

**MACEWAN FACULTY ASSOCIATION**

**Executive Reports to the Membership  
for the Month of November 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.....	3
Report from the Board of Governors Representative .....	4
Report from the Vice President Professional Affairs .....	9
Report from the Vice President Communications and Research.....	10
Report from the Treasurer.....	11
Report from the Vice President Negotiations .....	12
Report from the Vice President Dispute Resolution.....	12
Report from the Professional Resource Officer.....	12

## Report from the President

As you all know, this has been an exciting and busy fall term. What follows is a brief overview of the important events that have occurred. Please contact me if you have any questions or would like more information on these items.

The following is an excerpt from David Atkinson's November 2011 newsletter. The FA executive has provided their support to Dr. Atkinson on this issue:

### **1. AUCC membership**

*The second visit of the Association of Universities and Colleges of Canada (AUCC) review team, which first visited MacEwan in November 2010, will take place on November 29.*

*There has been a lot of speculation about the University's application to the AUCC, and I have learned that many faculty and staff are not clear about why this membership is so important to the institution.*

*The AUCC has been around for a very long time, and was first formed as a mechanism for exchanging ideas among Canadian universities. With a current membership of more than 90 institutions, the AUCC has evolved into an important advocacy group for Canadian universities. In the absence of a federal accreditation body as in the U.S., the AUCC has also become a defacto accreditation body for Canadian universities.*

*Being a member of the AUCC brings an institution instant credibility and recognition, both in Canada and internationally. More than this, membership in the AUCC gives us access to a range of other opportunities, including:*

- 1. It allows our graduates increased access to graduate and professional programs.*
- 2. It provides opportunities to improve our Library collection.*
- 3. It allows us to pursue specific degree opportunities (e.g. Bachelor of Social Work).*
- 4. It assists in getting the institution external accreditation (e.g. Association to Advance Collegiate Schools of Business (AACSB)).*
- 5. It gets the institution on preferred lists for recruiting international students.*
- 6. It allows MacEwan University to compete in Canada Interuniversity Sport (CIS).*
- 7. It provides the institution with access to the Canadian university community and all the benefits that come from this.*

*While the reviewers were extremely positive about the progress that MacEwan had made as a university, they had three reservations which prevented them from making a positive recommendation for AUCC membership. It is important to note that reviewers typically have two options following a review: to recommend that the AUCC member institutions approve or decline an application. The review team took the approach that MacEwan University was in transition and it wanted to provide an opportunity for further review.*

*The concerns expressed by the reviewers are as follows:*

- 1. Academic governance - there was concern that the University does not have*

*Faculty Councils, which are considered essential for a Canadian university. Academic Governance Council has made considerable progress on this issue, and Faculty Councils will be implemented over the coming year.*

*2. Academic rank - while academic rank is not a requirement of AUCC membership, the committee was concerned about its potentially divisive influence on the institution. Again, the University has made considerable progress on this matter, with recommendations concerning academic rank coming to the November AGC meeting.*

*3. Institutional leadership - the University was in the early stages of its presidential search during the first review/visit, and the committee wanted this to be completed so that they were confident adequate leadership was in place.*

***During the visit, the review team will be meeting with a number of groups. Among the groups with which they wish to meet is faculty, so we have scheduled an open meeting for November 29 at 3:30 to 4:30 p.m. in Room 9-115.***

***I cannot stress enough the importance of AUCC membership, so I urge as many faculty members to attend as possible.***

2. The Faculty Standards Committee of the Academic Governance Council (AGC) presented their recommendations to the AGC at the November 15<sup>th</sup> meeting. The AGC accepted the recommendations for titling.  
The recommendations can be found at the following website link (go to pages 99 to 110 in the document):  
[http://www.macewan.ca/contribute/groups/public/@web/@gov/@agc/documents/document/pfw\\_008464.pdf](http://www.macewan.ca/contribute/groups/public/@web/@gov/@agc/documents/document/pfw_008464.pdf)
3. A sub-committee composed of executive and faculty members continues to examine the governance structure that would best support the operational activities of the association. Members of this committee include **Shannon Digweed, Shahidul Islam, Colleen Maykut, Richard Pereschitz, Peter Roccia, John Tanasichuk, Jerry Zdril, Aimee Skye and Cynthia Zutter**. We have also been assisted by Margot Baptista.  
A recommendation that will provide the details on the governance model, executive director, professional resource officer, board members and other roles of association will be provided to the membership at a future General Meeting.
4. The final report of the Christenson Family Centre for Sport and Wellness Internal Review Task Team was approved by the University Board of Governors at the September 22<sup>nd</sup> board meeting.  
The recommendations can be found at the following website link (go to page 6 in the document):  
[http://macewan.ca/contribute/groups/public/documents/document/pfw\\_008155.pdf](http://macewan.ca/contribute/groups/public/documents/document/pfw_008155.pdf)
5. The MacEwan Faculty Association (FA) is no longer involved directly with decisions related to academic matters at the University. However, there are matters that will involve academic issues that will also impact our members through the Collective Agreement and workload.

