

2021

ELECTION

INFORMATION

PACKAGE

ELECTION DATES
Monday, May 3 – Tuesday, May 4

NAIT ACADEMIC STAFF ASSOCIATION



MESSAGE FROM THE RETURNING OFFICER

Voting will take place between 8:00 am on Monday, May 3 and 4:00 pm on Tuesday, May 4, 2021.

The 2021 NASA election will be carried out using (**Simply Voting**) electronic balloting. Detailed instructions on how to access the website will be circulated to the membership one day prior to the start of elections and on each subsequent day of the election. Your NAIT ID number is required for sign-in.

The attached Nomination List (page 3) outlines the list of candidates and the numbers to be elected for each position. A number of candidates have been acclaimed as only one candidate was nominated. This package also contains pictures of the candidates and brief biographies. Candidate information will also be connected to the electronic ballot.

The results of the election will be circulated via email to the members on or before 5:00 pm on May 4, 2021.

NOMINATION LIST – 2021

President <i>(two-year term)</i>	Candidate #1 Candidate #2 Candidate #3	J. Michael Carrick Shauna MacDonald Garry Wilson	Elect 1
Finance Vice-President <i>(two-year term)</i>	Candidate #1	James Guthrie	Acclaimed
Executive School Representatives			
JR Shaw School of Business <i>(representing members in programs under the JR Shaw School of Business, and members from the, Learning & Teaching Commons Librarians, Research (Nominee cannot be from the Bus. Admin. – Marketing program)</i>	Candidate #1 Candidate #1	Stuart Simmons Pan Zhang	Elect 1
School of Health and Life Sciences <i>(representing members in programs under the School of Health and Life Sciences, and members from Student Life) (nominee cannot be from Diagnostic Medical Sonography)</i>	No nominations received.	.	
School of Skilled Trades <i>(representing members in programs under the School of Skilled Trades) (Nominee cannot be from the Welder or the Electrician program)</i>			
Two-year term (Patricia Campus)	Candidate #1	Cory Aasgard	Acclaimed
Two-year term (Metro Campus)	No nominations received		
School of Applied Science and Technology <i>(2 Representatives Required - two-year terms) (representing members in programs under the School of Applied Science and Technology) (nominee cannot be from Electrical Engineering)</i>	Candidate #1	Julie Watton	Acclaimed
STANDING COMMITTEES			
Communications Committee <i>(3 Representatives Required: two-year terms)</i>	Candidate #1	Julie Watton	Acclaimed
Finance Committee <i>(3 Representatives Required: one-year term)</i>	Candidate #1	Starr Zhang	Acclaimed
Membership Services Committee <i>(4 Representatives Required: two-year terms)</i>	Candidate #1	Sunny Bong	Acclaimed

Academic Council <i>(3 Representatives Required: two-year term)</i>	Candidate #1 Candidate #2 Candidate #3 Candidate #4	Gary Gora Steve Chattaroon Max Varela Arevalo Randy Dreger	Elect 3
Board of Governors Representative	Candidate #1	Jean-Paul Prévost	Acclaimed

BRIEF BIOGRAPHIES OF NOMINEES

PRESIDENT – Elect One (1)

**J. MICHAEL
CARRICK**



My name is **J. Michael Carrick**. I joined the Electrical Apprenticeship Program in 2007. I am a graduate of Sheridan College's Telecommunications Management program and hold two Red Seal Electrician licenses and a Master Electrician license. In the past, I have worked extensively with industrial automation and control technology. Additionally, I held maintenance and technical services management roles – one of these roles included successfully leading a technology upgrade project valued at \$2 million. Immediately prior to coming to NAIT, I delivered technical training throughout Canada and the US. Earlier this month, I transferred to NAIT's new Electrical Installations Technology Diploma Program.

Today, I am asking you to elect me to serve as President of NASA.

As the eldest of eight children growing up in Chatham, ON, I experienced the tension in our home that resulted from my father's loss of income during strike action by the United Auto Workers (UAW, now Unifor), Local Union 127. In 1990, I experienced the emotional and financial challenges of being on strike as a member of the International Brotherhood of Electrical Workers (IBEW), Local 353, Toronto, ON.

