



KFActs



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

Volume 11

May 2003

Congratulations and welcome to **Maureen Shaw, Al Valleau, Ann Marie Davison, Val Innes, Isabelle MacLeod, Jan Penhorwood, Jed Sheehan** and **Wayne Tebb** on their elections to the Executive for the coming year. Congratulations also to **Jim Jamieson** on his election to the position of Chair of the Occupational Health & Safety Committee. The newly elected representatives take up their duties on June 1st.

It is unfortunate that there is no representative from Social Sciences, especially in this very important year leading up to collective bargaining in the Spring. If anyone from Social Sciences would like to serve on the Executive, please contact me.

And thank you to **Bob Perkins, Dave Evans, Gail Hills, Helen Mendes, Susan Morris** and **Paul Richard** for their work on the Executive this past year. We will miss your energy and your input.

Overload Misunderstanding

My tale this month is one of miscommunication. In the April **KFActs**, Bob Perkins wrote about the successful resolution of the policy grievance about faculty overload payment. He announced that faculty would be paid scale rates for working overloads.

It was the KFA's distinct impression that

GETTING OLD? INTERESTED IN THE CANADA PENSION PLAN AND OLD AGE SECURITY?

This is the workshop for you!

**Paulette Sayle of HRDC
is giving a workshop on the
two public pension plans.**

Thursday, May 29th, 2003

1:00 pm - 3:00 pm

Room G1205A



**Free admission! All welcome!
(Even non-KFA members!)**

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overtime would be calculated as a proportion of annual workload. For example, if you usually teach 8 sections and then teach an additional section, you have worked $1/8^{\text{th}}$ of an annual workload in overtime. Similarly, if you usually work 1365 hours in a year and then work an additional 136.5 hours, you have worked $1/10^{\text{th}}$ of an annual workload in overtime.

The grievance resolution states that if a one section overload is taught in one semester, then the faculty member will be paid 125% during that semester. Conceptually that is the same as saying that the faculty member has worked $1/8^{\text{th}}$ of an annual workload in overtime. Arithmetically, however, it is not.

If, for example, a faculty member earns \$72,000 and works $1/8^{\text{th}}$ of a workload in overtime, that faculty member should earn an additional $\$72,000 \div 8 = \$9,000$. However, if the faculty member's annual salary is divided into three semesters, so that s/he earns $\$72,000 \div 3 = \$24,000$ per semester, then payment of an additional 25% for the overload in that semester amounts to $\$24,000 \times 25\% = \$6,000$.

It is the KFA's position that the faculty member should be paid \$9,000. The College is currently paying \$6,000.

There has been miscommunication between the KFA and management over the matter of banking time as well. During the grievance discussions, management asked us to consider an alternative to overtime payout that would take the form of compensatory time off. The KFA was quite interested in the idea, but talks broke down when management insisted that faculty members prepare PD plans for the compensatory time off which would require the Dean's approval. The KFA's position was that activities undertaken during compensatory time off should be at the sole discretion of the faculty member.

Management has now advised us that they believed the KFA did not want any kind of banking to be allowed by any faculty members; that all overloads must be paid out. This was never our position. The initial grievance dealt with situations when the Dean couldn't find anyone to teach a section and asked a full-time regular or Type 2 to take on the section as an overload. We never discussed discretionary time banking involving workload averaging over three or four years.

Thus the KFA has been explaining to members what we believed to be the resolution to the overload grievance. Deans and Deans' assistants have been telling faculty otherwise. We have asked that discussions about this grievance be reopened to clear up the misconceptions that exist. Grievance resolutions must have a "common intent," that is, both sides must be talking about the same thing.

We hope to come to a commonly understood resolution before too long.

Pension Workshop

The KFA has arranged for Human Resources Development Canada (HRDC) to give a workshop on the Canada Pension Plan (CPP) and Old Age Security (OAS) federal programs. The workshop will take place:

**Thursday, May 29th
1:00 p.m. – 3:00 p.m.
Room G1205A Surrey Campus**

This workshop is open to everyone, GEU and excluded staff included, so if your non-KFA colleagues ask if they can attend, the answer is YES.

I hope to see you there!

