



KFA Acts

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

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June 2004

What a difference a month makes!

Since the May issue of *KFA Acts*, delegates at the CIEA AGM voted to change the name of the organization, embark on an issues campaign leading up to the 2005 provincial election, and elect me one of two Vice-Presidents!

FP-SE of BC

At CIEA's May 17th to 20th Annual General Meeting, delegates voted to change the name of the organization to Federation of Post-Secondary Educators of BC. We have seen remarkable changes in our post-secondary sector over the past decade: the creation of university colleges with degree-granting status, the more recent addition of degree-granting status to all community colleges, and the conversion of the University College of the Cariboo to a special purpose university. CIEA's constitution and by-laws had not evolved along with our sector, and in fact the words "university" and "university college" did not even appear anywhere within those documents.

Over this past year, CIEA's Presidents' Council talked about possibly changing the name of the organization to make it more inclusive of all our members. We reasoned that we are a federation of independent local unions, we work in the post-secondary sector, and we are educators, so the new name reflects who we are and what we do at each of our institutions. After a great deal of debate at the AGM, the resolution to change

the name passed with the required 75% majority.

It will take some time to get used to the new name, and for the new name to gain the same recognition as the name CIEA. We will be using the acronym F.P.S.E. – not "foopsee"! – when we refer verbally to the organization.

Issues Campaign

Delegates to the CIEA AGM also voted to embark on an issues campaign leading up to the next provincial election. An issues campaign is non-partisan, and CIEA will not be endorsing any political party.



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What CIEA will be doing is using the media, in its various forms, to educate the general public on our issues: for example, the importance of post-secondary education, the importance of *public* post-secondary education, the value that we as instructors bring not only to our institutions, but to society in general.

The issues campaign will be paid for out of the CIEA defence/strike fund, which is considerable. There was some debate about whether defence/strike fund monies should be used for an issues campaign, but delegates determined that "defence" has many meanings, and defence of our public post-secondary education system falls well within the general definition.

The issues campaign will likely begin later this fall or early next spring. Watch for positive messages about who we are and what we do. We have every right to be proud of ourselves for our contribution to post-secondary education!

CIEA Election

At the AGM I ran for Vice-President of CIEA against John Wilson of Capilano College, and was duly elected by the general meeting. This position comes with a 25% time release paid for by CIEA-FPSE.

For the past two years, I have been elected by Presidents' Council to act as Member-at-Large on CIEA's Executive Committee. In that position, I have served as Executive Liaison to the Status of Women and Occupational Health & Safety Committees, and to the LGBT caucus. I have also sat on two governance policy committees, and presented to conferences at CIEA's request. I will likelihood continue in that diverse role, and may have a few additional assigned duties, but I don't think there will be any major additional time required to do the

work I will be doing over the next year for CIEA.

The big change, of course, is that CIEA-FPSE will be paying for 25% of my release time, and this will benefit our own local budget! The KFA delegation to the AGM definitely viewed my election as one of the two Vice-Presidents as a win-win situation for the KFA.

Federal Election

I am writing this report while on the campaign trail for the federal election. I am officially on holidays, although I am much busier these days than I would usually be during my vacation!

My campaign is going well, and I am meeting the wonderful people of Newton-North Delta every day. If you are curious about what a federal campaign looks like, drop by my campaign office at #108 – 8318 Scott Road. If you have a couple of hours to donate, we can put you to work driving, as my husband says, this woman out of town!

I wish you a relaxing and refreshing summer.
Respectfully submitted,
Nancy Clegg
President



Grievance Report

Maureen Shaw

Vice-President–Grievances

Board Meeting

On May 26, 2004 I attended the Kwantlen Board meeting that had several important items on its agenda: the final decision on the fate of the Electronics Engineering and Automation Engineering Technology programs and the audited financial statements for 2003-04. As you are aware, the Board has embraced the Carver model of governance, and as a result, past Board meetings have had little to no meaningful debate on key issues. This Board meeting was refreshingly different because some free flowing discussion actually occurred, but the results of the Board meeting were still distressing.