Lessons learned:

- In the presence of anti-labour provincial governments, corporate and institutional management have often been emboldened to lockout workers.
- Visibly preparing for a strike action is an effective tactic for a union seeking to avoid a strike action.
- A strike vote is often required to avoid a strike action.
- A strike action rarely serves the long-term monetary interests of union members.

Other experience I bring to the role of President includes sitting on the Board of Directors of a food co-operative and a housing co-operative – I have held a life-long belief in consensus-based decision making.

I promise to actively listen to your concerns and to collaborate with Executive Council members in an open and transparent manner.

As President, I pledge to be fully accountable to the NASA membership and to:

- Publish a weekly itinerary documenting all my work activities.
- Compel our Labour Relations representative to publish a comparable weekly itinerary.
- With the cooperation of Executive Council, I will propose to conduct quarterly Town Hall meetings.
- Immediately initiate a thorough user needs analysis process with the goal of implementing a secure, cost-effective, NASA members-only, communication technology system. This secure communication system will be the vehicle that will allow the President's work itinerary, the Labour Relations representative's work itinerary, and minutes from all Executive Council meetings to be published promptly and made readily accessible to any NASA member. This same, secure communication system would serve as the platform for Town Hall meetings. It would also enable secure, real-time communication between NASA membership to facilitate strike pay disbursements or broadcast updates in the event of any work stoppage created by a lockout or strike action.
- Upon the completion of our current contract negotiations, conduct an open and transparent review of NASA's recent bargaining process from beginning to end. NASA's membership needs the opportunity to learn about the how, when, who, why and where of collective bargaining as an actual union and how it differs from our past experience as a professional association. It is my belief that a formal review would aid us in preparing for future negotiations.

Questions or concerns? Please ring me at (587) 920-2414 or email me at jmccarrick@nait.ca. Regardless of your preferences, please vote in our upcoming election!

**SHAUNA
MACDONALD**



Shauna MacDonald – A Strong Voice for President

shaunam@nait.ca

English & Communications Instructor
School of Applied Sciences and Technology

Workload is creeping up. Courses are being condensed into fewer hours. Administrative positions are growing in number, while instructor numbers are falling. Class sizes are increasing. Contract instructors are on the rise.

These are tumultuous times in post-secondary education, and as NASA members, we all want to be heard and know that our association is working for us. Strong representation and communication are key.

I can offer a fresh voice and a renewed vision to the President's role, while also bringing years of experience, both as an instructor and as a member elected to numerous NASA roles.

Over the last 16 years, I have taught courses to more than 18 different NAIT programs, giving me insight into the unique needs and challenges within different areas. I have been a sessional instructor who was fortunate enough to become permanent. I have taught daytime, evening, and online courses, and understand the demands of each.

Serving NASA in the following ways has given me a holistic understanding of NASA's power and function:

- Vice President Membership Services (current)
- School of Applied Sciences and Technology Representative (2018-2020)
- Board of Governors Representative (2015-2016)
- Academic Council Faculty Representative (2013-2015)

Within each of these roles, I have not been afraid to speak up, ask questions, and represent faculty. I fought against the harmful structuring that put Department Heads in place. I brought forth faculty concerns from different areas of the institute. I represented numerous members at difficult meetings with management. I pursued issues until they received answers. However, I also believe in a balanced approach between actively protecting ourselves while maintaining a collaborative relationship with NAIT.

I would also like to focus on and increase clear and open communication from NASA. Although it can be challenging to make all details available to all members, a lack of information can lead to a sense of disconnection from what is happening within NASA and around the institute. Providing regular updates on the nature of grievances, conversations with management, and NASA's advocacy in bargaining will help members understand what NASA is doing for them. In addition to the content, perhaps the style and frequency of the communication also need to be changed. I would love to hear your feedback on this.

Campaigning virtually means that I can't pop into your office bank, but I am happy to meet you on Teams, so please reach out if you'd like to have a chat.

GARRY WILSON



“First and always is the protection of the rights of NASA Members.”

As the current President finishing my second two-year term, I have the experience, commitment, and the ability to lead NASA into a strong future.

NASA needs strong, consistent leadership with the experience to work effectively with NAIT amidst all the transitional changes during these challenging times, with the courage to stand up for what members feel, know, and believe is right.

Experience

My two consecutive terms as President, with experience on Academic Council, Board of Governors and Executive, have provided me with a global understanding of the issues affecting both the Association and the Institute.

