

THE CONFLUENCE

The Camosun College Faculty Association Newsletter

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President's Message

Dear CCFA Members,

Spring is here, and it's CCFA planning season. For me, this is a time to look both forward and back. Preparation for 2019-20 has already begun, in terms of projects, budget and forming the team. As our Nominations Committee has been announcing, CCFA Executive Officers are elected at our Annual General Meeting, which is coming up. These positions have one-year terms, so each year brings potential for change. It's generally a relief when incumbents run again, as there is value in stability and continuity, and comfort in knowing that the 'experts' are still taking care of business. But some turnover is healthy, even critical, as it keeps the union fresh and spreads that expertise among more members. In the long run, it makes us stronger and more resilient.

I came aboard as a Member at Large back in 2015. That was a time of substantial turnover, and I was pretty green. It has been a fascinating journey to work inside the faculty union since then. I've been fortunate to try several roles, and to work alongside excellent people I might not have met otherwise. My collective agreement is now thoroughly dog-eared and taped together, and weirdly, many people now see me as one of the experts. I find that a bit rich, as the learning continues every day.

So, if could do it, should you consider getting involved? Absolutely. Some of you may think the CCFA is only for folk-singing union die-hards. Not so. It's your union, and it's what you make it. Others may think the CCFA doesn't really do much. If only; we are in there supporting and advocating for faculty every day. It's rewarding but tiring work, and reinforcements are always needed. Maybe now you're thinking this sounds great, but you aren't qualified. Well, none of us were. We learn on the job from each other and our FPSE peers. We are geographers and business instructors and counsellors and every other type of faculty member, and our diversity is a strength.

All this said, I hope you will come to our Annual General Meeting on May 8 at Interurban. Even if you aren't ready to work with the CCFA, you can hear what's going on, ask questions, review the budget, and vote in the elections. There will be an optional FPSE workshop on high-participation unions in the morning. And don't forget about the post-AGM social, where you can connect with colleagues and raise a glass to next year's Exec.

See you there!

- Chris Ayles



The Annual General Meeting will take place on May 8 at 1:30 PM
in the Helmet Hubert Annex at Interurban
followed by Post-AGM Social.

CCFA Executive Election

On Wednesday, May 8, 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. We have outlined the nominations process below.



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 at 2:00 p.m. on Wednesday, April 24. 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

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.

An ad hoc Nominations Committee of three appointed by the Executive by April 1st shall call for written nominations for each position on the Executive. Members of the Executive are prohibited from serving on the Nominations Committee and members of the Nominations Committee are prohibited from running for an Executive position. A list of nominations shall be circulated to the Membership at least five full working days prior to the Annual General Meeting. Further nominations may come from the floor.

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,

- Candace Fertile, Lois Fernyhough,
and Elizabeth West

2019 Nominations Committee, CCFA



Bargaining Update

The March 6th GM was well-attended and the bargaining priorities presented were unanimously endorsed by our membership. Following the GM, I offered several open house sessions for members to hear what was discussed at the GM. If you missed these opportunities, please feel free to reach out to me for a tea and a chat.

We had our first meeting with the employer last month and we have another meeting scheduled to continue protocol discussions on how we will bargain together. As anticipated, it looks like external factors will impact our bargaining timeline. Our federation, the Federation of Post-Secondary Educators (FPSE) continues to push the system-wide issue of secondary scales as a priority issue that needs to be addressed before common table talks. The Post-Secondary Employers' Association (PSEA, the bargaining agent for the employer) has not made secondary scales a priority. Although we have dates held to begin bargaining this spring, they are tentative pending resolution of this item. Our best guess is that bargaining will not commence until the fall. Meanwhile, the Contract Negotiating Committee continues to work hard on bargaining preparations.