Titling is one such issue. I will endeavour to work on determining how to work with the AGC to ensure that the FA's interests are being considered and met.

**Another focus of attention for me is to ensure that the members of our Academic Governance Council realize their ability to make all the final decisions that affect academic matters at MacEwan. Bicameralism, with faculty leading and being responsible for academic decision making only works if faculty accept this responsibility and actively participate in the process. It is up to all faculty members to make this work through their faculty councils and the AGC.**

In an effort to improve communication between the FA Executive Committee and the faculty representatives on Academic Governance Council, a social reception for the two groups, hosted by the FA Executive Committee, will be held prior to the regular AGC meetings. The next meeting is scheduled for January 24<sup>th</sup>.

Respectfully submitted,  
Jerry Zdril

#### Report from the Vice President Executive

For a portion of this report, Jerry Zdril was on vacation, and consequently, I covered any necessary business of the President that arose during that time, as well as my normal activities. Specific activities of the past month have included:

1. Working with the Grievance Committee and Professional Resource Officer on multiple grievance issues. I was involved in the hearings of two grievances, as well as the strategic preparations in advance of those hearings and significant discussions following the hearing to consider various next steps and their potential ramifications to our members and the association.
2. Attending meetings of the FA's Governance Restructuring Committee, and working with the committee to advance our restructuring efforts and to communicate with members regarding those efforts.
3. Preparing for and attending the November meeting of the FEC. The primary focus of the meeting is anticipated to be a review of the revised instruments that were implemented in Winter 2011, as well as the faculty ad hoc committee's review and recommendation of those. In addition, there may be continued discussion of incentives to increase participation rate. A discussion of the instruments and possible incentives will occur at our GMM.
4. Attending meetings of the Faculty Standards Committee to continue development of a system of academic titling at MacEwan. I have worked closely with Jerry Zdril to expedite the adoption of titling at MacEwan, and to liaise with faculty as we go forward in that process. This month, the committee met in entirety and as working groups to put forth recommendations to AGC regarding the proposed system of ranks, the criteria for

various ranks, and some foundational guidelines and implementation procedures. While there is clearly an immense amount of work yet to be done to reach the stage where this is activated, we have also made tremendous progress, and happily, the committee's proposal was accepted at AGC this week. Jerry and I will be working hard over the coming few months to communicate with faculty and bring your concerns and perspectives to the committee as they move forward toward implementation.

5. Attending FA Executive meetings, responding to member inquiries and staff requests, managing issues that arise from day-to-day FA activity.

Respectfully submitted,  
Aimee Skye

#### Report from the Board of Governors Representative

- The Ministry of Advanced Education has restored operating funding for the Bachelor of Science degree to the level of \$600,000 (approximately 75 full load equivalents) and added \$848,105 to address general enrolment pressure for unfunded activity.
- Approval – The board has given interim approval to the University's operational priorities. Feedback on the priorities will be provided by Academic Governance Council and other stakeholders before final approval by the board. Highlights include the following: "MacEwan will develop additional degree and diploma programs based on institutional mandate, student need, and resource capacity;" "MacEwan will pursue additional opportunities that support international student recruitment and student mobility. Accordingly, the University will develop and implement a comprehensive plan for international activity, including targets for both incoming and outgoing students." "The University will begin design of a new Centre for the Arts and Communications building." "...the University will proceed with a rebranding exercise that clearly positions the institution as a university committed to teaching and learning."
- ERP Sustainment - The University will invite IBM back (no cost incurred) to conduct a gap analysis and provide recommendations for improvement of the business processes of the ERP project.