What was most remarkable about this meeting was the huge crowd that showed up to support the Electronics Engineering program. More than 60 people were in the audience—present and former students of the program, employers, parents, faculty members. Many letters of support filled the Board package. Darryl Hutcheon, Co-ordinator of the program, gave a compelling presentation on the successes of the program and how it could be maintained with much less budget impact than the management had projected. Darryl also pointed out how difficult it was to recruit students to a program in a facility such as Newton that has no admissions office, no library, no cafeteria. The Board Chair, Arvinder Bubber, also allowed members of

the audience to provide input. Their stories and testimonials were heartfelt and convincing, especially the employers in the Kwantlen region who so value the program's graduates. After some more discussion and opinions from Dean Brian Carr, and President Skip Triplett, the Board voted to cancel the program, even after recognizing its success, quality and contributions to the community. The fiscal bottom line was what counted.

The fiscal bottom line, though, is interesting, because the audited financial statements reveal a different story than the one the management put out throughout January, February and March when "the sky was falling, the sky was falling." In those months, management justified the class size increases and sought concessions because they said there were insufficient resources. Phrases such as "closing the revenue gap, long term sustainability, difficult fiscal challenge" were bandied about.

Instead, the audited financial statements reveal a \$4.6 million "excess of revenue over expenditures" for 2003-04 and an additional \$1.8 million adjustment to the 2002-03 "excess of revenue over expenditures" which now totals \$5.96 million. I will let those numbers speak for themselves. Suffice to say, the financial crisis we were supposed to be facing has evaporated.

Nevertheless, the Electronic Engineering Technology program and the Aboriginal

Employment Centre are cancelled with the “fiscal challenges” being the main rationale.

The Audited FTE Enrolment Report shows that KFA members over-produced last year by 90 FTEs making our percentage 101.2%. And Nursing has reached its New Era commitments so that crisis is over too. It is amazing what can change in 2 months once audits reveal the truth.

Grievances launched

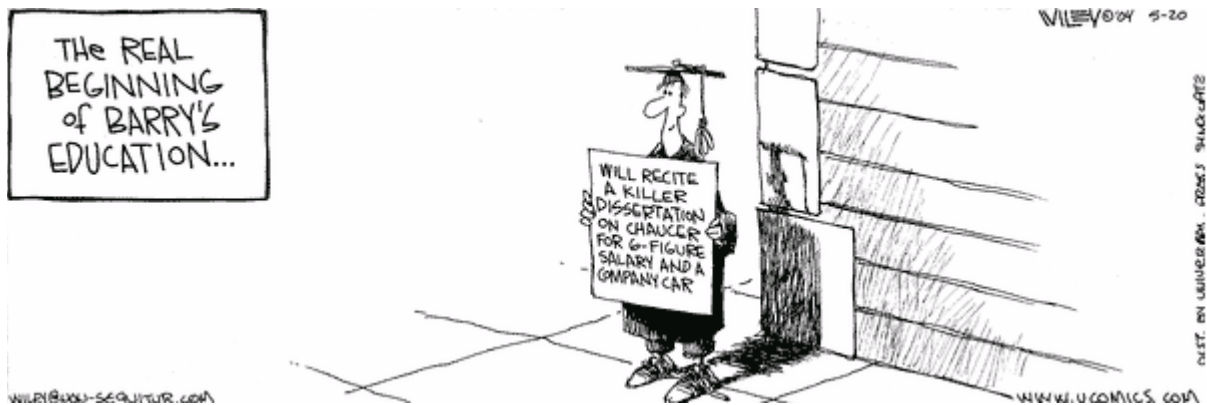
The KFA has had to launch 4 grievances in one area because of violations of Article 1.04 and other articles that define the rights of members to regularization and non-regular type 2 appointments. Positions have been posted before entitled faculty members have been regularized. I am also concerned that a number of non-regular faculty members are

not receiving type 2 appointments when they should, and they are thereby denied benefits and access to the salary scale.

At this time of year, we all need to make sure work is allocated fairly and according to the provisions of the collective agreement. If you are a Chair/Coordinator or responsible for timetabling or on a Search committee, please make sure you adhere to our collective agreement in your decision making and come to the KFA if you feel pressured to stray from its provisions.

Happy summer

One of the benefits brought to you by your union is your vacation. Make sure you have wonderful rest and relaxation; you all deserve it!





Negotiations Report

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

Terri is off bargaining on our behalf at the Multi Institutional Discussions or Provincial table. You can look forward to a detailed report from her in September. In the meantime here is a recently released news release on bargaining.

