



KFA Acts

A newsletter of the Kwantlen Faculty Association
<http://www.kfa.bc.ca>

Volume 12

April 2004

As the Spring semester comes to a close, many of you will be looking forward to your non-teaching semester. Some of you will be continuing with your classes til mid-June, and others will be preparing for Summer semester classes. But for all of us, an important event looms.

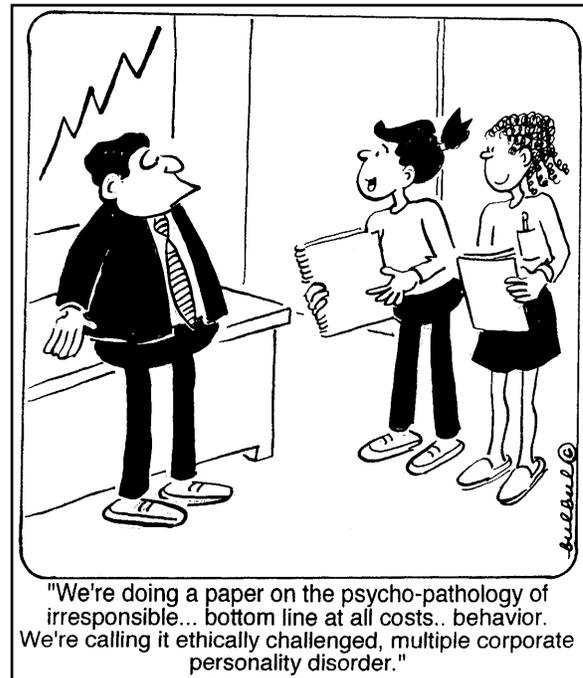
Annual General Meeting

Mark your calendars for **Monday, April 26th** at **3:00 pm** for the KFA Annual General Meeting. The meeting will take place at the **Days Hotel, 9850 King George Highway**. There will be light refreshments served during the meeting, with a no-host bar and complimentary yummy cocktail snacks following. Plan to join us for the social part of the meeting too.

At the AGM we will be approving our 2004-05 budget, a local package of demands to take to bargaining, and a few constitutional changes. See the Vice-President-Negotiations' report on page 6 for more information about the proposed constitutional changes.

We will also be electing a President, Vice-President-Negotiations, Member-at-Large, Executive Representatives for Applied Arts, Business, Humanities and Trades/ Horticulture, and an Ombudsperson. Nomination forms will be in your mailboxes shortly.

I encourage everyone to consider running for these positions. If you have any questions about any of the positions, please call me at local 2151.



In this issue:

President's Report	1-3
Vice-President-Grievances' Report	4-5
Vice-President-Negotiations' Report	6
Secretary-Treasurer's Report	7-8
Change of Address Form	8
The CIEA Page	9
2003-2004 Executive List	10

Sustainability

The KFA is waiting for the other shoe to drop in the sustainability arena. As I wrote in my memo of March 30th, the Sustainability Committee talks ended on Friday, March 26th, without a mutually acceptable plan for the College's 2004-05 budget. The KFA had suggested continuing the meetings until the Provincial Government's budget letter setting out the College's 2004-05 grant was received, but the management was disinclined to do so.

We learned later that day that the budget letters had already been received by institutions. When we asked for a copy of the letter at Labour-Management Relations Committee the following Monday, management told us to download a copy from the Ministry of Advanced Education (MAVED) website.

This response came as a surprise to us, as in the past the College President had always provided copies, and on at least one occasion put a copy of the letter on reserve at each campus library. Why now were we not given access to the letter? What could possibly be in the letter that called for secrecy, other than more revenue than management had expected? If the MAVED had instructed the College to keep the letter confidential, why didn't management tell us, and why were other faculty associations around the province given copies of their budget letters by their management?

Kwantlen University College is a public institution and the receipt and expenditure of monies are part of the public domain. How disgraceful it is, then, that the KFA has had to resort to making a formal request under the *Freedom of Information and Protection of Privacy Act* for a copy of the 2004-05 budget letter. As of April 12th, the College has not provided the letter, and the letters have yet to be posted on the MAVED website.

For the senior leadership of this institution to assure the KFA that they wanted to consult and cooperate with us to avoid class size increases, and then to secret away the amount of the single largest source of revenue for 2004-05 is making a mockery of their stated desire. The KFA will not take lightly requests for cooperation of this type in future.

Meanwhile, the issue of class size increases remains undecided. The management told the KFA that Nursing class sizes will be increasing "one way or another," but whether this is the only violation of our Collective Agreement is not clear. Perhaps we will learn the fate of our class sizes when the Senior Leadership brings its 2004-05 budget to the April Board meeting.

