

The Confluence

"Where different waters meet and are transformed"

The Newsletter of the Camosun College Faculty Association

Volume 6 - Issue 1 - September 27, 2016



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Judith Hunt, Contract Management
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Elizabeth West, Professional
Development Committee Chair

Bronwen Welch, Contract Negotiating
Committee Chair

Chris Ayles, Member at Large

Shannon Black, Member at Large
(Term Rep)

Tana Kristjanson, Member at Large

CCFA Office Staff

Peg Ford - Mon. to Wed.

Marilyn Wolovick - Wed. to Fri.

Please visit our [website](#).

Message from Your President



I'm sure many of you are wondering who this new CCFA President is and what exactly he brings to the table. I'm wondering that as well! Maybe some background will help at least a bit in opening the Johari Window.

I came to post-secondary by chance in the late 80's. A friend asked me to take time from my day job to talk "real life marketing" to her business students at the Northern Alberta Institute of Technology (NAIT). I was surprised at how much I enjoyed being a part of the student experience...so then it became a mission to pursue a new more rewarding career in adult education.

While at NAIT I embraced the opportunity to get involved and wear many different hats. I was in the classroom, worked in Student Services, worked in HR, and I even wore a management hat for a few years. It was like having many careers with the same organization.

After NAIT I had the opportunity to work for five years at another Edmonton post-secondary, Grant MacEwan University. My role there was as the Director of the Student Resource Centre.

Upon arriving at Camosun College in 2009 and getting back into the classroom I spent a couple of years on the CCFA Executive and a couple of years as a Program Leader in the School of Business. Both roles provided big learning and big rewards.

Each of my "hats" have provided me with insight and experience into all the challenges and opportunities that reside in many of the departments that work hard to serve students. And I've learned that everyone working in those various departments wants to feel rewarded and respected for what they do.

So...why did I take this on? I teach a leadership class so it seemed incumbent upon me to also “do” leadership; to give back to my colleagues who have given their time to the CCFA so that I could experience the rewards of their hard work. Now it’s my turn to pay it forward.

I know the learning curve will be fast and steep but with your support and direction I am excited to take on the challenge.

Carpe Diem.

Al

Term Faculty Info

If you are a term faculty member at Camosun, you would probably like to know what your rights are to future work. Clause 1.02 (g) in the 2014-2019 Camosun College/CCFA Collective Agreement covers this right. (For an electronic copy of the current agreement, look under “Member Resources” on the CCFA website: <http://camosunfaculty.ca>)

Clause 1.02 (g) (i) states that if you’ve been employed for two semesters or three quarters in each of two consecutive years, you have the right of first refusal for “the same or an equivalent term assignment in the next employment period”. The college usually interprets this as meaning the same course, but the union will argue that it means any courses for which you are qualified in your department up to the same workload (25%, 33%, etc.). Clause 1.02 (g) (ii) gives the right of first refusal to someone who teaches the same course or has the same assignment only once a year. In this case, teaching the course or doing the assignment three times will give you the right of first refusal for that course or assignment.

The most important piece to remember is that the right of first refusal is only granted if you apply for it. You should do this through your school office. Some schools have specific



forms, and others may only require an email to the dean. Contact your school office to find out what is required. As stated in 1.02 (g) (iii) and (iv), the right is also subject to successful evaluations, but if the requisite evaluations (see Clause 28.04) haven’t been carried out, that can’t be used as a reason not to grant you the right.

In some cases, there may be two or more people in the same department who have the right of first refusal. In this situation, the assignment will go to “the most qualified” term employee. What this means is open to interpretation, but it is decided by the dean in consultation with the chair and the department. When two people are deemed equally qualified, then the assignment will go to the faculty member with the most service. You retain your right for a year from the end of your last contract if no work has been available. If work is available, you have the right to turn it down for one semester or quarter after each two semesters or three quarters of work.

Once you have a workload pattern averaging at least 50% for two semesters out of three, or three quarters out of four, for two consecutive 12-month periods, then you can apply for regularization. Please see Clause 1.04 (d) for details.

For further information, or if you would like to review your history of employment with the CCFA

to determine whether you qualify for right of first refusal or for regularization, please contact me or any other member of the CCFA Contract Management Committee: Bronwen Welch, Mandy Hayre, Mark Kunen, Randy Tonks, or Al Morrison.

Judith Hunt, CMC Chair

Spotlight on Professional Development

With the start of the Fall term, many continuing faculty members are returning and new faculty members have joined the Camosun faculty team. As a Camosun faculty member, you have some excellent professional development opportunities through the Professional Development fund. Please see the following link for PD information and recently updated forms with the new amounts for per diems and mileage: <http://camosunfaculty.ca/professional-development/> Please download these forms and save them to your desktop since you cannot fill these in directly on the website.

Who is eligible? If you are a term or continuing faculty member, you are eligible to apply for short-term PD funds. If you have been a continuing faculty member for at least two years, you are eligible to apply for long-term funds available each year and reviewed in February.

What is eligible? Short-term funds include conferences and courses, self directed activities such as research, print materials, and professional memberships. In-house activities and pre-approved funds are also available.

