



KFA Acts

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

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What a month we've had in the KFA Office since the January *KFA Acts* was published!

The bombshell email from the President on January 21st set off a series of events aimed at stopping class size increases before they are implemented for the Summer 2004 semester. We have been exchanging missives, and meeting, with the President and Senior Leadership.

Taking Action

The KFA held a rally in the Surrey Campus Courtyard where Jim Sinclair of the BC Federation of Labour, Cindy Oliver of CIEA, Rick Coe of the Confederation of University Faculty Associations in BC, Summer McFadyen of the Canadian Federation of Students, and Laura Anderson of the Kwantlen Student Association addressed the assembled crowd. The rally was followed by a Special General Meeting attended by 67 faculty from Kwantlen and visitors from CIEA and other Lower Mainland locals.

At the February 2nd General Meeting, we approved an action plan (see pages 3-4) for fighting the proposed class size increases. With the help of our provincial federation, CIEA, we initiated a letter-writing campaign, and letters to the Chair of the Board and to the President have been pouring in from university faculty associations across the country, and from our sisters and brothers in other unions.

I wrote to the Board Chair, asking for an



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invitation to present to the Board on the relationship between class size and quality of education at the post-secondary level and on the importance of respecting legally negotiated collective agreements. In response the Chair has extended an invitation to me to speak to the Board for five minutes at their Wednesday, February 18th meeting. He has allowed a further ten minutes for questions, if any.

The Grievance

The KFA has grieved the increase in class size; on February 3rd at the Stage 3 grievance hearing, the President advised the KFA that the proposed increases are not carved in stone, but are pretty likely. He also confirmed the oft-heard rumour that the Minister of Advanced Education has informed College Presidents that if they don't use all the tools available to them (i.e. Bill 28), they will not receive any additional funding. The KFA has not yet received a response to the grievance.

It is now clear that these class size increases are politically motivated.

Senior Leadership of the College, looking for increases in the College's provincial grant, is dancing to the organ grinder's tune of union busting. Maureen, Linda Sperling from CIEA, and I are meeting with Senior Leadership on February 11th to discuss options for closing the revenue gap. We will look for ways to balance the College's budget without breaking the collective agreement.

CAUT Intervention

The KFA is prepared to ask the Canadian Association of University Teachers (CAUT) to consider invoking censure on Kwantlen for its disregard of our collective agreement. Censure will certainly damage the College's reputation and Senior Leadership would do well to avoid it. Watch for the February issue of the *CAUT Bulletin*. Kwantlen has made the front page!

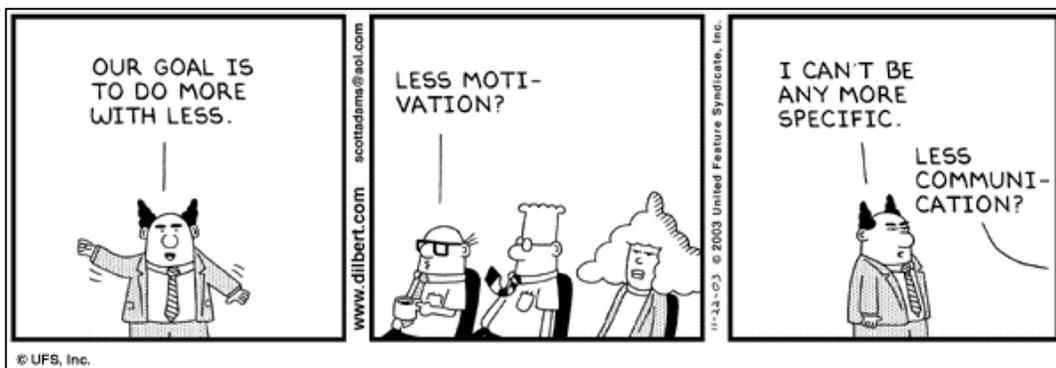
Bargaining

While this crisis has demanded a lot of attention from the KFA Table Officers, the other work of the Association has abated. On February 6th and 7th, Maureen, Terri and I attended a pre-bargaining conference. See Terri's report on page 7, and plan to attend the General Meeting on Friday, February 20th at 10:00 a.m. in Room G1205A to hear more. Lunch is being served following the meeting.

