



## President's Report

Welcome back to faculty who have been on their summer holidays, and to those who have worked all summer and will continue to work this fall. And to those faculty who have reached their non-instructional time, enjoy your coming holidays.

This coming academic year will present us with a number of challenges, among them negotiating a new contract, coming to terms with the meaning and importance of research and scholarship at this institution, and preparing for a provincial election in May that has the potential to change our working conditions regardless of the outcome.

### Negotiating a New Contract

Our collective agreement expired on March 31<sup>st</sup> of this year. Yet we are not without a contract. Because we have continuation language in our collective agreement, we continue to work under the terms and conditions of the expired contract until a new agreement is reached. Terri Van Steinburg's article on pages 5 through 6 provides a summary of what has happened in bargaining so far and a look to the future.

Another request by the KFA under the *Freedom of Information and Protection of Privacy Act* reveals that on April 1, 2004 when we received (and if the Provincial Government has its way, will continue to receive) a 0% lift, most of the senior administration of this institu-



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tion received further salary lifts of 4.6% to 6.3%. The gap between faculty and administration salaries continues to grow.

**COCAL VI**

I attended the sixth Coalition of Contingent Academic Labour (COCAL) conference in Chicago in early August. The Coalition includes contingent, or what we call non-regular, college and university faculty from across Canada, the United States and Mexico. Listening to the stories told, especially by the Mexicans and Americans, reminded me of important negotiated improvements we have made over the past decade for non-regular faculty.

In Mexican post-secondary institutions, 60% to 70% of faculty are contingent workers. These academics have no job security, no paid preparation time, no paid office hours, frequently no offices, telephones or access to computers, no access to health care benefits or retirement pensions. Sometimes they are paid as little as \$7 per contact-hour while Deans are paid the same salary as the Governor of Baja California.

At many American post-secondary institutions, contingent faculty are fighting for work assignments that will last for more than one semester. Lecturers at the University of Michigan recently struck for the right to have one-year teaching contracts, and access to subsidized health care benefits. At the New School University in New York, contingent faculty are trying to organize for continuing work assignments. At that school there are currently 167 tenured and tenure-track professors and a whopping 2,000 adjunct (non-tenure-track) professors.

It is clear that non-regular faculty in the college and institute system in BC are better off than their American and Mexican counterparts. That is not to say that our non-regular faculty, many of whom have workloads too small or too uncertain to warrant placement on the salary scale or access to benefits,

are well treated by our institutions. We must continue to negotiate for improvements for our non-regular colleagues.

**Research at Kwantlen**

At the back-to-school meetings this fall, Associate Vice-President of Research Grant Allan will be presenting the administration's vision for research and scholarship at Kwantlen. The KFA Table Officers have seen a draft of that vision, parts of which concern us.

In response to the administration's vision, we have developed a draft KFA position paper on research and scholarship and we ask faculty to read it, and to come to the September General Meeting to discuss the ideas contained in the paper. It can be found on pages 10 through 11 of this newsletter.

The General Meeting is on Wednesday, September 15<sup>th</sup> at 3:00 pm in Room G1205B on the Surrey Campus. Please be sure to attend and to take part in the discussion of what research is, and what it means for our workloads.

**Saving Public Post-Secondary Education**

Faculty in British Columbia are all too aware of the deleterious effect of recent Provincial Government actions on our working lives and on our students' ability to attend school. The Government has passed legislation that voided terms and conditions in our Collective Agreement around workload, agreements that our administration continues to respect only under threat of censure by the Canadian Association of University Teachers (CAUT). Tuition around the province has increased drastically, and by over 200% at Kwantlen since the current Government took office.

Whether the general public is aware of the effect this Government is having on post-secondary education as a whole is unclear. Therefore, our provincial federation CIEA (soon to be the Federa-

*“Tuition around the province has increased drastically, and by over 200% at Kwantlen since the current Government took office”*

tion of Post-Secondary Educators of BC or FPSE-BC) is working on an extensive issues campaign leading up to the next provincial election on May 17, 2005.

