



# KFA Acts

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

Volume 12

September 2003

Classes are now in session and along with the higher activity level around the College, the business of the KFA office has increased as well. I have been busy correcting misinformation that has been spread by certain members of the administration, recovering from my treatment at the hands of the Board, and answering faculty queries on a wide range of subjects.

### Collective Bargaining Already?

Our current collective agreement doesn't expire until March 2004, but it seems that the President of the College has already concluded bargaining.

Reports from faculty who attended back-to-school meetings in August have the President announcing that faculty will receive a 0% lift in 2004-05. Reports also have the President announcing that class sizes are increasing next year.

**Not true! NOT TRUE!!** Collective bargaining has not even started!

Another report from a back-to-school meeting has the President suggesting that the KFA is opposed to tenure. Funny thing, the KFA doesn't have a position on tenure.

### Board Treatment

Last June, I wrote in *KFA Acts* about the KFA's status at meetings of the Board of Governors. The KFA, the BCGEU and the



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KSA representatives would no longer have a guaranteed time on each agenda to address the Board. Instead, we would have “the opportunity of advising the Board in the same manner that the administrators do” (letter from Board Chair Bubber, 4 June 2003) which means, according to Board Policy 3.5: “Advisors will provide advice to the Board on request or through the Chair when pertinent to a matter under discussion.”

In my new position as Board advisor at the June meeting, I was asked for advice twice – once by the elected KFA Governor and once by the elected BCGEU Governor – and on both occasions the Board Chair noted that my advice was not welcome.

At the following meeting in August, I was again asked for advice by the elected KFA Governor, and again told that my advice was not welcome. I am beginning to doubt the sincerity of the Board’s proffered opportunity.

In the August *KFacts* I summarized the Ministry post-secondary education mandates paper and noted that I had been asked for a response to the paper by the Board. (My written response is on the KFA website at [www.kfa.bc.ca](http://www.kfa.bc.ca).) The Board also asked me for a verbal presentation of a few minutes in length. My verbal response was

**The marginalization of the faculty, support staff and student representatives who in the past sat at the Board table and contributed in a meaningful way to the welfare of this College is a disturbing trend. Governance at the College has just been set back ten years.**

about six or seven minutes long; after about five minutes the Board Chair interrupted me and asked me to hurry up.

In my three years as an elected KFA Governor and in my two years as a constituent representative at Board meetings, I have seen dozens of presentations to the Board. I have never once seen a presenter treated as I was by the Board Chair. My doubts as to the Board’s sincerity continue to strengthen.

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### EdCo End-Run?

The College’s Vice-President, Learner Support has recently sponsored changes to two policies that affect faculty. One is Policy C8: *Academic Honesty*, and the other is C20: *Student Evaluation and Grading*. (See pages 9 and 10 for a faculty review of the proposed new Policy C8.) Faculty may think that both policies belong in EdCo’s arena, and faculty would be correct.

Although both policies indicate that they



have been reviewed by Education Council, the Chair of Education Council assures me that they have not. This disregard of EdCo's joint authority over academic matters feels like the marginalization of constituent groups at the Board. Have we a trend developing??

### Surrey College

The Surrey School District has formed a "private" post-secondary institution called Surrey College ([www.ce.sd36.bc.ca](http://www.ce.sd36.bc.ca)) to offer career certificate programs. Surrey College has been accredited by the private institutes accrediting body so that its students can apply for and get student loans.

Surrey College's Fall 2003 calendar advertises "relocated local college programmes" which bear an uncanny resemblance to some of the Continuing Education courses that Kwantlen used to offer. For example, the Info Technology and Computer Management (ITCM) Certificate, an eight-month program costing \$7,500, looks exactly like Kwantlen's Info Technology and Computer Support (ITCS) program that also cost \$7,500.

The Tourism Certificate Program, a 26-week program costing \$4,400, not only looks like Kwantlen's Continuing Education course but is described on the Surrey College website as having been offered by Kwantlen since 1990. That program, for which Kwantlen

also charged \$4,400, generated net revenue after faculty salaries of \$160,896 between September 2002 and June 2003.

If Surrey College can make a go of these programs, why couldn't Kwantlen? Instead, Kwantlen unceremoniously and in major breach of our Collective Agreement laid off eleven faculty and many support staff members in a purge of Continuing that was perhaps not entirely necessary.

The good news is that two of the above programs are being taught by former Kwantlen Continuing Education instructors and it is good to know that they have found work.

