

FACULTY CIRCUIT

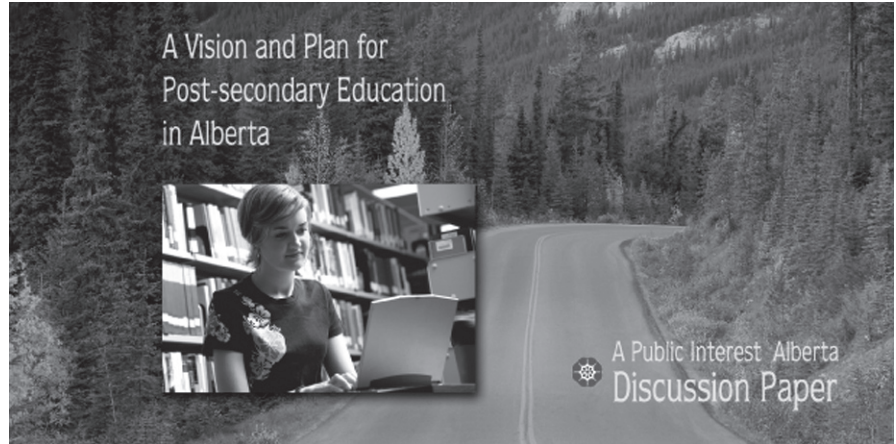
THE MONTHLY NEWSLETTER of ACIFA • April 2007

Where to from here?

Advocacy group
releases post-
secondary education
vision and plan

By Brett Bergie

Public Interest Alberta and its Post-Secondary Education Task Force recently released a discussion document titled, *Where to From Here: A Vision and Plan for Post-Secondary Education in Alberta*. The document sets out an ambitious plan for Alberta's post-secondary education system arrived at after extensive consultations with the public and deliberations by members of Public Interest Alberta's Post-



Where To From Here: A Vision and Plan for Post-Secondary Education in Alberta is a discussion paper that was released recently by Public Interest Alberta and its Post-Secondary Education Task Force partners, which includes ACIFA.

Secondary Education Task Force.

This vision and plan arrives on the provincial scene at an opportune time since the Government of Alberta is currently engaged in its own process to build “a learning society” with post-secondary education at the centre of those discussions. Shortly after the

government launched its own system review in 2005, Public Interest Alberta assembled a campaign to provide the public with opportunities to participate more fully in this important dialogue.

“We held a series of public forums around the province,” says

See “report”/p5

A tale of accountability: the Canada Social Transfer and post-secondary education

By Brett Bergie

The Federal Budget, tabled last month by Finance Minister Jim Flaherty, promises to invest \$800 million into Canada's post-secondary education system through the Canada Social Transfer (CST). The system, however, will have to wait until the 2008-09 fiscal year to receive

any of that new money because the federal government lacks the necessary accountability mechanisms to ensure that the provinces will indeed spend the new money in their jurisdictions on post-secondary education.

The problem of accountability arises because the CST is a block

transfer that provides funding from Ottawa to the provinces with virtually no strings except to support the provision of education and social services. Under the current transfer agreement with the provinces, the federal government cannot simply

See “accountability”/p4

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ACIFA Clin

A measure of academic workplace climate

Each year, ACIFA conducts a survey of its members across the province to obtain their views on working conditions and attitudes within their institutions.

The survey's results are used to measure workplace climate over time and across institutions. The results help to inform faculty associations on emerging issues at their respective campuses. The results also provide an opportunity for faculty associations to discuss issues with their administrations.

The survey, which enjoys a relatively high participation rate, is self-administered and it consists of 13 standard questions (found to the right).

