



KFA Acts

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

Volume 12

January 2004

Happy New Year, and welcome back to another semester at Kwantlen! With the new year comes a new look for the KFA. Check out our website – <http://www.kfa.bc.ca> – for the new look! Many, many thanks to Georgia Milligan of the English Department who designed the new website for us.

Class Sizes

With the new year may also come new class sizes. I have confirmed with a member of the Senior Leadership Team (SLT) that management is considering increasing selected class sizes beginning with the Summer Semester. My source told me that classes in those courses that can accommodate 40 students without jeopardizing the quality of education will enroll 5 additional students. Who will judge the effect on the quality of education and who will select the classes? That information was not provided, but I suspect it will be the Dean.

My source told me that without class size increases there will be program cuts and faculty layoffs. Two years ago, however, management approached the KFA asking for our blessing on *across the board* class size increases. They confessed at the time that the additional revenue would be very small, and would go only a short distance towards closing the revenue gap. I can't help but wonder now if the additional revenue from increasing only some class sizes will be sufficient to prevent cuts.



In this issue:

President's Report	1-3
Vice-President-Grievances' Report	4-5
Vice-President-Negotiations' Report	6-7
Comparison of Administrative Salaries	8
Secretary-Treasurer's Report	9-11
Change of Address Form	11
"Thanks!"	12
The CIEA Page	13
2003-2004 Executive List	14

And will increasing selected class sizes prevent layoffs? Not necessarily. The effect of tuition increases over the last two years is now being felt across the province. Enrolment in the 2004 Spring Semester was soft, with no sign of a recovery to come in May. If class sizes are increased in the face of declining demand, then one of every eight sections will be cancelled as those students are placed in larger classes. Faculty will be laid off, increased class sizes or not.

FTE Targets

My source also told me that without class size increases the College will not be able to reach its FTE target for 2004-05. However, almost all colleges and university colleges have not reached their FTE targets at some point over the past two years and in spite of the Minister of Advanced Education's rumored threat to impose financial penalties for unmet targets, no penalties have been meted out.

What is more fearsome is the oft-heard rumour that the Minister will impose financial penalties on institutions that do not use the powers given them by the *Public Education Flexibility and Choice Act* (Bill 28). The KFA's continuing position on PEFCA is that a collective agreement, negotiated in good faith between employer and employees, will always be in effect regardless of instruments like Bill 28. An honourable employer respects the agreements it makes.

CAUT Censure

If class sizes are indeed increased as threatened, the KFA, through its membership in CIEA, will ask the Canadian Association of University Teachers (CAUT) to censure Kwantlen for breaking the collective agree-

ment. CAUT censure will make recruiting faculty more difficult. It will make the strategic goal of joining the Association of Universities and Colleges of Canada (AUCC) more elusive, if not unattainable.

But the KFA must stand firm on this matter. If we fail to defend even one part of our collective agreement, then we have no collective agreement at all.

Lobbying Campaign

It is clear that the solution to the revenue gap and FTE target problems is political. The Provincial Government has been decreasing Kwantlen's funding and increasing its FTE targets for the past three years. What has Kwantlen's politically appointed Board of Governors done about this situation? Very little, apparently, if anything at all.

But the KFA must stand firm on this matter. If we fail to defend even one part of our collective agreement, then we have no collective agreement at all.

The KFA is therefore stepping into the gap and mounting a lobbying campaign during January and February on behalf of the College. We will be visiting the MLAs in our catchment area, talking to them about the important work that is done by the College and about how valuable an economic asset the College is to our community.

This lobbying campaign may not bring Kwantlen additional dollars for the 2004-05 budget year, but it certainly cannot hurt to have our fourteen MLAs raising the College's profile in Victoria.

Stay tuned to KFAacts. We will keep you informed of developments on the class size front. In the meantime, enjoy your negotiated class sizes.

