

# SENATE TO REVISIT DEFINITION OF “FACULTY MEMBER”

## Summary and Background

The inaugural meeting of Kwantlen’s full Senate occurred on January 26, 2009 and one of the motions put forward was clarification regarding Associate Deans. The Senate clarified *“that Associate Deans are faculty members, and eligible to be nominated for, and vote in, faculty elections.”*

At the February 19, 2009 KFA General Meeting, members expressed serious concerns regarding the Senate’s decision. The Kwantlen Faculty Association is concerned that the distinction between a Faculty (i.e., an academic administrative division as defined by the University Act) and a faculty member (as defined by the University Act and the Collective Agreement) have been unnecessarily blurred. The KFA, on behalf of members, has expressed its concerns directly to members of the Senate, including senior academic administrators.

On Monday, March 30, 2009, the Senate received a notice of motion to rescind the January 26, 2009 motion, and Senate will be debating the issue on Monday, April 27, 2009.

## What is a Faculty?

As per *The University Act*, Part 1 (b) “a faculty” is defined as follows: *“in the case of a special purpose, teaching university, an educational administrative division of a university constituted by the board as a faculty under section 39, or the dean and faculty members of a faculty, as the context requires.”*

Kwantlen currently has eight Faculties, as approved by the Board: School of Business, Faculty of Social Science, Faculty of Science and Horticulture, Faculty of Design and Communication, Faculty of Community and Health Studies, Faculty of Trades and Technology, Faculty of Humanities, and Faculty of Qualifying Studies.

## What is a Faculty Member?

A “faculty member” is defined as follows under the Act: *“means a person employed by a university as an instructor, lecturer, assistant professor, associate professor, professor, or in an equivalent position designated by the senate.”*

At the October 6, 2008 meeting of the Interim Senate, the Senate approved a resolution that the faculty who are members of the Centre for Academic Growth, Cooperative Education, Counsellors, Learning Centre, Librarians, Program Review Facilitators, Student Life Development, Services for Students with Disabilities, are “faculty,” and should have representation on Senate.

Certainly, it was appropriate for the Senate to recognize that Kwantlen faculty members, who prepare classes, teach classes, and mark student submissions are in an “equivalent position” to instructors who prepare classes, teach classes, and mark student submissions. All of these faculty members are captured within the Collective Agreement and their primary work responsibility involves direct contact with students.

# SPECIAL BULLETIN #4



### Why the Concern?

On the other hand, it is puzzling that the Senate on January 26, 2009 should "designate" that Associate Deans, who do not prepare classes, do not teach classes, do not mark student submissions, are not faculty members under the Collective Agreement and whose primary responsibilities do not involve direct contact with students are in an "equivalent position" to faculty members.

It is our understanding that the January 26, 2009 motion "*that Associate Deans are faculty members, and eligible to be nominated for, and vote in, faculty elections*" was in part catalyzed by the fact that one of the serving faculty senators had accepted an Associate Dean's position effective January 1, 2009. While we appreciate the Senate's membership/bylaw conundrum, we think Senate needed to deal with the issue created by that particular situation, rather than expanding the issue and creating a definition which confuses the issues and the Kwantlen community.

Kwantlen's Associate Deans are administrative employees who make contributions to the **Faculty** they serve by reviewing and implementing policies, addressing student concerns and appeals, managing budgets, supervising **faculty members** (including hiring, orientation, performance reviews, and discipline) and administering collective agreements. Furthermore, Associate Deans are by definition "excluded" personnel; they are excluded from the Collective Agreement. It should also be

noted that Associate Deans are paid on an "excluded" pay scale that is higher than the faculty pay scale.

Senate needs to recognize that Associate Deans as **members of the Faculty** is significantly different than Association Deans being faculty members.

We are hopeful that Senate will rescind its earlier decision and replace it with a more operationally valid definition.

Meetings of the Senate are open to the Kwantlen community. If you would like to attend the meeting on Monday April 27<sup>th</sup> it will be held at 4 pm in the Surrey Campus Boardroom, G2210.