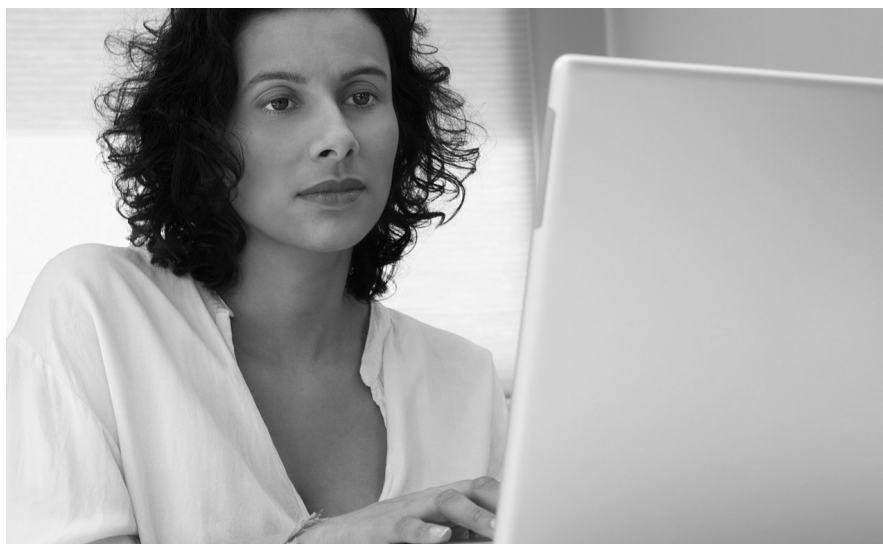
The survey asks academic staff members to indicate their level of agreement with the statements on a Likert Scale of 1 to 5. A response of 5 indicates strong agreement; a response of 1 indicates strong disagreement. A response of 3 is considered neutral.

Respondents are asked to answer the questions and return completed questionnaires back to their faculty associations before ACIFA tabulates all of the results. Respondents answer the survey anonymously.

A cross-institutional chart of the results of the 2006 Climate Survey appears opposite. Mean scores for two previous years are provided for purposes of comparison.

Thirteen Standard Climate Survey Questions

1. My institution demonstrates a strong commitment to improving my teaching skills.
2. My institution demonstrates a strong commitment to improving my discipline-specific knowledge.
3. I have enough time to attend to my professional development needs.
4. Senior administration communicates openly with faculty.
5. I am informed in a timely manner about important changes that affect me.
6. Input from faculty is sought AND seriously considered in decision-making at my institution.
7. Senior administration understands day-to-day challenges faced by instructors.
8. When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.
9. Outstanding performance by instructors is rewarded.
10. My institution demonstrates a strong commitment to my health and well being.
11. Academic council has a meaningful impact on academic decisions.
12. The president of this institution provides effective leadership.
13. I have the resources I need to do my job effectively.



