



KFAacts

Your KFA—Knowledgeable, Fair, Approachable

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November/December 2005

University Status: KFA Principles

For several months the Kwantlen administration has been lobbying the BC Government to remove “college” from the Kwantlen name. The KFA Executive has approved a set of general principles that it believes should guide the institution, regardless of whether it is a college, university college, or university:

Comprehensiveness – Kwantlen has offered and must continue to offer a full range of programs, including trades, developmental, career and aca-

demic programs.

Integration of programming – Kwantlen must continue to ensure laddering and bridging so that students can move easily among certificate, diploma and degree programs, gaining credit for preparatory work in each, and ready transfer to other post-secondary institutions.

Community Responsibility – Kwantlen must respond to and meet the needs of the communities it serves in providing access and programs to all citizens.

Academic Freedom – Kwantlen must commit itself to the principles of academic freedom in teaching, scholarship, professional, and institutional activities.

Collective Bargaining – Faculty must maintain the right to free collective bargaining through membership in the Kwantlen Faculty Association.

Teaching – Kwantlen is primarily a teaching institution and student learning is the main focus of faculty. One of Kwantlen’s distinguishing features is ...continued on page 3



KFA Holiday Social Events

Join KFA executive members for munchies and music.

Time: 11:30 AM to 2:00 PM

Langley: December 7
Small Boardroom 1030

Newton: December 8
Building 1, 208

Richmond: December 9
Conference Centre B

Surrey: December 13
Conference Centre C

Personal PD Reminder—\$350

All regular and non-regular type-2 faculty are reminded to submit expense claims for reimbursement of personal professional development expenses. The deadline for submission to the Finance Department is March 15, 2006. Eligible expenses include travel, registration fees, membership fees, books, journals, magazines, newspapers and computer software.

Details at:

http://www.kfa.bc.ca/pdf/Personal_Prof_Devel_Funds.pdf

News Flash:

Billions for public sector compensation?

As you may have heard, the provincial government announced November 30, 2005 a “new negotiating framework” to “guide public sector compensation agreements through 2009-10.” FPSE delegates to the BC Federation of Labour Convention were briefed on the framework and all agreed that more details will have to be determined before we can decide on how best to proceed. Once again, the bargaining picture changes. Stay tuned.

Letter to the Editor

“One of the symptoms of an approaching nervous breakdown is the belief that one’s work is terribly important, and that to take a holiday would bring all kinds of disaster.”

Bertrand Russell

Opposing Mandatory Retirement

Kwantlen should step up to the plate and put an end to the practice of mandatory retirement. Kwantlen’s own business plan expresses concern about future recruits! It is morally wrong to discriminate on the basis of age through mandatory retirement and educational institutions in BC such as BCIT and Capilano College do not have it. In Quebec, where there is no mandatory retirement, the average age of retirement is less than 65.

Current research indicates that much of the prejudice against older workers is unsupported. And logically, if we don’t support discrimination on the basis of ethnicity or gender, we should not tolerate age-related discrimination.

If the “you’ve had your turn” argument can be used at work, how about, attractive housing, access to vacation spots and the like? What counts as a turn? Many women employees, for example, have non-continuous work histories, which include dropping out to take care of

children and sometimes parents. A number of male employees come late to teaching, bringing useful experience from successful careers in the private sector. This makes them very different in pension benefits from the 30 year veteran.

To tolerate mandatory retirement is to tolerate injustice.

-Larry Anderson
Psychology

Editor’s note: The Labour Management Relations Committee (LMRC) has struck a subcommittee on mandatory retirement.

Working After Retirement

Between 1992 and 2002 about 22% of retirees aged 50 or more returned to some form of paid work. Another 4% could not find work. Financial considerations were the most commonly cited reason (38%) for going back to work, especially for those who left work involuntarily.

Source: Statistics Canada, September 23, 2005

Valuing Executive Leadership and Valuing Faculty

“Management is nothing more than motivating other people.”

Lee Iacocca

Borrowing a quote from the *Chronicle of Higher Education*, Dean of Arts Roger Elmes recently told social sciences faculty about the importance of training for leadership positions such as Chairs, Deans, Provosts, and Presidents. “[F]aculty members must come to value, rather than to stigmatize, executive leadership,” he said.

Valuing executive leadership is only one side of the coin. Effective leaders should also value

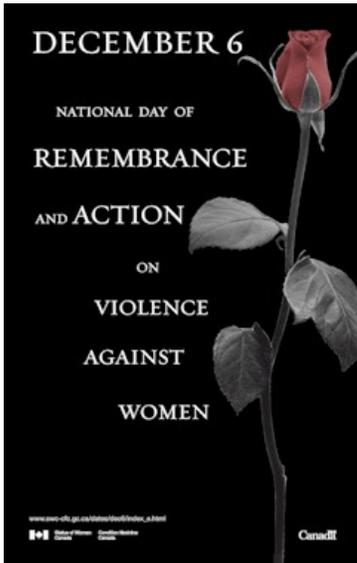
the people they lead, and earn their respect. In the last round of bargaining Kwantlen’s executive leaders devalued the majority of faculty members. First, they characterized non-regular faculty as those who “often do not have the necessary qualifications and experience to teach third and fourth year courses.” Second, regularized faculty were characterized as “conveyor belt” faculty who “are often qualified to teach only introduc-

tory level courses.”* The KFA contends that our members are well-qualified to meet the challenges of teaching all levels of courses, and indeed they are doing this already.

When executive leaders devalue their own employees, they make themselves the architects of the stigma they seek to overcome.