When can you apply? Short-term, in-house, and pre-approved activities are considered throughout the year at bi-weekly PD Committee meetings. Faculty members must apply at least one month prior to the activity. Long-term

applications are considered in February.

Where can you apply? Send your application signed by you, your chair, and the dean to the CCFA Office. (Young 221). If you have questions, contact Peg Ford in the CCFA office (FordP@camosun.bc.ca or 250-370-3655), Elizabeth West, PD Chair (loc. 3691 or west@camosun.bc.ca) or your school representative who is on the PD Committee.

Professional Development Fund Guidelines: Please see the [Professional Development Fund Guidelines](#) which provide the necessary details of the fund.

Elizabeth West, PD Chair

Upcoming PD Dates:

Bi-weekly Fall PD Meetings:

Sept. 13, Sept. 27, Oct. 11, Oct. 25, Nov. 8, Nov. 22, Dec. 6, Dec. 20

Long-term PD Information Sessions:

Interurban, Room TBA 3:30 - 4:30, Nov. 29
Lansdowne, LLC 151 12:30 - 1:30, Dec. 1

How will you grow?



FPSE Open the Doors Campaign

We are all aware how chronically underfunded B.C. colleges and universities are today. As educators, we see every day how many students struggle with the cost of going to school. While tuition fees are rising, program cuts mean many students cannot get the classes they need when they need them. Over the past 15 years, the government has cut per student funding by 20%. Meanwhile, since 2002, there has been a 50% increase in the number of administrative positions, and administrative compensation has increased by 200%.

So what can we do?

First, I want to draw your attention to the Open the Doors a campaign, a campaign which our umbrella union -- The Federation of Post Secondary Educators (FPSE) -- has been working on since early 2015. The campaign's goal? To restore fully funded post-secondary education in BC. Yet for this to happen we all have a duty to raise our voices and push our government into recognizing the vital importance of education.

FPSE encourages everyone, at every local, to sign the online pledge supporting post-secondary education. Please follow the link here to see the pledge as well as find out more about the campaign and its goals: <http://www.openthedoors.ca/join>

I am also sending out a personal plea to those who feel an interest in getting Camosun more involved, here on our own campus. How can we bring this campaign and its goals into our Camosun Community? If you are interested, I would love to hear from you. Please email me at WelchB@camosun.bc.ca

Bronwen Welch, CNC Chair

Meet Three Executive



Tanya Kirkland,
Vice President

Hello, My name is Tanya Kirkland and I am a very grateful visitor on the territories of the Lkwungen and WSÁNEꞤ people for the last 16 years. I am of Cree ancestry on my Mother's side, she was from Canoe Lake Cree First Nation in northern Saskatchewan



and English ancestry on my Father's side, he is from Vanderhoof BC. I was born in Prince George and I spent most of my life there, leaving for 4 years to attend Langara College in Vancouver then returning to complete my degree in Anthropology at the University of Northern British Columbia (UNBC) where I completed my degree in 1998, the same year I was blessed with the birth of my daughter. I work full-time as the Special Projects/ Aboriginal Service Plan Coordinator with Eyaa Sqw'lewen: The Centre for Indigenous Education & Community Connections at Camosun College since June 2012. I am pleased to be able to share that I completed my Masters in the Indigenous Communities Counselling Psychology Program at Uvic in July 2016. I am very grateful for the opportunity to engage with the CCFA executive and I am excited about the year ahead.

**Judith Hunt, Chair,
Contract Management
Committee**



Hello all. I've been working at the college since 2003 and teach college-prep English in the ELD Department. For the past few years, I've also been doing union work: serving on the CCFA Contract Management Committee, working as chair of the CCFA Contract Negotiating Committee for the last two rounds of bargaining, and now chairing the Contract Management Committee for the second year. The main mandate of this committee is to ensure that the collective agreement is being properly applied to faculty members. We also help CCFA members who may need support with Manulife claims, work situations involving conflict, or other problems such as childcare accommodations. Our committee meets every two weeks to discuss cases (confidentially, of course) and to decide on how we can best help faculty members. The other members of the committee are Al Morrison (ex-officio), Bronwen Welch, Mark

Kunen, Randal Tonks, and Mandy Hayre. If you might be interested on serving on the committee, or if you think we may be able to help you in any way, please contact me at huntj@camosun.bc.ca or speak to any other members of CMC. We look forward to hearing from you.

Blair Fisher, Treasurer



I am now the Treasurer of the CCFA and my responsibilities as such are simply to be involved, take an active interest in College events and to ensure our financial accountability to the membership. Having worked in unionized, non-unionized and not-for-profit (really non-unionized!!) environments, I have seen the benefits of unionization in making a happy healthy workforce and why most of us enjoy working at Camosun. I first got my 'feet wet' by being a Committee member with the FPSE examining Educational Policy issues and decided after a couple of years to become more involved at our local level.

I teach in the Criminal Justice Program and have always been involved with social justice issues. Previous to teaching here I worked with St Leonard's Society of Canada and with the John Howard Society here in Victoria. Much of my work was in the prison system and after 15 years of that I was paroled to work here at Camosun.

Your Voice

This spot is set aside for your story. Share a PD experience, a teaching story, or an anecdote. We want to hear from you.