Faculty Survey

2006 Results

Institution	Year	%	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13
ACIFA	2006	30	3.5	3.2	2.7	2.9	2.9	2.7	2.6	3.3	2.7	2.9	2.8	3.3	3.2
Provincial averages	2005	34	3.4	3.1	2.7	2.8	2.8	2.7	2.5	3.2	2.7	2.9	2.9	3.2	3.1
	2004	29	3.4	3.0	2.7	2.6	2.8	2.5	2.4	3.1	2.6	2.8	2.9	2.9	3.1
ACAD	2006	63	2.2	2.2	2.5	2.2	2.3	2.1	1.8	3.4	1.9	2.2	3.1	2.2	2.0
	2005	46	2.4	2.4	2.3	2.6	2.6	2.5	2.0	3.5	2.0	2.2	3.4	2.9	2.4
	2004	41	2.7	3.0	2.9	3.5	3.1	3.5	2.8	3.5	2.4	2.6	3.3	3.9	2.9
Bow Valley College	2006	34	3.5	3.4	3.0	3.2	3.0	2.7	2.9	3.3	2.8	3.0	3.2	3.6	3.6
	2005	47	3.3	3.1	2.7	2.9	2.8	2.6	2.6	3.3	2.7	2.9	3.0	3.7	3.3
	2004	28	3.3	3.1	2.8	2.7	2.7	2.6	2.5	3.2	2.6	2.6	3.1	3.2	3.4
Grant MacEwan	2006	11	3.8	3.2	3.0	2.9	3.1	2.9	2.8	3.2	2.8	2.8	3.0	3.1	3.1
	2005	25	3.8	3.2	2.7	2.8	3.0	2.7	2.6	3.2	2.9	2.7	3.0	3.0	3.3
	2004	24	3.8	3.1	2.9	2.7	2.9	2.6	2.6	3.2	2.8	2.9	3.0	3.0	3.4
Grande Prairie	2006	44	3.3	3.0	3.0	2.3	2.6	2.2	2.3	2.9	2.3	3.1	2.5	2.1	3.2
	2005	59	2.4	2.8	3.0	2.5	2.9	2.3	2.2	2.8	2.3	3.0	2.4	2.5	3.1
	2004	56	2.4	3.0	3.2	2.7	2.9	2.4	2.4	2.9	2.3	3.1	2.5	2.5	3.3
Keyano College	2006	56	3.5	3.4	2.7	2.6	2.7	2.4	2.4	2.9	2.3	2.9	2.9	2.6	3.0
	2005	76	3.5	3.4	2.8	2.5	2.6	2.5	2.3	2.9	2.3	2.7	3.0	2.3	3.0
	2004	58	3.3	3.3	2.6	2.4	2.5	2.4	2.3	3.1	2.2	2.8	2.9	2.7	3.2
Lakeland College	2006	58	3.7	3.7	3.0	3.6	3.1	3.4	3.2	3.8	2.6	3.3	3.2	3.8	3.5
	2005	66	3.3	3.2	2.4	3.3	2.9	2.9	2.8	3.0	2.4	2.9	3.0	2.7	2.8
	2004	41	3.7	3.6	2.9	3.0	3.0	2.9	2.9	3.2	2.5	3.0	2.9	3.1	2.9
Lethbridge College	2006	28	3.6	3.2	2.7	3.2	3.0	2.9	2.8	3.5	3.1	2.8	3.1	3.5	2.8
	2005	26	3.2	2.8	2.7	2.9	2.8	2.6	2.5	3.2	3.0	2.6	2.9	3.6	2.6
	2004	32	3.2	2.8	2.3	1.8	2.4	2.0	1.7	2.8	2.6	2.2	2.8	1.8	2.3
Medicine Hat Coll.	2006	36	3.3	3.1	2.8	3.0	2.9	2.7	2.6	3.2	2.8	2.9	2.8	3.3	3.3
	2005	30	3.5	3.3	3.2	3.4	3.2	3.2	2.9	3.3	3.1	3.1	3.1	3.6	3.3
	2004	19	3.2	3.2	2.7	2.9	2.9	2.9	2.3	3.3	2.7	2.9	2.9	2.9	3.3
Mt Royal College	2006	11	4.2	3.3	2.7	3.6	3.6	3.4	3.0	3.3	2.9	3.0	3.4	3.9	3.2
	2005	13	4.0	2.8	2.3	3.4	3.4	3.3	2.7	3.5	2.8	3.0	3.4	3.9	3.2
	2004	17	3.5	2.6	2.1	2.2	2.5	2.2	1.9	2.9	2.7	2.5	2.9	3.1	2.9
NAIT	2006	16	3.6	3.3	2.8	3.1	3.2	2.9	2.9	3.5	3.0	3.2	3.0	3.7	3.4
	2005	21	3.7	3.4	2.8	3.0	3.1	3.0	2.9	3.5	3.1	3.2	3.0	3.7	3.3
	2004	20	3.6	3.1	2.8	3.0	3.1	2.9	2.8	3.4	3.0	3.1	2.9	3.5	3.2
Northern Lakes	2006	85	3.6	3.4	3.1	3.2	3.1	3.1	2.9	3.9	3.1	3.8	3.4	3.8	3.7
	2005	45	3.4	3.0	2.4	3.1	3.0	2.8	2.6	3.7	2.9	3.5	3.1	3.5	3.3
	2004	34	3.2	3.0	2.6	3.1	3.3	3.2	2.9	3.7	3.3	3.8	3.0	3.4	3.7
NorQuest College	2006	41	3.3	3.3	2.8	3.0	3.0	2.6	2.4	3.1	2.5	2.7	2.9	3.3	3.3
	2005	62	3.6	3.4	2.9	3.5	3.2	3.2	2.9	3.5	2.6	2.8	3.1	3.8	3.4
	2004	53	3.5	3.4	3.0	3.2	3.2	3.0	2.9	3.5	2.6	2.8	2.9	3.6	3.4
Olds College	2006	75	3.8	3.7	2.7	2.7	2.9	2.7	2.4	3.3	3.1	3.4	3.2	3.6	2.9
	2005	64	3.7	3.5	2.5	2.6	3.0	2.6	2.0	3.3	3.0	3.5	3.3	3.6	2.8
	2004	63	3.9	3.7	2.7	2.9	2.9	2.8	2.3	3.3	3.1	3.4	3.2	3.6	2.6
Portage College	2006	69	3.3	3.3	2.9	3.1	2.8	2.7	2.3	3.3	2.7	2.8	2.6	3.3	3.3
	2005	84	3.5	3.5	3.3	2.6	2.7	2.6	2.4	2.9	3.1	2.9	2.8	3.0	2.7
	2004	89	3.4	3.3	3.1	2.6	2.7	2.5	2.4	3.1	3.1	3.1	2.7	2.6	3.4
SAIT	2006	35	3.3	3.0	2.5	2.5	2.6	2.4	2.3	3.1	2.5	2.8	2.7	3.0	3.1
	2005	43	3.2	2.8	2.3	2.3	2.5	2.3	2.0	2.9	2.5	2.6	2.7	2.7	2.9
	2004	25	2.9	2.5	2.2	2.1	2.3	1.9	1.8	2.8	2.1	2.4	2.6	2.4	2.6