Respectfully submitted,
Nancy Clegg



Grievance Report



Bob Perkins – Vice-President-Grievances

I have tried, to the best of my abilities, to represent the interests of all KFA members during the past 48 months that I have served as your Vice-President-Grievances. My sincere thanks go out to all the Table Officers, KFA Executive Reps and the LMRC Reps during the past 4 years for their excellent support and problem-solving abilities. I know that you will all be there to assist Maureen Shaw, our new Vice-President - Grievances, once she officially takes over from me on June 1st.

For my last **KFActs** article, I thought that I would outline the results of my time in the position of Vice-President-Grievances.

My tally of grievances for the April 30, 1999 to March 31, 2003 period was 48. As I have reported in **KFActs** many times before, most incidents did not result in the filing of a formal grievance (48 grievances out of 657 incidents = 7.3%). The status of the 48 grievances is shown below.

- Won/Resolved – 34
- Lost/Abandoned – 7
- Currently Active – 7

My tally of incidents for the April 30, 1999 to March 31, 2003 period was 657. The number of incidents that I have been involved with has steadily increased over the four years that I have occupied the position. I like to think that the more KFA members I helped, the more the word went out that the KFA office was a good place to come to discuss problems.

- 1999 / 2000 – 59
- 2000 / 2001 – 126
- 2001 / 2002 – 192
- 2002 / 2003 – 280

A total of 337 different KFA members are represented in the above 657 incidents; 64 KFA members had 3 or more incidents, and 11 KFA members had 5 or more incidents over the four year period.

You may be curious as to how do the various areas compare with the level of "incident activity." A rough breakdown is provided below.

- Humanities – 130
- Health Sciences – 87
- Science/Horticulture – 85
- Social Sciences – 65
- Student Support – 65
- Business – 53
- Library/Coop – 50
- Design – 48
- Continuing Education – 34
- Trades – 18

You may also be curious as to the nature of the incidents that I dealt with. A rough breakdown is provided below.

- Workload – 78
- Peer conflicts – 51
- Search process – 42
- Regularization – 42
- Student complaints – 38
- Evaluation – 35
- Type II status – 28



Layoffs – 25
 Salary scale – 22
 PD/Vacation – 20
 Overloads – 20
 Pension – 18
 Chair issues – 16
 LOA concerns – 10

Once again it has been great serving in the position of VP of Grievances for the past 4 years. All the best for the rest of the summer.

Bob Perkins



Report of the Newly Elected Vice-President-Grievances

Maureen Shaw

Who said recycling doesn't work? I'm back!

For those who don't know me, I have served the KFA in the past as Vice-President-Negotiations and Vice-President-Grievances from 1991-94 and as President from 1994-96.

I was elected to be CIEA's first Secretary-Treasurer from 1996-99 and then CIEA President from 1999-2002.

Last year I spent teaching English half time at Langley, reacquainting myself with the classroom and my colleagues. It was an enjoyable time.

I am still active at the national level having been elected in 2002 President of the National Union of the Canadian Association of University Teachers (NUCAUT) and a

Vice-President of the Canada Labour Congress (CLC), serving on its Executive Council. Most recently, I have been elected to the Canadian Association of University Teachers' (CAUT) Collective Bargaining and Economic Benefits Committee. These national responsibilities will inform my work at the local level and vice versa.

I hope to bring my accumulated expertise and experience to the position of Vice-President-Grievances. Bob has started me on a gradual intro-to-work path, and I am waiting for the full realization of the job to hit me on June 1st.

I know that Bob Perkins has done a marvelous job and I will try to serve you all as well as he has.

Respectfully submitted,
 Maureen Shaw





Negotiations Report



Terri Van Steinburg –

Vice-President-Negotiations

It was great to see so many of you at our recent AGM. Welcome to our newly elected Executive and committee representatives. I look forward to working with you in the months ahead. So long and a big thank you for all your work to those who are leaving the Executive. Congratulations also go to our Celebrate Faculty Dinner/Dance AGM ticket winners Newton Wainman and Geoff Dean.

Constitution and Policy Committee

After a year of hard work the Constitution and Policy Committee tabled their proposed constitutional and bylaw amendments to the membership at our AGM in April. After a thorough discussion, the membership voted unanimously in favour of accepting the proposed changes. A new version of the Constitution and Bylaws will be available shortly.

The second phase of our task is to establish policies and procedures to support our Constitution and Bylaws. That work will begin shortly, and the committee hopes to have them ready to be voted on at our 2004 AGM.

