

MACEWAN FACULTY ASSOCIATION

**Executive Reports to the Membership
for the Month of September 2010**

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Report from the President

I would like to use this report to identify my goals as President of the MacEwan Faculty Association (FA), an Association of Professional Educators.

My first goal is to continue to work to address the issues of importance to faculty members. In doing so, to work collaboratively and cooperatively with the FA executive, FA committees, Academic Governance Council (AGC), the University Board of Governors, University Executive, staff, and students, in a collegial manner, to continue to build and enhance MacEwan's excellence in teaching.

The second goal is to assist the FA negotiating committee in preparing for the next round of bargaining starting in 2011. As part of this goal, the association must determine the successes and failures that resulted from the first year under the new workload arrangement in the Collective Agreement.

A third goal is that the FA continues to examine the governance structure that would best support the operational activities of the association. Our executive will be working to fulfill the requirements of the motion passed at the 2010 Annual General Meeting (AGM) that stated "That the Executive Committee further investigate governance models and return with a specific proposal for approval by the membership at the 2011 Annual General Meeting."

Goal number four relates to the Academic Governance Council (AGC). 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.

- I am a member of the University's Presidential Search Committee. In addition, the FA established a Sub Committee of its own to provide input to the University's committee. For updates see the Presidential Search Committee website:
http://macewan.ca/web/Services/presidential_search/home/index.cfm?utm_source=presidentialsearch&utm_medium=redirect
- I am co-chair of the Christenson Family Centre for Sport and Wellness Internal Review Task Team - a review committee that has been established to examine the operation of the Sports and Wellness Center (including the pool). I will be reporting on a regular basis on its progress. As well, there is a FA Sub Committee that has been set up to provide input and direction to me and the Review Task team.
- Members of the FA executive attended an Orientation visit provided by the corporate secretary of AUCC (Association of Universities and Colleges of Canada). MacEwan University is applying for membership in AUCC.

- I participate in the Project Phoenix Campus Solutions as a Change Leader. My role is to make sure that faculty members have the necessary information to ensure a smooth transition. The ERP project provides MacEwan with a transformative framework for enabling every member of the university community to achieve MacEwan's strategic objectives.
- The academic title process that established an interim title for assistant professor has been approved by the Academic Governance Council (AGC). Academic titling is a complex and sensitive issue and we will be seeking your input as we continue to move forward on academic titling. The final model of titling adopted by MacEwan will have a substantial effect on the institution's culture for years to come.
- The FA website is up and running. Our VP Communications, Karen Zypchyn, is responsible for this website.

Respectfully submitted,
Jerry Zdril

Report from the Vice President Executive

Submitted September 22, 2010, for the period April 29, 2010 to September 21, 2010

Academic Titling

In March 2010, I was nominated by the prior FA executive to be the FA representative on the AGC Ad Hoc Committee that was created to develop a system and process for using the Interim Title of Assistant Professor at our institution. This committee spent more than 20 hours discussing principles regarding titling at MacEwan, and developing both University-wide guidelines for use of the Interim Title, as well as guidelines and procedures for departments to apply those standards and for the adjudication of individual applications. I am pleased to report that applications for the Interim Title of Assistant Professor should be accepted as early as October 2010, and that the title will be granted to successful faculty December 2010.

Faculty Evaluation

In May 2010, I attended the Faculty Evaluation Committee's final meeting for the 2009-2010 academic year. The agenda included wrapping up discussion on outstanding items, and setting the work plan for the coming year. I raised a number of concerns at that meeting, including: increasing student response rates, establishing the reliability and validity of the online course/faculty evaluation tool and disseminating this information to members, whether course evaluations should be made available to students, and the lack of formal course evaluations in low enrollment classes (i.e. < 7 students). These issues are ones I will continue to advocate in the coming year as the FA representative on the Faculty Evaluation Committee. I also recently met with a former FA Executive member who was quite involved in faculty evaluation in years past, and we discussed numerous general concerns with course evaluations and some innovative ideas in how evaluations could be more informative and useful to faculty in the development and improvement of their teaching.