“accountability”
continued from page 1

earmark a certain portion of the transfer to one priority and expect that the provinces will spend that money according to Ottawa’s wishes.

As post-secondary education becomes increasingly important to both Ottawa and the provinces, many observers were expecting last month’s Federal Budget Speech to include an announcement of a separate federal transfer on post-secondary education. Such a move is not without precedent and would have enabled the government to put new money into post-secondary education immediately. In 2004, the federal government established two transfers, the Canada Health Transfer and the CST, by separating the Health Transfer from what was then the Canada Health and Social Transfer.

Instead of creating a separate transfer for post-secondary education, the federal government will take the next several months to discuss accountability measures with the provinces and establish

an agreement to ensure that the new funding it wants to pump into the post-secondary education system will be spent by the provinces accordingly. Reaching such an agreement between Ottawa and the provinces is invariably a difficult task in Canada, but there are positive signs that suggest a deal may be within reach. For instance, the provinces and territories are already on record urging Ottawa to play a greater role in funding post-secondary education.

In a recent open letter to Monte Solberg, Federal Minister of Human Resources and Social Development, the Councils of Ministers of Education, Canada (CMEC), called on the federal government to “immediately restore the intergovernmental transfer that supports post-secondary education to 1994-95 levels.” The new \$800 million in funding promised in the budget is a significant step toward restoring federal transfers to the provinces to their pre-1995 levels, but the new funding falls well short of meeting the target set by the CMEC.

The federal government says

that the CST funding for post-secondary education will reach \$3.2 billion in 2008-09, and starting the following year, the government will increase the CST annually by three per cent. This is an improvement over the current situation where the CST lacks an automatic escalator to account at least partly for inflation and pressures associated with a growing population.