- Valerie Montague

Contract Negotiating Chair

On behalf of the Contract Negotiation Committee:

Chris Ayles

Frank Jankunis

Mark Kunen

Kelly Pitman

Randy Tonks

Lynelle Yutani

Global Initiatives for VIDEA

Camosun College Marketing 420 Marketing Project Management students raised \$9,870 to send rural Zambian youth to the Women for Change Rural Youth Exposure Conference in Lusaka, Zambia this August, in partnership with our client, VIDEA. Thirty-three students formed six teams focusing on international service-learning, using Project Management concepts and prior learning in the marketing program, to plan and execute creative fundraising events including:

- ◇ Bowl for a Cause! @ Langford Lanes
- ◇ Paint for Change @ Sea Cider Farm & Ciderhouse
- ◇ Answers for Africa – Trivia Night @ The Duke Saloon
- ◇ The Grand Gala: An Evening for VIDEA @ Distrikt Nightclub
- ◇ Battle for Change: Battle of Bands @ Victoria Event Centre
- ◇ Dance for Change: World Dance Party @ Victoria Event Centre

VIDEA, a local international development organization founded in Victoria celebrating 41 years, is pleased to be connected with School of Business marketing students and recognizes the professionalism and value that student projects bring to their organization. For more information on VIDEA please visit www.vida.ca

VIDEA partners with Women for Change in Zambia, a gender focused non-governmental organization (NGO), working with communities, especially women and children in Zambia's rural areas to contribute towards sustainable human development using Popular Education Methodologies (PEM). For more information on Women for Change please visit

<https://www.facebook.com/Women-for-Change-256953499139/>

Over the past six years (seven classes), Mark 420 Marketing Project Management students have collectively raised \$73,200 for VIDEA and Women for Change.

- Anne Borrowman



A Review: Non-Regular: Precarious academic labour at Emily Carr University of Art + Design

“Non-Regular” is the peculiar monicker used in BC to represent post-secondary teaching faculty who work on a per-contract, per-term basis. It’s a title that arose out of collective bargaining, if I’m not mistaken, in an effort to brand us--the wild horses of untenured teaching faculty--a singular name, for a common front. Otherwise we may be known variably as sessionals, adjuncts, associates, term instructors...the list goes on. The titles may vary but there is one thing we do share in common: no job security.

In fact for Emily Carr University non-regulars, the phrase “shall have no job security” literally appears on three separate occasions in their collective agreement. It’s such profound and telling details as this--a near-forensic uncovering of the precarious working conditions of non-regulars--that Terra Poirier researches, curates, and craftily assembles into *Non-Regular: Precarious academic labour at Emily Carr University of Art + Design*.



A unique little book (it is 5”x7”, 126 pp.), *Non-Regular* is an intentional hybrid of art-project and polemic, realized by Poirier through a process very much in keeping with an artist’s way. As a single mother Poirier had to work to support her course fees, and so she could easily relate to her mentors on faculty. In getting to know them over time, she became privy to some hard facts, such as:

- ⇒ Over 70% of ECU faculty were non-regulars, earning on average ⅔ of pay compared to that of regularized (or tenured) colleagues, most also with no paid benefits or leave.
- ⇒ Non-regulars were required to re-apply for their jobs every March/April through a multi-step, online application process, even to teach courses which they’d taught multiple times previously.
- ⇒ Non-regulars endured a persistent lack of transparency around hiring/rehiring and work/course scheduling.
- ⇒ According to 2014 stats, 43% of ECU non-regulars earned an overall annual income of less than \$30,000. And so on.

This all got Poirier to wondering, what did all this mean to her education? And how did this speak to the value and respect granted artists and educators? She set about a mission to get feedback from those very mentors, their own words speaking directly to and from their experience as evidence to document the precarious nature of non-regular faculty work.



“I need my mentors to have stable jobs so they can do their best work without putting their lives in crisis. If there’s no future in teaching, there’s no future in learning. That, to me, is something worth fighting for.”

(From Terra Poirier’s essay, *Fighting for a*

A Review: Non-Regular - continued

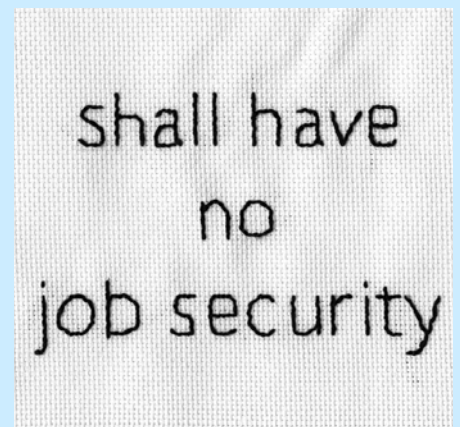
Charged with an advocate's spirit, Terra tumbled this theme of ECU precarious academic labour until it culminated in her final project for completion of her BFA degree. What started as a pinhole camera project grew into a chap-book (with printed testimonials from ECU non-regulars, mostly under pseudonyms again to maintain anonymity, reflecting on the challenges of their tenuous working conditions) which in turn blossomed into this quality, print run of a book.