Scheduling

Since taking office, it has been brought to my attention that the current policy and process for scheduling of courses creates some difficulties that affect our faculty members' ability to meet their workload obligations. In particular, some of those difficulties are that chairs spend an inordinate amount of time dealing with the scheduling of courses each year and find the process an inefficient use of their time, and that the current system does not provide sufficient flexibility and means to schedule course times to both a) ensure faculty members can meet their scholarly activity workload requirements and b) ensure that the likelihood of having to cancel courses due to low enrolment is minimized (which is a problem especially for faculty who plan to teach a course, put effort into it and/or depend on that income).

In August, Jerry Zdril and I met with Stephanie Ivan (Associate VP Student Services) and Lyn Hayashi (Scheduling Coordinator) to begin discussions regarding faculty needs and concerns when it comes to course scheduling. Our meeting was brief, but provided a view into the process of course scheduling and an opportunity for us to raise concerns with them that they were unaware of. I will be contacting Lyn and Stephanie again to verify their responses to specific questions or issues posed by members, and to confirm developments in the near future regarding scheduling and the FA Executive involvement in those developments. Once that is complete, I will provide that detail to the members through the FA website.

Social Events and Planning

Over the period of this report, I worked along with the other members of the executive to recognize the role of our Association as, in part, a social organization for our members, and one whose mandate is to sustain a collegial environment. To that end, we made significant efforts to publicize the FA Annual Welcome BBQ and to raise the profile of this event by holding a trivia contest as the evening activity, which I organized and ran with the help of Sean, Shannon and Celine. The BBQ was a tremendous success, with more members wanting to attend than our venue allowed for (a first in many years, and therefore a turn of events we couldn't have anticipated!). We were very encouraged by that success, and will be booking a larger venue for next year to accommodate all interested members. Also, we have made arrangements to hold a family holiday celebration on December 4, 2010. Please book that afternoon in your calendar, and stay tuned for more details!

Administrative Duties

Over the past 4 to 5 months, I have been involved in a number of general administrative meetings or tasks, including:

- Meeting with the Board of Governors to introduce our new Association members
- Attending the ACIFA conference in May, 2010
- Attending two retreats for the Faculty Association Executive to determine our short and long term goals, and the broader vision for our Association

- Regular executive meetings, and responding to member inquiries and staff requests

Respectfully submitted,
Aimee Skye

Report from the Board of Governors Representative

The September 9 board meeting was preceded by a short reception to welcome the new board Chair, **John Day QC**, who replaces Eric Young in that position. The board meeting included presentations by the three Associations on their activities and vision for the future. **Jerry Zdril**, FA President, presented on behalf of the Faculty Association, noting the Association's commitment to work collaboratively with the board to achieve the common purpose of the University.

Approvals – The following Administration (D) policies were approved by the board:

- A3020 Academic Schedule of Trimester Activities – As the University no longer has a category of “A” policy, the board approved the retirement of this policy. It is replaced by C2025 Academic Schedule.
- D1410 Workers Compensation (Updated)
- D1430 Communicable Diseases (Updated)
- D1440 Working Alone (New)
- D4010 Credit Cards (New)
- D 4170 Food Services (Previously E5001)
- D7510 Records and Information Management (Previously D7220)
- D9010 University Armorial Bearings (previously E6000)
- D9020 Visual Identity (previously E6010)
- D9040 Advertising, Solicitation and Promotion by External Groups (previously E7010)

Also to reported by the board:

- University Services Centre – This project is on time and on budget. Occupancy is expected March to June 2011.
- The board holds its Annual Workshop in Canmore from September 26-28, 2010.