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#### **Faculty Association Report – October 27, 2011 meeting**

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- The 20<sup>th</sup> Annual Fall Welcome BBQ took place September 9 at Woodvale Facility, and was attended by 179 faculty members, retirees, and guests (including David Atkinson and other members of the Board, and Heather MacEwan-Foran). The group was delighted to hear a few words from Heather MacEwan-Foran, and entertained by the trivia contest that followed dinner. Congratulations to "The English Patient", a team from Nursing, who won the trivia contest. Many thanks to the following for their efforts in making the BBQ a huge success:
  - Shannon Digweed (Psychology) and Cynthia Zutter (Anthropology) of the FA Executive Committee for organizing and running the trivia contest.

- Kathy Neiman (faculty member, School of Communications) and Ashley Kniazky (student, MacEwan Early Learning and Child Care) for their help in greeting and assisting guests.
  - Dorothy Gray (retiree) and David Milner (retiree) for hosting and transporting Heather MacEwan-Foran.
  - Echo Lanferman (TD Insurance Meloche Monnex) for being on hand to award a Kindle e-reader, courtesy of TDIMM, as a door prize.
- The Executive Committee was pleased to have **David Atkinson** join them at their September 22 meeting for an informal question-and-answer session regarding current, ongoing, and future issues at MacEwan.
  - The FA will be hosting its first social of the academic year for faculty representatives on Academic Governance Council (AGC) on October 24 (rescheduled from October 11), prior to the start of the AGC meeting scheduled for that date.
  - Bargaining sessions between the FA Negotiating Committee (FANC) and the University continue. Weekly sessions have been scheduled until the end of October.
  - Work continues by the FA Governance (Structure) Sub-committee on moving the FA to a new model of operation, which would include the hiring of an executive director. Currently, the committee is gathering position descriptions for executive directors at other organizations. This will aid the FA in drafting a position description specific to its needs. Over the coming months, a number of communiqués are planned to inform and update the membership on the progress of the committee, which will lead up to a presentation to the membership at the February General Assembly. Special thanks to **Margo Baptista** (Senior Manager, Board Operations and President’s Office) and **Tim Schultz** (Executive Director, Alberta Association of Colleges & Technical Institutes) for the expertise they provided to the FA during this process.

**Report on Faculty Scholarly Activities and Achievements**  
**Design Studies, Centre for the Arts and Communications**

The Design Studies program at MacEwan University is composed of a prerequisite one-year Design Foundations Certificate, leading to one of five two-year communication design diploma majors in Exhibit Presentation, Digital Media, Illustration, Motion Image, or Photography. There are seven permanent faculty members, four support staff and approximately 35 part-time instructors. This teaching and support staff serve approximately 250 students who partake of the program’s 95 course offerings. The program has a vibrant and dynamic creative community with a diversity of interests, only some of which are demonstrated below.

**Lea Alcantara** — Part-time, Digital Media

Lea Alcantara graduated from MacEwan with a diploma in Design and Digital Media in 2005 and is the owner and operator of a Lealea Design. She teaches Interface Design courses to senior-level students in the program.

In the past year, Lea took over as primary host of ExpressionEngine Podcast and helped re-launch the endeavor. ExpressionEngine is a web content management system (CMS) popular

with web designers and developers. The ExpressionEngine Podcast was nominated for a .Net Magazine Award for "Podcast of the Year" in 2010 and, for a second time, in 2011. Lea also had an opinion piece on personal branding published in .Net Magazine's May 2011 issue. She celebrated six years of business in July.

**Kyle Armstrong** — Part-time, Exhibit Presentation + Motion Image

Kyle Armstrong is an independent filmmaker who teaches in both the Exhibit Presentation and Motion Image majors of the Design Studies program.

In the past 12 months, Kyle has had a number of his films screened across Canada including the Metro Cinema, Epcor Centre for Performing Arts in Calgary and the Banff Centre. His work was featured as part of an installation of several artists at Latitude 53's "Spaces&Places: Visioning McLuhan@100" during the Works Art & Design Festival in Edmonton. A short film produced for sound artist Mark Templeton (Scotch Heart) was recently posted by the influential music website Pitchfork.com and their collaboration has been selected as a performance at the High Performance Rodeo in Calgary in January. One of Kyle's films has been selected as part of Alberta Media Arts Alliance Society's PrairieTales 13.

