

THE CONFLUENCE

The Camosun College Faculty Association Newsletter

Volume 7 - Issue 5 - April 5, 2018

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Message from your President



With spring here, soon to be on the radar is the AGM and Executive elections! At one campus! Can you sense my jubilation? So, with the AGM in mind I want to encourage you to consider dabbling in some servant leadership. The concept of Servant Leadership was first brought to my attention twenty years ago in the work of Robert K.

Greenleaf. "The servant-leader is servant first...It begins with the natural feeling that one wants to serve, to serve first."

That giving back enriches your life and the lives of others and ultimately ensures our college community remains a caring place to come to every day. If we do not build that community, who will?

I have been at the College since 2009 and I have spent four years on the CCFA Executive in one form or another. There have been challenges, but they have been eclipsed by the opportunities presented to me. I have built relationships and friendships with some amazing people both within the Camosun community and the BC post-secondary community... wonderful experiences not to be forgotten.

As I mentioned at the General Meeting I will not be seeking re-election for the position of President for a number of reasons...mostly personal and selfish. I plan to spend the last two years before I retire in the classroom doing what I love the most...teaching.

All that leads me to ask you to consider jumping in to give something back to the CCFA and the College. Look at a position on the Executive or consider participating on one of the committees. It definitely comes with some rewards.

There are some positions with course release such as President, Contract Management Chair and Contract Negotiation Chair. There are some positions that provide for the opportunity to liaise with other BC college unions, and there are other positions that provide you with a voice within the college (Executive Council).

ALL of these opportunities provide you with a chance to meet new and interesting people around the college, around the province, even around the country. I recommend it!

- Al Morrison

AGM FEVER

This year's AGM will take place on May 3rd from 10:00 am to 12:00 pm at Lansdowne in F100. The meeting is followed by a delicious bbq lunch.

AGM Election of Officers

On Thursday May 3, CCFA will hold our annual general meeting. As members, you are the voice of the CCFA and this is your opportunity to hear from the executive, to vote on the budget, and to elect a new executive for the upcoming year. Please consider running for a position on the executive committee of the CCFA. It's an opportunity to meet and work with colleagues from across the college, and to gain understanding of the role of the faculty association in the college community.

On behalf of the nominations committee, I'd like to take this opportunity to share the CCFA election process with you.

First, the nominations committee will put out a call for nominations. Attached to the call will be a PDF with instructions, links to the bylaws, and the nominations form. Send or hand completed forms to the nominations committee or the CCFA office who will forward forms to the committee. Nominations will close on at 4:30 p.m. on Friday, April 20. The following week, the committee will send out an email with the names of those nominated. Then, at the AGM, we will go through each position. We will take nominations from the floor for each position. Those names will be added to the list of candidates whose nominations we have already received. In the case of a contested position, the vote will be by ballot at the meeting. Article 8 (of our bylaws and constitution) governs this process:

Article VIII - Election of the Executive Officers

1. Election of officers shall take place at the Annual General Meeting. All terms of office shall be for one year commencing September 1st following the Annual General Meeting.

3. The election process:

- a. If there is only one candidate for a position, that person will be considered elected by acclamation, otherwise the vote will be by ballot.
- b. When there are more than two candidates, if no candidate receives a majority vote on the first ballot, the candidate with the fewest votes shall be dropped from the next ballot, and so on, until one candidate receives a majority of the votes cast.
- c. For the purposes of this election, the Members-at-Large shall be considered three distinct positions.

Really hoping to see you all there,

- Susan Johnston, Candice Fertile, and Lois Fernyhough
2018 Nominations Committee, CCFA



FPSE Conflict in the Workplace Workshop

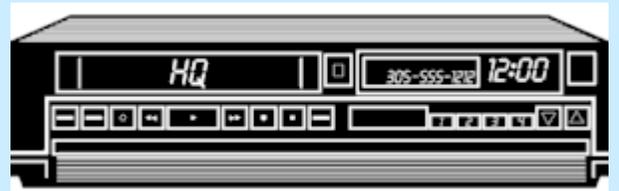
This workshop examines the dynamics of harassment and bullying in the workplace, reviews legal and behavioural definitions, outlines what members need to know about workplace investigations, and provides advice to stewards on how to guide complainants and respondents through telling their narratives most effectively.