Faculty Association Report to the Board – September Meeting

- A number of members of the FA Executive and staff attended the annual ACIFA (Alberta Colleges-Institutes Faculties Association) conference, which took place from May 16 to 19 in Jasper. The theme of the conference was Think Green.
- A number of members of the FA Executive attended a meeting with the AUCC Secretariat on June 1.
- The wage re-opener ratification vote took place on June 16, and was passed with approval from about 80 percent of the membership.

- The Pool Sub-committee (FA) met on June 16, and will next meet in early September. This is a group of 19 faculty members concerned about the future of not only the pool, but the Centre for Sport and Wellness. They will provide feedback to go to the FA representative on the main University Committee conducting a review of the Centre.
- FA President **Jerry Zdril** and FA Executive Vice President **Aimee Skye** met with Stefanie Ivan and Lyn Hayashi to discuss scheduling concerns. A future meeting to further discuss this issue is anticipated.
- The Presidential Search Sub-committee (FA) met on August 12, and will next meet in early September. This group of nine faculty members will provide feedback to the FA representative on the main University Presidential Search Committee.
- A number of members of the FA Executive and staff made a presentation at New Faculty Orientation on August 24. As well, FA staff participated in the Faculty Services Expo on August 25, which was also part of New Faculty Orientation.
- The FA 19th Annual Welcome BBQ will be taking place on September 11. **Heather MacEwan-Foran** will be the special guest of the FA at the BBQ. Well over 100 faculty members are expected to attend this annual event.
- As the FA looks ahead to 2010/2011, particular focus will be placed on:
 - **Communications and Identity** – The FA Executive will continue to encourage its membership to look to the FA website (<http://macewanfa.ca>) as a source of information and a place to exchange dialogue using discussion forums. The FA Executive will also be reviewing the vision of the FA. As well, the FA hopes to launch a new logo later this fall.
 - **FA Governance** – The FA Executive will continue its examination of models of governance (including policy based governance) to determine the model which would best serve the FA. A recommendation is expected to be made to the membership at the AGM in April 2011.
 - **Negotiations** – With the Collective Agreement expiring in June 2011, negotiations are expected to commence in February 2011. The FA Negotiating Committee will start its preparations for negotiations in early fall.
 - **Academic Titling** – The FA will continue to monitor processes for both interim and permanent titling.
 - **Workload** – The FA will continue to monitor the process for assigning workload.

Report on Faculty Scholarly Activities and Achievements

(Presented as part of the Board Faculty Report for the May 2010 Board Meeting)

Social Work Program

The Social Work Program continues to be one of the most popular programs in the University. The program currently has the second highest number of applicants for 2010-11 in the Faculty of Health and Community Studies. In addition to the full time and part-time evening programs, the program began another outreach program in collaboration with the Yellowhead Region Educational Consortium in Hinton in January 2010 (the previous program ended in April of '09). The program – the fifth offered by MacEwan in the YREC region since 1990 – is being offered

using both local and Edmonton instructors, and a variety of learning formats and environments including traditional face to face learning, blended online learning, and videoconferencing. The SWP continues to work on a future Bachelor of Social Work degree proposal.

Recent Social Work Program Faculty Scholarly Activities and Highlights

Peter Vogel's PhD dissertation was published as a book entitled, *Ecological Identity: Implications for the Helping Professions*, by Lambert Academic Publishing in Kohn, Germany. Over the past year Peter also presented on the topic, "Children and Nature: Healing the Wound" at the 2009 Provincial Family and Community Support Services Association Conference in Edmonton and the 2010 Alberta College of Social Workers Conference in Edmonton. Peter is the co-chair of the MacEwan Visioning Committee and has been working on a revised vision statement for the University and developed a revised vision statement for the Social Work Program. Over the past year, Peter has also been involved in two major research projects. The first explores the impact visioning has on the academic endeavor at Grant MacEwan University. The second project is in collaboration with Alberta Parks and the Edmonton Mennonite Centre, and explores the impact camping experiences can have on the literacy competence of new Canadians.