**Next General Meeting:
Friday, February 20, 2004
G1205B Surrey Campus
10:00 am til noon**

International Travel Expenses

The KFA requested under the auspices of the *Freedom of Information and Protection of Privacy Act* the salaries of administrative personnel on April 1st of 1999 through 2003 for the purposes of comparing executive compensation with faculty compensation. The results are set out in a table on page 8. We also asked for an accounting of the money spent on international travel by administrative personnel while on Kwantlen business for the years 1999 through 2003. The College has refused to give us this information, claiming that it is too expensive to go through their accounts to gather the information we need. We can appeal to the provincial Information and Privacy Commissioner for a ruling on the expense, but we have not yet decided whether to do so.

It is interesting that the federal government can track the expenses of the Privacy Commissioner, but Kwantlen can't track the expenses of administrative personnel.

We may have a George Radwanski in our midst and not even know it!

Video Nights

The KFA, together with the Kwantlen Student Association (KSA) and the Surrey Teachers' Association (STA) – what would we do without acronyms?? – are jointly presenting a series of movies and videos on issues of global justice.

The Bear Creek Institute, as we are unpretentiously styling ourselves, presents its first video, *Combating the Unacceptable*, and speaker, Graeme Moore, on Thursday, January 29th at 7:00 p.m. in Room G1205A on the Surrey Campus. See below for more information and plan to attend! Admission is free of charge and open to all. I hope to see you there.

In solidarity,
Nancy Clegg

The **Bear Creek Institute** presents:

Combating the Unacceptable

a video on efforts to tackle the worst for child labour

This 30-minute video demonstrates the reality of working children and focuses on the joint efforts of trade unions and other NGOs to put an end to child labour in their communities. The documentary highlights children picking coffee beans and tea leaves in Kenya, long hours for young domestic workers in the Phillipines, local trade unions taking care of thousands of street children in Brazil and teachers mobilizing in India to get the parents of child labourers to put their kids in school.

Graeme Moore, who worked for the Provincial Government's Employment Standards Branch for 21 years and quit in disgust over the province's new child labour laws, will facilitate a discussion following the video.

Thursday, January 29th, 2004

7:00 pm – 9:00 pm

G1205 Surrey Campus

Admission is free of charge, and open to all.

The Bear Creek Institute is a coalition of the Kwantlen Faculty Association, the Kwantlen Student Association and the Surrey Teachers' Association.



Grievance Report

Maureen Shaw

Vice-President-Grievances

Welcome to the New Year! The first week back certainly provided some challenges in the way of weather. I haven't made New Year's resolutions but I hope to find resolutions to some of the grievances that have been on the books for a while.

Since my last report, we have managed to arrive at successful resolutions to a number of grievances, but a few thorny problems remain, and a few more have surfaced. Life is never dull in the KFA office.

Budget Task Forces

Early in December, the Kwantlen administration asked for volunteers to attend Task Forces on Closing the Revenue Gap and Sustainability. I decided to join the Task Force on Closing the Revenue Gap and Terri Van Steinburg joined the other group. One meeting of each was held before the holiday break, and no further ones have yet been announced. Many of the senior management were there as well as four faculty and several support staff.

Although Terri and I attended different meetings, we had similar impressions and came away with similar messages:

1. TINA was present in both meetings. For those of you unfamiliar with this acronym, it first became current in Margaret Thatcher's Britain. TINA translates as "There Is No Alternative" to declining

funds, budget cuts, lay offs, downsizing or productivity increases.

2. Kwantlen's employees' salaries, benefits and other related costs are the major part of the funding problem and will continue to be so, especially if we ask for increases or even status quo.
3. The extra money Kwantlen has accumulated over the last few years (more than \$2 million so far and due to rise) is not a - but a contingency fund necessary in part because Kwantlen now has to pay at least half of the capital costs of Cloverdale even though the present government is calling the shots on the new campus and taking the credit for its existence.
4. Kwantlen has not and probably will not ask the government for more funding dollars. The Board is not likely to do so. The current Board apparently will not undertake lobbying on behalf of the institution as past Boards have by meeting with local MPs and MLAs.
5. Tuition has gone up about as far as it can go for the time being. "Tuition fatigue" seems apparent. In other words, we have become too costly for many students and uncompetitive with colleges or even the mainstream universities.

