



# KFAacts

Your KFA—Knowledgeable, Fair, Approachable

12666-72<sup>nd</sup> Avenue Surrey BC V3W 2M8 604.599.2200 FAX 604.599.0797

March/April 2006

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

## President's Message



Terri Van Steinburg,  
KFA President

Greetings! Spring has arrived and the end of semester is upon us. Prior to our AGM, April 18, I'd like to review a number of important issues.

### Kwantlen Budget

On March 8, your KFA Executive met with David Ross, VP, Administration & Student, CFO, and Roy Daykin, Associate VP - Finance to discuss the institutional budget. No major cuts are forecast, but limited layoffs are occurring. Kwantlen's Projected Revenues document forecasts an increase in the Ministry grant of over \$4 million. The University College will be raising tuition fees by about 2%, library fees by .25% and there'll be a new technology fee of \$4 per course.

The KFA is concerned that a tuition hike may be unwise at a time of declin-

ing enrolment, province wide. The federal and provincial governments need to increase student funding to help meet enrolment targets.

### Declining enrolment

The University College is running below its capacity. We need to attract mature students and reduce barriers to post secondary education for low income students. A recent Stats Can report revealed the importance of returning to learning for adult learners. Kwantlen needs to respond to this trend with effective program planning and marketing, particularly with regards to the shortage of skilled labour in BC. The Federation of Post Secondary Educators has asked that "all stakeholders be brought together to explore reasons and solutions around issues of de-

clining enrolment in colleges and university colleges." The KFA would support such an initiative to ensure a viable, accessible post secondary system for BC.

### University Status

At the March Board of Governors' meeting, KUC President Skip Triplett said the BC government is planning a review of the entire post secondary system; therefore it unlikely that the status of Kwantlen University College will change for at least the next year. In the meantime, Triplett has initiated a Kwantlen Transitions Team. What transition is being envisioned? And when?

### Trades training

This has been a difficult year for our members in the Trades. The ITA has asked all Entry Level Trades Training programs to *continued on page 2...*

## Contents

President's Message	1
What's the value of X?	1
CAUT Executive Director	2
Congratulations	2
Performance Review	3
National Day of Mourning	3
International Travel	3
Annual General Meeting	4

## What's the Value of X?

Effective April 1, 2006 the top of scale at Kwantlen is at least \$77,187. The rate for non-regular type I faculty members will also increase by at least 1.5%. Why "at least"? There may be a further increase due to the "X" factor. Last year, in the race to conclude bargaining, it was agreed that our

salary lift for 2006-07 would be "yoked" to the BCGEU Master Agreement for government workers. We were assured of a 1.5% raise plus any difference between the total value of the compensation package of the BCGEU in the first year and 1.5%. In other words, 1.5% plus "X."

Unfortunately, the

value of "X" is still being debated. The BCGEU and the government disagree on the value of the compensation package. FPSE is working with the BCGEU to sort this out. Once the value of "X" is known and there is an additional lift, it will be applied retroactively to our pay.

*What experience and history teach is this—that nations and governments have never learned anything from history*

- G.W.F. Hegel, 1830,  
*Lectures on the Philosophy of World History*

## Message from President (cont from page 1)

undertake a program standardization process that could lead to shortened programs and lay offs. The current policies of the ITA are hindering rather than addressing skills shortages.

The Sheet Metal program is the latest cancellation of programs that were community based and attracted a non-traditional student. Last fall the Furniture Upholstery Program was "indefinitely suspended." Further to the loss of programs and concerns

around funding, the KFA members in Trades still face a number of issues surrounding the move to the Cloverdale Campus.

### Annual General Meeting

At our AGM, we will say farewell to long time activist Jim Jamieson, who is retiring. Jim has done much for KFA and we wish him well.

Other activists are stepping down from KFA positions. Thanks to all who make the union what it is. I encourage you to consider running for one of the many

positions available. We need your ideas and enthusiasm.

In addition to the usual door prizes and snacks, a number of issues of importance will be on the agenda including, bargaining, pensions, the KFA budget and more.

I look forward to seeing you there!

Until next time,  
Terri

## CAUT Executive Director Warns Faculty About University Status



Jim Turk  
CAUT Executive Director

Jim Turk, CAUT Executive Director, spoke at the KFA General Meeting in February. When asked for his view on Kwantlen's "transition" goal of full university status, Turk said that a university is defined by the granting of four-year baccalaureate degrees. "Kwantlen is a university. A name change is really about making excuses for other changes," warned Turk. He suggested that the agenda may involve attacks on workload, programs, and salary scales. Pointing to the experience of the new UBC Okanagan, Turk noted that workload protections were lost and classes exceeding 200 stu-

dents are required to pay for seminar courses. Additionally, the 11 step salary scale enjoyed by FPSE affiliates was replaced with four "ranks," each with 14 steps. This means 56 steps to the top salary scale. Turk emphasised that fewer steps on the salary scale for Kwantlen faculty translates to lifetime earnings greater than what is achieved under multi-rank scales typical of universities.

Kwantlen's community focus may also be at risk under a university status. Universities lack the community emphasis that is often typical of colleges; therefore Turk suggested

the loss of the college name may be an excuse to eliminate trades and ESL programs.

It is often believed that universities have better access to government funding. Thompson Rivers University has not received extra funding to support its university initiatives, even though it believed this would happen. The CAUT Executive Director said that "most universities face huge challenges raising money." A select group of universities get the majority of government funding; indeed, two-thirds of the lucrative Canada Research Chair positions are held by fewer than 10 universities.