The Agreement

I have pressed for proper and appropriate consultation at all levels of NAIT Leadership; an on-going battle, many times requiring the need for the filing of grievances. No one knows better the needs of instructors than the instructors themselves! You are in the trenches every day and your commitment to the students is the reason for NAIT’s success.

- On behalf of our members, I absolutely refused to consider the request from NAIT at the onset of the pandemic to lay off 400+ instructional staff, due to a ‘lack of meaningful work’.
- Help establish a paid stipend to offset some of the work at home costs
- Won, on behalf of ESL instructors their designation as academic members at the Board of Governors level.
- Negotiated improved after-work benefits (like access to EPDA funding) for members affected by the massive number of redundancies in apprentice programs.
- Negotiated the new classification for CIS members that provides appropriate compensation and required scheduling flexibility for NAIT.
- I have worked to repair NASA’s relationship with NAIT Leadership during discussions on a multitude of contentious and on-going issues including:
 - the interpretation of the Collective Agreement with respect to workload, hours of work, redundancy, illness, special leaves
 - the need for better working conditions including improved safety in labs,
 - the need for proper time and resources to enable student success,
 - the Code of Ethics, Respectful Workplace Policy, and Intellectual Property

Communications & Representation

This role requires that I communicate and represent the Association on many levels. Striking a balance between updating or informing versus overloading our 850+ members with emails or advocating on behalf of the Association to external stakeholders is a constant challenge.

- Keep our members up to date with the issues brought forward and discussed at the Executive level: Executive summaries are circulated quickly to the School Representatives after meeting.
- Reduce the number of presidential emails to members by directing your elected School Representatives at the start of each academic year, to utilize and fulfill their role as the 360 communications conduit between you and the Executive.
- Keep NASA members informed as to the monthly activities of the President in each issue of Intercom.
- Attend as a witness in numerous Arbitration hearings on behalf of members.
- Represent NASA at ACIFA’s President’s Council.
- Contribute to several government post-secondary committees and support instructors’ rights through provincial media campaigns.

I have always had a strong vision for NASA and believe that members are proud to be part of this Association. NASA is an active, volunteer-based organization that strives to provide services that are beneficial to the Association, our members, and the Institute.

GARRY WILSON
- continued

I prefer to work collaboratively, encourage dialogue to find solutions, and I am committed to ensuring a respectful and harassment-free work environment for all members, our office staff and members of the NAIT community.

History

I started at NAIT in 2006 as an instructor in the Electrician and Power Programs. I have been continuously involved with NASA in several capacities: elected as a School Rep for SEET and SICET, NASA's Membership Services Committee, first as a member, and later as VP for four years. Further, I have the experience as the Executive representative to the Bargaining Committee for two years and have participated in many various NAIT committees and activities.

I am proud to be a NASA member and proud to part of the NAIT community.

Election Days:

Vote Garry Wilson for your NASA president.

Thank you

FINANCE VICE-PRESIDENT

JAMES GUTHRIE
ACCLAIMED



James Guthrie joined NAIT in 2001 as an Instructor in the JR Shaw School of Business, where he teaches accounting. Before launching his teaching career at NAIT, he audited and consulted for Deloitte, working with clients like Bell, Microsoft, and the University of Alberta.

James is a Chartered Professional Accountant, Certified Management Accountant (CPA, CMA). He has served the NASA membership for 16 years with eight years as VP Finance and a further eight sitting on the Bargaining and Finance Committees. He has worked to develop a reliable system of internal controls to safeguard NASA's assets. He promotes a sound fiscal climate and encourages responsible stewardship of Association resources.

James enjoys nothing more than grilling a steak, beer in hand, while watching his three dogs play at Vincent Lake.

EXECUTIVE SCHOOL REPRESENTATIVE – JR Shaw School of Business - Elect One (1)

**STUART
SIMMONS**



Stuart Simmons has more than 20 years facilitating teaching and learning in adult education. Currently, he is with the Bachelor of Technology in Technology Management Program. Stuart has worked on several activities, included being an advisor for capstone projects and served as a member of the School of Applied Sciences and Technology professional Development Committee as a School executive member for the School of Applied Sciences and Technology.