This issues campaign will be aimed at making sure that our concerns about access to and quality of post-secondary education are in the forefront of the election campaign. We in the public college and institute system do an excellent job of educating young people. That many young people can no longer afford to attend is not only not good for us as educators, it is also harmful for society as a whole.

CIEA/FPSE will be bringing information sessions to its member faculty associations this fall, so that we as educators can effectively spread our message about the value of post-secondary edu-

cation to our colleagues, friends and families before voting day next spring. The health of the public post-secondary system is very much a function of whatever government is in power in Victoria. It would be comforting to think that the voters of British Columbia understand the importance of what we do and the value we provide to society when they go to the polls next May.

More information on CIEA/FPSE's issues campaign will be provided at the General Meeting in September. In the meantime, if you have questions, please call me at local 2151 or visit me in B201 on the Surrey Campus.

In solidarity,  
Nancy Clegg  
President

## Management Theory

A man in a hot air balloon realized he was lost. He reduced altitude and spotted another man below. He descended a bit more and shouted, "Excuse me, can you help me? I promised a friend I would meet him an hour ago, but I don't know where I am."

The man below replied, "You're in a hot air balloon hovering approximately 30 feet above the ground. You're between 40 and 41 degrees north latitude and between 59 and 60 degrees west longitude."

"You must be an engineer," said the balloonist.

"I am," replied the man, "How did you know?"

"Well," answered the balloonist, "everything you told me is technically correct, but I've no idea what to make of your information, and the fact is I'm still lost. Frankly, you've not been much help at all. If anything, you've delayed my trip."

The man below responded, "You must be in Management."

"I am," replied the balloonist, "but how did you know?"

"Well," said the man, "you don't know where you are or where you're going. You have risen to where you are due to a large quantity of hot air. You made a promise, which you've no idea how to keep, and you expect people beneath you to solve your problems. The fact is you are in exactly the same position you were in before we met, but now, somehow, it's my fault!"



# Grievance Report

By Maureen Shaw  
Vice-President—Grievances

**O**n BC Day, as I write this, it is hard to believe that the new academic year will soon begin. We have another challenging year ahead of us: meeting our students, preparing courses and developing new curriculum for the ever-changing needs of Kwantlen. In addition, we will be in bargaining for a new collective agreement and facing a provincial election. If you think last year was tumultuous, get ready for an even rougher ride this year!

To make the beginning of this academic year go more smoothly, I have provided below some reminders/advice for your consideration.

### **Student requests to exceed class size limits**

Until we bargain a new collective agreement, we are still governed by the 2001-2004 collective agreement and its provisions (including the salary!). One of the key concerns for KFA members at this time of year is class size and the protections in place to preserve your workload provisions. (See Article 12—Working Conditions of the local agreement.)

You may find some pressure on you in the next few weeks to accept more students in your class than the class size maximum. However, class sizes can be increased only for certain, agreed upon reasons (such as the student needing that course to graduate) and only by a system that involves the Educational Advisors, the KFA and you.

If a student approaches and pleads to get into your class, please send them promptly to an Educational Advisor for the proper forms to be initiated. The

KFA will receive the forms and rationale for the request and contact you for your decision on whether to accept the additional student or not. If you receive a voicemail message from me in late August or early September, please answer it quickly so we can complete the request form as soon as possible.

### **Duty to accommodate students**

As you prepare your class presentation sheets and develop the rules and guidelines for your courses, please make sure that you are aware of your duty to accommodate students, up to the point of undue hardship. Much of this law has been developed in the employment context but it also applies to us as instructors.

You must be prepared to make reasonable exceptions so that no student faces discrimination on grounds protected by Human Rights law: disability (physical and mental), religion, gender, pregnancy, age, family responsibilities, marital status, sexual orientation. For instance, you may have to accept late papers or excuse absences, depending on the student's circumstances.

