

# THE CONFLUENCE

The Camosun College Faculty Association Newsletter

Volume 7 - Issue 2 - November 7, 2017

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## Message from your President

Over the last few months, I have had the opportunity to check in often with both the Registrar and the Director of International Education. Both Scott Harris and Christiaan Bernard have been very forthcoming in sharing the changes they hope will make life easier for faculty and students alike. Changes connected to scheduling and student readiness to name a few.

Scott has held a number of information sessions and is willing to do more if the demand is there, while Christiaan who is often in an airport somewhere, is sharing his thoughts in The Confluence this month. Please check it out.

On the provincial front, the FPSE Executive and faculty presidents, including me, had the opportunity to meet privately with Advanced Education Minister Melanie Mark (see photo on the next page) and engage in a very lively dialogue about post-secondary education. She is extremely receptive to working with us going forward. Later that evening FPSE put on a mixer for all the MLA's. It was a well-attended event, providing an opportunity to chat face to face with our provincial decision makers. It was not so long ago that faculty had their noses pressed up against the glass hoping that their voices would be heard. This is certainly a refreshing change from the past and a hope for more opportunities in the future.

Cheers,

*Al Morrison*



SAVE THE DATE!

Long-Term PD Info Sessions

Interurban: November 14 12.30-1.30pm in CC 354

Lansdowne: November 15 12.30-1.30pm in LLC 132



# FPSE meets Minister Melanie Mark



## Writing Support Available for Students

**The Writing Centre and The English Help Centre** provide writing support for all levels of coursework in any subject.

Our experienced writing consultants offer one-on-one 30-minute consultations, tips and tools.

### **How students can book with us ?**

Students seeking writing support can book online at <http://camosun.ca/services/writing-centre/appointments.html>



### **We can come to you!**

We will soon be promoting our free writing support services, which are available to students in 100+ level courses in any discipline. For more information or to schedule a 5-minute class visit, please contact the appropriate writing consultant:

#### **Interurban:**

- ◆ ELD Help Centre CBA 160 (for non-native English speakers): *Michelle Shevkenek*  
[ShevkenekM@camosun.bc.ca](mailto:ShevkenekM@camosun.bc.ca) local 4932
- ◆ Writing Centre (Library): *Paul Cox* [CoxP@camosun.bc.ca](mailto:CoxP@camosun.bc.ca) local 4524

#### **Lansdowne:**

- ◆ English Help Centre Ewing 202 (for non-native English speakers): *Marius Langeland* local 3676
- ◆ Lansdowne Writing Centre (Library): *Katherine Ackley* [AckleyK@camosun.bc.ca](mailto:AckleyK@camosun.bc.ca) local 3491
- ◆ Lansdowne Writing Centre (Library): *Julia Ready* [ReadyJ@camosun.bc.ca](mailto:ReadyJ@camosun.bc.ca) local 3928

# Call For Presentations—CICan 2018



CICan 2018 Conference  
**NA'TSA'MAHT**  
Victoria



Local sponsor:



## SAVE THE DATE!

April 29 – May 1, 2018 • Victoria, BC  
[collegesinstitutes.ca](http://collegesinstitutes.ca)

Camosun faculty and staff are invited to submit presentations for CICan's 2018 conference, to be held in Victoria from April 29 to May 1, 2018. As the host institution for the event, Camosun is thrilled to be welcoming colleagues from colleges and institutes across Canada to our city. The conference theme is Na'tsa'maht, "working together as one," and the programming will be divided into five thematic streams:

- ◆ Leadership and Governance
- ◆ Student Experience
- ◆ Applied Research
- ◆ Entrepreneurship and Innovation
- ◆ International and the Future of Skills

[Submit your presentations](#). The deadline for submissions is Friday, November 17, 2017.