Post-secondary educators begin bargaining

Working conditions have direct relation to classroom conditions

A key to improving the learning environment for post-secondary students in B.C. will be improving working conditions for educators, say the people who work in B.C.'s colleges, university colleges and institutes.

Members of the College Institute Educators' Association of B.C. (CIEA) and the B.C. Government and Service Employees' Union (BCGEU) have begun bargaining for a new collective agreement with employers across the province. The unions met with representatives of the Post-Secondary Employers' Association (PSEA) May 25-26 and agreed to exchange proposals in early June.

Cindy Oliver, President of CIEA, said that educators want to ensure that their working conditions are competitive given the continued need to recruit new faculty and staff and to retain those in the post-secondary education system. "Members recognize that if we are to maintain the

quality of education, educators need improved job security and equity, and a strengthened capacity to participate in educational decision-making," said Oliver.

George Heyman, President of the BCGEU, said, "Better working conditions will help improve classroom conditions and enhance the learning experience for post-secondary students. One of our main concerns continues to be increasing access to education for students and ensuring that once they enter the post-secondary system they are getting the education they need."

The current Common Agreement was signed in 2001 and expired on March 31, 2004. In this round of bargaining, there are 21 union locals participating in the joint union negotiating committee.

The Post-Secondary Employers' Association is the employer bargaining agent for all public colleges, university colleges and institutes in British Columbia. The PSEA became the accredited bargaining agent to its members in February 2004.

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For more information contact:

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Roseanne Moran, CIEA communications, 604
788-2877

Teresa Marshall, BCGEU communications 604
313-6103



Finance Report

Al Valleau – Secretary-Treasurer

Be Educated Voters!

It hardly seems possible that it is June already and that a federal election is just a few weeks away. The end of one semester and the beginning of another is a time when we should all take stock as to what has happened around us and how we can best plan for the future. This year, we should also realize that besides the usual taking stock in reviewing our courses, our book orders and our printing, we should also take stock of the political reality in which we live. We should never forget that the post-secondary system in Canada is funded both directly by the provincial government and indirectly, through transfer payments, by the federal government. After the first two weeks of the election, I have heard all of the parties acknowledge the importance of funding medical services, but I have only heard one party take a stand on funding for students and post-secondary education. Two of the largest components of federal transfer payments are linked to health and post-secondary education. If nothing else in this election, you owe it to yourself and your profession to be aware of what your local candidates are saying about education, student loans and student access to post-secondary education. Not only is the welfare of our institution affected by central governmental policy, but the welfare of our students and the viability of our profession are affected by policy too. You owe it to yourself to know where your candidates stand on the funding of post-secondary education and what the different parties priorities for funding are. As I write this, the headline of the weekend *Globe and Mail*

shouts that the latest poll shows the Conservatives and Liberals in a dead heat. This may very well be an election where every vote counts and the individual MPs will make a difference in how our country is run over the next four years.

Elaine Bernard, Labour Studies, Harvard University

One of the highlights of the CIEA convention this year was the keynote address by Elaine Bernard of Harvard University. The topic of her address was "Putting the Public Back into Public Education." As I listened to her address, I jotted down the reflection that it is becoming easier and easier to consider a rewrite of Jonathan Swift's satiric essay "A Modest Proposal" as an examination of the way the rising cost of education and the consequent student debt marginalizes a segment of the population and makes them, like Swift's impoverished Irish beggars, the brunt of ill-will directed at them by those who are fortunate enough to have been able to afford an education. Unskilled, unemployed young street people, are they that much different from Swift's "popish infants"? Both are seen as an unsightly problem; neither is seen as caused by the edicts of society.

Similarly, the next time you see an educational facility with a corporate logo on it or linked to corporate funding consider how that funding is controlling the education system and its curriculum. Consider the fact too that, just like in corporations, those in executive positions over the last decade have managed to find themselves rewarded much more handsomely than those who are in

non-management positions. The further we move down this avenue to funding, the more social inequities we will be building into society and the more we will be creating not only two tiers of salaries, but also two tiers in society: the educated and those who cannot afford an education, a twenty-first century underclass.