The KFA takes every violation of our Collective Agreement seriously, and will be pursuing all avenues of redress open to us to stop our management from running roughshod over our rights. The upcoming round of bargaining will be a difficult one, for how can we trust this management to keep any of the promises it makes?

Board Deliberations

The KFA also has serious concerns about the apparently cavalier approach of the Board to matters of import within the institution. Laura Anderson of the Kwantlen Student Association and I presented to the Board on the issue of class size increases at the February 2004 meeting. No discussion of the issue was allowed (see last month's *KFacts*), but the Chair promised to put the issue on the March agenda. Sure enough the issue was included in agenda for the March meeting, but for information only. Once again there was no discussion at the Board level of the management's proposal to break our Collective Agreement.

The proposed cancellation of the Electronics Engineering Technology program also

appeared on the Board agenda, but was passed with an omnibus motion as part of a consent agenda. No discussion ensued about the program, its problems or possible fixes. The KFA fervently hopes that the actual motion to cancel the program that should come to the Board at either the April or the May meeting will cause some discussion to take place. After all, there are five faculty members and two support staff members whose livelihoods are now in the hands of our Board.

Board meetings are held on the third Wednesday of each month at 6:00 pm in the Boardroom in G Building on the Surrey Campus. Meetings are public – at least that short session before the *in camera* meeting – and

faculty members are welcome to attend. The KFA recommends that every faculty member attend at least one meeting to see how our institution is governed.

More Information

I hope to see you all at the Annual General Meeting on April 26th where we will be providing more information on our own budget, on bargaining and on class size increases. Unlike the College, the KFA is a private organization. Only union members are welcome.

In solidarity,
Nancy Clegg, President

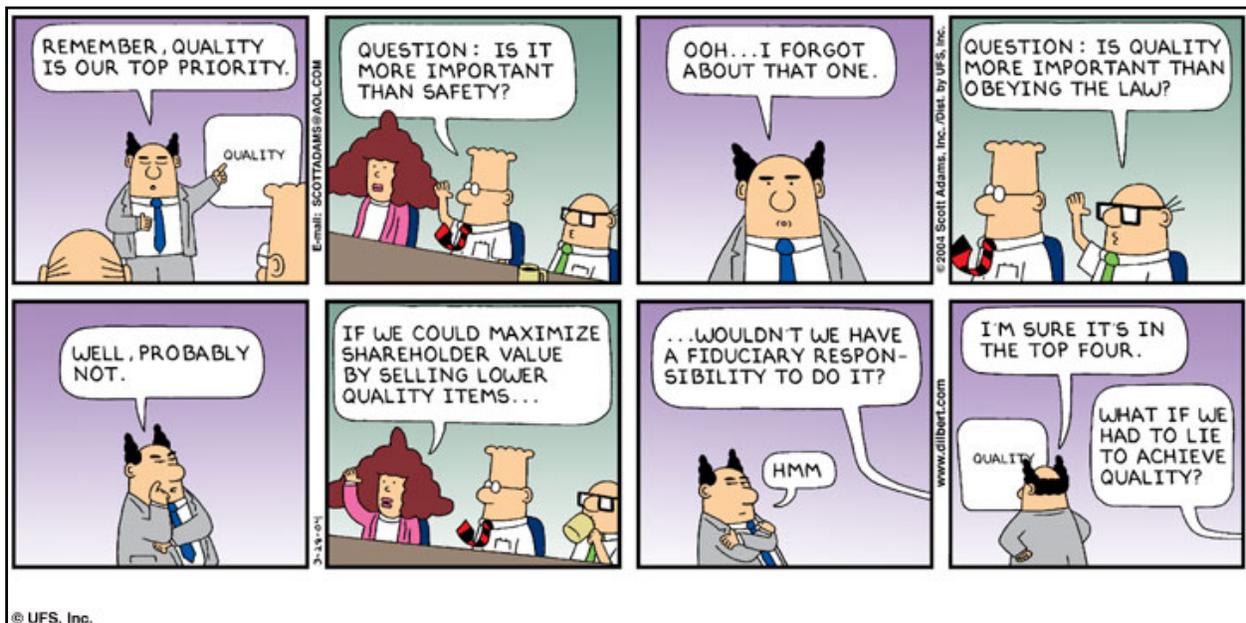
KFA ANNUAL GENERAL MEETING

MONDAY, APRIL 26TH, 2004

3:00 PM – 6:00 PM

DAYS HOTEL, 9850 KING GEORGE HIGHWAY, SURREY

Food! Drink! Door Prizes! Great company!