Some KFA members have recently been through the investigation process of a discrimination complaint and they found it very stressful and time consuming. The complaint was upheld. The faculty members involved now have a thorough understanding of their duty to accommodate and they have changed their course guidelines and rules accordingly.

Please feel free to call me at local 2149 if you wish further guidance.

Maureen Shaw

*“One of the key concerns for KFA members at this time of year is class size and the protections in place to preserve your workload provisions.”*



## Negotiations Report

By Terri Van Steinburg  
Vice-President—Negotiations

**W**elcome, faculty, to the 2004/2005 academic year! I hope you had an enjoyable summer with plenty of opportunities to enjoy the sunshine.

My article this month will bring you up to date on where we are in the bargaining process at both the provincial and local levels.

### Provincial or Multi Institutional Discussions (MID) Table

#### February 2004

- College Institute Educators' Association (CIEA) and BC Government and Service Employees Union (BCGEU) hold a joint bargaining conference to discuss common bargaining demands.
- Based on the Unions' MID demands, KFA members vote unanimously in favour of the following motion: "That the KFA agrees to participate in provincial bargaining to achieve the bargaining objectives presented at this meeting."

#### March 2004

- The Post Secondary Employers Association (PSEA) distributes their compensation document "Definitions of Compensation for Faculty and Support Staff Bargaining."
- PSEA sends a letter to the KFA explaining that the provincial government has made the PSEA the **exclusive** bargaining agent for the Employers in the post-secondary sector, and that under PSEA bylaws "an individual institution has no authority to conclude a collective agreement that has not first been approved, ratified and executed by

PSEA." Further, the terms and conditions of any tentative agreements **must** be within the PSEA mandate.

- The Employer tables a Draft Protocol agreement.
- First meeting between Unions and Employer takes place.
- Bargaining dates are set for May and June, 2004.

#### April 2004

- Unions table a Draft Protocol agreement.
- Employers table their second Draft Protocol agreement.
- The KFA invites Kwantlen University College to join the MID table

#### May 2004

- Kwantlen University College responds to the KFA's invitation to join the MID table, indicating they "have decided not to participate in such a Table."
- Unions hold meetings to discuss protocol, review bargaining demands and prepare a tabling document.
- PSEA, CIEA and BCGEU agree to a Partners Pension Table.
- The Unions release a bargaining backgrounder and a news release entitled "Post-Secondary Educators Begin Bargaining."

#### June 2004

- The Unions present the Employer with our Tabling Document containing the Unions' bargaining proposals.
- The Employer tables its MID Bargaining Proposals.
- The Unions release Bargaining Bulletin 2 entitled "Post-secondary unions and employers table bar-

gaining proposals.”

- The Employer and Unions agree to protocol and scope of the MID table

MID table negotiations will resume in mid-October. I will continue to represent KFA members at the MID table. Despite our best efforts we have as yet been unable to convince Kwantlen to join the KFA at the MID table.

Please bookmark and check the CIEA and BCGEU websites for bargaining updates. You can also find the bargaining bulletins I cited above at either website listed below.

<http://www.ciea.bc.ca/news/bargaining.htm>

<http://www.bcgcu.ca/378>

### Local Bargaining

#### October 2002

- KFA Contract Review Committee (CRC) is formed to review contract language, identify problems or weaknesses in the collective agreement, assess membership priorities and make recommendations to the Working Conditions Committee in preparation for the next round of bargaining.

#### February 2003

- CRC begins a strategic review of current collective agreement.

#### March 2003

- CRC develops and distributes a bargaining questionnaire to KFA mem-

bers.

#### June 2003

- Bargaining questionnaire results are reported in the June issue of *KFActs*.

#### September 2003

- The Working Conditions Committee is elected at General Meeting.
- A bargaining survey is developed by the Working Conditions Committee and distributed to KFA members.

#### October 2003

- The Working Conditions Committee begins putting together local bargaining demands.

#### March 2004

- CIEA provides a two-day bargaining workshop for the Working Conditions Committee.

#### April 2004

- KFA members endorse local bargaining demands at the Annual General Meeting.