Heartfelt Thanks!

I thank all of you who have expressed support for the KFA leadership in the face of the proposed class size increases. We are fighting to protect the high quality of education at Kwantlen. This is no easy fight. We must remain united if we are to stare down the union busters in Victoria.

In solidarity,
Nancy Clegg





Action Plan: Down With Class Sizes!

February 2, 2004

The members of the Kwantlen Faculty Association are facing an unprecedented attack on our negotiated collective agreement. This action plan is based on a desire to resist the President Skip Triplett's announced intention to break our collective agreement by unilaterally increasing class sizes.

Here's what your KFA Executive has already done:

- Emailed all faculty with a response to the President's email message of January 21st.
- Replied to the invitation from the President to discuss how best to implement class size increases.
- Emailed an update to all faculty on the President's invitation.
- Organized a rally to protest the planned increase in class sizes.
- Written a letter to the Chair of the Board of Governors asking for an invitation for the President of the KFA to present to their February 18th meeting on the importance of small class sizes and honoring collective agreements.
- Asked Presidents of other CIEA locals to send letters of support to the KFA and to advise their institution presidents of the KFA's struggle to protect its collective agreement.
- Asked CIEA to ask CAUT affiliates to write letters condemning the Board Chair and the President of Kwantlen University College for their proposal to break our collective agreement.
- Asked CIEA to ask the Officers of the BC Federation of Labour to write letters condemning the Board Chair and the President of Kwantlen University College for their proposal to break our collective agreement.
- Asked the New Westminster & District Labour Council and its affiliates to write letters condemning the Board Chair and the President of Kwantlen University College for their proposal to break our collective agreement.

Here's what you as a KFA member can do:

- Pass a motion authorizing the KFA President to write a letter condemning the Senior Leadership of Kwantlen for proposing a course of action that will break our collective agreement.
- Pass a motion authorizing the KFA President to ask CIEA to request that CAUT invoke its censure policy against Kwantlen University College in the event that class sizes are increased in contravention of our negotiated collective agreement.
- Authorize the President of the KFA to write a letter to the Board Chair and the President of Kwantlen University College warning of the consequences of CAUT censure of an academic institution.
- Authorize the President of the KFA to seek legal assistance from CIEA as to the legality under the *College and Institute Act* of whether class size changes can be implemented without Education Council's approval.
- As Chairs of departments, adhere to the spirit and letter of Article 1.05 of the Collective Agreement and refuse to work on changes to class sizes for future semesters.
- Attend the February 18th Board meeting, whether or not the invitation to present is extended.
- Wear "Down with class size" buttons.
- Phone or email President Triplett (local 2080, email Skip.Triplett@kwantlen.ca) to express opposition to class size increases.
- Write letters to the editor of local newspapers criticizing the Provincial Government for budget cuts, increased tuition and increased student FTE targets.
- Visit MLAs in Kwantlen's catchment area to inform them of the budgetary crisis at Kwantlen University College, and the consequences for students of high tuition and threats to the quality of education from increases in class sizes.
- Take appropriate action as needed.





Grievance Report

Maureen Shaw

Vice-President-Grievances

As you all know, the KFA is in a fight to convince Kwantlen administration and Board that the move to unilaterally increase our class sizes and thereby violate Article 12 of our collective agreement is both illegal and unethical. On the legal side we have launched a grievance at Stage 3 with the President which we presented last week. We are prepared to take this matter forward to arbitration.

We also have asked CIEA to explore other legal avenues that we can pursue in addition to the Charter challenge that CIEA has already launched. It is crucial that we defend our collective agreement and the longstanding provisions that we have fought to achieve.

All of us will feel the possible effects of this draconian proposal, but those most severely affected will be likely be the non-regular faculty amongst us who may lose all or most of their work.

CAUT Bargaining Conference

January 30 to February 1, I attended and presented to the CAUT Bargaining Conference "Conditions of Employment for Contract Academic Staff." The participants were from universities and colleges across Canada, and we shared concerns about the increasing reliance in post secondary education on non-regular faculty to solve budget problems and increase management's flexibility.