The workshop will take place on April 25 from 9:00-12:00 in F338 at Lansdowne.

Please contact Chris Ayles to book your spot.

VCR



Instructors in need of a VCR in the classrooms that are not equipped, will need to order one through A/V and we will deliver.

- Bryce Hill, AV Services

Camosun's Adventure Education Post-Degree Diploma



The students that make up the first cohort of the brand new Adventure Education Post-Degree Diploma at Camosun College are now half way through their program! The 2017 summer and fall semesters are now completed. Students are fully engaged with this semester's two online courses, and we are all looking ahead to their culminating blend of online and face-to-face courses in the summer. During the final summer field term, students will take part in a sea kayak journey that will see them connect with community partners as they explore questions related to transformational learning, outdoor leadership, and wilderness experiences.

This 13-month program is designed for working professionals with an interest in outdoor, nature, experiential, and adventure-based learning and development. We welcome educators of all kinds, outdoor activity guides and leaders, counsellors, life coaches, health and wellbeing workers, early care and learning leaders, and other human service professionals. This year's group of students is comprised of a wide range of learners of varying ages, backgrounds and experiences. The blended delivery allows students to continue working while learning through online and face-to-face courses.

During the first field-based component, our students spend two weeks in an outdoor setting reimagining their educational practices through a broad understanding of adventure education. For each student, their professional context lends a different understanding of what adventurous educational experience might or should be. Preconceptions are challenged and explored through hikes, paddles, forest walks, ropes courses and discussion based activities. Key conversations revolve around themes of a sense of place, relationships with others and the natural world, challenge, uncertainty, transformational learning, wisdom, and joy.

This program has been considered by BC Teacher Qualification Service (TQS) as an acceptable Integrated Program that may meet requirements for TQS category upgrading. BC TQS pre-approval is recommended.

If you have a personal or professional interest in this program please do not hesitate to contact us for further information at

sported@camosun.ca or visit camosun.ca/adventure.
Facebook: <https://www.facebook.com/CamosunAdventureEd/>
Twitter: [@CamAdventureEd](https://twitter.com/CamAdventureEd)

Contract Negotiation Committee Info Sessions for Non-Teaching Faculty

Held on April 19.

Lansdowne: 10:00-11:30 AM in F206

Interurban: 1:00-2:30 PM in CBA285

Data Projectors

A friendly reminder to Faculty:

Please turn off the data projectors when you are finished your class.

To turn off the ceiling mounted data projectors, press the *STANDBY* button on the projector remote control. A message will appear on the screen asking, *are you sure?* Press the *STANDBY* button again to turn off the projector.

This will help decrease unnecessary lamp hours, and increase the time before the lamp needs to be replaced.

Thank-you very much for your assistance.

- Allan Shook, AV Services

CCFA Committees

Many of you may not know what happens on our various committees but might be interested in joining one (or chairing one!) this coming year, so here's a quick run-down on each of them. The CCFA Executive Committee positions, which last from September 1 to August 31 each year, will be voted on at the May 3rd AGM. Please contact the current committee chair for more information about each committee.

Executive Committee

- Current President: Al Morrison

The CCFA Executive consists of 10 elected members: president, vice-president, contract management chair, contract negotiation chair, professional development chair, secretary, treasurer, and three members at large, one of whom may be past president, and one of whom is a term faculty member if possible.

The committee meets every two weeks to discuss current matters of general concern to the members of the faculty association.

President's Role

- Set the agenda and chair the Executive Committee, GM, and AGM meetings
- Ensure that the Executive is supported in carrying out all of its responsibilities as per the bylaws
- Ensure that the members are kept up-to-date on Executive and union activities
- Be an ex-officio member of all CCFA standing committees (CMC, CNC)
- Ensure that the Executive, staff, and committees keep each other informed as need be
- Facilitate an orientation and planning session at the beginning of the academic year
- Ensure that Executive members, committees and staff receive necessary training
- Oversee supervision and performance management of the office staff
- Act as a signing officer of the union
- Represent the union to the employer, the public, FPSE, other unions and organizations

Contract Management Committee

- Current Chair: Judith Hunt

CMC meets every two weeks to discuss the interpretation of the collective agreement regarding matters that have been brought to its attention by faculty members.