Grievance Report

Maureen Shaw

Vice-President–Grievances

It was almost a year ago that I was elected as your Vice President–Grievances. Over that year I have had the opportunity to meet many of you and help you deal with the wide diversity of issues affecting our working lives at Kwantlen. Here is a partial list of those concerns:

- Layoffs
- Regularization
- Evaluation
- Probation
- Sick leave
- Short and long term disability
- Return to work plans
- Student complaints
- Harassment
- Workload
- Discipline of faculty members

Proposed Member-at-Large Position

All these issues require time and expertise to deal with them properly. I had a certain amount of experience and background to help me in this position, but I also rely daily on the advice provided by CIEA. Future officers and representatives of the KFA will have the expertise provided by CIEA but will also have to spend time learning the ropes within Kwantlen.

I am concerned about succession planning within our union, and that is why I support the proposed Member-at-Large position as a way to bring another member into a leader-

ship position to build experience and knowledge. The labour relations arena is increasingly complex and diverse, and we need to ensure more of us are prepared for its challenges.

I have worked over the past year with some Executive Representatives who have taken on extra training and assisted greatly with grievances, and the union is strengthened by their involvement. My thanks go to Mary Griffin, Jan Penhorwood, Wayne Tebb, Terry Nanuhbai, and Caroline Daniels (from the Working Conditions Committee).

Next Round of Bargaining

The extent to which we can help members depends on a number of factors, including the strength of our collective agreement language. We learn from grievances where problems lie.

Remember as we bargain our next collective agreement that it is a document that is meant to build on the past gains and improve on the past weaknesses. Our employers have already sought concessions from us even before bargaining has begun, trying to erode our current collective agreement. We must be determined to defend what we have and make further improvements.

Duty to Accommodate

On Friday, April 2nd, 2004 I attended an all-day conference in Vancouver on the duty to accommodate. The high attendance at this

conference signalled the increased attention this issue demands. Employers are increasingly being affected by their duties to accommodate. It was apparent to me that this area of the law is rapidly changing and likely to affect our workplaces for years to come.

It also is important we, as educators, understand the concepts behind this duty because of its effects on our classes and students. We all need more education in this area, and the KFA has signalled to Kwantlen its willingness to assist in the education of our members.

Because of recent Supreme Court decisions, we can now assume that human rights are now part of our collective agreement whether they are spelled out explicitly or not. We are afforded human rights protection, but we must also adhere to human rights laws ourselves. Most of us know we must not discriminate against others on the basis of age, sex, religion, race, colour, place of origin, political belief, sexual orientation, mental or physical disability, marital status, criminal conviction. We also must ensure accommodation of others whether they are students, staff or faculty. That means we

may have to change or reconsider some of the ways we do things in order to ensure no one is disadvantaged by our practices.

Layoffs

Recently, I have had to attend meetings in which our colleagues are being told of impending layoffs. The programs being affected have been successful in many ways, and the layoff notices have come as a shock, as you might expect.

I am assisting faculty members who have devoted years of their lives and energy to Kwantlen, providing so much expertise and love of learning to their students. The University College does not reciprocate the investment these faculty members have made to Kwantlen. If these layoffs are confirmed, I hope that these valued colleagues will find other places within Kwantlen so that they can continue to contribute to the institution they helped build.

Respectfully submitted,
Maureen Shaw

April is the month of heightened paranoia for academics, not that their normal paranoia is insufficient to ruin a perfectly fine day in any season. But April is always the worst. Whatever dirt will be done to us is always planned in April, then executed over the summer, when we are dispersed. September is always too late to remedy the reduced merit raises, the slashed travel fund, the doubled price of the parking sticker that allows us to park in the Modern Languages lot. Rumors about severe budget cuts that will affect faculty have been rampant every April for the past five years, although this year's have been particularly persistent and virulent. Still, the fact is that every year the legislature has threatened deep cuts in education. And every year a high-powered education task force is sent to the capitol to lobby the legislature for increased spending. Every year accusations are leveled, editorials written. Every year the threatened budget cuts are implemented, then at the last fiscal moment money is found and the budget—most of it—restored. And every year I conclude what William of Occam (that first, great modern William, a William for his time and ours, all the William we will ever need, who gave to us his magnificent razor by which to gauge simple truth, who was exiled and relinquished his life that our academic sins might be forgiven) would have concluded—that there will be no faculty purge this year, just as there was none last year, just as there will be none next year. What there will probably be next year is more belt tightening, more denied sabbaticals, an extension of the hiring freeze, a reduced photocopy budget. What there will certainly be next year is another April, and another round of rumours.