Labour Management Relations Committee (LMRC)

At the April LMRC meeting the Union raised the issue of faculty needing student permission to use email addresses for faculty email trees. The Union asked if it was possible to redirect the students' Pipeline emails to

their personal email addresses. At the May meeting Management reported that starting this Fall students will be able to configure their Pipeline email accounts to forward their email to personal email accounts.

The Union was concerned about an announcement by a Dean at a duly called meeting, regarding class size increases in the Fall. Management assured the Union there were no plans to increase class sizes this Fall.

The Union also raised the issue of the difficult working and learning conditions on the Newton campus, the uncertainty about its future and the effect these issues have on employees and students. The Management indicated that there is a plan in place to "relieve some of the pressure" soon.

Remuneration for PLA and the final version of the Chair/Coordinator Guidelines are still outstanding.

Social Committee

The Celebrate Faculty Dinner and Dance was a great success! For those of you who were unable to make it this year don't despair: we are planning to hold a 2nd annual event next year. In the meantime the Social Committee is starting to plan a fun event for the Fall, so stay tuned for more.

Until next time,
Terri Van Steinburg



Finance Report

Al Valleau – Secretary-Treasurer

There was a time when I could honestly say that once May arrived summer was just around the corner and that once all those end of year meetings were over, book orders were in and all of next fall's prep was done, the endless days of summer awaited me.

Now, however, that is not the case as Kwantlen runs a tri-semester system in which 20% of all offerings are supposed to be scheduled in the summer session. As we develop over the next decade, the pressures of a growing student body and a fairly static amount of classroom space may put pressure on more of us to work different configurations than we do now. We don't even have to add to that formula the pressures of near static government funding for the college system to see what kinds of pressure we will be faced with over the next few years.

The Future of Scheduling

Thinking of the summer and summer session brings to mind the fact that the College's Scheduling Implementation Committee, on which I sit as one of four faculty representing the KFA membership, has been visiting chairs' meetings and talking about the new software the College has purchased for the purposes of scheduling classes and exams.

As we are in the early stages of moving over to the new software, there will not be any noticeable changes in the scheduling process over the next two semesters.

However, it is the College's goal to start utilizing the new software in the Summer, 2004 semester and follow that up with full utilization in the Fall, 2004 and Spring, 2005 semesters. What that means is that you will become aware of any changes in the timetabling planning procedure once we start to plan for courses for the 2004-05 academic year.

The Scheduling Implementation Committee, at this point, does not see the actual process by which courses are being assigned to instructors as changing radically from the present system. The institution be, however, be making sure that departments' curricula are spread out across the matrices and that there is room utilization equity amongst departments, and across the day and the week. If your department has been spreading its curriculum across the matrix in the past, there should be no real noticeable shift in the planning process.

Having said that, I will add that Judith McGillivray has stated that timetabling should be student centred. As the College grows, though, given budget and space constraints, I think we can all expect planning to be "space centred" rather than anything else.

A Cross-campus Meeting Time Block

Although on the committee I keep trying to suggest that we ought to make sure we have a cross-campus meeting time block, it seems that the administration's point of view on this issue is that such a concept should be ironed out at the Labour

Management Relations Committee. I think having a common meeting time block is a no brainer; it is the only way an institution can have proper consultation and communication, but stay tuned. Space constraint centred we may end up being.

I wonder how this all fits in with our vision of having an institution that has a sense of community, one that is not simply a commuter institution? Strategic planning and practical planning should, at the end of the day, be related.

Pension Update

I have no news on pension this month. Is

no new news good news you ask? I was hoping that Human Resources would have been able to get a final fix on the number of people who bought back pension so that the \$75,000 set aside for those people who did buy pension could be distributed. I am not sure if all the information is in yet, though. Of course, whatever funds individuals who have bought back pension will get will be taxed, so those of you who did buy back some pension should not see visions of a large cheque coming your way. Taxes and death, and an improved pension in the meantime, is all you can be sure of....

Al Valleau



**SEE all the
First Annual KFA Celebrate Faculty
Dinner and Dance
PICTURES
on the KFA website at
www.kfa.bc.ca**







The CIEA Page



Private universities represent a failed vision and flawed process

Government's latest privatization exercise is bad news for BC students according to college educators. Cindy Oliver, President of the College Institute Educators' Association of BC, said that today's announcement of an eleven-member degree quality assessment board to oversee the expansion of new private universities and private degree programs is the result of a failed vision and a flawed process.

Calling the Campbell government's emphasis on privatization misplaced, Oliver said that government's desire to expand the very expensive private university sector flies in the face of making college and university education affordable and accessible.