### Fall General Meeting

The Fall General Meeting is on Wednesday, September 24<sup>th</sup> from 3:00 p.m. to 6:00 p.m. at the Days Hotel, 9850 King George Highway, Surrey. We had Room D128 on the Surrey Campus reserved, but it has been returned to classroom use and there were no other rooms available.

At the General Meeting we will be discussing trends in the post-secondary education system and how they are affecting KFA members. Please be sure to attend.

Respectfully submitted,  
Nancy Clegg  
President





# Grievance Report

**Maureen Shaw**

**Vice-President-Grievances**

## Student Complaints

In the four months I have held the position of Vice-President-Grievances, I have dealt with a significant number of student complaint issues involving KFA members.

We may have more complains now because we are living in more litigious times. In addition, the pressures on students are so extreme these days - high tuition, difficult access to post secondary education spaces, low wages and high cost of living - that students are going to demand more from their instructors and institutions. KFA members need to be prepared to deal with student complaints, both informal and formal, and know where to go for assistance.

Most faculty members are aware that students can and do complain, sometimes loudly and frequently as they realise just what their courses entail, what the assessment criteria and performance expectations are. We all become used to answering students' queries and entreaties, trying to explain our expectations or grades.

Our course presentation sheets that we distribute at the beginning of a course should spell out clearly what the course involves and what the rules are. However, conflicts or disagreements can still crop up. Students should try to resolve their problems directly with their instructors. However, if they are not satisfied with the results of that route, they have the right to pursue other avenues as spelled out in Policy C6: *Complaints*

*about Instruction, Services, Employees, Students or University College Policies.*

Students have the right to complain and the right to due process in pursuing their complaints. Faculty members also have rights to due process when they are the subjects of a complaint. Protection of those rights is provided by your union, the KFA, and the processes contained in the Collective Agreement.

If you become aware of a problem with a student, seek some advice from your colleagues, your Faculty Association representative or your Table Officers. If you are called to a meeting with your Dean, ask what the meeting is about and whether you should have a KFA representative with you. If you are in a meeting with the Dean on another matter and the topic turns to a student issue, ask if you need or can have representation.

A Dean cannot later discipline you and rely on information gained in the course of a meeting when you were not given the opportunity for representation. That is the KFA interpretation of article 17.04:

Prior to initiating formal disciplinary action pursuant to Article 17.05, the Employer may attempt to resolve matters of discipline informally. However, this shall not restrict the right of the employer to consult with or otherwise counsel faculty members regarding their conduct. The faculty member shall be given the opportunity to have a Faculty Association representative present at any meeting related to the

informal resolution of a dispute that could lead to discipline.

Why are you well advised to have KFA representation? A student complaint can sometimes lead to a very complex and stressful process. You often need someone to support and assist you, to make sure your rights are protected, to be a witness or spokesperson as the process unfolds. The

role of the representatives can vary, depending on the circumstances and dynamics of the meeting, but they are there to help you. So refer to the list of Executive Representatives and Table Officers and be ready to give them a call!

In Solidarity,  
Maureen Shaw

### OVERLOAD GRIEVANCE SETTLED!

At long last, the management and the KFA have come to an agreement on overload pay for faculty.

#### Overload Pay

Pay for overloads will be one-twelfth of salary plus 25% of one-twelfth in lieu of benefits. In the academic area, for example, where the faculty member teaches eight sections in a year, the overload pay per section will be, at each salary level:

Step	Salary	One-twelfth	25% of One-twelfth	Total
1	48666	4,055.50	1,013.88	5,069.38
2	51063	4,255.25	1,063.81	5,319.06
3	53460	4,455.00	1,113.75	5,568.75
4	55857	4,654.75	1,163.69	5,818.44
5	58254	4,854.50	1,213.63	6,068.13
6	60651	5,054.25	1,263.56	6,317.81
7	63048	5,254.00	1,313.50	6,567.50
8	65445	5,453.75	1,363.44	6,817.19
9	68238	5,686.50	1,421.63	7,108.13
10	73257	6,104.75	1,526.19	7,630.94

In continuous intake and 35-hour-week areas of the College, the pay will be proportional at one-twelfth of the hourly rate plus 25% of one-twelfth.

#### Banking Time

The settlement of the grievance reinforces Article 4.03 of the Collective Agreement:

In the event that a qualified non-regular type 1 instructor cannot be found to teach [a] course, the Employer can, with the faculty member's agreement, engage a regular or non-regular type 2 faculty member to take the course on an overload basis ...