CICan 2018 Conference  
**NA'TSA'MAHT**  
Victoria

Working together as one

April 29 -  
May 1  
**2018**

# Highlights of the Last Year from Camosun

## Admission of Non-Resident students

- ◆ With well over 300 different secondary education systems in the world the matching of admission equivalencies can be tricky. With the support of the new registrar CI has been working to insure admission of non-resident students is equivalent or slightly higher (erroring on the side of caution) than the requirements for domestic students.
- ◆ Non-Resident students from English speaking countries, are no longer immediately assumed to meet the general admission requirement for English. Non-resident students, the same as resident students must show appropriate proof they meet the English requirement for admission.
- ◆ Refusal to accept some credentials. With the raise of credential mills, International admissions with the support of the Registrar has refused admission whenever they have a doubt of the authenticity of transcripts.
- ◆ Refusal to recognize some credentials for admission due to an overwhelming lack of student success from those education systems.
- ◆ International admissions will refuse admission to students where there has clearly been a lack of engagement in their studies.

## Non-Resident Student Services

- ◆ CI has reclassified several student support positions into the single position of International Student Experience Advisor (ISEA) as of March 1<sup>st</sup>, 2017. The ISEA position is a full-service position able to provide immediate resolution of up to 90% of the inquires non-resident students drop into the International office with. Prior to March 1<sup>st</sup>, 2017 a student would potentially have to meet several different CI staff to resolve all their questions, leading to frustration and some negative interactions.
- ◆ Better support to help students integrate into the college. With the new configuration of Student Services, the ISEA staff are able to view each student's needs holistically and provide relevant advice and support towards their successfully integration into the Camosun Community.
- ◆ Commitment to renew International policy and practices. The international policies and practices were last reviewed in 1996. CI is beginning a renewal of policies and practices to align with leading practices across Canada. Embedded in these policies and practices will be support for the Engaged Learner Strategies, helping to provide continuity and reduce the potential for the challenges seen in fall 2016 to reoccur.
- ◆ Pre-arrival. Over the next several months CI will be working to design and implement an online pre-arrival module to help non-resident students understand the expectations of learners at Camosun.

## Recruitment and Marketing

- ◆ Brand Shift. Over the next few years you will notice a shift in the theme of how CI markets Camosun locally and abroad to non-resident students. A shift is taking place in CI materials in which the challenges of studying at Camosun are being realistically presented, along with student testimonials of these challenges and ultimately the reward of achieving their goals. The purpose is to inspire those students ready to engage in their education at Camosun, and insure all potential non-resident students realistically understand the efforts needed to be successful.
- ◆ Focus on Diversity. Since the late fall of 2016 significant resources have been put towards diversity. As of fall 2017 there has been an increase in the over all diversity of non-resident students by approximately 20% from last year. Numbers of students from the Americas has grown exponentially with Mexico, Brazil and Colombia approximately double that of 2016. Additionally; students from Vietnam have increased by approximately 300% with many of the students entering Camosun having GPA's around 70-80%. Up-ward trending markets include Germany, the UK, Nigeria, Philippines and Turkey. With Brexit impacting the European community in the next few years, efforts are being made to communicate the opportunities Canada (Camosun) provides.

While there have been some successes in the past academic year, there is still some ways to go towards addressing all the concerns of the Camosun community. Further patience and support is needed while the goals of the Engaged Learner strategy are realized. I suspect the full impact of the work being done now won't be fully realized until the fall of 2019 as students admitted under the previous strategy are taught out.

The Camosun International Office is happy to assist Camosun students who may need support wherever our specific expertise will provide additional benefits to a Camosun student's success.

I invite anyone with feedback around what they notice is and isn't working to drop into Enterprise point or contact me at [bernardc@camosun.ca](mailto:bernardc@camosun.ca) at your convenience.

Thank you everyone,

- Christiaan Bernard, Director Camosun International

# Basic Union Information for Term Faculty

Here are some links to information that you may find useful as a new or term faculty member. We have included a few clauses that are the most relevant to term instructors. Please don't hesitate to contact the CCFA if you have any questions.

