



# KFActs

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

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Welcome back to a new academic year to faculty who have taken their non-instructional semester over the summer, and hello again to faculty who have been on the job since the last issue of *KFActs* in June.

As we enter this new academic year, what challenges will we face?

## Bargaining

Before the academic year is gone, we will see the expiry of our current Collective Agreement. Whether we will be in bargaining – provincial or local – is anyone’s guess at this time. Nevertheless we must prepare for bargaining, and a tough round of bargaining as well.

Before the academic year is gone, we might see the outcome of bargaining between our support staff – the BCGEU – and the College. Whether the BCGEU bargaining will be a harbinger of our own is also anyone’s guess.

## Upcoming Legislation

Before the academic year is gone, we will likely see new legislation introduced in the Provincial Legislature that will affect the entire public post-secondary education (PSE) system. The Ministry of Advanced Education has released a discussion paper aimed at generating feedback prior to their drafting of the new legislation.



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The paper reviews the current state of the PSE system in four contexts: access and programming, capacity, mandates and governance. The paper is very much a business look at PSE: how can we reduce costs, how can we increase services, how can we restructure to provide training to increase economic development in the future, how can we get the best return on our investment in PSE? Outcomes - remember those? No sign of them in this paper.

I have written a review of the paper that you will find on pages 7 to 8, although I have yet to develop a full critique. I will be speaking to the paper at the Board meeting on August 20<sup>th</sup>, and will reproduce my remarks in September's *KFacts*. If you would like a copy of the paper, please call me at local 2151.

### **Congratulations**

Congratulations go to Maureen Shaw, Vice-President-Grievances on her reappointment to the Labour Relations Board for a three-year term. It's good to know that there are capable labour representatives who can

help adjudicate cases at the LRB.

### **General Meeting**

One of the first orders of business in this new academic year is our Fall General Meeting. It will be held on Wednesday, September 24<sup>th</sup> from 3:00 p.m. to 6:00 p.m. at a location yet to be determined. All the large rooms in the College are booked for that time, so we may have to move off campus.

At the General Meeting we will be elected a Non-Regular Faculty Executive Member and a Social Sciences Executive Member. We will also be electing the Working Conditions Committee (WCC), a pre-bargaining working Committee. Please see Terri's article on page 4 for more information about the WCC.

Until the General Meeting I wish everyone a successful Fall Semester, or a relaxing one if this is your non-instructional semester.

Nancy Clegg  
President

### **RONA MURRAY**

The writer Rona Murray died recently in Victoria. I would like to make a brief mention here, however, not of her writing accomplishments but of her contributions to early sessional rights at this institution. [Douglas as it was then]. She was employed as a sessional in English in the early seventies and was instrumental in the organizing that led to improving the poor working conditions of non-regular faculty. There was no job protection then whatsoever, and she was among those courageous few who called meetings, wrote letters to management, and pressed for inclusion in the union. Those who have worked as sessionals here owe her much.

- Leona Gom, former KFA Member



# Grievance Report

**Maureen Shaw**

**Vice-President-Grievances**

**A** warm welcome back to KFA members who are beginning their academic year this September, and greetings to those who are new to Kwantlen. To those who are working on a different timetable, look forward to your vacation! My vacation this year took me to Nova Scotia and Newfoundland as well as the West Kootenays. I learned much about our country's history, enjoyed immensely my encounters with the people and delighted in the varied beauty of the different regions.

## Continuing Education Layoffs

When I was not away, I found myself working on a number of grievances, trying to seek fair resolution for KFA members in a range of issues. The 10 layoffs in Continuing Education took considerable time because the employer, in our view, failed to follow proper process in laying off these members. The KFA achieved a somewhat better situation for them than what they were initially accorded. Whether CE should have been eliminated at all is, of course, a different matter.

## Other Grievances

The KFA also filed 3 grievances in relation

to the disciplining of faculty members. Two of those are resolved; the third has been advanced to Stage 2. Recently we have been notified of 2 more layoffs in academic, base funded areas of Kwantlen. We are looking closely as to whether due process has been followed.

We are also assisting members who are being asked to pay back overpayments of wages of quite considerable sums. Another faculty member is dealing with threat of layoff and a poor evaluation from the Dean. In another matter, we are looking into whether the compensation of a Non-Regular Type 1 faculty member was adequate.

## Thanks to CIEA!

All of these cases require considerable time in research, fact finding and interpretation. I am most grateful to the CIEA Staff Representatives who provide lots of advice, expertise, and background. I have kept them busy this summer with all my questions and discussions. And if my summer vacation was spent working on this many issues, I know the next period will be even busier.

In Solidarity,  
Maureen Shaw

## **FACULTY ALERT!**

The KFA is still discussing with the Management overload payment for faculty members on scale. We are trying to reach an agreement on how to quantify overtime work for the purpose of calculating pay that is owed. This is part of the overload grievance that has been in the works for almost a full year now.