The Federal Budget also contains new initiatives that can take effect in the current fiscal year. There is new money to support research and attract new academics. The three granting councils—the Canadian Institutes of Health and Research, the National Sciences and Engineering Council of Canada, and the Social Sciences and Humanities Research Council of Canada—will share \$85 million to fund research activity.

The government will also invest \$15 million in additional funding to support the indirect costs of research. Lastly, the government will invest \$35 million over two years and \$27 million per year thereafter to expand the Canada Graduate Scholarships.

GET TO THE POINT

Ken McKee, an instructor at NAIT, has authored the latest set of *Get To The Point*, MS Office 2007 software training manuals, for the coming academic year, in expanded versions. The new software has a completely new look that is very different than previous versions. It is strongly recommended that instructors spend some time working with it to be fully prepared for the coming fall classes. The manuals are meant to cover typical course objectives for college classes and take students from a beginner level to advanced levels in one-half of the time! The manuals contain Learner Centered Activities that have the students busily completing assignment after assignment, on their own, at their own pace. Ken has manuals available for MS Office Word, PowerPoint, Excel, Project, Outlook, and Access. In addition to these manuals he has AutoCAD 2007, PhotoShop CS11, and Business Financial Mathematics. Please visit Ken’s website for further information at www.GetToThePoint.ca or call him at 780-416-9659. You can also catch Ken at the ACIFA conference at the end of May where he will have a display table.

“report”

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Bill Moore-Kilgannon, Executive Director of Public Interest Alberta. “We also held our own provincial conference in February 2006 to hear from Albertans about the critical issues facing post-secondary education and to explore solutions.”

Through the consultations, Albertans offered a broad range of concerns and perspectives on the system’s challenges and directions required to remedy problems and improve the system. Public Interest Alberta relied on these insights and suggestions as key elements in assembling a

The social outcomes related to post-secondary education are just as important as prosperity and economic outcomes.

Public Interest Alberta

vision and plan that is premised on an absolute commitment to develop the full potential of every Albertan, and the report’s recommendations follow from that conviction.

The document itself, however, is more than an enumeration of recommendations. David Milner, Past-President of ACIFA, explains that “the document recognizes there is a tremendous opportunity before Alberta to make prudent policy changes and substantial and new investments in post-secondary education that will have far-reaching effects on Alberta’s global competitiveness and the quality of life enjoyed by all

Albertans.”

To grasp this opportunity, Public Interest Alberta advocates that Alberta must increase its post-secondary education participation rate—which currently is among the lowest in Canada—by removing financial, cultural, and physical barriers that inhibit Albertans from achieving their full potential. It also requires the system’s capacity to grow and meet increasing demands placed on it by students, but expanding the system must not come at the expense of quality. Rather, the province must simultaneously protect quality by making the necessary investments to ensure Alberta has among the lowest student to faculty ratios in the country.

Promoting quality in the post-secondary education system also requires attracting and retaining the best faculty, staff, and post-graduate students, and Alberta’s success in this regard coupled with new and substantial public investments in support of research will help to ensure that leading edge advances can be made to happen here.

“In order to make a difference,” adds Moore-Kilgannon, “we need the government to commit to funding levels that will allow us to make substantial improvements in the quality, accessibility, and affordability of our [post-secondary education] system.” The Public Interest Alberta document calls on the government to provide funding levels to public

post-secondary education institutions that rival the highest levels among North American jurisdictions.

Public Interest Alberta advocates that in addition to the promise of sustainable economic prosperity, the promise of a high quality, accessible, and affordable post-secondary education system is also in a society that has improved social well being. According to Public Interest Alberta, the social outcomes related to post-secondary education are just as important as prosperity and economic outcomes.

The Public Interest Alberta Task Force includes representatives from ACIFA, the Confederation of Alberta Faculty Associations, the Non-Academic Staff Association at the University of Alberta, the Alberta Union of Public Employees, and provincial student groups from the college, institute, and university sectors.