The practice of discretionary banking will not continue; faculty who wish to take blocks of time off in the future (without going through the Education Leave process or taking an unpaid leave) have recourse to the Deferred Salary Plan.

The Regular or Non-Regular Type 2 faculty member who works an overload may choose whether to take money or compensatory time off as payment. Faculty must seek the Dean's approval with respect to the timing of compensatory time off.

If you have any questions about the above, please call the KFA at local 2200.



# Negotiations Report

Terri Van Steinburg –

Vice-President-Negotiations

## Travel – Article 12.08

As Kwantlen is a multi-campus institution you may be required to work on more than one campus. If that is the case you cannot be assigned to teach at more than two campuses in any given semester without your consent.

Faculty members are entitled to a mileage allowance when traveling between campuses at the rate of 37¢ per kilometre. Inter-campus mileage is calculated based on travel from the first campus you report to each day (normally your home campus).

## Personal Professional Development Funds – Article 16.04

As mentioned in a previous *KFacts*, Regular and Non-regular Type 2 faculty members are entitled to \$100.00 each year for personal professional development funds. These funds are to be spent at the sole discretion of the individual faculty member. Simply fill out expense claim form A1001 (usually found in your campus employee work room) and attach your receipt(s), then send off to the Finance Department at the Surrey Campus.

There are many other important clauses in your local Collective Agreement, so make sure to have a look - hard copies are available from the KFA, and at [http://www.ciea.bc.ca/resources/crnagree/05\\_KFA.pdf](http://www.ciea.bc.ca/resources/crnagree/05_KFA.pdf).

Until next time,  
Terri Van Steinburg

**W**elcome to the 2003/2004 academic year! Whether working or vacationing, I hope you had an enjoyable summer. In this *KFacts* article, I thought I would review a few important local Collective Agreement Articles/benefits.

## Salaries – Articles 9 and 10

Article 9 of the Collective Agreement lists the salaries for full-time Regular and Non-Regular Type 2 faculty. It also provides an explanation of scale advancement, and starting salary determination. If you have concerns or questions regarding your placement on scale, and you are a new Regular or Non-Regular Type 2 faculty member, you may be eligible to have your starting salary placement reconsidered if you act **within the first four months** following your date of employment at the University College. For information contact the KFA office.

Article 10 covers the salaries for Non-Regular Type 1 faculty. Non-Regular Type 1 faculty are hired when there are specialized circumstances, experimental offerings, time-table anomalies, substitution, vacation replacements, short-term emergency circumstances, or for work that is not expected to be ongoing. If you have a Non-Regular Type 1 contract and you don't fit into the above description or if you have concerns about your salary placement give the KFA office a call.

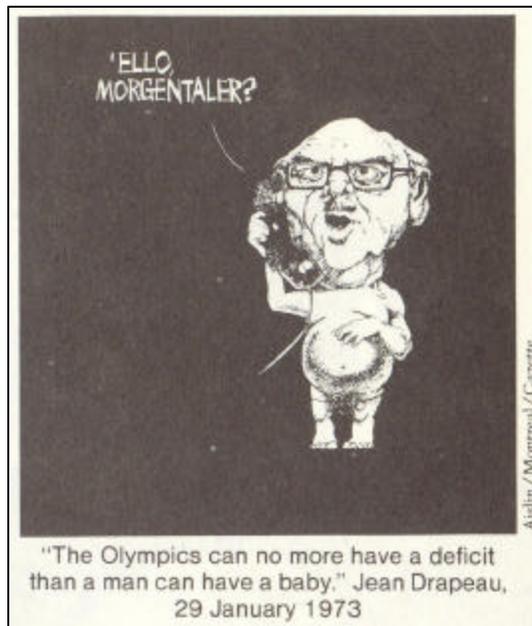


# Finance Report

Al Valleau – Secretary-Treasurer

## Everything in Proportion, Every Season in its Place

The days get shorter, the nights get longer, and here we are again at the beginning of another term heading for grey skies and rain. Before you all get locked into your winter routine of teaching, marking and counting the days till the end of the semester, let me bend your ear for a minute to warn you about the economic-political perceptions that are out there and how they auger for the fact that our contract ends next March 31<sup>st</sup>. (Did it ever strike you as no coincidence that all political budgets in Canada begin in Canada on April 1<sup>st</sup>?)



salary negotiations for public sector employees. I lived in Montreal when mayor Jean Drapeau said that the Montreal Olympics could no more have a deficit than a man could have a baby. Do some of you remember the Aislinn cartoon about that statement? We've reprinted it here.