From Richard Russo, [Straight Man](#)



Negotiations Report

Terri Van Steinburg –

Vice-President–Negotiations

Here we are close to the end of another semester. I know this is an extremely busy time for faculty, but I hope you can find the time in your busy schedules to come to the KFA Annual General Meeting set for April 26th. There will be some very important items on the agenda for discussion as well as elections for a number of union positions.

Constitution and Policy Committee

As you know, the Constitution and Policy Committee has been working on developing policies and procedures for the KFA that flow from the Constitution and By-Laws. Our discussions at the last several meetings have focused on the implementation of the new privacy legislation, *Personal Information and Privacy Act* or PIPA. The first step to implementation is to appoint a Privacy Officer. The Constitution Committee is recommending that the Secretary-Treasurer take on the duties of the Privacy Officer. This is the first proposed constitutional change.

The second would see the addition of a Member-at-Large position added to the KFA. A new Member-at-Large position would address the issues of succession planning and training, leadership development, an ever-increasing workload due to the sometimes complex issues facing our 850 faculty members on four campuses. Please come out and have your say on these changes at the April AGM.

Bargaining Update

The Multi-Institutional Discussion Table (provincial or common table) has begun discussions on a protocol agreement. The KFA membership unanimously endorsed joining common table discussions and it is our intention to do so. However, there will still be local issues to be resolved and the Working Conditions Committee has been working on having those ready for you to endorse at our April AGM.

I will be attending the Canadian Association of University Teachers Chief Negotiators' Forum on April 16th to 18th, 2004. I am quite excited about this professional development experience and look forward to putting into practice what I glean there.

Prior Learning Assessment

In the March edition of *KFacts* I provided you with the information on the agreement reached with management with regards to compensation for PLA. The deadline for compensation requests was March 31st, 2004 – **that deadline has now been extended to December 31, 2004**. So if you haven't already done so, and are eligible for compensation (see March *KFacts*) please contact Alice Macpherson, PLA Coordinator.

Until next time,
Terri Van Steinburg



Finance Report

Al Valleau – Secretary-Treasurer

The Faculty Performance Review Committee met for the second time this semester on Thursday, April 2nd. Although the committee was only able to meet for one hour, a number of issues came to the forefront.

It is evident that there are management concerns over how effective the review process is, but there are concerns that faculty should keep in mind when they participate in reviewing their peers, especially those who are probationary or contract. Similarly, if you are on probation, make sure you know what is expected of you in the review process and what rights you have to access the information that is being gathered about your teaching.

Years ago when the Faculty Performance Review Committee was first wrestling with the elements of the review system, one of the KFA members on the committee, Skip Triplett, noted how important it was that the process be transparent and that all of the elements of the process allowed for an open flow of information between the individual being reviewed, and the peer reviewer, the student reviews and the dean.

The committee agreed that individuals being reviewed had to be privy to all the information used in the review process. In accord with the tenets of justice, if a peer reviewer wants to submit a critical review, the person being reviewed should have the right to see the review and, in his or her self-evaluation, be allowed an opportunity to respond to the criticisms. Of course, some criticisms can be addressed by an open and frank discussion

between the reviewer and the individual being reviewed before the review is submitted to the dean, but if the peer reviewer feels the evidence he or she is faced with points to a negative review, then the peer should submit the review. The individual being reviewed should still have the right to respond to the criticism in his or her self-evaluation or through the means of a second peer review. That is one of the reasons why the committee felt that more than one peer could and sometimes should review individuals. Above all else, the committee felt that openness was important to building a fair, just system of review that would be reliable.

Now, as we begin what could be a complex review of the system, it appears that not everyone is abiding by the fundamentals of the review system. Different divisions of the College appear to be following different criteria and procedures.

All KFA members should keep in mind the concept of fairness and openness when they are asked to help with the review process and to make sure that their administrator is treating their colleagues fairly and that those colleagues under review have a clear understanding of elements and parameters of the review system. It is one thing to review an individual and find that individual lacking in the skills and abilities that successful instructors require. It is a completely another thing to abuse a system to attack an individual unfairly. Do not wish unto others a procedure that you would not wish utilized against yourself and do not encourage others to utilize such a system. Bad practice only begets other equally bad practices that can

be applied elsewhere to others in similar ways.

Exams and End-of-term Thoughts

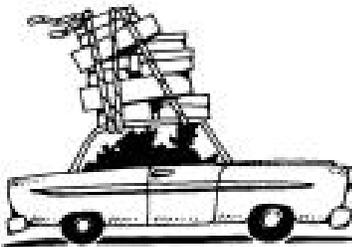
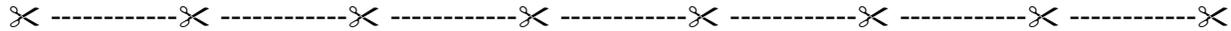
I know that this time of the year is busy and that you all are straining to finish your grading, consider what you are going to need to spend time doing in preparing for your next work assignment and what texts you will need to order to do that.