Terri and I both pointed out the situation we face at Kwantlen and in post-secondary education as a whole has resulted from years of federal and provincial governments' underfunding. The employees are being asked to solve a problem not of our making.

The KFA is willing to undertake a lobbying campaign and CIEA has been engaged in one for some time, asking both levels of government to change their funding and budget practices. I am sure all of you have noticed by now that any savings you may have achieved by the 2001 tax cuts have been eaten up by the many increased costs downloaded onto individuals such as the costs of eye exams, physiotherapy, increased tuition, etc. And so far, the tax cuts have not improved our provincial economic picture. Perhaps the two levels of government need to rethink their priorities.

The administration representatives in the Task Force meetings were open and clear about the challenges ahead and were willing to answer questions. For that I give them credit. However, I kept wishing that TINA had not been invited and that Kwantlen could undertake, perhaps with other post-

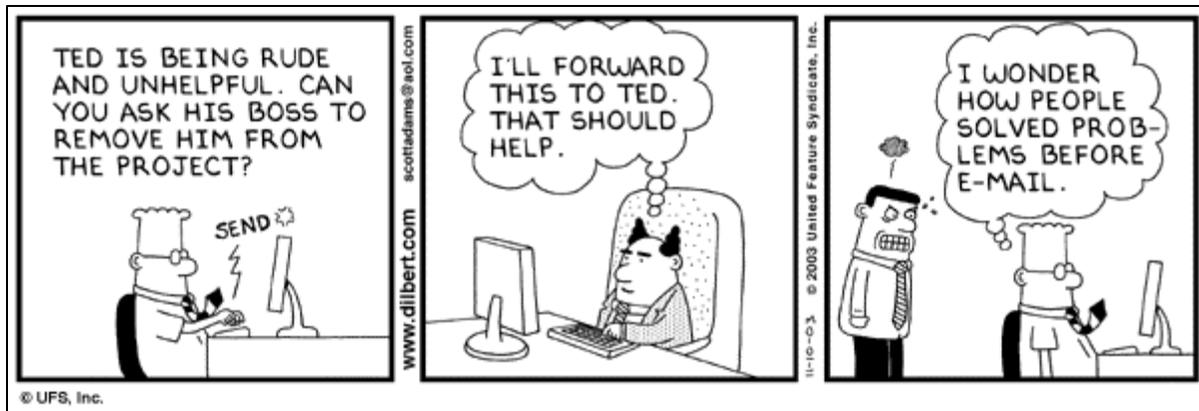
secondary institutions, a vigorous lobbying campaign to change the directions of government funding.

Stewards' Training

On Friday, January 9, 2004, six dedicated Executive Representatives attended a day-long workshop given by Linda Sperling, CIEA Staff Representative, on Advanced Grievance Handling. The day was packed with information, and the attendees also did some role playing to help them prepare for handling grievances. I hope to rely on these people more and more in providing labour relations advice and service to our members.

Many thanks to those who came; the training and learning will continue!

In solidarity,
Maureen Shaw



Fair Traded, Bird Friendly Coffee!

The KFA has Café Etico coffee for sale at \$10 for a 400g bag of delicious Cuban Dark Roast. Support Co-Development Canada and buy guilt free coffee!



Negotiations Report

Terri Van Steinburg –
Vice-President-Negotiations

Happy New Year! I hope you had a pleasant holiday season and are ready for the excitement and challenges a bargaining year can bring. Our Collective Agreement expires March 31, 2004, but the preparations for bargaining began months ago.

Our Employer has been busy trying to lower faculty expectations for bargaining by telling us not to expect a salary lift and to expect more students in our classes. At the same time this is happening, new Administrators are being hired and most Managers have been given salary increases. Truthfully, I don't begrudge these increases per se, but what I do resent is the notion that faculty should take the brunt of an alleged budget shortfall.