The full discussion paper, *Where to From Here: A Vision and Plan for Post-Secondary Education in Alberta*, is available for download at www.acifa.ca.

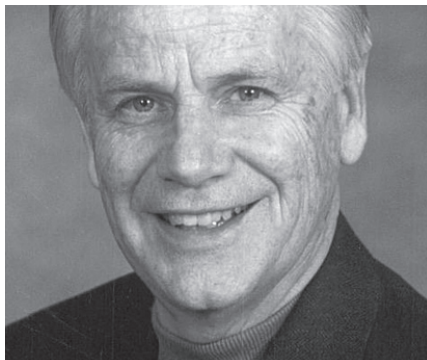
This article is the final instalment of a three-part series on perspectives and policies on post-secondary education in Alberta. In November’s edition of *Faculty Circuit*, we outlined the post-secondary education platforms of the eight candidates competing for the Leadership of the Progressive Conservative Association of Alberta. In December’s edition, we profiled the post-secondary education positions of Alberta’s opposition parties.

The 2007 ACIFA Spring Conference: “Who Are You?” Conference Speakers



Bani Dheer – Keynote

Dheer is a nationally recognized expert on North America’s youth demographic. She speaks to commercial and public sector organizations about effective strategies for engaging youth.



Gordon Colledge – Banquet Speaker

Colledge is a *Change Navigator* in a world marked by rapid, relentless change. He guides educators in the process of becoming adaptive leaders in an unstable environment.



Bill Moore-Kilgannon – Lunch Speaker

Moore-Kilgannon is the Executive Director of Public Interest Alberta and a documentary video maker. His most recent film is about the music and art of street children in Nicaragua.

Accommodation Information

Conference delegates are responsible for their own accommodation arrangements at the Radisson Hotel and Conference Centre Canmore:

1-403-678-3625

Ask for the ACIFA Conference Rate and indicate the nights you are staying.

The Canmore Radisson has extended the booking deadline to May 6th.

Come Early / Stay Late! Based on availability, these rates are extended to ACIFA delegates for Saturday, May 26 through to Thursday, May 31.

The Special ACIFA Conference Rates will be applied for the

Manor and Lodge Buildings
Standard \$109
2 Bedroom Suite \$189
Kitchenettes \$139

Main Building
Sleep # Bed \$119
Rocky Mountain \$129
Business Class \$139
Jacuzzi Suite \$189

*Add GST and Provincial Room Tax
[rates are based on single or double occupancy]

To see more about Canmore Radisson’s facilities, visit www.acifa.ca/acifa2007, and then click on the “accommodation” link and then click the hotel’s link.

CONFERENCE REGISTRATION form ACIFA 2007 Annual Spring Conference

Radisson Hotel & Conference Centre Canmore
May 27 to 30, 2007

Name: _____ **Institution:** _____

Phone: _____ **Fax:** _____ **E-mail:** _____

[Please note that ACIFA welcomes non-members to its Annual Conference.]

Registration Deadline : May 11, 2007

Cancellations must be received in writing by May 15. Refunds, minus a \$50.00 processing fee, will be processed after the conference. Conference fee cannot be returned for cancellation after May 15 but can be applied toward a future conference. You are responsible for payment if you do not cancel and do not attend. Participant substitutes can be made at any time.

Early Bird Registration Draw:

All paid registrations received by April 13, 2007, will be eligible for a prize draw of \$250.00.

FEES

Full Registration includes \$395.00 \$ _____
reception on Sunday, keynote and session registration, [non-members] \$435.00
Monday breakfast, lunch & banquet, and Tuesday
breakfast, lunch & BBQ, and Wednesday breakfast.

Monday only registration \$195.00 \$ _____
includes keynote, sessions, breakfast, lunch, and banquet.