#### May 2004

- The KFA local Bargaining Committee is formed.

A great deal of time and effort has brought us to where we are now. I expect local bargaining will begin sometime this fall. Thanks to the hard work of the Contract Review Committee and the Working Conditions Committee, the KFA is ready.

Until next time,  
Terri Van Steinburg





## Finance Report

By Al Valleau  
Secretary-Treasurer

I hope you have had a good summer. My summer has taken me to the opposite side of Canada and made me realize how interconnected we are in this country. It also made me reflect on the values that hold us together as Canadians.

### A Small World

I guess what started me thinking about interconnectivity occurred on our flight to Toronto where we were to catch a connecting flight to St. John's, Newfoundland. What are the odds, you ask, of the person sitting in the row in front of you being someone who has been closely associated with the KFA? In the row in front of me was Doug Fletcher who was flying back to Ontario to visit family. It truly is a small world. Last summer while at a conference at the University of London, one of the first people we met was one of my old students who had moved to England and was working at the university.

It doesn't matter where you go; Kwantlen people are stretched out around the globe.

### Newfoundland: Civility and Common Sense

Our trip to Newfoundland was great, but, in particular, it made me reflect on most Canadians' kind nature. Yes, I know, in rush hour in the fall in Greater Vancouver, it seems that most of that good will and kindness have gone into hibernation. But the people of Newfoundland made me realize afresh what it is that binds a society together: trust and respect, and how, in our dealings with one another, give and take are essential. Let me illustrate.

As we drove up the Northern Peninsula toward St. Anthony and L'Anse aux Meadows, we started to notice vegetable gardens on the highway's verge. The gardens measured about twenty to thirty feet across and were about fifty to one hundred feet long. Each was surrounded by one or two strands of wire on which hung pieces of bright cloth.

The history of how the gardens came into being is interesting. When the highway up the peninsula was constructed, the local people looked at the top soil that had been moved to the edge of the road during construction and thought that it was a crime to waste all that good earth in an area where rocks and marsh abound. As a result, they started to stake out vegetable gardens along the side of the road. The two strands of wire around their gardens were not put up to keep humans out; that wasn't a worry. They knew that their communities would shun anyone who dared steal from another person's vegetable garden. The wire was put up to try to keep the moose out, an undertaking that was not always successful.

But why did the government tolerate these gardens along the verge of the highway you ask? Can you imagine what would happen if people in BC followed suit and started to utilize the verge of BC's highways for gardens? How long would it be before someone complained and police moved in to stop the illegal growing of vegetables?

In Newfoundland, though, this did not happen. Why? Simple. The government realized that it was best to turn a blind eye to anything that encouraged people to be resourceful and self-

*"Simple civility,  
common sense, and  
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sufficient. Much better than have more needy people on the dole. Simple civility, common sense, and understanding rather than rule-bound thinking and dogma. We could all learn from such thinking.

### Unwise Budget Cuts in BC Parks

The second moment of clarity came to me in BC's Chilcotin in late July. We were at Anahim Lake fifteen kilometres from Charlotte Lake and the Lonesome Lake fire that was in the headlines at the end of July. In talking to the local people, we got a different insight into the underlying problems of the fire. The way the Lonesome Lake fire was being handled was certainly a concern for local people.

The day we arrived in Anahim Lake, there were about 55 firefighters fighting the blaze. This included about 20 Swedish trainees who had been sent to BC to learn how we fight fires here. There was just one helicopter helping the firefighters. It took the local fire marshal's phone call to BCTV and the arrival of a television camera crew to get the government's attention.

The first night we were at Anahim, the blaze was so hot that the plume of smoke over the fire glowed red at night and looked ominously like a cloud created by an atomic blast. The next day, after television coverage, there were 100 firefighters and five helicopters. The day after that, there were 150

people and ten helicopters on site.

What was sad were the political implications of the fire. With the small budget that provincial parks have, how do they contain or limit forest fires? They can't. Instead, their policy is to let fires burn themselves out.