Maria Smyth co-authored a paper (Lashewicz, B., McGrath, J., & Smyth, M.) *Making faces: A creative approach to achieving human services curricula objectives*, submitted for publication to the International Journal of Teaching and Learning in Higher Education; and is working on a follow up paper. Maria attended the Great Teachers Seminar in June of '09 and is a representative on the MacEwan Library Committee.

Kathaleen Quinn co-authored a chapter in a book: (Feehan, Boettcher, & Quinn, 2010) *The societal context of child sexual abuse*, in Hick.S., Peters, H., Corner.T., London,T. (Eds) (2010) *Structural social work in action: Examples from practice*. Toronto: Canadian Scholars' Press. Kathleen liaises with Alberta Children's Services on behalf of the program looking at competencies related to practice models at Children's Services. She is a member of the MacEwan Curriculum Committee. Kathaleen will attend the 2010 Annual National Meeting of Social Work Diploma Programs in Canada in June of 2010 in Montreal. She has also has a paper accepted for the Congress of Humanities and Social Sciences in June of 2010.

Sandra Alton was hired as a full time instructor for 2009-10. After many years as a term instructor, Sandra brings to the program her expertise in family violence and private practice. Sandra is the Coordinator of the part-time Evening Program. Sandra, Kathaleen Quinn, and **Shirley Piedt** presented on their approach to teaching group work at the National Association of Social Work/Social Service Educators in Canada (ACCESS) conference in June, '09. "Three by Three: A partnership in three acts. Teaching Group in partnership with peers students and the community".

Marianne Wright attended a Trauma and Addictions Conference in Vancouver in June of '09, in support of revisions to the mental health course in the program.

David Hannis is currently a member of the Visiting Scholar Committee for Health & Community Studies and the Health & Community Studies Curriculum Committee. He also sits as a member of the UN Committee at MacEwan. His book, *Community Development in Canada*, has now sold over 3000 copies and a 2nd edition is in the process of being published. David, a former chair of the Social Work Program will be retiring at the end of this academic year after 26 years with MacEwan.

Alan Knowles completed work on a 2nd digitized multimedia case study, *Youth and Substance Abuse*, in June of 2009. He is an elected member of the MacEwan Academic Governance Council, and the current chair of the Social Work Program. Alan presented on 'Blended Learning' at the Fall MacEwan Faculty Development Day. He was Co-chair of the National Association of Social Work Diploma Programs in Canada until June of '09, and remains on the steering committee as an Alberta representative. In October of '09, he served as an external reviewer for the Social Service Diploma Program at Vancouver Island University, and sits as a MacEwan representative on the Interdisciplinary Health Education Project (IHEP) - an inter-institutional collaborative research project supported by MacEwan, the University of Alberta, NAIT, and Norquest - to develop innovative teaching modules for health professionals. Alan is on the board of review for the International Journal of Teaching and Learning in Higher Education, and Currents: New Scholarship in the Human Services. Alan continues to work on his program of research looking at e-learning in social work education and the human services.

English Department

From February 2nd to 5th, as part of Global Week, the library, the English Department, and Faculty Development sponsored a series of highly successful events surrounding the study of the 2009-2010 MacEwan Book, Steven Galloway's *The Cellist of Sarajevo*. Twenty-three English instructors integrated the novel into their courses. The library provided excellent research assistance for this study. Vancouver author Galloway visited Grant MacEwan University for most of the week. On February 2nd, there was a writers' workshop; on February 3rd, 2 well-attended readings for students and faculty; on February 5th, there was a dramatic presentation by students, with the script written by faculty and students. On the evening of February 4th, about 200 people attended a public reading, and on February 5th, a plaque commemorating these events was hung by the author opposite the circulation desk in the library. The plaque puts Galloway in the good company of well-known Canadian authors whose novels have been celebrated over the past thirteen years as part of the MacEwan Book tradition.