If the committee decides there has been a breach of the collective agreement, it will file a grievance. Examples of these issues are rights to term work, failure to regularize, and entitlement to SD.

CMC members also give support to members in non-collective agreement areas such as conflict resolution situations as well as Manulife and sick leave claims.

PD Committee

- Current Chair: Elizabeth West

The PD Committee meets every second Tuesday to discuss and decide whether to approve short-term and in-house PD applications that have been submitted for funding. Once a year, the Committee reviews long-term applications for more sustained projects such as advanced degrees and other projects. The committee consists of faculty members from each area of the college as well as two college administrators.

Contract Negotiating Committee

- Current Chair: Chris Ayles

CNC meets frequently just prior to or during a bargaining year, less so when there are no negotiations pending. The members gather information and discuss possible proposals and local and provincial bargaining strategies for the next round of bargaining. As the current CA expires in March 2019, the next round of negotiations should start in late 2018 or in early 2019. The chair participates in provincial bargaining in Vancouver, and the committee members participate in the local bargaining sessions.

Federation of Post-Secondary Educators (FPSE) Committees

The committee chairs listed above each take part in their corresponding FPSE provincial committee: Presidents' Council, Contract Administration and Review, Bargaining Coordination, and Professional and Scholarly Development.

In addition, there are eight other FPSE committees working on your behalf, each with a Camosun faculty rep: Human Rights and International Solidarity (Peter Ove), Disability Management and Rehabilitation (Jody Isaac), Status of Women (Tara Tudor), Education Policy (Trisha Jarrett), Non-Regular Faculty (Darren Alexander), Decolonization, Reconciliation, Indigenization (Dawn Smith), Pension Advisory (Chris Avis), and Workplace Health, Safety & Environment (Tim Elkin).



eLearning at Camosun:

9 things about D2L at Camosun you didn't know you needed to know

April 2018

In my continuing series on D2L at Camosun, here are answers to some of the most common questions faculty have about D2L! Don't forget that Camosun's D2L is being upgraded at the end of April. If you would like to know more in advance, register for one of our information sessions at <https://decamosun.wordpress.com/2018/02/09/d2l-daylight-upgrade-information-sessions/>

- Emily Schudel



What is D2L?

Desire2Learn (D2L) enables faculty to deliver content, manage online group collaboration, as well as provide online assessment options for students. Your D2L site can only be accessed by students registered in your course, eLearning staff, and other Camosun employees you request access for.

Where do I go to get help with D2L?

You can ask for help from DE Support, book a consult with an eLearning instructional designer, or visit our website at <http://camosun.ca/about/teaching-learning/elearning/index.html>.

If I teach multiple sections in a term but only want one D2L course site, what do I need to do?

BEFORE your students are added to your D2L course site (7 days before your course start date), contact DESupport (desupport@camosun.ca) and let them know which sections need to be merged into one site.

Where do I go to get help with D2L?

You can ask for help from DE Support, book a consult with an eLearning instructional designer, or visit our website at <http://camosun.ca/about/teaching-learning/elearning/index.html>.

What is a DEV course site, and how do I request one?

A D2L DEV (development) course site is a static course site where you can build and revise your course site before your live course shells become available to you. A DEV site must be associated with a course you are teaching. To request a DEV site for one of your courses, email DESupport.

How are D2L course sites set up?

Your course must be flagged for D2L when the course is set up for registration in Colleague. To ensure that it has been flagged, check with your Chair. 30 days before the course start date, you will have access to your D2L course (as long as you are listed in Colleague as the instructor). 7 days before the course starts, you will see the names of registered students in your D2L Classlist. Students are added to and dropped from this list automatically through Colleague. On the start date of the course (as it appears in Colleague), students will have access to their D2L course sites, and they will have access to those sites for 20 days after the end date of the course (as it appears in Colleague).

How do I get access to someone else's course site?

You will need to ask that person to contact DESupport and request/give permission for you to be added to their course site.

How do I log into D2L?

Go to the Camosun homepage, click D2L at the top right, then log in with your C# and password.