Planning to Purchase Past-Pension

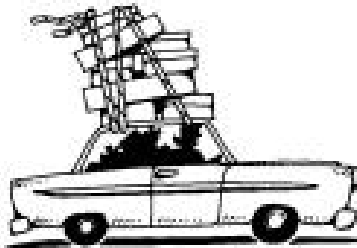
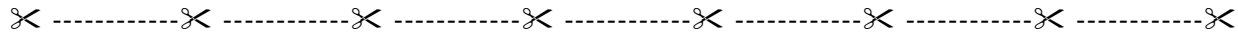
Just in case some of you missed Lydia Williams' notice about the increase in cost of buying past pensionable service, do realize that as of September 1, 2004, the increase in our contributions to the pension plan will also affect our cost of purchasing past pension service. According to Lydia, after September 1, 2004, the cost of purchasing past pension will increase by somewhere between 30 and 45%, so if you have been considering

purchasing past service, do so before the end of August. Call Lydia Williams in Human Resources at 599-2276 for more information.

Dual Coverage for extended health and dental benefits for retired members

Just so you know, the BC Pension Plan has changed its rules about dual coverage for extended health and dental benefits as of January 1, 2004. If your significant other and you will both have coverage under a BC Pension Corporation plan, you might want to look at how the changes potentially affect your ability to have dual coverage for health and dental benefits. As of January 2004, you both will be able to have dual coverage unless one of you is in the Municipal Pension Plan. For more details, go to <http://snipuri.com/dual_coverage>

Al Valleau



**To all KFA members:
Please print any changes that may apply to you
and forward through intercampus mail to
KFA, Surrey Campus**

Thanks!

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| Notice of Change of Address | |
| Last Name: _____ | First Name: _____ |
| Address: _____ | City: _____ Postal Code: _____ |
| Home Phone: _____ | Work Phone: _____ |
| Department: _____ | Effective Date: _____ |

Member-at-Large

Russel Ogden

Listen to the Money Talk: Kwantlen's "Principles of Academic Freedom"

Academic freedom is the *raison d'être* of universities, a foundation stone that includes the freedom to teach, learn, research, examine, question, speculate, and also critique one's own university. Some BC institutions, such as SFU and Capilano College, have academic freedom language that embraces these freedoms "without reference to prescribed doctrine." In other words, while the expression of academic freedom may conflict with law, policy, or religious codes, these doctrines don't impose *a priori* limitations on academic freedom.

Although academic freedom is mentioned in our local and common collective agreements, there is no agreed policy between faculty and employer. Since 2001, KUC's Education Council and the Policy Review Committee have been developing a policy (see below). The purpose of this article is to create awareness about this initiative, highlight concerns, and propose a solution.

1. Why has KUC proposed Principles of Academic Freedom?

An academic freedom policy is needed as part of Kwantlen's quest for membership in the Association of Universities and Colleges of Canada (AUCC). Faculty might ask if this is the best reason. Kwantlen should *need* an academic freedom policy because it believes in its principles, not because it *wants* membership in the AUCC.

2. Who is responsible for the proposed language?

The proposed "Principles" is an administrative initiative and the language is heavily influenced by legal counsel. Minutes from Education Council and the Policy Review Committee reflect significant concern about legal and fiscal interests, and minimal attention to the ethical and moral interests intrinsic to academic freedom.

3. Why does KUC's proposed language subject academic freedom to fiscal responsibility concerns?

Kwantlen, like many universities, is under pressure to adopt a business model. Academic freedom involves controversy and dissent, which can be costly. If the cost of dissent is deemed too great, it can be trumped by fiscal reasons. In other words, free speech and new ideas are only worthy of expression if they don't cost too much.

4. Who will own the policy?

According to meeting minutes from Education Council, "the anticipated final statement will be the property of the Board rather than Council." Faculty might wonder how well academic freedom will be defended by Board members who are accountable to bylaws that, among other things, oblige them to speak with one voice and to represent institutional interests first.

5. Does the Kwantlen policy reflect the language of other universities or the CAUT?

No. In general, most academic freedom statements try to broaden the concept. In addition to Kwantlen's limiter of fiscal

responsibility, other limiters include federal law, human rights law, and the principles of equity and justice. Normally, when law collides with academic freedom, the duty of the university is to challenge the scope of the law. Kwantlen's policy implies no such vigorous defence.

6. Can a faculty member count on Kwantlen resources to protect academic freedom?

It appears that any decision to indemnify a faculty member would be subject to a Board decision.