Respectfully Submitted,
Chaldeans Mensah

Report from the Vice President Professional Affairs

Faculty Development;

In May, I attended the last Faculty Development (FD) meeting of the 09-10 year; discussions centered on the previous year's events and planning for the FD day September 1/10. An in-depth

brain storming session was carried out and over 50 ideas were put forward regarding possible sessions for the day. Suggestions included (and I only list a few) a variety of teaching with technology sessions, hybrid learning models, peer evaluation processes and developing a research program. In conjunction with FD Day, Lisa Bavington, (Academic Projects Coordinator) announced that Peter Wolf, Director of Teaching Support Services, University of Guelph, would be presenting a session on curriculum development. He would be offering an introductory session on Faculty Development Day, followed by workshops on the next day.

On June 14, FD held its annual retreat at the Alumni house. The day included a review of the FD work plan from 2009/10 and creation of future directions for FD. Topics included funding processes, the implementation of a Teaching Excellence certificate program and the Peer Consultation program. With respect to the Teaching Excellence program, five different skill sets would be offered including; learning theory, Instructional design and delivery, course management and assessment of student learning techniques. Discussion was lively, and proposals were welcome. Other discussions focused on how to meet the needs of our term faculty.

As part of my role in Professional Affairs, I have the opportunity to not only participate in FD meetings but also to facilitate Instructional Skills Workshops (ISW). I had the privilege of facilitating one of the spring ISW sessions from June 15 to 18. Five participants from across the University enthusiastically and successfully completed the workshop. Once again I was astounded with the range of instructional techniques and depth of knowledge that new instructors bring the University.

In addition to the ISWs, there was a Facilitator Skills Workshop in June, whereby the FD office partnered with the community to train a cross section of instructors in the process of facilitation.

As a means of creating links with other institutions and networks of facilitators, an ISW colloquium was held on May 28 and 29. Facilitators from across the province were hosted by the MacEwan FD office to discuss the future directions of Instructional Skills Workshops, needs of smaller institutions and a variety of topics that can be used to enhance the workshops and meet the changing needs of today's generation of students.

August was a busy month for FD, organizing and providing leadership for New Faculty Orientation (with 81 attendees over August 24 and 25), Chair Network Meeting (with 31 attendees on August 27), 2 ISW sessions, Mentor Program Orientation and, of course, FD Day (September 1). There were approximately 180 people who attended more than 1 session on September 1 and the luncheon address by the Provost was full.

Sport and Wellness Centre Meetings

In May and September, I was one of a number of faculty who participated in meetings with Jerry Zdril to provide advice and direction regarding the review of the Sport and Wellness Centre.

ACIFA Attendance

I attended the ACIFA Conference and meetings on May 16 and 17 in Jasper. The sessions led by MacEwan faculty and staff were well received and well attended. I must note that Andrew Howell's session invoked plenty of thoughtful reflection.

FA Activities

In addition to attending the scheduled meetings for executive, I have also been part of meetings with AUCC representatives. As well, I have introduced a new mandate and vision for the FA which will be discussed in length at upcoming meetings.

Respectfully submitted,
Cynthia Zutter

Report from the Vice President Communications and Research

Dear members,

From April 2010 to September 2010, I have been preoccupied with the following activities:

1. Attending the ACIFA conference in Jasper in May 2010.
2. Attending a retreat for the Faculty Association to determine our future goals, both short and long term.
3. Attending Faculty Association orientation day for new faculty members in early September.
4. Reviewing communication protocols and WordPress training with Celine so that communication with the membership is effective and streamlined starting in the Fall. I will be organizing a committee of executive members to discuss editorial and communication procedures, which will be written out and serve as guidelines for the FA.
5. Posting stories on the FA website: one on the Fall BBQ, which was a success, and another on upcoming academic titling sessions.
6. Listening to CFAC campus members' concerns (mostly term faculty) about MacEwan's decision to switch its salary payment system. It has been brought to my attention that members are upset after learning that they may not receive paycheques in January. They are angry that they have been told they may have to save their money in preparation for the switch from monthly payment to bi-monthly. I intend to raise this issue with the

executive and to write stories clarifying the process and what all our members can expect with the switch.