Presented at conferences on topics related to teachers' and students' perceptions on the integration of instructional technologies, volunteered for several of NASA Children Christmas parties, was a member of the NASA Communication Committee, and presented at instructors' professional development day.

PAN ZHANG



Since 2007, **Pan Zhang** has served various roles as a finance instructor, associate chair and chair of the Finance Programs as well as international education at NAIT. She is finishing her term as an academic representative on the Board of Governors at NAIT and would like to continue getting involved with NASA by representing the School of Business to engage in discussions that influence academic decision-making and to assist in fostering a positive culture in our school.

Email: panz@nait.ca

EXECUTIVE SCHOOL REPRESENTATIVE – Health and Life Sciences

No nominations received.

EXECUTIVE SCHOOL REPRESENTATIVE – Skilled Trades - Patricia Campus

CORY AASGARD

ACCLAIMED



Cory Aasgard would like to thank everybody that supported him over the past two years as the Patricia Campus - NASA school representative.

Cory have been employed as an instructor in the Pipe Trades Department in the School of Skilled Trades since July 2001. Starting in September 2019, he has been the NASA School Representative. Cory has learned many things during his time on executive and has witnessed several changes that have taken place. During these two years, the members at Patricia Campus have seen reductions of staffing due to declining student numbers. This process was a stressful and highly disruptive time of employment as several staff have left through either voluntary or involuntary redundancies. The one common thread that he has been told, from you our members, through the entire process is the issue of being left out of all communications. This has resulted in the feeling of being left out in the cold and uninformed of what was happening.

Cory believes that we have a communication problem that has developed over the past 6 years. He thinks that proper and transparent communication between your union and NAIT management needs to be reviewed and overhauled to bring back the trust of the NASA members at Patricia Campus. Cory also believes that the communication between NASA and the NASA members at Patricia campus is suffering and this needs to be addressed. To restore the confidence and trust of the members of Patricia Campus in the NASA executive there will have to be a change in communication between union executive and the members it represents.

Cory believes that if we change the way we communicate to an open and transparent, two-way communication between NAIT management, NASA executive and the NASA membership, it will rebuild the trust and confidence in the system and work towards a feeling of collegial camaraderie.

Thank you very much for your time and consideration, it is very much appreciated.

Cory Aasgard
Steamfitter-Pipefitter
School of Skilled Trades
NAIT
W. 780 378 7220
corya@nait.ca

EXECUTIVE SCHOOL REPRESENTATIVE – Skilled Trades – Metro Campus

No nominations received.

EXECUTIVE SCHOOL REPRESENTATIVE – Applied Science and Technology

JULIE WATTON
ACCLAIMED



Julie Watton graduated from the Electrical Engineering Technology program in 2005 and before joining the program as an instructor in 2012, she worked in industry doing utility design and project management.

She has served as a SAST School Rep for the last 2 years and would like to continue as school rep as she has so much more to learn and enjoys staying involved with what is important to academic staff at NAIT. She has very effective communication skills, enjoys working with a team and she looks forward to contributing ideas and listening to members ideas and concerns.

Her volunteer activities include various positions on the local hockey board, managing hockey teams, organizing tournaments, and working casinos.

She is married and has two sons and she enjoys many outdoor activities including biking, camping, and kayaking. She is also known to be a very competitive crib player.

COMMUNICATIONS COMMITTEE

JULIE WATTON
ACCLAIMED



Julie Watton graduated from the Electrical Engineering Technology program in 2005 and before joining the program as an instructor in 2012, she worked in industry doing utility design and project management.

She has served as a SAST School Rep for the last 2 years and would like to join the communication committee to contribute with all the task involved in maintaining an interactive communication network. She has very effective communication skills, enjoys working with a team and she looks forward to contributing ideas and listening to members ideas and concerns.

Her volunteer activities include various positions on the local hockey board, managing hockey teams, organizing tournaments, and working casinos.

She is married and has two sons and she enjoys many outdoor activities including biking, camping, and kayaking. She is also known to be a very competitive crib player.

FINANCE COMMITTEE

STARR ZHANG
CPA, CMA, MBA

ACCLAIMED



Starr Zhang has been an accounting instructor for JR Shaw School of Business at NAIT since September 2007, delivering accounting courses for BBA, Btech, and accounting diploma students.

Served on the NASA Finance committee since July 2019.