## New Employee Information from HR including various resources and links:

[http://intranet.camosun.bc.ca/hr/employee\\_resources/new-to-camosun.php](http://intranet.camosun.bc.ca/hr/employee_resources/new-to-camosun.php)

**Manulife Benefits Handbook:** <http://camosunfaculty.ca/wp-content/uploads/2015/09/CCFA-Manulife-Manual-2008.pdf>

**Benefit updates:** <http://camosunfaculty.ca/wp-content/uploads/2015/09/Summary-of-Benefit-Changes-for-CCFA-Members.pdf>

**Camosun College Faculty Association:** <http://www.camosunfaculty.ca/>

**Collective Agreement:** Hard copies and electronic copies (HR&CCFA sites) are both available.

- **Local:** <http://camosunfaculty.ca/wp-content/uploads/2015/09/CCFALocalCA2014-2019-Final.pdf>
- **Common (provincial):** <http://camosunfaculty.ca/wp-content/uploads/2015/09/FPSE-Faculty-Common-Agreement-April-1-2014-March-31-2019.pdf>

**PD Funding:** Faculty members on term contracts can apply for up to \$3000 of PD funds a year, pro-rated to annual workload. <http://camosunfaculty.ca/professional-development/>

## Clauses from the CCFA Local Agreement most relevant to term employees

### Term Appointment

- **1.02(a)** "A term appointment...shall not be less than fifty percent of full-time employment unless there is insufficient work available to create a position of fifty percent of full-time employment or higher." – *For example, you shouldn't be offered a 25% contract if 50% or higher is available.*
- **1.02 (c)** "Instructional term appointments will cover one (1) week of preparation time, the instruction period, and exam period or wrap-up period, to equate to sixteen (16) weeks for a standard full semester..."

### Right of first refusal

- **1.02 (g)(i)** "Term Faculty Members employed for two (2) semesters ... for the equivalent of two (2) consecutive academic years shall have the right of first refusal for the same or an equivalent term assignment in the next employment period, subject to successful evaluations." (*note: You can apply once you have the second contract of your second year. There is no minimum percentage needed for right of first refusal. It can be for 25% only for less.*)
- **1.02(g)(ii)** In the case of assignments which occur annually for one (1) semester... only, a term Faculty Member shall have the right of first refusal for that assignment when he/she has been employed on that assignment three (3) consecutive times and has been successfully evaluated.
- **2.01 (c)** – "A Faculty Member, following successful evaluation and completion of the required number of semester or quarters as defined above, shall obtain this right of first refusal by filing an application with his/her school office." *Some schools have forms for RoFR and some do not, but the CCFA suggests that you apply for and list all the courses you've ever taught at Camosun and add "plus any other courses in the department which I'm qualified to teach".*
- **2.01 (g)** – "Should two or more term Employees qualify for an appointment under this clause, the appointment shall be granted to the individual deemed most qualified by the Dean in consultation with the Chair and other Faculty Members within the department. Should the Dean deem two (2) or more term Employees equally qualified, the appointment shall be granted to the individual with the most service in the bargaining unit."

### Transition from Term Appointments to Continuing Appointments

- **1.04 (d)** "Any Faculty Member on a term appointment, other than indefinite term, shall upon application to Human Resources be granted ... continuing employment, subject to the following conditions:  
He/she must have been appointed to a term position through the normal school selection procedures in effect at the time of his/her appointment.  
He/she must have completed a minimum appointment in each of two (2) semesters ... in each of two (2) consecutive years. The minimum appointment has two required elements:  
Employment of at least twelve (12) weeks in a semester ...  
Employment averaging at least forty percent (40%) of full-time employment in the twelve (12)...week period.  
The resulting ...employment over the two-year period... must be at least 30 weeks, i.e. an average workload of at least fifty percent in a year."  
• **1.04 (d) (iii) 2** "An assignment averaging at least fifty percent (50%) of full-time employment... shall be available over two (2) semesters...in the next year."