How do I find my courses in D2L?

Once you have logged into D2L, you can find a list of all your courses in the **Select a course...** drop-down menu, or the **My Courses** widget on the main Camosun D2L page.

How do I copy course material from one course to another?

Use the **Import/Export/Copy Components** tool in your D2L course site (under **Edit Course**). For instructions on how to do this, contact DESupport.

Contract Negotiating Committee Report

As you may be aware, our present Collective Agreement will expire on April 1, 2019. Bargaining the next version can begin as early as this coming December. So it's time to get serious about preparing, and as Chair of the Contract Negotiating Committee (CNC), that's my main job. Right at the top, I want to acknowledge the other members of the CNC. These six instructors, representing four Schools, have met six times since the start of Fall 2017 term, guiding the process and assisting their rookie Chair. Most do so on a volunteer basis, and their service will likely intensify in the months ahead, so hats off to them.



Since the fall, our bargaining work has included:

- ◆ Welcoming Lesley Burke-O'Flynn, our FPSE Staff Rep, who gave a very informative workshop on collective bargaining in early January. It provoked some excellent discussion, and hopefully got a few CCFA members thinking about upping their level of union activity. We have invited Lesley back for a different workshop this April or May – details TBA.
- ◆ My attendance of two FPSE Bargaining Coordination Committee meetings in Vancouver, the latest followed by a larger Bargaining Conference which was also attended by Al and Judith. The purpose of these events was to take the pulse of bargaining issues and preparations across all FPSE locals, and to begin sorting out priorities and strategy for common-table bargaining in the upcoming round. As you might expect, it is challenging to herd such a big group of very well-educated cats, but there seems to be will to leverage the power of our larger collective into real gains, especially now that we have a more sympathetic government. At first blush, some likely common-table themes are equity for non-regular faculty, various workload-related issues, and of course money (both salary and “local pots” to fund local needs.)
- ◆ My attendance of an excellent five-day Canadian Labour Congress course on collective bargaining. It was facilitated by two very experienced staff reps from public- and private-sector unions, and brought together a diverse set of students, from longshoremen and truckers to teachers and post-secondary instructors. I left with a much clearer sense of what bargaining is all about, and would be happy to share notes or talk it over with anyone interested.
- ◆ Developing a bargaining survey. We hope to distribute the survey to CCFA members very soon so that we can learn what bargaining issues are important to you. I hope we will be able to share the survey results at our AGM in early May.
- ◆ Compiling potential bargaining items that arise from a variety of sources, including Contract Management Committee, CNC and CCFA Executive Committee discussions, serendipitous chats with instructors and random thoughts that enter my mind.

In the coming months, in addition to these main tasks, we will also need to:

- ◆ Assess the membership of our bargaining committee, in terms both of representation from across the College and breadth of skills;
- ◆ Elect the CNC Chair for the coming year; and (most critically)
- ◆ Cull and prioritize our bargaining items with a view to drafting specific proposals.

Beyond the CNC work, I have also been spending time as the deputy to CMC Sheriff Judith Hunt, plus attending Executive meetings and generally trying to make myself useful. I have also been teaching.

Respectfully submitted,

- Chris Ayles

NB For interested parties, the FPSE Bargaining History can now be found on our website at: <http://camosunfaculty.ca/member-resources/>

CCFA Camosun College Faculty Association

Your 2017-18 Executive

Al Morrison	BUS	President
Tanya Kirkland	ACCESS	Vice President
Valerie Montague	T&T	Treasurer
Jody Isaac	ACCESS	Secretary
Judith Hunt	ACCESS	Contract Management Chair
Chris Ayles	A&S	Contract Negotiation Chair
Elizabeth West	ACCESS	PD Committee Chair
Darren Alexander	ACCESS	Member At Large (Term)
Susanne Thiessen	BUS	Member at Large

CCFA Administrative Services

Our Y221 office is open Monday-Friday

Phone: 250-370-3655

[Peg Ford](#) FordP@camosun.bc.ca

[Autumn Frimann](#) FrimannA@camosun.bc.ca

Please visit our CCFA [website](http://www.camosunfaculty.ca) at www.camosunfaculty.ca