**Please have patience! We hope a resolution will be found before the Fall semester is done.**



# Negotiations Report

Terri Van Steinburg –

## Vice-President-Negotiations

It has been a very busy July in the KFA office! I've been holding down the fort while the other Table Officers enjoy their vacations. My turn has arrived and I am looking forward to spending some time with family and friends and doing some camping.

### Bargaining

In the last edition of *KFacts*, I reported the results of the informal bargaining questionnaire you responded to last spring. The information you provided assisted in developing the more formal Bargaining Survey, which will be sent to your home the week of August 18<sup>th</sup>. Please take the time to respond to this important survey. Your responses will assist the Working Conditions Committee in setting the bargaining agenda for the next set of negotiations. If you have any questions or concerns regarding the survey please do not hesitate to contact the KFA office at 604-599-2200.

### Committee Work

Committees have not been meeting over the summer months, but come September they will be up and running again.

The Contract Review Committee will be wrapping up its work in September then passing on its recommendations regarding bargaining to the Working Conditions Committee (WCC). The WCC will be elected at our September General Meeting. Please consider representing your area on this very important committee.

The Constitution and Policy Committee has completed the first phase of its task, namely revising and updating our constitution. The second phase, developing policy and procedures based on our constitution and past practices, will begin in the Fall.

The Labour Management Relations Committee meets September 10<sup>th</sup> to discuss a number of still unresolved issues and undoubtedly new issues will surface.

The Social Committee will begin planning more fun events. If you have an idea for an event, or if you would like to join the Social Committee, please let me know.

Finally, the KFA Executive, at its retreat in June, approved the formation of a new committee – the Education Committee. At its inaugural meeting this fall the Education Committee will review its mandate and begin making plans for the coming year. If you would like to be involved in this committee please contact the KFA office.



If you are looking for something fun to do this Labour Day long weekend check out this year's Labour Day Picnic being held September 1<sup>st</sup>, from 11:00 am – 4:00 pm at Confederation Park in Burnaby. There will be fun and games for the entire family, and clowns, magicians, and activities for the kids. The BC Union Label Trades Council sponsors the Labour Day picnic.

Until next time,  
Terri Van Steinburg



# Finance Report

Al Valleau – Secretary-Treasurer

## The New College “Smart (?) Card”

Those of you who have been away for the summer will return to campus to the usual flood of paper and e-mails, but one item you might consider looking at carefully is the reminder that the College is shifting to a new ID card which will replace both your library card and your photocopy card.

Although the card will be available from August 11<sup>th</sup> until August 22<sup>nd</sup>, do remember that the library will be swamped with students getting their Kwantlen library cards from August 25<sup>th</sup> to September 12<sup>th</sup> and that the college will let the old copy card system run out once you have used up what photocopying value you still have stored on your old photocopy card.

The library will start issuing Smart Cards to faculty and staff again in September between the 15<sup>th</sup> and the 30<sup>th</sup>. The new cards hold a maximum photocopy balance of \$80 as opposed to the old card's \$25, an amount that sounds generous until you consider the fact that the maximum value on the card has increased 3.2 times, while the cost of photocopying a page has increased by 3.3 times. Any bets that some departments will have photocopying overruns this year?

**With the shift in the cost of photocopying from 1½¢ to 5¢ cents (another unheralded spring change at the College), what copy value you have on your old card may not last you very long.**

## Bookstore renovations in Richmond

During the summer the College tries to complete all the maintenance and renovations that are needed. This year, the Richmond bookstore has undergone renovations. Murray Speer dropped by the KFA office early in August and mentioned that he was worried that some of the Richmond students would not find the classroom in Richmond where this fall's textbooks are being sold while the bookstore is being renovated, and might instead go to the Surrey bookstore to purchase their texts. Of course, the bookstore does not know which campus a student is buying books for when he or she purchases a text, but they can shift texts from one campus to another quickly when shortages occur.

Murray was concerned though that students and instructors might not understand the potential problem and wrongly think that the bookstore had not ordered enough texts. If you find that

some of your students are not able to obtain a copy of a text, Murray hopes you will phone him (local 2130) or Sherry Martell (local 2131) so that they can move texts from one campus to another to rectify the problem.

## Street work in Surrey

Be warned, the City of Surrey is finally in the process of widening 128th! As well, there may be a premium on parking with



the increase in our student numbers, but I trust you all have taken that into consideration and will be prepared for chaos between 9:30 am and noon for the first two to three weeks of classes. Ah, the holidays never looked better when I think of these things...