## Canada's Senior Judges Ask for 20% Wage Increase

OK, they're essential, we're not (depending on your definition of essential). Besides, the PM's salary is linked directly to the salary of the Chief Justice of the Supreme Court of Canada, and who would deny the PM a decent salary. How much money do they earn now then you ask? The average salary for one of the 1,100 senior

judges right now is a mere \$216,600. You can see that they are only asking for an average increase therefore of \$43,320. Now, go and look at your pay slip one more time and think about your reality.

## Forest Fires Cause a Recession

Some pundits are suggesting that the forest fires in BC will be the straw that breaks the beaver's back economically. Let's see, how do you think that will play out in Victoria when it comes to negotiating a new contract for the colleges?

## OK, we're not judges. Let's look at the Vancouver Police contract

## New Rapid Transit to the Airport

Where do you cut from a budget to get \$300,000,000 for a new transit line: gas tax, property tax, parking tax, vehicle levy,

This from the *Vancouver Province* of August 27, 2003 :

Under the new contract concluded by binding arbitration, "constables-who

currently earn \$61,392 to \$70,608 a year in base pay before overtime, depending on years of service-will make \$69,557 to \$79,999 at the end of the agreement [in four years time]. A sergeant's salary will jump to \$90,427 from \$79,812. (A8)

The *Province* claims this gives the police a 13.3% pay hike. The contract is retroactive and expires at the end of 2006.

In case you don't know what education a person needs to become a Vancouver police

officer, here's what the Vancouver Police Recruiting web page states the minimum qualifications are: "Grade 12 graduation or equivalent and completion of one year post secondary education from an accredited university or college in any academic discipline (minimum 30 credits). Some military training may also be accepted in lieu of post secondary."

Welcome back.

Al Valleau



## FALL GENERAL MEETING

Wednesday, September 24<sup>th</sup>  
3:00 p.m. – 6:00 p.m.

Days Hotel  
9850 King George Highway, Surrey

### Elections!

- ⇒ Executive Representatives for: Social Sciences (two-year term)  
Non-Regular Faculty (one-year term)  
Status of Women Committee Chair (three-year term)
- ⇒ Labour Management Relations Committee Representative from Surrey Campus
- ⇒ Working Conditions Committee
- ⇒ Occupational Health & Safety Representative from Richmond Campus

**Refreshments will be served!**

## Thoughts about Policy C8

Mary L. Griffin, Executive Representative, Humanities

**D**uring the first week of classes, some of us learned a lesson in the value of procrastination. How many of you found yourselves, as I did, frantically copying the new plagiarism policy to give to your students?

For the first couple of days of the semester, those of our colleagues who had not had their course presentations printed in June were able to pity those of us who had. Late printers were able to include the new plagiarism policy in their handouts to students; early printers had to make extra copies or direct students to the appropriate web site.

Those of us who left for our vacations feeling smug about having everything ready had to deal with the thought that sometimes getting things done early is not such a good idea. Nevertheless, we came in early in the morning and hogged the photocopiers to print lots of new copies.

Once again, our haste let us down. On 3 September, the new policy was withdrawn, and the old one remains in effect until a complete review, including the required approval from Ed. Council, which has not yet occurred, is finished.

So, as I look at the pile of discarded new C8s in my recycling bin, I'm actually heartened by knowing that there is now an opportunity to get the policy right. As several of you have already pointed out, there were some problems with the new policy. One problem arose in Section II

where "Listing a source in the bibliography/reference list that was not cited in the assignment" was defined as cheating.

This wording was problematic for many of us. Several style guides allow for including in a paper a section entitled "Bibliography," "Selected Bibliography," or "Works Consulted" that does indeed list sources "not cited in the assignment," but the new policy suggested that to include such a section would be cheating. How confusing.

**Where the old policy outlined a very clear, stringent procedure for dealing with students who cheated in some way, the new one laid all the onus on the instructor to decide what to do next.**

The other problem is with the procedures to be followed when a student has indeed cheated or plagiarized. I am not talking here of the student who really confuses in-text citation with Works Cited or who believes that a Works Cited entry is sufficient documentation when in-text citation is also necessary.

(Please bear with me, those of you who do not use MLA style).

We can all recognize the confused student and award appropriate penalties for faulty documentation. But in not giving us prescriptive guidelines for dealing with the student who has definitely cheated or plagiarized, the new policy let us down.

Where the old policy outlined a very clear, stringent procedure for dealing with students who cheated in some way, the new one laid all the onus on the instructor to decide what to do next. The heavy dependence on the conditional "may" was suggestive not directive.