Kyle has participated in numerous arts juries and served as an executive on the board of directors of the Metro Cinema.

**Steven Bell** — Part-time, Exhibit Presentation

Steven Bell is an industrial designer and a seasoned instructor who has taught at the University of Alberta and joined Design Studies at MacEwan University in the 09/10 academic year. He completed the Instruction Skills Workshop in August 2011 and has been invited to become an ISW facilitator.

In his spare time, Steven is a member of a Celtic music quintet called Celtara. The group recently released a second recording, "More Than One True Love", to favorable media reviews (Edmonton Journal, Jan. 18, 2011; Penguin Eggs, Spring 2011). Celtara collaborated with recent Design and Digital Media graduates Jill Wawryko and Andrew Nickerson to create a website ([www.celtara.ca](http://www.celtara.ca)) and CD artwork which received a special mention from CKUA's Peter North.

**Marc Brisbane** — Full-time, Chair, Digital Media

Marc Brisbane is a full-time faculty member who teaches classes in the Digital Media major of the Design Studies program. He took on responsibility as chair of the program on July 1, 2011.

In the past year, Marc has been involved in a research and scholarly activity project to re-design and re-develop an online learning application with the Faculty of Medicine and Dentistry at the University of Alberta. With the help of Janet King and Lisa Pino, two senior-level students from the Digital Media major, more than 850 pages, 500 images and 30 animations were converted from a 10 year old website into one that is compatible with contemporary technology and practices in the span of 6 months.

Along with Lucille Mazo of the Bachelor of Communications in Professional Writing at CFAC, Marc co-supervised an internship for Nicholas Chen for the creation and development of an

online journal website called “Earth Commons”. Lucille, Nic and a Bachelor of Communications student named Andrea Church presented their work at the 9th Annual International Conference on Communication and Mass Media in Athens, Greece in June, 2011.

Marc also supervised a fourth senior-level Digital Media student named Alicia Schaeffer in the design and development of a website for Laurie Blakeman for her bid to become the leader of the Liberal Party of Alberta.

**Jess Dupuis** — Part-time, Photography + Digital Media

Jess Dupuis is principal and art director of vrse design inc. and is a graduate of the Design and Illustration major of the Design Studies program. She teaches courses in the Photography and Digital Media majors.

Jess is passionate about using her design skills to raise awareness for organ and tissue donation and to honour the memory of her little brother, Christopher. For the past several years she has created a calendar to support the cause. The proceeds from the sales of the calendar are donated to the University of Alberta Hospital's HOPE (Human Organ Procurement and Exchange) Program. The 2011 edition of her calendar, entitled “verve 2011”, received a Complete Calendar Illustration Award from Applied Arts Magazine.

Jess’ work and the work of her studio have also received an ACE (Ad Club of Edmonton) Award in Computer Illustration for the HOPE calendar and an ACE Distinction Award in the self-promotion category.

**Valéry Goulet** — Part-time, Illustration

Valéry Goulet is the Art Director of McRobbie Optamedia and operates her own freelance design studio called Valerydesignwrks. Valéry teaches illustration techniques to students in the Illustration major and has accepted students from Design Studies as part of their internship. She is heavily involved in the Advertising Club of Edmonton (ACE) and serves as a student mentor within that organization.

In 2011, Valéry Goulet was awarded an Applied Arts Illustration Awards in the Poster Illustration — Single category for a calendar illustration she created as a self-promotional piece for her freelance design studio. This award-winning calendar was also featured in the Creative Calendar Collection, published by Basheer Graphic Books. Valéry’s work was also featured in “Work/Life 2”, a peer-evaluated directory of the top international illustration talents published by UPPERCASE magazine.

**Rita Long** — Full-time, Instructional Assistant

Rita is a full-time instructional assistant in the Design Studies program with more than 30 years of experience at MacEwan. In the Spring, Rita was part of a contingent from the Center for the Arts and Communications to take a professional development trip to explore art, music, theatre, architecture and cultural experiences in New York City. Employing her skills as a photographer, Rita produced a photo book from the trip. It was purchased by and catalogued in the MacEwan Library for circulation.