### Scheduling Software

When Mary Griffin and I were in London, England attending *The Condition of the Subject*, a conference on the future of English Studies, thanks to a lead from Maggie Fung, we managed to arrange to meet with Craig Hickson, the Operations Director at the London School of Economics, to discuss the new software Kwantlen purchased to do timetabling. LSE has been using CMIS successfully for scheduling classes and the Scheduling Implementation Advisory Committee felt that if we could arrange a visit to LSE while we were in London at the conference, it might be well worth our while.

Craig was a most informative person. Unlike Kwantlen, LSE only runs classes from 9 a.m. to 5 p.m. Monday to Friday; however, during their hours of operation, LSE moved from 65% of capacity to 88% of room utilization within one year of adopting the new software and now has one of the most efficient registration systems in England. As well, he noted the LSE moved from £120,000 to £500,000 profit from rental of

unused space once the institution shifted to CMIS. He assured us, though, that all instructors are guaranteed one prep day in their teaching schedule and that most full-time instructors have two to three days free of classes. Mind you, the average teaching load of a full-time instructor at LSE is 6 to 9 hours per week and 40% to 50% of LSE's classes are taught by part-time instructors (a rather sad, alarming statistic, but one that we heard echoed elsewhere at our conference).

As Kwantlen is already at about 85% of capacity in room utilization, how much the new software will help the college improve its utilization rate is still to be seen. That said, the new software will most certainly help staff identify rooms that are free and identify the problems in distribution across the various matrices that the college utilizes.

Besides this, the software should improve the job of the people who do the scheduling. At LSE before CMIS was introduced, the average length of time any one staff person lasted in scheduling was six months. Now, Craig assured us, at LSE, which has a FTE student body of 7,000, and where the annual timetable generates 7,314 events to reschedule each year, things are running much more smoothly and all parties seem to be content.

Al Valleau



## Mandates and Roles of Public Post-Secondary Education Institutions: What are they and what should they be?

The Ministry of Advanced Education's discussion paper, "Mandates, Roles and Responsibilities in the Public Post-Secondary System in British Columbia: A Working Paper," has been sent to the various stakeholders in the PSE system, including the KFA, with a request for feedback. The feedback will presumably be considered in the drafting of new legislation to be presented to the Legislature in 2004.

The paper reviews the current state of the PSE system in four contexts: access and programming, capacity, mandates and governance. The paper is very much a business look at PSE: how can we reduce costs, how can we increase services, how can we restructure to provide training to increase economic development in the future, how can we get the best return on our investment in PSE? Outcomes - remember those? No sign of them in this paper!

### Access

Strategic issues around access are identified as labour market needs, research and economic development, regional access and student support mechanisms. Questions thrown out for discussion in this context are:

1. How can the public system best ensure that PSE programs respond to skills shortages and prepare the workforce for areas of labour market growth? ...
2. How can we maintain an appropriate balance between teaching and research activities?
3. What steps can be taken to promote regional access to high-quality and relevant programs that respond to student

demand and meet socio-economic objectives?

4. How do we better meet the needs of Aboriginal students and students from other under-represented areas?

### Capacity

Strategic issues around capacity are identified as education and training capacity, and research and development capacity.

Because student demand is outstripping the system's ability to expand,

*[o]ther strategies include reviewing class sizes and course loads to identify opportunities to increase the efficiency of program delivery, without compromising program quality. (p.9)*

Discussion questions around capacity include:

1. Given the demographic pressures affecting the system, how can we add capacity to the PSE system in more cost-efficient ways?
2. What incentives can the Ministry provide for efficient and cost-effective program delivery?
3. How can we best expand the system's capacity to support research and graduate programs that help drive innovation and economic development?
4. How can administrative, management and other services *be shared* [my emphasis] among institutions to reduce overlap and duplication in order to lower costs?

### Mandate

Strategic issues around mandates include research and development, and the various

mandates of universities, community colleges and university colleges and provincial institutes. The paper notes that:  
*The university colleges are seeking recognition of their expanded role in the PSE system through new legislation that would include a research mandate and the opportunity to identify themselves as universities. They believe such a change would improve their ability to obtain federal research funding, private sector research partnerships, and international contracts; to recruit and retrain faculty; and to attract students.* (p.14)

Discussion questions about mandates include:

1. Given the existing mandates and the aspirations of the different PSE institutions in BC, what changes would help to reinforce an effective balance and distribution of roles and activities within the system?
2. Which approach will generate the best results from investments in research: *extending a broader research mandate to many institutions, or concentrating research activity and infrastructure in a few institutions?* [my emphasis]
3. How should institutions' roles with respect to community education, contract training, and international education be reflected in their mandates? [KFAccts Note: Kwantlen no longer provides community education, even though according to the paper it is part of the College's mandate.]

## Governance

Strategic issues around governance include the roles of the Minister and Ministry of Advanced Education, and of PSE governing structures including Education Councils.