*Source: Written Submissions of the Employer in Arbitration, April 16, 2005

KFA to Mark the National Day of Remembrance and Action on Violence



December 6th is the National Day of Remembrance and Action on Violence Against Women. The Parliament of Canada established this day to remember the anniversary of the untimely deaths of 14 women who were killed on December 6, 1989 at l'École Polytechnique in Montreal because of their gender.

This day represents a time to reflect on violence against women. It is a time to give special thought for

all the women and girls who live with the threat of violence or who have died as a result of gender-based violence. It is a day for communities to reflect on concrete actions that all Canadians can take to prevent and eliminate all violence against women and girls.

A Calendar of Activities listing events happening across the country to mark the National Day of Remembrance and Action on Violence Against

Women is posted on the Status of Women Canada web site: (http://www.swc-cfc.gc.ca/dates/dec6/index_e.html)

To mark the National Day of Remembrance and Action on Violence against Women, ceremonies organized by the KFA Status of Women will be held at noon on all four Kwantlen campuses. Guest speakers will attend from women's centres in all four campus communities.

In Memory

Geneviève Bergeron
Hélène Colgan
Nathalie Croteau
Barbara Daigneault
Anne-Marie Edward
Maud Haviernick
Barbara Klucznik Widajewicz
Maryse Laganière
Maryse Leclair
Anne-Marie Lemay
Sonia Pelletier
Michèle Richard
Annie St-Arneault
Annie Turcotte
December 6, 1989

The KFA Supports Lower Mainland Women's Centres

The Status of Women Committee will be collecting donations of new toiletries, second hand clothing, and toys for the Women's Resource Centres. Drop them off at the KFA office or contact Gillian Gausboel, Status of Women Committee representative: gillian.gausboel@kwantlen.ca, local 2789.

University Status: KFA Principles

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excellence in teaching. This focus must continue.

Research and Scholarship – Research and scholarship have always been a part of faculty work – they are not new to Kwantlen. We conduct research in many different forms. Research and scholarship inform teaching, develop curriculum, improve teaching practices, and enhance the knowledge of faculty and students. All faculty members at Kwantlen must be recognized for their scholarly contributions at Kwantlen.

Consultation – Kwantlen Faculty Association, BC Government and Service

Employees Union and Kwantlen Student Association representatives must be an integral part of planning for the future of the institution and its governance.

Faculty Autonomy – Kwantlen must commit itself to the maintenance of a shared governance model that recognizes faculty autonomy in educational matters and promotes the full democratic participation of all its members.

Protection for Existing Kwantlen Faculty – No loss of position, rights, or benefits for Kwantlen faculty shall result from any change in name or status.

Pensions – The KFA

supports the continued participation of its members in the College Pension Plan.

Support for Faculty – Kwantlen must commit itself to providing sufficient and effective resources to support teaching, research, and scholarly activity. These resources include but are not limited to appropriate support such as adequate private office space, copy centre support, technology, and other clerical support.

Equity – Kwantlen must uphold the equal rights of all faculty and support measures that maintain its structures of equitable compensation and treatment.

"All that is necessary for the triumph of evil is that good men do nothing."

Edmund Burke

Congratulations



The KFA office has prizes for you.

This poster from the 1919 Winnipeg General Strike is on display at the Museum of Civilization in Hull, Quebec. On May 30th, the day of the meeting, the police also refused to sign a contract that they would not unionize. The entire force was fired and the army was assigned control. Still, 10,000 soldiers pledged their solidarity with the strikers. The strike ended after a brutal government attack and workers returned to work with no wage increases. The strike led to labour recognition in law and the rise of the Cooperative Commonwealth Federation, now the NDP.

Congratulations to **Michael Leonard**, Economics, and **Juergen Dankwort**, Sociology, for their answers to the "What's This?" in the September/October KFACTS. The

Who's this?



Win a prize!

Identify this man and his link to Canada's labour movement.

Email your answer to rdogden@telus.net

Introducing Erica Todd



Erica is the Administrative Assistant to the KFA. She is the only CUPE member on any of Kwantlen's campuses.

Drop by and ask Erica how she has only two degrees of separation from the tattooed man in "Who's This?"

Have an upcoming event?

Send details on your upcoming event to Russel Ogden, rdogden@telus.net, for consideration.

Letters to the Editor?

Send them to Russel Ogden, 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

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We're on the Web!

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

Federal Election—January 23, 2006 Fact to consider:

Funding cutbacks have worsened teacher student ratios—there are three percent fewer FTE faculty in Canada's universities than there were a decade ago, while the FTE number of students has grown by more than 26 percent over the same period.

Report on the 2006 Budget

The Report on the 2006 Budget Consultation Process by the Select Standing Committee on Finance and Government Services has recognized the problems of underfunding in post-secondary education and made this recommendation for future budget implementation:

"The government review the per student funding allocation for British Columbia's colleges and universities to ensure that new post-secondary education spaces—including skilled trades training spaces—are sufficiently funded. In addition, the Committee recommends that the government consider eliminating fees charged to students for adult basic education. Furthermore, the Committee recommends that the government examine the total costs associated with post-secondary education for students—including student fees, grant programs, student housing, and textbooks."

For the KFA's Submission to the Select Standing Committee, please visit:
http://www.kfa.bc.ca/pdf/2006_budget_response.pdf

For FPSE's Submission to the Select Standing Committee, please visit:
<http://www.fpse.ca/resources/pdfs/51021subSelectStandCtte.pdf>

The Report on the 2006 Budget Consultation Process can be found at:
<http://www.leg.bc.ca/cmt/38thparl/session-1/fgs/5-38-1-4-5.htm>