There are alternatives! And the KFA is willing to participate in creative discussions that lead to positive resolution but not discussions that begin and end with threats of program cuts, layoffs, and the like. Faculty won't accept the Employer's position of no lift for three years and increases to class sizes due to budget considerations while managers increase in numbers and give themselves healthy lifts (see page 8).

Labour Management Relations Committee (LMRC)

As I mentioned in my December *KFacts* article, both sides have reached agreement on Prior Learning Assessment and Chair Coordinator documents. Both documents should be available on the HR website soon.

The PLA document defines PLA, proposes a model for how PLA should occur, and lays out the compensation for PLA activity. Essentially, faculty will be paid a stipend of 60% of the tuition received for each course for which PLA occurs. There is also a provision for compensation for past PLA activity done from January 2003 to present. An announcement should be out shortly asking all faculty who have not yet been compensated for PLA to self-identify and apply for the stipend. Please contact Alice Macpherson, PLA coordinator, at local 3040 or myself at local 2259 if you have any questions.

Other recent LMRC topics include International Education, Distributed Learning, and Personal Care Attendants in the classroom. As always, I'm happy to provide more information upon request.

Bargaining

I will be attending the CIEA Bargaining Coordination and Review Committee meeting on January 23 and 24. We will be discussing a variety of issues related to bargaining. It is still unclear as to whether there will be a provincial common table, but we expect to know sometime soon. Given that the employers have been ordered by the Provincial Government to form a provincial, certified bargaining structure, a common table on some major issues is likely. The second CIEA Bargaining Conference is planned for February 7, 2004. Nancy Clegg, Maureen Shaw and I will attend it.

Working Conditions Committee

On the local front the Working Conditions Committee will meet next on February 2. We have a new member of the Working Conditions Committee. Gillian Gausboel was recently elected to represent Non-Regular faculty member. If you have any information to pass on, concerns to express, or questions to ask, please contact the WCC representative from your area.

Access Helen Mendes
Business Richard Simon
Humanities Karen Inglis

Social Sciences/
Related Studies Russel Ogden
Trades/Horticulture Bob Hiltz
Applied Arts Cosimo Agostino
Community &
Health Studies Balbir Gurm
Student Support/
Co-op Caroline Daniels
Science/Applied Science
& Technology Douglas Torrance
Non Regular Faculty Gillian Gausboel
Status of Women Louise Purchase

Until next time,
Terri Van Steinburg

KFA General Meeting

Friday, February 20, 2004
G1205B 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.**

**There will be a no-host lunch at the
Bombay Palace Restaurant on
128th Street following the meeting.**

Door prizes!! Refreshments!!

Comparison of Administrative and Faculty Salaries, 1999 - 2003

In response to a request pursuant to the Freedom of Information and Protection of Privacy Act, the College provided the KFA with the salaries of excluded personnel (administration) on April 1st of each year from 1999 through to 2003. We have calculated the percentage increase in salaries given to select administrators and the percentage increase given to faculty. The faculty top-of-scale salary is on the bottom line of the chart below.

Name	1999	2000	99-00 Change	2001	00-01 Change	2002	01-02 Change	2003	02-03 Change	99-03 Change
President		116,162		118,486	2.0%	154,600	30.5%	157,700	2.0%	35.8%
VP-Learner Support	94,200	96,200	2.1%	98,200	2.1%	127,800	30.1%	130,600	2.2%	38.6%
VP-Learning	88,200	88,200		92,200	4.5%	115,700	25.5%	124,900	8.0%	41.6%
VP-Financial Resources	76,200	76,200		83,900	10.1%	102,500	22.2%	111,500	8.8%	46.3%
Assoc. VP-Strategic	85,200	87,200	2.3%	90,800	4.1%	105,500	16.2%	112,800	6.9%	32.4%
Assoc. VP- HR	82,200	84,200	2.4%	85,900	2.0%	99,800	16.2%	107,800	8.0%	31.1%
Exec. Dir. -IET (on leave)	82,200	85,900	4.5%	85,900	0.0%	97,600	13.6%	107,800	10.5%	31.1%
Director of Finance		69,750		79,900	14.6%	94,100	17.8%	107,800	14.6%	54.6%
Dean – Science	82,200	84,200	2.4%	88,900	5.6%	102,800	15.6%	110,570	7.6%	34.5%
Dean – Social Science	85,200	87,200	2.3%	85,900	-1.5%	99,800	16.2%	107,800	8.0%	26.5%
Dean – Applied Design	85,200	87,200	2.3%	85,900	-1.5%	99,800	16.2%	107,800	8.0%	26.5%
Dean – College Resources	75,750	75,750	0.0%	77,300	2.0%	90,200	16.7%	96,700	7.2%	27.7%
Dean – Health Studies		76,200		79,900	4.9%	94,100	17.8%	102,000	8.4%	33.9%
Faculty- Top of Scale	63,400	65,200	2.8%	66,504	2.0%	71,000	6.8%	73,257	3.2%	15.5%