One of the keynote speakers was Richard Moser from the American Association of University Professors who pointed out "faculty work has become more fragmented, unsupported, and destabilized" and "the proportion of faculty who are appointed each year to tenure-line positions is declining at an alarming rate across the US."

The other keynote speaker, Doug Lorimer from Wilfred Laurier University Faculty Association, urged all of us, regular and non-regular faculty, to work together to ensure fairness and equity for all. Many at the conference agreed that the creation and exploitation of an underclass of faculty must end for the sake of the quality of education, the protection of academic freedom and the integrity of our institutions.

In my presentation, I gave an overview of CIEA's Regularisation campaign from the early 1990's that sought to improve the compensation and job security of the large number of non-regular faculty. I also outlined some of the provisions in the Common Agreement which led to the regularisation of more than 300 faculty in BC in 2000-2001.

However, in preparing for this event, I had a look at some of the current data in BC and Kwantlen. I was alarmed to discover that 38% of KFA members are non-regular type 1 and only 52% of our members are regular. Clearly, we still have to do much more to ensure all our members are equitably compensated and equally secure in their positions.

Plan for Regularisation

To that end, I encourage KFA members to do the following:

- Read your collective agreement, in particular Article 1.04 to ensure the regularisation provisions are adhered to. If any of you are non-regular type 2 and have been here for close to 2 years, you may be close to achieving a regular position.
- Make sure that your Dean is creating non-regular type 2 positions at the appropriate points in the year, in other words, looking ahead on August 15, December 15 and April 15 "to determine whether a Type 1 non-regular faculty member should be offered a Type 2 appointment."

(The KFA has won one grievance this year using this language and we filed another 2 grievances recently, claiming violation of Article 1.04, affecting six faculty members.)

- Support your bargaining team and their bargaining proposals. We must improve the collective agreement language and provisions affecting non-regular faculty.

Recently I indicated to management that in the same way a society is measured by how it treats those who are most vulnerable so too is an institution. Forty-eight per cent of our members are non-regular and therefore, very vulnerable, especially in these oppressive times. The measure of Kwantlen in the next while will be its treatment of all of us, especially those most vulnerable.

In solidarity,
Maureen Shaw





Negotiations Report

**Terri Van Steinburg –
Vice-President-Negotiations**

I am writing this month's *KFacts* article from the Canadian Labour Congress Harrison Winter School where I am enrolled in the week-long Advanced Bargaining course. It is shaping up to be a week of hard work and solidarity with other union activist from across BC.

Class Size Increases

Things have changed at our institution since the last time I wrote—the University College administration and Board have used the regressive legislation provided by the provincial Liberal government to break their written commitment to uphold and honor our mutually agreed-to collective agreement. This is shameful indeed.

The KFA recognizes the tight financial spot this provincial government has put our administration in, but to download this to students, faculty and staff is unacceptable.

Instead, our administration and Board should be advocating for more funding for Kwantlen, as the KFA has done on numerous occasions.

The KFA has also organized a number of events to oppose the actions of our administration, Board and provincial Govern-

ment. You can help by writing a letter to your local paper, to your MLA, and by letting us know what is happening in your area.

Upcoming Bargaining

On the bargaining front, the Working Conditions Committee (WCC) is making excellent progress with our local bargaining package. We have scheduled a two-day bargaining workshop for late February with Linda Sperling our CIEA staff rep.

Nancy Clegg, Maureen Shaw, and I just returned from a two-day Provincial Bargaining Conference where we established the provincial bargaining priorities. I would encourage you to attend the February 20th General Meeting where I will provide a detailed update on bargaining. In the meantime, you can contact your WCC rep or myself with any questions or concerns.

Social Committee Event

The Social Committee is planning a pub night for late March. We are hoping to plan it around a Canucks game. Stay tuned for more information on this...