The paper notes that  
*[i]n some instances, ... Education Councils also have formal advisory roles with*

*Boards. This arrangement has prompted some concerns from institutions ... Some stakeholders are concerned about duplication and overlaps with the responsibilities of Boards of Governors. Others have proposed that Education Councils be limited to a strictly advisory function.* (p.16)

The paper continues:

*A number of institutions in British Columbia have suggested creating additional Acts specific to institutions or types of institutions. An alternative approach is to consolidate the various pieces of legislation into a single Act.* (p.17)

Discussion questions around governance include:

1. What governance structure or structures would best enable individual institutions, and the PSE system as a whole, to respond to current and future challenges?
2. Given the shift towards increased institutional autonomy and accountability, *are the present roles, responsibilities, and composition of each of the following still appropriate* [my emphasis]: Boards of Governors, Senates, Academic Councils, and Education Councils? If not, how should they be modified?
3. What changes to the roles and responsibilities of the Ministry would best enable individual institutions, and the PSE system as a whole, to respond to current challenges?

Kwantlen's Board is preparing feedback to send to the Government, and has asked for input from the BCGEU, the KSA and the KFA. CIEA will most likely provide input as well.

If you would like a copy of this paper, or have any input for the KFA to forward to the Board or to CIEA, please contact the KFA Office at local 2200.

## Union campaign creates international awareness of BC labour strife

Premier receives 2,300 letters from across Canada and around the world

**B.C.** unions today are ending the first phase of an international campaign that delivered some 2300 letters from across Canada and around the world to Premier Campbell urging him to stop violating international labour standards and fundamental human rights.

The letter campaign was in response to the finding last March by the International Labour Organization-an agency of the United Nations-that six labour laws passed by the B.C. Liberals violate basic protections for working people. The laws imposed and unilaterally altered collective agreements, shredded signed contracts and forced health care workers to end legal job action.

Speaking on behalf of the unions, Dileep Athaide, secretary treasurer of the College Institute Educators' Association of B.C., says that the first phase of the campaign achieved its goals. In early May, B.C. public sector unions teamed up with Labourstart, a labour news and campaigning website with a global audience, to create international awareness of the BC laws.

"Now, as B.C. moves onto the world stage in our role as host for the 2010 Olympics, it's crucial that Premier Campbell moves constructively to temper the increasingly hostile labour relations climate in the province," says Athaide.

Athaide says that as the province prepares to welcome the world, British Columbians expect government to avoid extreme policies that cause conflict and division. "Fair treatment for workers, respect for the rule of law, and honouring legally binding contracts must be part of that," he says.

It appears that the Premier has not responded to any of the letters he's received. And Athaide says by Labour Day in early September unions will unveil the next step in the international campaign to keep up the pressure on the Campbell government to comply with the ILO ruling.

Unions involved in the campaign include the: BC Nurses' Union, BC Teachers' Federation, College Institute Educators' Association of BC, Hospital Employees' Union (CUPE), and the Canadian Union of Public Employees (BC Division).



## 2003-2004 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
<b>Nancy Clegg</b> <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
<b>Maureen Shaw</b> <i>Vice-President-Grievances</i>	L	2149/2149	mdshaw@shaw.ca	2005
<b>Terri Van Steinburg</b> <i>Vice-President-Negotiations</i>	S	2259/2259	kfanegotiations@kfa.bc.ca	2004
<b>Al Valleau</b> <i>Secretary-Treasurer</i>	S	2188/9274	al.valleau@shaw.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 Science/Technology</i>	R	2655/9541	AnnMarie.Davison@kwantlen.ca	2005
<b>Mary Griffin</b> <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2004
<b>Vacant</b> <i>Social Sciences</i>				2005
<b>Wayne Tebb</b> <i>Business</i>	R	2516/9590	Wayne.Tebb@kwantlen.ca	2004
<b>Mary Androsiuk</b> <i>Applied Arts</i>	R	2720/9638	Mary.Androsiuk@kwantlen.ca	2004
<b>Jed Sheehan</b> <i>Trades/Horticulture</i>	N	2947/9391	Gerard.Sheehan@kwantlen.ca	2004
<b>Jan Penhorwood</b> <i>Student Support</i>	L	3236/3236	Jan.Penhorwood@kwantlen.ca	2005
<b>Isabelle MacLeod</b> <i>Community &amp; Health Sciences</i>	S	2268/9262	Isabelle.MacLeod@kwantlen.ca	2005
<b>Alison Nishihara</b> <i>Status of Women Committee</i>	R	2572/9532	Alison.Nishihara@kwantlen.ca	2004
<b>Alice Macpherson</b> <i>Ombudsperson</i>	S	2426/2426	Alice.Macpherson@kwantlen.ca	2004
<b>Kathy Purser</b> <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	