In the interior of BC, however, fires have two allies at present: dry weather and a Pine Beetle infestation that, unchecked, has spread into other species of tree and littered the forest with dead and dying trees. Although controlling provincial budgets is important, drastic cuts to budgets can be disastrous. Cut the budget for provincial parks and you force those who run the parks to create policies that are short-sighted. The five-hectare Lonesome Lake fire could have been stopped in the first week, but the provincial parks decided that it was in terrain that would make fighting it too expensive. It was thought it was better to follow the policy that wild fires are a natural phenomenon that is healthy for forests.

On the day after BCTV reported on the fire, the government spent over one million dollars in one day fighting the fire. Cutting programs to the core can create situations that, like the forest fire situation in the province this summer, court disaster. There is too much of this kind of thinking afoot in our province at the moment.

Al Valleau





## Member-at-Large Report

By Russel Ogden  
Member-at-Large

**H**ave you ever wondered why the employer deducts your faculty association dues directly from your pay cheque? It is actually a requirement of the BC *Labour Relations Code* and it has a history that dates back to an Ontario arbitration ruling nearly 60 years ago.

In 1945 Supreme Court of Canada Justice Ivan Rand was the arbitrator in a strike involving Ford autoworkers in Windsor. In his ruling, Rand noted that all workers within the bargaining unit, whether union members or not, benefited from the collective agreement. In what became known as the "Rand Formula" and later "dues check-off," Rand said that all workers within a bargaining unit would have to pay union dues, even if they chose not to join the union.

The Federal Government soon codified Rand's ruling into the *Industrial Relations and Disputes Act*, and the consequence was that Canadian unions achieved a level of financial stability that they had never seen before. Previously, shop stewards and other union reps would have had to approach members individually to collect their dues. Now, employers deducted dues and paid them directly to the union.

Statutory dues check-off is a double-edged sword for unions. On the one

hand the increased resources means that unions can employ more staff with the skills to carry out collective bargaining, represent grievances, and defend workers against unfair management practices. This is good for the worker. On the other hand, because union reps no longer have to meet with workers on the shop floor to collect membership dues, communication between union reps and members is quite arguably undermined.

For many workers, dues check-off often feels like another odious tax, rather than an important contribution to the cause of better working conditions. But your faculty association dues (1.7%, tax deductible) are not a tax and the rights and benefits that come with KFA membership are worth the money.

Dissent and advocacy are core values in unions, so members who are concerned about accountability are encouraged to use their membership to run for KFA office or otherwise agitate for change. For the few who are generally opposed to unions on religious grounds, the *Labour Relations Code* allows a worker to be exempt from union membership and a sum equivalent to the union dues must be paid to an approved charity.

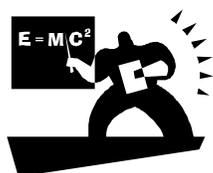
Russel Ogden

*"For many workers, dues check-off often feels like another odious tax, rather than an important contribution to the cause of better working conditions"*

### **Court rejects narrow approach to definition of "danger"**

The Federal Court has ruled that, to invoke the right to refuse unsafe work under the *Canada Labour Code*, an employee is not required to prove that a potential hazard will result in danger *every time* it occurs, or precisely *when* it will occur. Instead, it is necessary to show only that there is a *reasonable possibility* that a hazard will occur, and ascertain the circumstances in which it can be expected to cause an injury. Further, the Court has clarified that, even where a hazard is inherent in the work environment, a right to refuse unsafe work, based on a concern about a prospective danger, may still be exercised where the level of risk has been increased beyond that normally faced.

- Source: Lancaster House Labour Law On-line



## KFA Proposed Position on Faculty Research and Scholarship at Kwantlen

Kwantlen is primarily a teaching institution and its faculty members have been hired primarily because of their abilities to work with students as instructors, librarians or counsellors. Student learning is the main focus of faculty. One of Kwantlen's distinguishing features is excellence in teaching.