Until next time,
Terri Van Steinburg

**Be sure to attend the February 20th General Meeting
to hear more about the upcoming round of**



Finance Report

Al Valleau – Secretary-Treasurer

This month, for the first time since the present faculty review system went into use, the Faculty Performance Review Committee (FPRC) will be meeting to consider how the system is operating and to see if there are concerns that need be addressed.

Faculty Performance Review Committee

The FPRC was first commissioned a number of years ago to develop a standardized review system that was acceptable to both faculty and management. To this end, at its conception, the committee was composed of an equal number of representatives of faculty and management.

The committee felt that a standardized review system for faculty performance was essential to the College and to instructors. But it also felt that, in an educational institution, the review system had to deal with both the summative and normative aspects of performance review.

The review system had to deal with the normative aspect of the review process to ensure that faculty had feedback from students and peers on an ongoing basis to aid them in their professional development and in adapting their teaching to the needs and abilities of their students.

Probationary and Contract Reviews

The review system, in regard to probationary and contract faculty, of course, by necessity,

had to be both formative and summative in nature. The system had to ensure that instructors were fully reviewed. To this end, under the review system, instructors who are new to the College are reviewed by students and peers, made to write a self-evaluation to see if their abilities and skills are commensurate with the abilities and skills expected of a post-probationary faculty member.

The committee felt that it was essential to make the decision as to whether an instructor had the necessary abilities and skills to be a regular faculty member within the first two full-time equivalent years of his or her work at the College. It also felt that strict timelines were necessary for the review system to be fair to new faculty members and to ensure that they had the necessary formative feedback to enable them to become successful faculty members. If they were not successful, the committee also felt that it was necessary to inform faculty of that decision within the two year full-time equivalent period so that they could find suitable employment elsewhere.

Post-probationary Reviews

With post-probationary faculty, the FPRC felt the review system should be faculty driven. The system was designed to be essentially formative in nature. It was hoped that such a system would help give faculty ongoing feedback on their performance in the classroom.

The committee also agreed that, with full-time regular faculty, faculty would initiate the

review system, and that they would be responsible, over a three-year evaluation cycle, to be reviewed by at least four classes, be reviewed by a peer and write a self-evaluation. The idea was that such a review system would ensure that faculty reviewed their performance on an ongoing basis and, in particular, reviewed classes they felt would best reflect the teaching mix they had over a three-year cycle.

At some point in the three year cycle, they would also have a peer evaluate their performance and talk to them about teaching. At the end of the three-year cycle, the dean would review the sections the instructors had chosen for student reviews and ensure that the instructor had also been reviewed by a peer and had submitted a self-evaluation.

The FPRC made it clear that, as the nature of the review system for post-probationary faculty was basically formative in nature, if the dean had concerns about post-probationary faculty, those concerns would have to be addressed by a different process.

Departmental Norms

To ensure the fairness of the review system, the committee suggested course and department norms, based on data from the review system, needed to be generated to ensure that individuals reading reviews had a full understanding of what the results of a review indicated.

The FPRC also discussed the work the review system generated both for support staff and deans, who would have to work with the data generated by the review process. The committee was cognizant that it had to come up with a system that was fair to both the needs of faculty and the needs of management. It was aware that a system that was too cumbersome would neither work for the betterment of faculty nor the needs of crea-

ting a fair, workable, accountable system for management.

Now that the system has been in operation for a period of time, the committee is once again going to meet and review the process to ensure that the practice is in accord with the principles arrived at by the FPRC. Hopefully, the committee will be able to review the norms that have been generated by the system and examine the review process to ensure that its use is standardized across the system. At the same time, the committee will have to examine the system to see if there are any problems that have occurred in its utilization.

The review process that we have in place was the work of faculty and management working together to generate a tool that was useful to both faculty and management. It was generated with the understanding that such a tool not only makes us all accountable but that it enables us to learn from our experiences. That, after all, is what an educational institution is all about: generating good educational practices.

It is with this in mind that I hope the College will soon begin work on a similar system of evaluation for our managers. As we are an educational institution, we should all learn from one another, receive feedback from one another, and be accountable to one another. When the entire institution embraces these principles, we can be assured that accountability applies equally to everyone and that everyone is listening to everyone else.