In fact, it suggested that the instructor or dean involved *might not* have to award a zero for an assignment or course. This situation leaves students, deans and instructors facing all kinds of possible hideous situations.

Students need to know that if one of their number cheats or plagiarizes, there is no negotiation about the penalty. The new policy opened the door to the possibility of different instructors deciding on different penalties for different students.

**I feel very strongly that we should have a clear and consistent procedure for disciplining students who commit academic dishonesty ...**

We are, after all, whatever our students may think of us, only human. Given that the proposed policy gave no absolutely clear-cut directives on penalties, we would have run the risk of inequity in our dealings with students. Would we deal with an aggressive, unapologetic student differently from the way we handled the one who burst into floods of tears and expressed contrition? We might.

What might we do if we were being evaluated that year? The earlier policy with its definitive guidelines on discipline ensures that all students are treated equally, and everyone involved knows what can and will be done. Furthermore, the old policy ensures that a record is kept, so students who cheat in more than one course are definitely found out.

Perhaps I sound very unsympathetic to students here. I am not. I am very empathetic with students who perhaps if they cheated could earn better grades than they do but who feel cheated themselves when they see their classmates getting away with cheating and plagiarism.

I feel very strongly that we should have a clear and consistent procedure for disciplining students who commit academic dishonesty, even as we make strong efforts to create a climate that encourages and rewards academic honesty.

Certainly, the withdrawn policy had some excellent features that would have been really helpful to students. The definitions of cheating and plagiarism (other than the already noted confusion about how to use bibliographies) and Section IV on how to avoid academic dishonesty were really informative and useful. We should keep them. They are far clearer than the old policy's definitions.

C8 is going to be revisited. What can we as individual instructors do to contribute to drafting a clear and equitable policy?

As some of us already have, we can contact our KFA representatives, we can talk to our deans, and we can talk to our representatives on Ed. Council. Then, by next semester, or at least by summer semester, those of us who like to be early birds when preparing our course presentations will be able to include a new, clear policy C8 when we send all our material to the print shop.

Mary L. Griffin  
Rep. for the Humanities

**Extra Thought:** Some of you might be interested, if you haven't already seen it, in Heather Sokoloff's article that appeared in *The National Post* on Saturday 30 August headlined "One in three students plagiarize" (A1+). *The Post* apparently keeps articles available on its website

(<http://www.nationalpost.com>)

for fourteen days. Search under "Sokoloff.."

MLG.

## Long hot summer may set tone for the coming year

**F**ollowing a long hot summer in BC, CIEA members begin another busy year in colleges, university colleges and institutes throughout the province. CIEA President Cindy Oliver said that increased student demand continues to put pressure on the resources of institutions.

Media coverage across the country indicates increased public awareness of the importance of post-secondary education. An ever-larger proportion of students are graduating from high school with higher marks than ever before. We know that the match between spaces and students is poor - even though the college, university college and institute system is running at full capacity.

Despite clear need and looming labour shortages, government has essentially frozen funding to institutions while requiring them to enrol more students. The Ministry of Advanced Education's current three-year plan envisions institutions enrolling eight per cent more students with less funding than they have now.

To date, frozen funding and heavy demand has meant dramatically increased costs for students. In the colleges, university colleges and institutes tuition fees have almost doubled in the two years since the tuition freeze was removed.

Young people, especially those from poorer families, will find themselves in increasingly dire straits. This past summer saw the highest rate of youth unemployment in BC in five years (16.8 per cent) so many of our

students will likely be faced with a more difficult balance between work and study in an effort to finance their education.

In addition to very high costs for students, it is becoming apparent that their choices are diminishing. Especially in non-urban areas, institutions have shut regional campuses and learning centres and may be limiting programs and services for students and communities. In urban areas, important community-based programming - such as English Language Training at VCC and a wide range of community outreach programs at Kwantlen University College - is disappearing. Colleges and university colleges have traditionally provided programs and services for all in their communities who need education and we do not want to lose this mission.

While CIEA members are working to ensure that high quality programs and services are available for students, we are aware that government restructuring plans continue apace. CIEA will be monitoring developments related to the Ministry of Advanced Education's review of post-secondary education mandates, roles and responsibilities and we also know that our collective agreements, along with those of tens of thousands of other workers in BC, expire in March 2004.

It was a long hot summer in BC and we expect an active year in the post-secondary education system in the coming months. Stay tuned.

## 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	