Seven (7) years of experience as Senior Accountant and Finance Manager in public organizations. Responsible for financial reporting, budgeting, and strategic financial planning of the organizations.

Obtained CMA accounting designation in 2004.

Passionate about continuous learning and education quality for students.

MEMBERSHIP SERVICES COMMITTEE

SUNG BONG

ACCLAIMED

ACADEMIC COUNCIL– Elect Three (3)

**STEVE
CHATTARGOON**



Steve Chattargoan is a computer scientist and the chair of the Digital Media and Information Technology (DMIT) program at the Northern Alberta Institute of Technology (NAIT), one of the premier programs of its kind in Canada. He has 18 years of experience and a distinguished record of developing creative solutions for a range of local, provincial, national, and international partners. His educational background is from NAIT’s Computer Systems Technology Program and Royal Roads University Master of Arts in Global Leadership and Organizational Change. Through his leadership, over the past 9 years, the DMIT program has provided support for over 50 not-for-profit groups locally and internationally by creating promotional videos, websites, posters, ‘serious games’ for rehabilitation, and complex computer programs.

Mr. Chattargoan also serves as the Digital Director for THINK EQUAL, a global non-profit organization working towards the inclusion of human rights education as a compulsory component of education around the world. As Digital Director, Mr. Chattargoan oversees the design and development of the digital curriculum delivery system that impacts 147 schools across 15 countries. Further, Mr. Chattargoan also volunteers and works with university researchers to advance the wellbeing of others in Alberta and the world. Other past projects include working on the steering committee for Edmonton’s Canada 150 celebration.

Mr. Chattargoan is an avid volunteer and has served his community for over 37 years and is hoping to serve and represent you on our academic council. Thank you for your consideration.

**RANDY DREGER,
PhD**



Randy Dreger has been an instructor at NAIT for the past 16 years, during that time he has served as a NASA School Representative for 4 terms and Academic Council for 1 term. Randy’s goal as an Academic Council Representative is to ensure that policy decisions are beneficial for instructors as well as students. In addition, Randy would like to bring forth suggestions to advance academic policy.

GARY GORA



From 2007 – 2021, **Gary Gora** has served as NASA Executive Representative for the School of Business as well as for the School of Professional and Continuing Education. He has also served five terms on the Membership Services Committee during the last twelve years as well as two terms on Academic Council. Gary continues to be actively involved in providing a voice for NASA staff members, acting as their advocate and sponsor.

Gary holds an MBA from Leicester University and a Bachelor of Science degree (Computer Science) from the University of Alberta. He is also a certified facilitator of Stephen Covey’s leadership training seminar series. His broad understanding of training and professional development issues, combined with his consulting experience in training and development, will provide significant strength in serving you as a representative on Academic Council.

**MAX VARELA
AREVALO**



Max Varela Arevalo joined NAIT as an Instructor in the Finance Program over 10 years ago. I graduated from the MBA program at the University of Alberta specializing in International Business in 2009 and I hold a B.Sc. degree in Economics (Lic.) from Universidad de San Andres, Argentina. My industry background is diverse, including macroeconomic consulting, construction, government, and wind energy. Max has served on Academic Council on several occasions. He love's working at NAIT and that's why he also enjoy these opportunities to get involved.

BOARD OF GOVERNORS REPRESENTATIVE

**JEAN-PAUL
PRÉVOST
ACCLAIMED**



My name is **Jean-Paul Prévost**. I am an instructor in the Electrical Engineering Technology program, and I have been a NASA member for over 7 years. I have also been volunteering with NASA for a number of years, most recently as a member of the Finance Committee, as a member of the Communications Committee and as the NASA representative on the Employee and Family Assistance Plan (EFAP) Committee.

During my years at NAIT, I have had the good fortune of getting to know many NASA members who teach in a broad number of technical areas. Among colleagues that I consider friends, I count instructors from all four NAIT Schools. Thanks to the relationships that I have with these colleagues, I understand that instructors in the different Schools experience life at NAIT differently and have different concerns about matters at our institution.

It is important that the interests and concerns of NASA members be clearly voiced at the Board of Governors. Given my understanding and appreciation of the diversity of NAIT's academic programs, I am confident that I could be an effective voice for NASA members on the Board of Governors. Please vote for me as your Board of Governors representative.