Respectfully submitted,
Karen Zypchyn

Report from the Treasurer

A. Financial Evaluation - General

I am currently in the process of streamlining some of the Treasurer duties in addition to comprising a detailed list of all duties, files and dates of meetings in order to ensure a smooth transition for incoming Treasurers. Due to the recent interest and change in the Faculty Association Executive, an orientation for new members may be required in the future. By making sure that financial processes are efficient and properly recorded and maintained, transition into the position by future members will be easy and straightforward.

I am also in the process of creating a monthly document with which I will track current spending in each of the budget lines. This spending information will be made available and distributed to the Finance Committee in hopes of providing them the ability to see and subsequently advise myself and the Executive on budget areas that may require our attention.

B. Finance Committee - Chair

I am in the process of setting up a fall meeting of the Finance Committee. It is essential that the committee meet at least once in the fall to discuss the structure of the budget, the appropriateness of each budget line and the reserve funds. In recent years there has not been consistency in what amounts were moved into reserve fund accounts and to what end we are 'saving' this money for. With the assistance of the Executive, Finance Committee and Celine Miller, I would like to evaluate our reserves and make sure they are meeting our needs.

C. Event Planning

In August and September I assisted with the Faculty BBQ in junction with Aimee, Celine and Sean. The BBQ was a great success and I look forward to planning next year's event and trivia contest! In the upcoming months, I will be helping with the winter celebration and hope to provide input into other social and community events that I feel only strengthen the communication between the FA Executive and the membership!

D. Other Treasurer Duties

As an Executive member, I have been involved in several meetings over the last few months:

1. Regular FA Executive meetings in May and June.
2. Two day FA Executive retreat in June.

3. Breakfast meeting with Board of Governors and senior Administration to welcome and introduce new FA Executive members.
4. Ongoing meetings with Celine Miller for financial updates and cheque signing.

Respectfully submitted,
Shannon Digweed

Report from the Vice President Negotiations

Dear All,

The new MacEwan Faculty Association Negotiations Committee (FANC) held its first meetings on September 3rd and September 20th 2010. This dynamic committee consists of Lynne Honey (Psychology), Sonya Betz (Professional Resource Faculty), Rob Falconer (History), Colleen Maykut (Nursing), Rafat Alam (Economics) and Jonathan Withey (Chemistry). As always, Sean Hillman will be on hand as our professional resource officer.

During our first meeting a timeline for the entire negotiations process was made, with our activities for the Fall 2010 term carefully planned. This term has several key elements: (i) information gathering; (ii) tabling of bargaining proposals, and; (iii) preparation of a bargaining strategy. *All* MacEwan faculty have a key role to play in this process.

The collective agreement is not a document founded on the individual agendas of FANC, the FA executive and MacEwan administration. The collective agreement represents *all* MacEwan faculty. So please, be active in shaping this document. It is key issues and deficiencies in the current agreement that FANC will debate. These issues and deficiencies come from *you*. Without feedback from the membership there is no way for FANC to prioritize what needs to be changed in the collective agreement. In order for us to have a clear mandate from the membership and to ensure that we are moving in the right direction we need *you*, the members, to let us know!

Everyone will have an opportunity to voice their concerns at one of several forums that are being organized for all faculties and schools at MacEwan. These forums will be hosted by FANC members and provide faculty with an opportunity to voice the issues they wish to see raised in the next round of bargaining. Whilst there may be vibrant discussion, these forums are not intended as arenas for debating. Rather, they will ensure that FANC move forward representing all faculty and their needs.

