calgary, AB, May 7 to June 12, 2010
- "Forest Show", juried travelling exhibition:
  - January 4 to 31 – Hinton Art Club
  - February 2 to 28 – Edson Public Library
  - March 19 to May 24 – McMullen Gallery, Edmonton
  - June 6 to July 9 – Leighton Art Centre, Calgary, 2011
- "Pulse", ASA 80th anniversary show, curated by Mary-Beth Laviolette, Triangle Gallery of Visual Arts, July 7 to August 25, 2011

*Curated exhibition:*

"A Well Spun Prairie Yarn", Strathcona County Art Gallery @ 501, March 10 to April 23, 2011. Grand opening exhibition.

**Denise Roy** is Dean of Centre for the Arts and Communications. Past –president of the Canadian Conference for the Arts, a national arts advocacy organization, Denise is a tireless advocate for arts and culture who was instrumental in the establishment of the Edmonton Arts Council.

**Darka Tarnawsky** is the president and owner of Bottomline Productions, a company that promotes and publicizes arts and cultural events all over the province. President of the Bilingual Ukrainian Catholic Parents Society, Darka continues her commitment to extensive volunteer work in the area of marketing and media relations for a variety of local organizations including

the Alberta Council for the Ukrainian Arts, the Ukrainian Shumka Dancers, the Ukrainian Canada Congress and the Alberta Ukrainian Dance Association.

**Liz Lepper** is a Project Manager at Bottom Line Productions, working to promote arts and other not-for-profit organizations throughout Edmonton and Alberta. Liz recently joined Catalyst Theatre's board of directors, where she'll apply her professional skills to develop a communications plan for upcoming Catalyst initiatives.

**Stephanie Enders** is a Project Manager at Bottom Line Productions where she manages media relations and marketing campaigns for local and national arts organizations. Stephanie is a Steering Committee Member on the City of Edmonton Next Gen Initiative and sits on Next Gen's Communications and PKN Working Groups. PKN, or Pecha Kucha Nights, are popular evenings where young Edmontonians gather to hear about/share interesting and innovative ideas in a unique 20 slides x 20 sec per slide presentation format.

Respectfully submitted,  
Chaldeans Mensah

#### Report from the Vice President Professional Affairs

I attended two meetings of the Faculty Development Committee. The achievements at each meeting are highlighted below.

Attended FD Committee Meeting on May 12<sup>th</sup>, 2011:

- Spring programming underway.
- *The Bone Cage* by Angie Abdou chosen by MacEwan Book Committee as 2012 Book of the Year.
- Announcement of Dr. Paul Martin as new Faculty Development Coordinator.
- New Faculty Development Coordinator will be attending Great Teachers.
- No transition time for new coordinator since Joan Patrick's term ended May 31<sup>st</sup>, 2011 so Eileen Hogan will train the new coordinator.
- Sub-committee to be created to review the role of the committee in selection and recruitment of the Faculty Development Coordinator.
- 18 Term faculty applications granted funding in April.
- Faculty Development day is on August 31<sup>st</sup>, 2011 with Dr. David Atkinson doing the opening keynote followed by two morning sessions. Luncheon will have the Provost Address followed by the afternoon session and a wine and cheese.

The Faculty Development retreat was held on June 14<sup>th</sup>, 2011 at Alumni house facilitated by Ann Wilson:

- Exploring the role of Faculty Development as we change from college to university
- Identifying spaces for faculty development

- Discussion about what we need to start doing and what we need to stop doing in faculty development

The committee has had its annual change of membership and will be starting again in the fall.

Respectfully submitted,  
Chris Hancock

#### Report from the Vice President Communications and Research

Dear members,

My time in May has been quiet for the most part. I attended the ACIFA conference in Lake Louise at the end of May/early June and participated in the ACIFA Annual General Meeting.

I also attended the FA-hosted wine and cheese social with the Academic Governance Council in late May to meet faculty members who serve on this important council.

I am currently working on an article on water conservation and gardening which may be of interest to some members.

Respectfully submitted,  
Karen Zypchyn

#### Report from the Treasurer

Watch for this report to be available soon.

Respectfully submitted,  
Shannon Digweed

#### Report from the Vice President Negotiations

Dear All,

Already, the middle of June is upon us. Since the beginning of May, FANC has met the University at the negotiating table a dozen times. We have recently returned to bargaining after a two week break (of sorts), during which time both parties took the opportunity to catch-up on an ever-mounting list of tasks to accomplish, primarily in the form of developing feedback on items discussed.

There is not a huge amount of information that I am at liberty to divulge at this stage, since although we have progressed quite fruitfully with many of our discussions, we have yet to sign-off on the changes to the affected articles. We have had thorough discussions around faculty workload, term instructors, chair selection, vacation management and a number of University policies (sabbatical leaves, faculty development and IP).