"British Columbians place a high value on our public colleges, university colleges, institutes and universities and want post-secondary education to remain public and affordable," said Oliver.

Noting that the makeup of the board is primarily business people and senior management of public and private post-secondary institutions, Oliver said that the public should be concerned that an increasingly corporate set of priorities guides educational planning in BC. "We are losing the voices and perspectives of students, faculty and staff and that is a substantial loss in

terms of the way in which new degrees and new institutions are going to be assessed," said Oliver.

Educators also expressed concern that the Minister's announcement offered no information about a quality assessment process to ensure that private degree programs and institutions are academically sound and of consistent quality. "Up until now, British Columbia degrees were recognized internationally as being of high quality and transferable to every jurisdiction. We are very concerned that that our reputation will be jeopardized by the Campbell government's rush to bring in a private degree-granting sector," said Oliver.

Oliver condemned the lack of public consultation in the development of the new board and new criteria for private degree programs, noting that the "veil of secrecy" under which the board was established meant that only a select few had the opportunity to provide their views.

Oliver said that educators are pleased that government has expanded degree-granting capacity for public colleges, institutes and university colleges but she noted that government was undermining accessibility by not providing funding for new programs thereby encouraging institutions to charge exorbitant tuition fees.

CORRECTION AND CLARIFICATION!

Last month's KFACTs reported that working more than 100% across Colleges could result in a reduction in your eventual pension benefits. While accurate, that statement was not complete. The following statement completes the information about overload work and pensions.

The refund of over-contributions service should be chronological i.e. once the member achieves 12 months of service in a year, subsequent contributions should be refunded unless the member has, concurrently, a full-time and part-time employment and requests that the contributions relating to the part-time service be refunded instead.

2002-2003 KFA Executive

Name and Position	Campus	Phone	Email	Term ends
Nancy Clegg <i>President</i>	R	2151/2151	kfpresident@kfa.bc.ca	2004
Bob Perkins <i>Vice-President -Grievances</i>	S	2149/2149	dr_bob70@hotmail.com	2003
Terri Van Steinburg <i>Vice-President -Negotiations</i>	S	2259/2259	kfanegotiations@kfa.bc.ca	2004
Al Valleau <i>Secretary-Treasurer</i>	S	2188/9274	al.valleau@shaw.ca	2003
Helen Mendes <i>Access</i>	S	2176/9348	Helen.Mendes@kwantlen.ca	2003
Paul Richard <i>Science/Applied Science/Technology</i>	R	2769/2769	joeymocha@yahoo.ca	2003
Mary Griffin <i>Humanities</i>	S	2187/9161	Mary.Griffin@kwantlen.ca	2004
Susana Phillips <i>Social Sciences</i>	R	2647/9358	Susana.Phillips@kwantlen.ca	2003
Dave Evans <i>Business</i>	S	2169/9143	Dave.Evans@kwantlen.ca	2004
Mary Androsiuk <i>Applied Arts</i>	R	2627/9617	Mary.Androsiuk@kwantlen.ca	2004
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Susan Morris <i>Student Support</i>	R	2513/2513	Susan.Morris@kwantlen.ca	2003
Gail Hills <i>Community & Health Sciences</i>	S	2376/9236	Gail.Hills@kwantlen.ca	2003
Ron Correll <i>Non-Regular Faculty</i>	R	2810/9993	ron_correll@shaw.ca	2003
Alison Nishihara <i>Status of Women Committee</i>	R	2572/9532	Alison.Nishihara@kwantlen.ca	2004
Alice Macpherson <i>Ombudsperson</i>	S	2426/9954	Alice.Macpherson@kwantlen.ca	2004
Kathy Purser <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	



2003-2004 KFA Executive



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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	kfanegotiations@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
Vacant <i>Social Sciences</i>	S			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
Isabelle MacLeod <i>Community & Health Sciences</i>	S	2268/9262	Isabelle.MacLeod@kwantlen.ca	2005
Alison Nishihara <i>Status of Women Committee</i>	R	2572/9532	Alison.Nishihara@kwantlen.ca	2004
Alice Macpherson <i>Ombudsperson</i>	S	2426/9954	Alice.Macpherson@kwantlen.ca	2004
Kathy Purser <i>KFA Administrative Assistant</i>	S	2152/2152	Kathy.Purser@kwantlen.ca	