The selected contributions from non-regular testimonials are typically compelling, and sometimes profound, peppered in formatted blocks of typed passages throughout the book. They range from the heartfelt ("I would love to have some consistency in my life, especially having two young children.") to near-heartbreaking ("Through the years, the many occasions of being devalued, overlooked and under-appreciated have a deep impact on feelings of self-worth."). The chapter entitled **Space & Precarity** will leave you shaking your head as you learn about ECU administration's less-than-generous assignment of sessional office space in their newly designed facility. And in **What is the role of tenured faculty?**, Poirier drafts a compelling nod to the value of collegial solidarity, and what actions regular faculty can take in support of their non-regular colleagues.

While Poirier's content focuses specifically on the working conditions of faculty at ECU, she confirms that the tales, the conditions, and even so many of the specifics hold true across post-secondary institutions, across the provinces, and beyond. The rise of a precarious academic work sector has been recognized as a serious and growing labour concern. Pay equity and job security for non-regular faculty have been identified as serious items for consideration in our current bargaining season.

Terra Poirier's timely treatise is a gift to our cause, and it should fit nicely, as a handy reference, in the back-pockets of our negotiators.

- Darren Alexander



Instructor Workstations



Please remember that instructor workstations are shared space and everyone should do their part in terms of keeping them clean and removing their own materials at the end of class.

- Thank you.

PD Applications

Please go through the checklist on the front page of your PD application. Incomplete applications are not forwarded to the Committee for approval. You can always contact the CCFA office if you have any questions regarding the application.

- Thank you.



Cultural Showcase 2019

On Friday, March 15th, 2019, I defied the Ides of March and made my way to the Young Building, Room 216, on a Friday night, excited to be again attending the annual Cultural Showcase. The very professional looking program tells me to expect, 'Performances by International and local Camosun Students.' What is not mentioned is that these performances are not short of 'fabulous' and 'inspiring.'



I wrote to International College Counsellor, Brian Herron, the following Monday, to thank him for his part in making this event happen every year. I also mentioned how much pleasure I get from seeing my former students up on stage, revealing multi-talented sides of themselves I had not typically witnessed in class. Brian, as many of you will know, has worked for years with Peer Connections, and members of that amazing student group are hugely involved in creating the Cultural Showcase from year to year. In response to my message, Brian said that these students "give [him] hope for the future." I wrote back, saying that that is definitely true for me as well.

Teaching in ELD (English Language Development), as I do, I work with International students, immigrants and refugees - newcomers to Canada all. I make a point of telling them about Peer Connections, and Brian will send student representatives of the group to class at the beginning of a semester to talk about it. Time and again, when I've had a student in class who seemed to be homesick or at loose ends somehow - just in need, perhaps, of a few good friends, a better sense of belonging and/or a medium for self-expression - I've learned to strongly recommend Peer Connections. I've then watched as - quite miraculously - one thing leads to another. He or she joins Peer Connections and then, in many cases, is suddenly up there on stage in the Young Building the following March in front of hundreds of people, either co-hosting the event, or participating in the most remarkable multicultural fashion show you've ever seen ('Interwoven Threads: A Cultural Runaway'), or dancing (a traditional dance of Vietnam, Mexico, India, Panama - such incredible variety!) or singing solo or with a group, or doing sound and lighting (all done by students this year with only a smidgeon of guidance from photographer Allan Shook), or being a part of the stage crew - moving equipment and microphones around as part of the essential 'fifth business' of performance.



Put Camosun's annual Cultural Showcase on your Calendar!

The show ends with all of the performers gathered together on stage. The students are all smiles and hugs. Cultural Showcase has given them the opportunity to become totally involved in something really uplifting that they'll remember all their lives. As I see it, every year it just gets better. When that Friday in the middle of March rolls around, even if I'm tired after a long week, I know I want to be there. I'll feel inspired and rejuvenated by what I see, reassured that these young people are starting out in life with a grounding in the knowledge of the power of unity in diversity.