Administrative and faculty salary increases were fairly well in line with each other for the period 1999 through 2001. At the end of the 0%-0%-2% regime, however, administrative salaries took an unprecedented leap. While faculty at top of scale received 6.8% on April 1st, 2002, administrators received anywhere from 13.6% to 30.5% increases.

Another disparity to note is that over the entire period of 1999-2003, faculty received a total salary increase of 15.5% while administrators received total increases varying between 26.5% and 54.6%. And now faculty are being told by Senior Leadership that they face a 0% increase effective April 1st, 2004.

In an institution that professes to have severe budgetary problems, salary lifts as high as these seem excessive. But what is worse is that the largest administrative salary increase occurred during the same year that tuition fees increased by 75%. The KFA questions whether this is coincidental, but suspects that it is not.



Finance Report

Al Valleau – Secretary-Treasurer

Here we are in a new year. What is different about it you may ask? After one week back in the classrooms, what has happened that affects our lives, our work?

There are two ways of looking at that question. We can examine the greater world around us to see what in our environment is affecting us, or we can look at the small day-to-day things in our immediate environment to see what is affecting us.

Small Day-to-Day Concerns

Let me start with the small, the day-to-day things that can make a difference to the way we look at the world, the things that sometimes determine for us whether or not we are having a good or a bad day.

In mid December, I met for an hour and a half with Karen Hearn, Kwantlen's Director of Facilities, to talk with her about some of the items that had been brought to the KFA's attention. It was a very fruitful meeting, and I look forward to meeting with Karen on an ongoing basis to talk about facilities and KFA concerns.

Our talk ranged over items as small as the substandard chalk in the classrooms and the problem with the accuracy of Kwantlen's clocks, to the plans for the new Cloverdale campus and the amount of space the government is allocating to each classroom in the facility. Karen was very open about her problems with budget and what she can and cannot do, but she was also receptive to

hearing our concerns and acting on our concerns where she can.

An example of where she has taken immediate action is the chalk the College is using. I took a piece of chalk along to show Karen what we were working with. She took one look at it and noticed that it was crooked and would break the first time it was used. I showed her the box the chalk came in, and she noted that this was not the type of chalk that was supposed to be ordered for the classrooms.

Within a day, she had written an e-mail directing people to dispose of the substandard chalk and replace it with Crayola chalk. If you compare the old chalk with the new, you will see that the new is about 1/3 thicker and smoother, both in your hand and when applied to the board. It also appears to create much less dust.

Karen noted that she was also working on the problem of the inaccurate clocks and was looking to replacing the existing clocks in the classrooms with new ones that will need less servicing. She promised that the new clocks would be put up on sidewalls, where the majority of instructors had requested they be put. She noted that she did not have the budget to change all of the clocks instantaneously or add new clocks to places where there weren't clocks, but that she would work toward doing so as budget allowed.

Karen noted that she realized decent facilities were important to the working environment and that the most common problems, like

washroom cleanliness, were a priority. She remarked that it was very useful for her to get feedback from the KFA, and so I agreed to meet with her on an ongoing basis to talk about faculty concerns with facilities.