Research has always been a part of faculty work and scholarship—it is not new to Kwantlen. Research informs teaching, develops curriculum, improves best teaching practices and enhances the knowledge of faculty and students. Some faculty members engage in research that leads to publication in journals and books, or presentations at conferences and symposia. Other faculty engage in research which goes unrecorded but still advances knowledge.

The KFA supports the CAUT definition of scholarship:

The pursuit and dissemination of knowledge at the highest intellectual level can only be sustained by promoting and protecting the working conditions for academic staff.

**Scholarship, the work of an academic, involves both the pursuit and the dissemination of knowledge through research, teaching, public lectures, conference communications, publications, the building of library collections, the provision of critically mediated access to information, artistic production and other similar activities.** [emphasis added] In addition to scholarly activities the workload of an academic staff member includes service to the academic community. In the as-

signment of workload duties care must be taken to insure that the balance of scheduled and non-scheduled duties affords adequate opportunity for each academic staff member to fully participate in all aspects of his/her career.

Some scholarly tasks, such as the development of new courses, require periods of uninterrupted time. Research investigations and the preparation of research results in particular often require extended periods of concentrated effort. Accommodating these workload needs requires that the various components of workload be distributed appropriately.

In other words, all faculty members at Kwantlen are active scholars. Scholarship is not a separate, discrete activity in which only some participate and receive recognition. All faculty should be recognized for their scholarly contributions to Kwantlen.

Definitions of research and scholarship that focus on publications, grants, and industry or community partnerships can set up perceptions of winners and losers, and misguided sense of who is a true scholar and who is not. Faculty workloads must be fair and equitable to properly address the differences in educational offerings and circumstances across the College.

The KFA recognizes that time release is necessary for many forms of scholarship. This includes development of new curriculum, expanding expertise or teaching abilities, writing grants or doing in-depth research. Current allocations of employer paid Educational Leave funding through the Collective

*"Scholarship is not a separate, discrete activity in which only some participate and receive recognition."*

Agreement has proven inadequate in providing all the time requested by faculty to pursue endeavours meant to enhance their teaching or knowledge. The 21 days per year of professional development is also insufficient for many types of research and scholarship. Time releases created by management and awarded to only a select few can be seen to diminish and trivialize the scholarship activities of faculty in general.

The KFA negotiates faculty workloads with the University College, including the terms of the Education Leave pro-

gram and professional development entitlements. The KFA is prepared to negotiate improvements required by faculty to facilitate research, and invites input from faculty about what improvements are required. If workloads are to remain equitable, faculty must resist arranging their own terms and conditions around research.

As educators, we conduct research in many different forms as part of our workloads. We should all be proud of, and recognized for, the contribution we make to the collective state of knowledge at Kwantlen.



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**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:** \_\_\_\_\_





## The CIEA Page

### Minister’s Advisory Council Sends Negative Message to Educators

On July 5, the Minister of Advanced Education appointed an 18 member advisory council with no representation from the largest faculty organization in the province.

CIEA President Cindy Oliver said that she is shocked that the Minister of Advanced Education would appoint an advisory council without ever consulting with the largest faculty organization in the province and very deliberately not appointing any CIEA representatives to the council.

Oliver said that she is also very concerned that the council includes the president of the BC Career Colleges Association, Derek Hamill, who was also recently appointed as the Chair of the Private Career Training Institutions Agency. Unlike the private education lobby, other organizations were not given the courtesy of representation.

“If government wants good advice on how to improve student access and the quality of education, it needs to be willing to work with everyone,” said Oliver. “We are concerned that government is simply not prepared to deal with educators’ organizations and is unwilling to bring together those who play a pivotal role in the post-secondary system.”

The full text of CIEA’s letter to the Minister is included below. To see the government announcement, go to the Ministry’s website at <http://www.gov.bc.ca/aved>.

Dear Minister Bond:

I am writing to indicate CIEA’s dismay at the way in which the Minister has chosen to proceed with the long-awaited Minister’s Advisory Council. The July 5 announcement of the ap-

pointed council – with 18 people – contains no representatives of key faculty, students or staff organizations in the public post-secondary education system.