Faculty/School	FANC Host	Forum Date	Forum Location
Arts	Lynne Honey Rob Falconer	September 30 th 2010 4:00-5:30pm	7-286
Science	Jonathan Withey	October 5 th 2010 4:00-5:30pm	5-268

Business	Rafat Alam	October 1 st 2010 4:00-5:30pm	5-268
Health and Community Studies	Colleen Maykut	September 30 th 2010 3:30-5:00pm	9-208
Professional Resource Faculty	Sonya Betz	October 6 th 2010 3:00-5:30pm	7-235
Centre for the Arts	Archie McLean	September 29 th 2010 4:00-5:30pm	203
South Campus	Sonya Betz	September 28 th 2010 4:00-5:30pm	104
ESL	Sean Hillman	tbc	tbc
University Prep	Sean Hillman	tbc	tbc
Term Instructors	Jonathan Withey	October 7 th 2010 4:00-5:30pm	5-268

Information gathered from these forums will help in the tabling of issues and proposals that will form the basis of a detailed survey you can expect to receive in late October. In this survey you will be asked a number of questions including what your priorities are for the next round of negotiations. This survey is absolutely vital to negotiations; we cannot argue for specific changes to the collective agreement without knowing what is important to the membership. This will allow FANC to further refine and prioritize its proposals for the next round of negotiations. These proposals will be tabled and a bargaining strategy determined during November and December. We anticipate that bargaining proper will commence in January 2011.

As chair of FANC I intend to maintain a firm commitment to the integrity of the collective bargaining process. It is my view that throughout bargaining we can be reasonable, whilst still achieving our bargaining goals. We can be direct and compelling, without being argumentative. I hope that all of our actions are characterized by being well-organized, efficient and informed in all that we do.

Although a long way off, by the time a new collective agreement is ready for ratification it is too late to have any involvement in shaping that agreement. So, once again, please get involved now. Attend the forums, complete the survey, contact any member of FANC at any time. Play an active role in shaping *your* collective agreement.

Respectfully submitted,
Jonathan Withey

Report from the Vice President Dispute Resolution

Since my last report in the last semester, there has been a change – the renaming of the position from Vice President Faculty Welfare to Vice President Dispute Resolution. I think this reflects more of what the position is actually intended for.

In dispute resolution, I do not have anything specific to report. There have been some minor issues which are being dealt with the administration. There are several other cases, which we are constantly dealing with and monitoring. If any general issue comes up, I'll be reporting to the membership as we cannot report any specific case.

As there are newly elected members on the Grievance Committee, I plan to have a meeting of the Grievance Committee soon, primarily to introduce each other. A Grievance Committee meeting is typically done whenever there is a potential grievance in hand. Although there is no potential grievance at hand, I believe it is better to be proactive and get to know each other and become familiar with the grievance process.

Aside from the specific responsibility of dispute resolution, I attended Executive meetings, an Executive retreat and the ACIFA Conference and Annual Meeting. I also represent the Faculty Association on MacEwan's 40th Anniversary Celebration Committee. The committee, consisting of representatives from various areas of the University, meets regularly once a month. The committee is exploring several possibilities within its limited means to best celebrate this event. Among the proposals in the table are: creating a 40th Anniversary Scholarship to students, stylized logo, 40th Anniversary kit, banners, etc. I'll let you know through my report once a decision is made.

Respectfully submitted,
Shahidul Islam

Report from the Professional Resource Officer

Dear members,

Here are the activities in which I have participated since my last report at the AGM:

Bargaining

The members ratified the salary re-opener for the 2010-11 academic year, with 80% of the members who voted approving the settlement. The university did have some problems getting all of the lump sum payments made to all faculty members in July. Those who were missed and contacted the FA either received a payment in August, or will receive one in September. If you do not think you received your lump sum payment (1% of your total salary for 2009-10, less taxes), please contact me.

As you will read in Jonathan Withey's update, the new FANC is up and running, preparing for the next full round of negotiations to begin in February, 2011. If you have issues that you think

FANC should consider as part of the negotiations, please attend one of the forums that will occur over the next couple of weeks. If you cannot attend any of the forums, please let Jonathan, one of the FANC members, or myself know what issues you would like us to consider.