The environment at the negotiating table is one of open, honest and clear communication; one that is certainly conducive to decision-making in a timely manner. With that said, it is extremely unlikely, if not impossible, to envision that we might have negotiations complete by the end of June. There is simply too much to do, and we feel that many of the tabled proposals are too important for the future success of our institution to be hastily dealt with or, dare I say it, overlooked. Provided that the University is able to do its part in providing us with their feedback and various information items, it is conceivable that we may have tentative agreement on all but the monetary items prior to the end of June. I believe that this would be a significant achievement in such a short period of time.

FANC continues to undertake negotiations with a clear sense of purpose and a desire to reach a satisfactory outcome in a timely fashion. As always, if you have any specific questions, comments or concerns, please do not hesitate to get in touch.

Respectfully submitted,  
Jonathan Withey

#### Report from the Vice President Dispute Resolution

Watch for this report to be available soon.

Respectfully submitted,  
Bob Graves

#### Report from the Professional Resource Officer

Dear Members,

This will be my last report as the MacEwan Faculty Association's Professional Resource Officer. I have accepted a position as a Labour Relations Staff Representative with the Federation of Post Secondary Educators, the BC equivalent to ACIFA. I have greatly enjoyed my four years in Edmonton, and hope that I have adequately fulfilled my role to support and serve faculty members here at MacEwan. I want to specifically thank the two presidents under whom I worked, Don Fisher and Jerry Zdril, for their guidance and support. Thanks to all the faculty members who have served on the executive, FANC and other FA committees. Your tireless efforts made my job easier to manage. Also, great thanks to the Administrative Assistants, Shirley Kniazky, Karen Carlson, and especially Celine Miller, without whom I could not have

done my job half as well. I will take the lessons learned representing faculty at MacEwan to my new role as part of a team representing faculty at 19 universities and colleges across BC.

## **Bargaining**

As you will have read in Jonathan's VP Negotiations report, we are still in the midst of bargaining with the university administration. As Jonathan said, negotiations have gone fairly well to this point, and we have made significant progress in areas around workload for continuing faculty and issues around job security for term faculty, although we do not yet have any agreement on language around these issues.

Although it looks like I will be leaving my position before we are able to complete negotiations, I am confident that the strong, diverse, creative thinkers on FANC will be able to reach an agreement with the university in the fall term that will be a significant step forward for the members.

## **Grievances**

The Grievance Committee met on June 15. This was mostly an introductory meeting for our new VP Dispute Resolution, Bob Graves, and the newest elected faculty member on the committee, Jack Robinson, Chair of English. We discussed the procedures in place for handling disputes and grievances both internally and under the collective agreement. The committee also made a recommendation to the executive committee for dealing with potential conflicts of interest within the committee, particularly when they involve the VP Dispute Resolution.

We do not have any grievances at this time, but there is one potential issue that may arise over the summer that the grievance committee is keeping an eye on. In addition, Jerry and I met with HR to discuss the hiring process for the new Faculty Development Coordinator. As a result of these discussions, we hope to make some changes to the Faculty Development policy that will clarify the selection process going forward. The policy is one of the issues in discussion at the bargaining table.

## **Joint Benefits**

The Joint Benefits Committee met on May 3 to discuss the renewal of our benefits plans for 2011-12. Most of the benefits premiums will be reduced for the next year. You should notice these changes on your July 12 payroll advice.

In addition, as you may have seen in MacEwan Midweek, the university made two changes to the Extended Health Plan, based on recommendations from the Joint Benefits Committee. The first change is to provide all members eligible for the plan with a pay direct drug card. Currently, you must pay for any prescription drugs up front, and then submit receipts to Alberta Blue Cross for reimbursement. Under the new card, as of July 1, your pharmacist will bill Alberta Blue Cross directly, and immediately, so you will not have to pay any out-of-pocket expenses for your prescriptions. As before, the plan covers 100% of the cost of your prescriptions, with no annual maximum.

The second change, which helps offset the additional cost of the pay direct cards, is that the plan is moving to a least cost alternative prescription plan. This is a common feature of many prescription coverage plans, where Alberta Blue Cross will cover the costs of the generic version of prescription drugs. Many pharmacists and doctors already recommend the generic version of many drugs, so there will not be much actual change in many cases. You can still choose to purchase the brand name version of your prescription, but you will have to cover the difference in cost between the generic and brand name versions. In certain circumstances, where you are medically unable to take the generic version of a prescription drug (e.g. due to allergies to other ingredients in the generic version), you may be able to appeal to have full coverage of the brand name version.

Both of these changes apply to your spouses and dependents under the plan. The committee recommended these changes to ensure that the plan remains financially viable for the foreseeable future. Prescription drug costs are by far the most expensive portion of our extended health plan. As more expensive drugs are created to deal with various diseases and conditions, it is important to ensure that these costs do not outstrip our members' ability to pay.

### **ACIFA Conference**

I attended the ACIFA conference in Lake Louise, from May 29 through June 1. This year, I presented a session on mediation with my co-presenters, Terry Sway (ACIFA) and Joe McFadyen (NAIT Academic Staff Association). In addition to my presentation, I attended sessions on public advocacy and the Local Authorities' Pension Plan. I hope to be able to pass on what I learned to the executive and my eventual replacement as PRO.

Respectfully submitted,  
Sean Hillman