CIEA is particularly concerned that the council includes the president of the BC Career Colleges Association, Derek Hamill. We note that Mr. Hamill is also the recently elected Chair of the Private Career Training Institutions Agency. No other organizations were given the courtesy of a representative and we believe that the lack of other council representatives who are equally connected to provincial organizations will create an imbalance in the council.

In February 2002, the Ministry Service Plan promised a Minister’s Advisory Committee to bring together the system’s stakeholders. CIEA was disappointed that despite that commitment, no committee was appointed. In the interim, government has made sweeping changes to the post-secondary system and has begun a review of mandates, roles and responsibilities in the public system.

While the Minister may not agree with the advice that CIEA has put forward, we have consistently made recommendations to government whenever the opportunity has arisen. We are therefore very disappointed to see the appointment of an advisory council with no discussion with CIEA and no participation by CIEA representatives.

We ask that the Minister consider expanding the council representation to include CIEA and other provincial organizations, and I look forward to hearing from you on this.

*“We are concerned that government is simply not prepared to deal with educators’ organizations...”*



**KWANTLEN FACULTY ASSOCIATION**

# **Fall General Meeting**

**Wednesday, September 15, 2004**

**3:00 PM—6:00 PM**

Room G1205B Conference Centre, Surrey Campus

**Update on Negotiations**

**Position on Paper on Research and Scholarship**

**Elections (one year term)**

- **Executive Representative for Non-Regular Faculty**

**Elections for CIEA Standing Committee  
Representatives (two year terms):**

- **Education Policy**
- **Human Rights & International Solidarity**
- **Occupational Health & Safety**
- **Professional Development**
- **Status of Women**

**Following the meeting there will be  
complimentary snacks and a no-host bar.**

**Refreshments!**

**Door Prizes!**

**More!**

## 2004-2005 KFA Executive

<b>Name &amp; Position</b>	<b>Campus</b>	<b>Phone</b>	<b>Email</b>	<b>Term ends</b>
<b>Nancy Clegg</b> <i>President</i>	R	2151/2151	KFAPresident@kfa.bc.ca	2006
<b>Maureen Shaw</b> <i>Vice-President-</i>	L	2149/2149	MDShaw@shaw.ca	2005
<b>Terri Van Steinburg</b> <i>Vice-President-</i>	S	2259/2259	VPNegotiations@kfa.bc.ca	2006
<b>Al Valleau</b> <i>Secretary-Treasurer</i>	S	2188/9274	Al.Valleau@shaw.ca	2005
<b>Russel Ogden</b> <i>Member-at-Large</i>	S	3169/9050	Russel.Ogden@kwantlen.ca	2005
<b>Val Innes</b> <i>Access</i>	L	3338/9635	Val.Innes@kwantlen.ca	2005
<b>Ann Marie Davison</b> <i>Science/Applied</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
<b>Mary Griffin</b> <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2006
<b>Tom Thorner</b> <i>Social Sciences</i>	S	2185/9270	Tom.Thorner@kwantlen.ca	2005
<b>Harj Dhaliwal</b> <i>Business</i>	R	2157/9337	Harj.Dhaliwal@kwantlen.ca	2006
<b>Ihor Pona</b> <i>Applied Arts</i>	R	2717/9795	Ihor.Pona@kwantlen.ca	2006
<b>Jed Sheehan</b> <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2005
<b>Jan Penhorwood</b> <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
<b>Balbir Gurm</b> <i>Community &amp; Health</i>	S	2267/9320	Balbir.Gurm@kwantlen.ca	2005
<b>Terry Nanubhai</b> Non-Regular Faculty	N	2965/9900	Terry.Nanubhai@kwantlen.ca	2004
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<b>Alice Macpherson</b> <i>Ombudsperson</i>	S	3040/3040	Alice.Macpherson@kwantlen.ca	2006
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