Cloverdale Campus

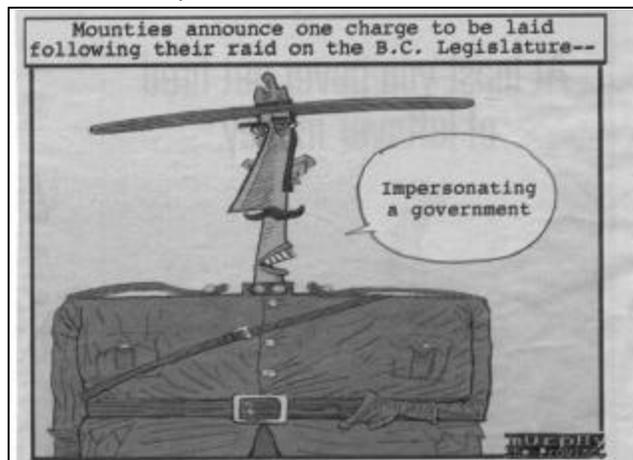
Karen also said that she was very concerned about plans for the new Cloverdale campus classrooms and wanted instructors, particularly in the trades, to be assured that the College would be wanting their input into how the space allocated to each area was being laid out. She realizes that it is important that the people who are utilizing the space get as much input into the planning for the space as is possible. Without such input, she realizes, there are bound to be problems.

I was very happy with my meeting with Karen. It was time well spent. I look forward to meeting with her on an ongoing basis and taking your concerns about facilities on to her. If there is something that you feel she should be aware of, don't hesitate to contact me either by voice mail (9274) or by e-mail (al.valleau@kwantlen.ca) to tell me of your concerns. The more we help Karen know what needs attention, the fewer needlessly irritating elements of our environment will hinder our day to day work at the College.

Greater Concerns

In the greater world around us, things do not seem to have changed that much over the last month. While Gordon Campbell in his pre-Christmas comments to *The Province* noted that in 2004 "we have to be financially

disciplined. Anyone that thinks that the task is done isn't paying attention. There is lots of pressure on us to basically not follow through with that. We're going to follow through with that. It's the way you secure long-term educational improvement, health-care improvement and social improvement in the province" (A6, December 21, 2003). What that augers for negotiations, you can well imagine.



I found it interesting that after the raid on the BC Legislature *The Province's* political cartoonist, Murphy, drew one of the few critical cartoons about the government in the Vancouver press over the last year. We have reproduced it here for your edification.

Whether or not the government will negotiate our contract fairly and equitably is yet to be seen. But the comments of the premier about financial discipline certainly suggest that fair wages, fair tuition fees and proper funding may not be a part of their plan.

I'm not sure how treating professionals poorly and eroding working conditions will "secure long term education improvement." If mass production is an improvement, if watering down educational standards with larger class sizes is an improvement, if eroding morale in the profession is an improvement, if lowering the standard of living of those in the profession is an improvement, then the government may well be on its way to doing what it has set out to do.

On the other hand, all of these elements may also be an incentive for those in the profession to move to other areas of the country

“THANKS!”

Terry Nanubhai, Executive Representative for Non-Regular Faculty

For those of you who don't know me I'm Terry Nanubhai, your Executive Representative for Non-Regular Faculty. Looking back at 2003, I'd like to thank Maureen Shaw (VP–Grievances) for a job well done, and take this opportunity to thank our President Nancy Clegg and Vice-President–Negotiations Terri Van Steinburg for assisting me.

I was asked by our Madam President to do a report on non-regular faculty members. Since being elected to the position of Non-Regular Executive Representative, I have attended a provincial CIEA meeting of Non-Regular Faculty Representatives and helped with some activities related to Fair Employment Week. My meeting at CIEA with all the other Non-Regular Faculty Representatives from locals around the province was a real eye-opener for me. I was amazed by the similarities in the experiences and the frustrations of non-regular faculty. This problem clearly is a province wide concern.