## Congratulations

Congratulations to **Jessie Horner**, Criminology, for correctly identifying this photo. Please come to the KFA office to claim your prize.

During the Great Depression many single, unemployed men, were resigned to joining "Bennett's relief camps," which were considered to be no better than "slave camps." In a campaign for union wages, a group of men went on strike and set out from BC on the "On-to-Ottawa Trek" in 1935. The trek was stopped in Regina, and ended in a brutal riot inspired by the RCMP. Canadians were appalled and the Conservative government under R.B. "Iron Heel" Bennett was defeated several months later. See <http://www.ontoottawa.ca/index1.html>



## Faculty Performance Review: An Ongoing Problem

*Naturally, the workers are perfectly free; the manufacturer does not force them to take his materials and his cards, but he says to them . . . 'if you don't like to be frizzled in my frying-pan, you can take a walk into the fire.'*

- Friedrich Engels, 1844,  
*The Condition of the Working Class in England*

Many KFA grievances involve the performance review system, and the issue of faculty evaluation is an ongoing topic at the Labour Management Review Committee. The purpose of the evaluation process is being debated: are reviews intended to assist faculty with their professional growth, or to exercise administrative control? Also at debate is the definition of satisfactory and unsatisfactory and whether these designations are necessary at all for post-probationary faculty.

An investigation into the current system has revealed a number of inconsistencies across divisions with regards to the frequency and timing of student evaluations. There

are differences in the weightings of student, peer, and self input. Moreover, deans are not universally available to discuss performance reviews and assist faculty in planning their development. In other words, reviews don't seem to follow any consistent plan or purpose, and many faculty regard the process as punitive.

The KFA believes that the review system for probationary faculty should remain summative—focusing on competence and suitability to continue employment. For post-probationary faculty, the review should be formative—to encourage professional growth and pursuit of excellence. Inseparable from these purposes is the

need for a student questionnaire that is meaningful, valid, and reliable. Student reviews must also be considered in the context of peer and self input. Ultimately, a good performance review system demands a process that faculty can believe in, serving the goal of effective pedagogy and not popularity.

The KFA is working for the development of a fair and constructive performance review process. Please send any thoughts you have on the process to Mary Griffin, VP Grievances.



## National Day of Mourning—April 28, 2006

In memory of the more than 800 workers who die in the workplace every year, April 28 is the annual National Day of Mourning. Since 1991 the federal government has recognised the event. Flags on Parliament Hill will fly at half mast. About 80 countries participate in the event to raise consciousness about death and injury in the workplace. An average of 822 people die on the job in Canada every year and another 900,000 are injured.

## International Travel & Security

In the fall of 2004 the KFA raised concerns about policy K.2, which requires faculty to register all foreign travel involving KUC business. Failure to register would allow management to deny faculty the right to travel. At the time, the policy was characterised as odious, paternalistic, intrusive, and invasive of faculty privacy.

The KFA brought these concerns to a meeting

with the policy's architect, Derek Francis VP, Learner Support. Francis responded by agreeing that the policy would not be enforced and faculty could participate on a voluntary basis. He assured the KFA that the policy and registration form would be reviewed and the KFA would be consulted.

Sixteen months have passed and Policy K.2 remains on the books, un-

changed. Faculty who are traveling outside of Canada during their professional development term might want to look at K.2. Do you want to inform your employer about your travel plans and provide extensive personal information, two weeks in advance, and risk being declined the right to travel?

See:

<http://www.kwantlen.ca/policies/K-International/k02.pdf>



**Annual General Meeting  
 April 18, 2006—3pm to 6pm  
 Delta Town & Country Inn  
 6005 Highway 17 (at Highway 99), Delta, BC**

Please use this form to nominate candidates for the following positions:

I nominate: \_\_\_\_\_  
(Please Print Name)

for the position of (select one):

**KFA Table Officers**

- President
- Vice-President—Negotiations
- Member-at-Large

**KFA Executive**

- Business
- Applied Arts
- Humanities
- Trades/Horticulture
- Ombudsperson

**Other**

- Occupational Health & Safety Committee Chair
- Occupational Health & Safety—Langley Faculty Rep
- LMRC—Langley Campus Rep

**Working Conditions Committee**

- Science/Applied Science & Tech
- Business
- Humanities
- Status of Women
- Community & Health Studies
- Trades/Horticulture
- Social Sciences/Related Studies
- Applied Arts
- Access
- Learner Support
- Non-Regular Faculty

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Nominator's Signature

I accept this nomination:

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Nominee's Signature

**Please send completed forms to the KFA office on Surrey Campus, Room B201**

**Have an upcoming event?**

Send details on your upcoming event to Russel Ogden, [rdogden@telus.net](mailto:rdogden@telus.net), for consideration.

**Letters to the Editor?**

Send them to Russel Ogden, [rdogden@telus.net](mailto:rdogden@telus.net), with the subject title "KFACTS Editor."

**Have you recently moved?**

Be sure to let us know! Send an email to [Erica.Todd@kwantlen.ca](mailto:Erica.Todd@kwantlen.ca)

 Kwantlen Faculty Association  
 12666-72<sup>nd</sup> Avenue  
 Surrey BC  
 V3W 2M8  
 Tel 604.599.2200  
 FAX 604.599.0797

**We're on the Web!**

Visit us at:  
<http://www.kfa.bc.ca>