The College is undergoing large changes that, on one hand, are exciting, but, on the other hand, may require all of us to re-evaluate what we teach, who we are teaching and where our programme is going literally and figuratively. Through all of these changes, I hope we keep in mind the fact that we are being asked to plan for not only the fu-

ture of our programmes but also the future of our personal working environment.

It is too easy for change to create divisions in our ranks. I look at some of the institutions elsewhere in the province and do not wish what others are going through and have been through in the name of change to happen to us. Be kind to each other. Remember, the more inclusive your discussions over change are, the better your working environment will be in the future. If you are in doubt about how change is occurring in your department or division, don't be afraid to ask people in other departments what is happening in their areas. We can learn from each other and avoid pitfalls if we are careful.

Al Valleau



**To all KFA members:
Please print any changes that may apply to you
and forward through intercampus mail to
KFA, Surrey Campus**

Thanks!

Notice of Change of Address

Last Name: _____ First Name: _____

Address: _____ City: _____ Postal Code: _____

Home Phone: _____ Work Phone: _____

Department: _____ Effective Date: _____

New mandates for Cariboo and OLA seen as a positive step

Post-secondary educators responded with cautious optimism to government's announcement about the future of the University College of the Cariboo (UCC) and the Open Learning Agency (OLA).

"Today's announcement of an expanded mandate for UCC and a new partnership between Cariboo and OLA should open up new opportunities for students, educators and communities if adequate funding is available to support expansion and new programs and services," said Cindy Oliver, President of the College Institute Educators' Association.

"It will be critical that the new special purpose university be given adequate funding to fulfill its potential. Faculty at UCC have been very clear that there needs to be adequate funding and appropriate academic governance in place to ensure that a transition to a university is meaningful and not just one in name only. We will be working with faculty at UCC and OLA to ensure that opportunities are enhanced," said Oliver.

Oliver noted that the secretive manner in which the new university was developed is a poor fit with the reality of providing high quality education. "Faculty must be viewed as meaningful partners in education – at all stages from planning to delivery. The next

stage of development for UCC and OLA must be much more inclusive for the new institution to thrive."

Oliver said that today's announcement, following closely on the heels of the Okanagan post-secondary announcement, indicates that it is critical that the Advanced Education minister commit to working with education partners to develop a strategic plan for BC's post-secondary education system. "UCC, OLA and Okanagan operate as part of a broader provincial system of post-secondary institutions. Particularly given the realities of high student demand and faculty shortages, decisions should be made in the context of a comprehensive provincial plan or strategy," said Oliver.

Oliver noted that faculty at UCC and OLA already work together as part of CIEA and that faculty associations at both institutions have played important roles in provincial and national associations of post-secondary educators. "The issues facing post-secondary educators are far-reaching and ever-more complex as governments create new institutions to meet the high demand for education. We will continue to work with UCC and OLA faculty, through CIEA at the provincial level and through the Canadian Association of University Teachers at the national level."

CIEA ANNUAL GENERAL MEETING

MAY 17TH TO MAY 20TH, 2004

WHISTLER, BC

2003-2004 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
Maureen Shaw <i>Vice-President-Grievances</i>	L	2149/2149	mdshaw@shaw.ca	2005
Terri Van Steinburg <i>Vice-President-Negotiations</i>	S	2259/2259	vpnegotiations@kfa.bc.ca	2004
Al Valleau <i>Secretary-Treasurer</i>	S	2188/9274	al.valleau@shaw.ca	2005
Val Innes <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
Ann Marie Davison <i>Science/Applied Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
Mary Griffin <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2004
Tom Thorner <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
Wayne Tebb <i>Business</i>	R	2516/9590	Wayne.Tebb@kwantlen.ca	2004
Mary Androsiuk <i>Applied Arts</i>	R	2720/9638	Mary.Androsiuk@kwantlen.ca	2004
Jed Sheehan <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2004
Jan Penhorwood <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
Balbir Gurm <i>Community & Health Sciences</i>	S	2267/9320	Balbir.Gurm@kwantlen.ca	2005
Terry Nanubhai <i>Non-Regular Faculty</i>	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2004
Ronnie Skolnick <i>Status of Women Committee</i>	N	3022/9852	ronick@shaw.ca	2004
Alice Macpherson <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2004
Kathy Purser <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	