7. What's the alternative?

The alternative is for Kwantlen to establish a comprehensive statement of academic freedom that extends and enhances the best language already available at other institutions. To create a fertile environment in which academic freedom can thrive, Kwantlen's administration should provide legal advice, representation and indemnification to faculty who encounter problems when they act in good faith in acting on their academic freedom. After all, Kwantlen's name means "tireless runner" and academic freedom is a principle for which we must be prepared to go the distance.

ED COUNCIL DRAFT: Principles of Academic Freedom (Feb 25, 04)

Kwantlen University College (Kwantlen) believes in the value to society and to the University College of the search for knowledge in a fiscally responsible manner, and of rigorous and collegial debate.

While recognizing that academic freedom may in some circumstances be impacted by federal legislation and the British Columbia Human Rights Code, academic freedom at Kwantlen includes the freedom to carry out research and to publish the results, freedom to teach and to engage in critical discourse, and freedom to challenge theories, propositions, methodologies, and ideologies.

Kwantlen's commitment to academic freedom recognizes and is based on:

1. Respect for the value of independent research, intellectual integrity, freedom of enquiry, and rational discussion;
2. Respect for and the protection of individual human rights and the principles of equity and justice; and
3. The value of respect amongst those involved in the instructional process.

Post-secondary education and the federal election

June 2, 2004

Ten days into the federal election campaign, only one of the parties – the New Democratic Party – has tabled a comprehensive platform that takes on some of the key issues facing post-secondary education.

What are the issues?

Federal government cuts to core funding have meant rising tuition fees and debt for students. In British Columbia, tuition fees have doubled at many institutions in the past two years.

Research funding – an area in which the federal government plays an important role – is on the decline. As a share of all sponsored research, federal contributions to universities have fallen from 57% of total funds in 1980 to 45% in 2002. Increasingly, privatized research funding is a threat to both academic freedom and the public interest. In BC, there has been concern that we do not get our “fair share” of research funds.

Looming skills shortages throughout the economy mean that we need to expand training for young people and for older workers. A critical issue in this federal election is the lack of a national training strategy and the erosion of apprenticeship support.

What are the solutions?

Both the Canadian Association of University Teachers and the Canadian Labour Congress have put forward many positive alternatives, including:

A Post-Secondary Education Act, that provides long-term funding and principles to support a high-quality public post-secondary education system

A commitment to reduce tuition fees and debt for students

Improved funding for all research granting councils and a commitment to greater regional equity and greater equity between institutions, including smaller post-secondary institutions

A national training strategy that addresses key issues facing Canadian workers in need of training.

What can you do?

Read the party platforms on education and ask those parties which have not tabled education platforms how they will address key issues.

Attend all-candidates meetings in your community and ask questions. Call CIEA if you would like some assistance in organizing a forum.

Visit www.caut.ca and www.betterchoice.ca (CLC) websites for resources and information, including CAUT's 2004 Election Kit.

Make sure you are registered to vote and get out and vote for education on June 28.

2004-2005 KFA Executive

| Name and Position | Campus | Phone | Email | Term ends |
|---|--------|-----------|------------------------------|-----------|
| Nancy Clegg <i>President</i> | R | 2151/2151 | kfpresident@kfa.bc.ca | 2006 |
| 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 | 2006 |
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| Russel Ogden Member-at-Large | S | 2190/9050 | rdogden@telus.net | 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 L. Griffin <i>Humanities</i> | S | 2187/9161 | Mary.Griffin@kwantlen.ca | 2006 |
| Tom Thorner <i>Social Sciences</i> | S | 2185/9270 | Tom.Thorner@kwantlen.ca | 2005 |
| Harj Dhaliwal <i>Business</i> | S | 2157/9337 | Harj.dhaliwal@kwantlen.ca | 2006 |
| Ihor Pona <i>Applied Arts</i> | R | 2717/9795 | Ihor.pona@kwantlen.ca | 2006 |
| Jed Sheehan <i>Trades/Horticulture</i> | N | 2947/9391 | Gerard.Sheehan@kwantlen.ca | 2006 |
| 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 Non-Regular Faculty | 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 | 2006 |
| Kathy Purser <i>KFA Administrative Assistant</i> | S | 2152/2152 | Kathy.Purser@kwantlen.ca | |

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