Five of the photos from the New York trip were accepted for Spills at the Alberta Avenue Theatre art show last year. One of the photos was voted “Best Photo Image” of the show from attendees on opening night. The best images voted by attendees were displayed in an exhibition.

**Clayton Lowe** — Part-time, Illustration

Clay Lowe is a graphic designer in the Marketing and Communications department at the Art Gallery of Alberta. He graduated with distinction from the Illustration major of Design Studies in 2007.

Clay has contributed to opening what is now one of Canada's eminent museums and a gallery of international reputation. He recently designed the campaign for the ANDY WARHOL: Manufactured exhibition and is also collaborating with the Office of Sustainability (U of A) on a pilot project of environmental signs encouraging people to act sustainably. Clay began teaching 2D design at MacEwan University in the fall of 2010.

**Bob Lysay** — Full-time, Motion Image

Bob Lysay is a full-time faculty member in the Motion Image major with 32 years experience at the University. Bob will be retiring at the end of this academic year.

Bob has been working on a scholarly and creative activity project called “The Space Between You and Me” (<http://www.spacebetween.org>) which is a video-based interactive art installation about youth with Tourette Syndrome. It is a collaborative effort produced by Agnieszka Matejko of the Fine Art Program at CFAC and Bob. In the last year the work has been shown in Edmonton at The Works, Festival of Art & Design (June/July 2010) and at Hiram College in Ohio (October 2010). The project was funded by the Alberta Foundation for the Arts, the Edmonton Arts Council (City of Edmonton) and Grant MacEwan University.

**Ava Karvonen** — Part-time, Motion Image

Ava Karvonen is the founder and executive producer of Reel Girls Media and has taught in the Motion Image major of the Design Studies program for the past 3 years. She has more than 20 years of industry experience and has also taught in the past 8 years at the Banff Centre, NAIT, and FAVA.

Ava creates and produces innovative content designed for delivery across multiple platforms including TV, web and mobile. Projects from Reel Girls Media have had more than 70 worldwide screenings and been recognized with more than 40 international awards. This past year, with support from the Alberta Foundation for the Arts, Ava produced and directed a film on her father, wildlife filmmaker, Albert Karvonen. Ava has been invited to return to Tokyo for the fifth time this fall to participate as a guest speaker and juror for the Japan Prize for Educational Media, an awards program and conference hosted by NHK (the Japanese equivalent of CBC).

**Joe Raffa** — Part-time, Digital Media

Joe Raffa is a veteran instructor in the Design Studies program and is an owner of Plastic Thought Studios. He has more than 10 years experience in the practice and instruction of 3D animation and digital media.

In the past year, Joe has created 3D animation and visual effects for an episode of The Nature of Things called “Code Breakers” and for Season 1 of “BlackStone”, a TV series for APTN and Showtime. He created an animated TV commercial for the Stollery Children’s Hospital, a production portal for Prairie Dog Productions, and launched an aggregator portal for computer graphics news and information called “CG-Now.com”. He served as a technical reviewer for two book titles on Rendering and Rendering Production for Focal Press (Elsevier) and was a technical consultant on a third book. He also completed advanced master classes in: After Effects Broadcast Design, Matte Painting for Digital Environments, Mental Ray Rendering Production Techniques, NUKE compositing 101, Hard Surface Modeling and Hard Surface Texture Painting.

Respectfully submitted,  
Chaldeans Mensah

### Report from the Vice President Professional Affairs

In the last month I attended the ACIFA Professional Affairs Committee (PAC) meeting at the Matrix Hotel on Saturday Nov 5th, 2011 and the Faculty Development Committee (FDC) meeting on Nov 8th, 2011.

#### **PAC meeting highlights:**

- Erwin Ens is the new Chair of the committee (also represents NorQuest).
- The Spring 2011 Annual Conference lost a lot of money so the 2012 Conference (Commit, Connect, Collaborate...Let’s Celebrate) will have higher registration fees, limits on the number of co-presenters, and hopefully tighter budget controls. ACIFA is in discussions with the hotel about unused rooms which were guaranteed by ACIFA through a multi-year agreement (substantial cost). The deadline for 2012 conference presenter submission is February 17, 2012.
- I was selected to be on the Application Review Committee that determines the recipients of the two awards. The deadline for the 2012 Award for Innovation in Teaching is February 24th, 2012.
- I was elected to be a trustee for the Alberta Public Post-Secondary Trust Fund. The trustees manage the fund for the awards. The trustees have not met for a significant time.
- The ACIFA website is under construction and will have a new and improved area for PAC.