This year, I also was involved in my own grievance related to my status as a non-regular type 1 for almost a year, and I have decided to write about my experience dealing with the management and the Faculty Association.

First, I had approached the management about changing my status from non-regular type 1 to non-regular type 2. The answers I got were too vague and inconclusive for me to concentrate on my work. So thanks to Balbir Gurm, I met Maureen Shaw our VP–Grievances at the AGM in September 2003. Maureen took some facts that I provided for her. She told me that she would contact me as soon as she had some information for me. (We have all heard this one before, right?) Well, wrong! Maureen got back to me within

one week; I was shocked yet very pleased that finally something was being done.

The next step was filing the formal grievance in writing to the HR division. After two weeks of some fact gathering, between the two parties a formal meeting was set. I was given the choice to sit in or bow out and let another person attend on my behalf. I decided to attend the meeting, as I needed the experience.

My hat is off to Maureen Shaw as her line of questioning was very professional and not demeaning to either the management or to any person involved in the process. So yes! we can get the job done effectively without taking any one's head off, and the end result was in my favour. Without the Association's help I don't think this would have been possible.

I write this report for our members' understanding of the process and the hard work that our Executive Representatives do on our behalf on a daily basis. I salute the entire KFA Executive for your job well done. I intend to continue my involvement with the KFA and to work hard to represent non-regular faculty. Next year, I hope there will be even more activities during Fair Employment Week so there is more awareness of the situation non-regular faculty face.

If you have any concerns please e-mail me at Terry.Nanubhai@kwantlen.ca. I urge you all to get involved and make a difference in our Association. United we stand and divided we fall.

A WISE PERSON ONCE SAID: THERE ARE TWO THINGS TO AIM AT IN LIFE. FIRST TO GET WHAT YOU WANT AND AFTER THAT ENJOY IT. ONLY THE WISEST ACHIEVE THE SECOND.

Welcome to a busy 2004

The new year finds college educators preparing for bargaining, budgets, elections and community campaigns. Welcoming faculty and staff back, CIEA President Cindy Oliver outlined an ambitious agenda for the coming months.

Oliver said that the federal election expected in spring 2004 and the provincial election in May 2005 will shape some of the activities of CIEA and locals. "We will actively participate in community and issues campaigns with the BC Federation of Labour, the Canadian Labour Congress and the Canadian Association of University Teachers to ensure that education issues are adequately addressed by political parties," said Oliver.

CIEA locals will be supporting the Canadian Federation of Students Day of Action on February 4th. The national day of action will focus on the CFS-BC's successful "Bring tuition fees back to earth" province-wide campaign. More information is available at www.reducefees.ca.

Bargaining preparation will continue at CIEA's February 7th Bargaining Conference. Representatives from CIEA locals and other union partners will meet in Vancouver to dis-

cuss bargaining issues and the process for the next round.

The weekend of February 14th will feature a public education conference: ***What's missing: The education we need for the future we want***. The conference is co-sponsored by the BC Teachers' Federation, the BC Federation of Labour, the Canadian Federation of Students, CUPE and CIEA. Workshop topics will include a wide range of issues facing both the post-secondary and K to 12 systems. More information on the conference will be available through CIEA locals or, for non-CIEA members, contact Bev Humphries (bhumphries@bctf.ca).

CIEA's annual conference bringing together members of a number of Standing Committees will be held on Saturday, February 21st, with a theme of ***Building Better Workplaces***. Barb Byers, Vice President of the Canadian Labour Congress, will open the conference with a keynote speech. Workshop topics will cover a range of workplace and professional issues for faculty and staff including: copyright and intellectual property, mentoring, toxins in the workplace, and discrimination facing women in post-secondary education. The conference is also open to CIEA members for \$50, non-members \$100.

The Kwantlen Student Association has asked faculty not to penalize students who walk out of class on Wednesday, February 4th to protest

- rising tuition
- increasing class sizes
- falling government funding
- insufficient student spaces in post-secondary education.

**Please respect students' right to protest.
Please give academic amnesty to students on February 4th.**

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	