In addition to the forums, FANC will put out the traditional bargaining survey later this term. We intend to have the bargaining proposals ready for your approval in early January.

Disputes and Grievances

We do not have any formal grievances filed with the university at this point. We do, however, continue to work with members and the university to solve a number of disputes.

One issue that we are still trying to resolve with the university is in regards to access to benefits for term faculty in the ESL and University Prep programs. As you recall, these members were added to the FA by the MacEwan Board of Governors in October 2009. As part of that agreement, those new members retained any benefits and working conditions they had under their previous workload policy (D1070). The FA is not able to negotiate improved terms and conditions for these faculty members until the 2011 negotiations. One exception to this is for term faculty in those two programs, who were supposed to be able to access the same benefits that term instructional faculty who teach more than 270 instructional hours receive. Unfortunately, the university has yet to provide these benefits to those eligible term faculty in the two programs. Many of these faculty work the equivalent of full-time hours, without any job security, so the FA will continue to pursue this issue with their assistance.

Over the summer, we were able to successfully obtain an ASAC for a sessional member who has long exceeded the requirement to have an ASAC to potentially move into a probationary position following two consecutive sessional appointments. In addition to the above cases, we have also worked on cases dealing with workload assignment issues, moving from a full-time to a part-time continuing position, and end of employment issues. I also attended disciplinary hearings for three faculty members, none of which resulted in any formal discipline.

Benefits Committee

This year, I am the chair of the MacEwan Joint Benefits Committee. The committee met in May to renew our benefits plans for 2010-11. Overall, the rates we pay for benefits (extended health, dental, long-term disability, weekly indemnity) went up slightly. Much of this increase was due to a change in the LTD program, which now allows members to be disabled from doing their own jobs for up to two years, rather than one, before you risk being removed from LTD (as always, you may remain on LTD up to age 65 if you are disabled from any employment).

The benefits committee is also researching two topics that are of interest to our members: provision of benefits to employees over age 65 and providing drug cards, so employees do not have to pay up front for prescription medication and apply to Blue Cross for reimbursement.

Other Activities

In June, I attended a meeting on behalf of the FA to discuss the proposed revisions to the university's media policy. As discussed at the AGM, there were a number of major concerns for faculty members in the draft policy, which could have impacted significantly on our members' academic freedom. When presented with these concerns (some of which were also expressed by some members of the administration), the university agreed that the rules for how faculty members should deal with media inquiries are best dealt with under the existing Academic Freedom policy (C5054). This is a very welcome change to the university's proposed media practices.

I attended the ACIFA conference from May 16 to 19, in Jasper. This was the first time I have attended the conference. It was an excellent opportunity for me to network with labour relations professionals from other faculty associations, as well as to better understand some of the important issues facing faculty members.

I also took part in the FA executive retreats on May 11 and 20. These meetings helped the current executive set a number of goals for both the short- and long-term focus of the FA, to ensure that they are acting in the best interests of the members.

As part of my ongoing professional development, I attended a session on recent Alberta arbitration decisions that was put on by Chivers Carpenter, the law firm that the FA uses for most of our outside legal counsel. I also attended a labour law and arbitration update conference in Calgary in June.

Aimee Skye and I co-presented on behalf of the FA at the New Faculty Orientation in August. In addition, Celine Miller and I attended the MacEwan Faculty Expo that is also part of the orientation.

Earlier this month, Jerry Zdril and I met with representatives from Human Resources to discuss the upcoming move by the university from a monthly pay system to bi-weekly pay. Expect to hear much more about this from the university in the coming weeks.

Finally, I helped out at the annual FA BBQ, both with bartending duties and with the trivia contest. It was great to see faculty members come out in record numbers for this year's event. Hopefully next year's event will be even bigger and better.

Respectfully submitted,
Sean Hillman