#### **Highlights of the PAC Round Table:**

- Personal allocations are either given to the association for distribution (Lakeland, Keyano, Northern Lakes, NAIT) or administered by a department (like MacEwan).
- Personal full-time allocation varied from \$300 (NorQuest) to \$3,200 (Northern Lakes) with a provincial average of \$1,450/member/year (above what we receive at MacEwan).

- Several institutions have a fund that is accessed on first-come-first served basis.
- There are significant differences in the way unspent faculty development funds are handled. At MacEwan, full time faculty we are able to carry forward funds for 3 years (term lose their funds June 30th). Some institutions lose all FD funds at the end of each year and returned them to general revenue. Other can accumulate up to \$6,000. Term faculty seemed to lose the most.
- Funding decisions are made by faculty association, committee or administrators.
- Several institutions have adopted online applications for Faculty Development Funds. One even has an eZine for faculty to showcase significant learning events (over \$2,000).
- Many institutions are looking at *Organizational Bullying* as a problem and drafting new policy.
- Several institutions are rewriting their Intellectual Property policy.

**Faculty Development Committee Meeting highlights:**

- Paul Martin (Chair) announced the Winter 2012 programming includes an emphasis on scholarly writing, student engagement, classroom assessment techniques and ISWs.
- Announcements will be made soon about the Book of the Year schedule.
- Paul has been attending conferences on SoTL and Professional Development. He intends to present at each forthcoming conference.
- CFAC has established a Learning Community about Critical Thinking (see Hoyne).
- South Campus has arranged twice/month pecha kucha Thursday (see Tracey).
- Discussion about AGC Report and Workplan for 2011-2012.
- Request for committee members for the Supplemental and Term fund. This committee will use the criteria established for each fund to distribute the money based on application merit.
- Next meeting is December 6th, 2011 at Faculty Commons

Respectfully submitted,  
Chris Hancock

Report from the Vice President Communications and Research

Report not available at this time.

Respectfully submitted,  
Karen Zypchyn

## Report from the Treasurer

### **A. Finance Committee - Chair**

The finance committee has not yet met this term. We currently have two new members to the committee, Joseph Fong and Tina Hohn. Welcome! A meeting will be planned for December in order to introduce the committee to upcoming meetings in the winter term.

The 2011/2012 budget was approved at the April 2011 Annual General Meeting and has now been incorporated into the Finance Committee for this year. Thus far all spending is well within the approved budget and we do not expect any deviations within the various budget lines. There are several costs ongoing that are related to current grievances that will be reported at a later date. Finally, it is still unclear at this point if the Finance Committee will be doing any additional budget planning for the Policy Based Governance Model. Based on upcoming meetings of the governance committee, as well as the general assembly, further direction for budgetary considerations and direction will be given.

### **B. Policy Based Governance Model**

On October 12<sup>th</sup>, the committee met and discussed new directions that are required to satisfy many of the questions and concerns that came up at the Annual General Meeting in April 2011. The committee is currently working on assembling forums for the membership to provide information and gain feedback on what the qualifications and job requirements should be for the executive director position. We are also working on establishing a detailed job description to be presented to the membership. Our next meeting is November 17<sup>th</sup>, where we will be preparing for presentation to the membership.

### **C. Financial Evaluation - General**

Finishing up of streamlining of the Treasurer duties and a detailed list of all duties, files and dates of meetings in order to ensure a smooth transition for incoming Treasurers.

### **D. Executive and Other Committee Meetings**

As an Executive member I have been involved in several meetings over the last month:

1. Attended FA Executive meeting on October 20 and November 17.
2. Will be attending the FA General Assembly on November 24.
3. Ongoing meetings with Celine Miller for financial updates and cheque signing.
4. FA Executive and AGC Socials on October 24 and November 15.
5. Attended the Presidential Installation Dinner on November 13.

Respectfully submitted,  
Shannon Digweed

### Report from the Vice President Negotiations

Dear All,

At the time of writing, negotiations are progressing well and we are rapidly closing in on completion of all non-monetary proposals. Almost all of the necessary language and LOU's have been written and signed off, leaving "only" the outstanding monetary items left to discuss.