If you've never attended it, I sincerely hope I've persuaded you to treat yourself to Cultural Showcase next March!

- Bruce McCormack



My Professional Development

I had a number of people expecting me to return from my Professional Development excursion with a tan. I do tan quite readily and quickly when out in the sun due to some distant Spanish lineage where the genes have aligned nicely. Unlike many of the other genomic traits I have acquired and curse my lineage about tanning well is one that I welcome. My family was a little jealous, even my eldest who was travelling to Las Vegas that week for a fastball tournament. It was my first time ever travelling to Hawaii.

I value this benefit most as a CCFA member. The Professional Development benefit funds seem like more of a treat than our medical, dental or even pension benefits at this point in my life. The way I see this is that the college wants me to be the best I can be at teaching my students about all things Criminal Justice. It is a bargained for benefit that allows me to reasonably choose what is required for me to develop professionally within my discipline and the classes that I teach. This is also an opportunity that many in our field are not afforded. Other institutions have restrictive uses of PD funds and have caps considerably lower than what we enjoy here at Camosun. Most importantly, I had the opportunity to immerse myself with other Criminal Justice and Criminology professionals to learn and discuss our field in a way that is not often available within the teaching of classes in our workplaces.



The process began a number of years ago, as I tend to alter between two conference types that I find beneficial for my teaching. On alternate years' I attend either a legal conference or a criminology conference. This year was one of my favorites, The Western Criminology Conference. I have attended this conference previously in Phoenix, Arizona and last in Vancouver. I particularly enjoy this conference, as it is a manageable size to attend as many sessions of interest as possible. The medium size allows for developing stronger networking relationships as well.

I submitted my application to the PD Committee back in early Fall to ensure enough time for the approval process to occur before making my registration and travel arrangements. The form is comprehensive and has a checklist so is quite easy to use. The application took me approximately an hour to do and included the conference schedule, answers required from the Committee as to how this conference relates to my field and what I will be bringing back to enhance my teaching and our department. It is a joint Committee of CCFA members and management so it was important to be thorough and explain how it relates, as none of the decision-makers are criminologists by trade. I was approved with all necessary signatures a few weeks later and registered, booking my flight and hotel quickly afterward.

The day of my flight came and I arrived in Honolulu quite a bit later than originally planned for due to an airline disruption. I checked in to my hotel and got to sleep. It is a longer flight than I was accustomed too.

I will not bore you with the agenda of the conference as it was a busy schedule. What I find most important about this is not so much where I was, but who I was there with. The real value is in the conversations, ideas and networking that occur while in conference. I filled many pages in my notebook, met colleagues new and known for meals and truly immersed myself in the world of criminology. Each evening after dinner, I would go to my room and fire up the laptop updating my course materials with examples, trends and other new information that fit into my courses. By 3pm on the last day, I was exhausted but had a newfound energy for the field that I work in and the conversations that had sprung.

I left Hawaii on a flight at 11pm that last day thinking I would crash into sleep the entire way home. Turns out, I was sitting next to a colleague from Simon Fraser University and we planned an assignment for our Corrections courses.

I arrived home at 8am having had about 3 hours of sleep on the flight, the snow in February started about 3 hours later. My family thought I should do all the shovelling as I had been in Hawaii. Little did they know how exhausting that time was. I shovelled and thought about how to adapt my lessons and teaching with the information I had acquired. I was tired but with just the right amount of energy for the work that we all do. There was no tan, but I was energized with much more than a simple break from a Victoria winter.

- Blair Fisher





Your 2018-19 Executive

<u>Chris Ayles</u>	A&S	President
<u>Susanne Thiessen</u>	BUS	Vice President
<u>Frank Jankunis</u>	A&S	Contract Management Chair
<u>Valerie Montague</u>	T&T	Contract Negotiation Chair
<u>Janice Shewey</u>	A&S	Secretary
<u>Katie Waterhouse</u>	A&S	Treasurer
<u>Blair Fisher</u>	A&S	PD Committee Chair
<u>Al Morrison</u>	BUS	Member At Large
<u>John Scheunhage</u>	SS	Member At Large
<u>Darren Alexander</u>	ACCESS	Member At Large (Term)

CCFA Administrative Services

Our Y221 office is open Monday-Thursday

Phone: 250-370-3655

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