The days of old-fashioned top-down classroom teaching whereby instructors, as Dickens so aptly described it in *Hard Times*, filled little pitchers with facts is long gone; let us welcome the openness and understanding a complete review system will generate for the University College.

Al Valleau

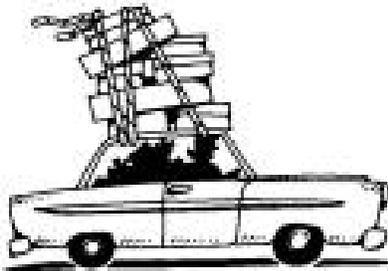
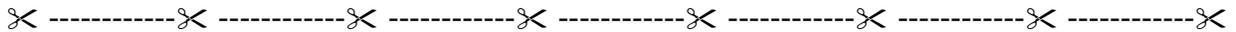
KFA General Meeting

**Friday, February 20, 2004
G1205A Surrey Campus
10:00 am til noon**

**Come and hear the latest on bargaining,
Kwantlen's future directions,
developments on class sizes and
implications of the new Provincial budget.**

Lunch will be served following the meeting.

Door prizes!! Refreshments!!



**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: _____

Federation Calls for a Public Inquiry into Trades Training Scandal

VANCOUVER - B.C. Federation of Labour President Jim Sinclair today called for a public inquiry into the crisis in trades training following allegations that test scores for the "Red Seal" accreditation were inflated by the manager of trades training, since fired.

"We said more than a year ago that deregulation of trades training was a mistake. Our warning has been borne out by this regrettable development," said Sinclair.

The "Red Seal" accreditation qualifies apprentices from BC to work in trades across Canada. It allows complete labour mobility for the worker and assurances that the work they perform is of the highest quality.

"The new *Safety Standards Act* regulations throw the door wide open for non-skilled and semi-skilled workers to do the work of compulsory trades. The new system will not allow for verification of qualifications of workers on the job by municipal and provincial inspectors," said Sinclair.

When the new regulations come into effect April 1, 2004, the responsibility for ensuring that properly qualified trades people are working on job sites will be solely in the hands of

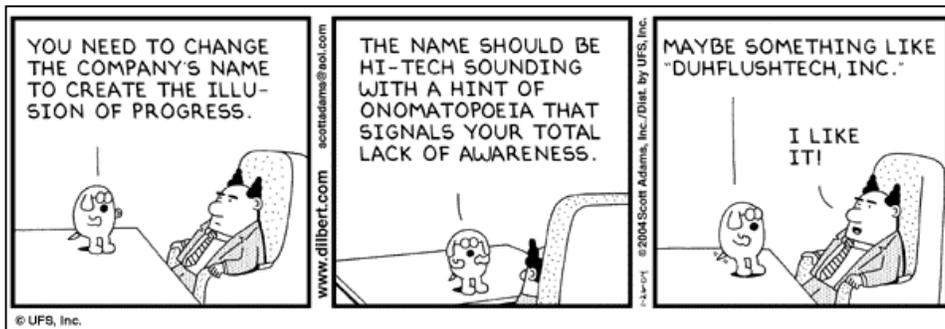
the employer and no longer in the hands of our government, he noted.

Sinclair pointed to the dismantling of the former ITAC system under which apprentices received guidance and job placements around the province and its replacement by the Industry Training Centre as a major mistake. It shows the government really didn't understand how the training system works and was simply engaged in yet another budget slashing measure, he said.

The firing of Industry Training Authority (ITA) manager Phil Turpin for allegedly artificially raising test scores shows that the Liberal government's new system is not working and is in fact weakening the value of trades training in BC, Sinclair charged.

He said the provincial government is leading the province in the wrong direction. "We should be trying to grow our economy through a highly skilled, high-wage workforce, not creating a low-wage ghetto," Sinclair asserted.

With the quality of trades training and public safety hanging in the balance, nothing less than a public inquiry into this apparent scandal is absolutely necessary, he stated.



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
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Wayne Tebb <i>Business</i>	R	2516/9590	Wayne.Tebb@kwantlen.ca	2004
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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	