The non-monetary items constitute some key proposed changes to the collective agreement and include a range of diverse issues. It is my intention to present a comprehensive account of our progress thus far at the Fall general assembly. I would therefore strongly encourage all those who are interested to attend.

For those who are unable to attend the general assembly, this presentation will be repeated at the ratification meeting, to be arranged once we have concluded monetary discussions and compiled a draft of the proposed new agreement.

Respectfully submitted,  
Jonathan Withey

### Report from the Vice President Dispute Resolution

Report not available at this time.

Respectfully submitted,  
Bob Graves

### Report from the Professional Resource Officer

Dear Members

I have been working with the Faculty Association (FA) since August 15, 2011. Even though I have extensive experience as an Instructor and Chair with another post secondary institution and understand many of the issues in education, I am still on a fairly steep learning curve trying to understand not only the culture of Grant MacEwan University, but how the Collective Agreement (CA) has been interpreted and applied. The new faculty orientation sessions were helpful and allowed me to meet and interact with many new staff members. I have also had the opportunity to attend a number of meetings, which put me in contact with faculty members who are able to relay MacEwan's institutional history. I have to thank not only the FA staff, Executive and Grievance Committee for all of their support, but also the faculty and staff as well for their patience and willingness to help and inform me regarding these issues.

## **Bargaining Update**

The previous PRO and Executive Manager of Employee Relations both left the University whilst bargaining was ongoing. The two teams had met many times and had spent hours discussing various issues at the table. Both parties, understandably, decided not to replace these team members as bargaining is an organic process and adding members this late might have slowed the process instead of adding value. I will support the FA Bargaining Team when they are pulling the CA together in any capacity requested.

## **Grievances**

There are currently two grievances outstanding, one at Step Four and the other is being considered for arbitration by the Grievance Committee. The Executive, Chair of the Grievance Committee, and the Grievance Committee share the belief that early resolution provides for the most effective resolution of differences and have asked me to work towards that end. I am in complete agreement with this philosophy and hope to keep this report relatively short in future. I believe that the best solutions are those that the parties create together. The FA has been following two interesting policy complaints (harassment and plagiarism) to ensure the member's and FA's interests are represented.

I have assisted other staff members with interpreting the CA and managing their contracts with the University.

## **Joint Health and Benefit Committee**

The Committee dealt with a request to use a drug other than the Least Costly Alternative (LCA). A review by our consultant, Johnson Inc., indicated that the request was valid and the brand name drug was approved. The Committee's next meeting will have representatives from our consultant and we will start work on a formal appeal process for those who feel they need a prescription other than the LCA.

## **17<sup>th</sup> Annual Alberta Labour Law Review**

I attended the Labour Law Review on October 26 and 27, 2011. It is a great place to do a bit of networking and get a feel for what the trends and issues are in other work places. Even though teaching and scholarly activity are different than working in many private industries, at a certain level the general societal trend is universal and impacts everyone. All employers are going to be dealing with the issue of family status in tomorrow's workplace. Family status as defined by the relationship between parent and child has already been established; what is changing is that this accommodation is now being extended to care for ailing elderly/disabled parents, grandparents and siblings. Employers and employee representatives are going to be dealing with these issues as the baby boomers grey. As well, Human Rights and the duty to accommodate impact all employers. Issues such as the demand for an IME or the reinstatement of a drug addicted nurse provide the principals that can help guide the FA in dealing with the specific issues they face.

Social Networking and Computer Privacy was one of the most interesting topics discussed over the two days. Topics included:

- “Is Facebook, Twitter and other social media information published on the Internet private?”
- “Can an employer monitor Internet activity at work? What if the employee is downloading material?”
- “What responses are available to an employer if there are negative remarks made by an employee on the Internet or through a social media website?”

These new and evolving areas were presented by a labour lawyer and an employer lawyer. Interestingly they were diametrically opposed on some of the cases and at the end of the day agreed that much of the law regarding these new areas will be decided in front of arbitrators and judges.

At the end of the two days I was much more aware about how much I don't know and I think that kind of reminder is a good thing.

I look forward to working with all faculty over the next few months and extend an open invitation to call or visit at anytime.

Respectfully submitted,  
Joe Childs