Extra tickets for your guest(s)

- complete meal package(s) for your guest(s) _____ X \$195.00 = \$ _____
(includes banquet ticket and BBQ ticket)
- Monday banquet ticket(s) only for your guest(s) _____ X \$ 45.00 = \$ _____
- Tuesday BBQ ticket(s) only for your guest(s) _____ X \$ 45.00 = \$ _____

TOTAL: \$ _____

Special dietary requirements: _____

Return completed form with payment [cheque payable to ACIFA] to:
ACIFA #412, 10357-109 St., Edmonton, AB T5J 1N3. Phone: 780-423-4440 FAX:
780-423-4515

Delegates are responsible for their own accommodation arrangements:
The Radisson Hotel & Conference Centre Canmore
Book via phone: 1-403-678-3625

Ask for the ACIFA conference RATE and indicate the nights you are staying



Please indicate your t-shirt size: small _____ medium _____ large _____ extra large _____
please note: only registrations in by May 1st will be guaranteed to receive a t-shirt

ACIFA Annual General Meeting

Attention All Members:



The ACIFA Annual General Meeting will be held at 2pm on Tuesday, May 29, 2007, at the Radisson Hotel & Conference Centre in Canmore, Alberta

All members are advised that a motion will be presented at the 2007 ACIFA Annual General Meeting that purposes numerous revisions to the ACIFA Constitution.

For more information, please consult your local faculty association or visit www.acifa.ca.



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The labour scene

By Terry Sway, Labour Relations Officer



At Grant MacEwan College, the Faculty Association and the Board of Governors reached a memorandum of agreement. The one-year agreement completes a four-year term with the fourth and final year limited to a re-opener for salary only. The parties have ratified the agreement with a 4.1% salary increase effective July 1, 2007.

There are four associations still active in collective bargaining. They are, in no particular order, NAIT Academic Staff Association, SAIT Academic Faculty Association, Lakeland College Faculty Association, and Lethbridge College Faculty Association.

The collective agreements for all four expire on June 30, 2007. As these negotiations conclude, details of the settlements will be reported in upcoming editions of the *Faculty Circuit*.

Congratulations!

Doug Frattini, ACIFA's Treasurer, is a proud, new Grandpa. The baby, Daniel David, was born on March 11, 2007, to Krista (Mom and daughter of Doug) and Dave (Dad). Danny Boy, an affectionate nickname given to the baby by Grandpa Doug, arrived into the world at 19 inches, 6 pounds, and 11 ounces.



ACIFA Executive Council Elections

2007 Nomination Form

Positions Open:

- Vice President Finance & Records
- Executive Vice President
- Vice President Professional Affairs

We, _____ of _____
(name of nominator) (faculty association)

_____ of _____
(name of nominator) (faculty association)

Nominate _____ of _____
(name of nominee) (faculty association)

For the position of _____

(signature of nominator)

(signature of nominator)

(signature of nominee)

Scholarship of

TEACHING & LEARNING AWARDS

2007

The Scholarship of Teaching and Learning Awards' deadline has been extended to April 30, 2007.
For more information on the Award and its application process, please visit
www.acifa.ca/services-Scholarship.htm.

Award recipients will be notified by June 1, 2007.



Upcoming Activities ACIFA • 2007

May 27 - 30

ACIFA Spring Conference

May 27

Presidents' Council Meeting

May 29

ACIFA Annual General Meeting

See www.acifa.ca
for more details

Editorial

The views expressed in Faculty Circuit are those of individuals and do not necessarily reflect ACIFA's policies and positions.

Please direct all inquires to:

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Member

Alberta College of Art & Design Faculty Association
Bow Valley College Faculty Association
Medicine Hat College Faculty Association
Grande Prairie Regional College Academic Staff Association
Grant MacEwan College Faculty Association
Keyano College Faculty Association
Lakeland College Faculty Association
Lethbridge College Faculty Association
Mount Royal Faculty Association
NAIT Academic Staff Association
NorQuest College Faculty Association
Northern Lakes College Faculty Association
Olds College Faculty Association
Portage College Faculty Association
SAIT Academic Faculty Association

Content

Associations