*This process is known as regularization and must be applied for.*

# Basic Union Information for Term Faculty -

## Appraisal of Term Employees

- 28.04 (a) "Components of the Employee Appraisal process must be reviewable and available to the Employee through the Appraisal process. Required components are limited to the following:  
Student feedback sought as part of this process  
Departmental feedback, which may include Chair and other peer feedback.  
Self Evaluation on overall service to the College...
- 28.04 (b) Scheduling of Term Employee Appraisals  
All Term Employees shall be appraised within the first semester... of employment at the College. A second Appraisal shall be completed within the second or third semester for Employees... A third Appraisal may be conducted prior to completion of four semesters of employment."

*In other words, you shouldn't be evaluated more than three times in the first two years.*

**Anything else you'd like to know? Please contact the CCFA – we'll be happy to help you.**

## United Way

Next CCFA/BCGEU 50/50 draw is

**December 6**

...don't miss it. The last pot was just shy of \$800 with half going to Eva Silden in

Criminal Justice and half going to the United Way.

Did I mention we have a friendly competition with CUPE and

Administrative staff to see who can raise the most \$\$\$?

Tickets available from your friendly union office.

Thank you for supporting United Way.



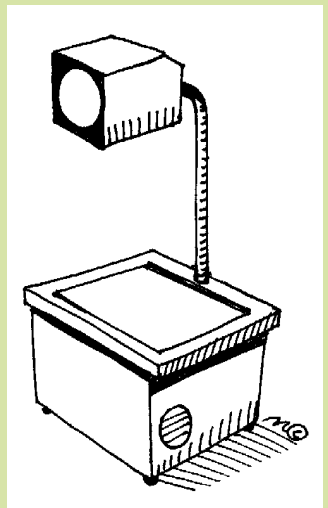
## Overhead Projector

The AV department have asked the CCFA to inquire as to who still uses the overhead projectors in the classrooms.

If you are one of the faculty that uses the projectors, please let Al Morrison know at:

[MorrisonA@camosun.bc.ca](mailto:MorrisonA@camosun.bc.ca)

- Thanks



## Missing Dongles

So what is a dongle?

It is the wireless part of the presentation remote found in the classrooms. They have a tendency to go missing. So if you find a rogue dongle, please return it to the AV department in Ewing 103.

- Thanks.



# Spotlight on Professional Development

## Camosun Showcase 2018

Share your scheduled development/professional development work with the Camosun College community and beyond by submitting a short description for *Camosun Showcase 2018*.

Once again, Camosun College's Learning Services will produce an online and print publication highlighting Camosun faculty's professional and scholarly activities. If you have a current or recent research project or a scholarly or creative activity that you have conducted within the last year, we invite you to submit a brief description of your work.

See the Camosun Showcase 2017 here:

<http://cc.arcabc.ca/islandora/object/cc%3A206>

- ◇ **Publication Date:** April, 2018
- ◇ **Submission Intention Deadline:** December 15, 2017: Send a short expression of your interest to Elizabeth West ([west@camosun.bc.ca](mailto:west@camosun.bc.ca)). If you have any questions, please email or call Elizabeth (250-370-3691).
- ◇ **Submission Deadline:** January 15, 2018: Include a short biography with your area(s) of interest and a description of your work (approximately 300 words).
- ◇ **Photos:** January/February, 2018: Throughout January and February, we will arrange individual photos through Audio Visual Services to accompany the short description of your work.



SHOWCASE <sup>20</sup>/<sub>17</sub>  
Professional, Scholarly & Creative Activity

## Professional Development Fund Guidelines

Please see the following link for the Professional Development Fund Guidelines:

<http://camosunfaculty.ca/professional-development/pd-forms/>

If you have any questions, please contact Autumn or Peg in the CCFA office.



SAVE THE DATE!  
Long-Term PD Info Sessions:

Interurban:  
November 14  
12.30-1.30pm in CC 354

Lansdowne:  
November 15 1  
2.30-1.30pm in LLC 132

Watch for dates for these PD Information Sessions:

Fall 2017 Bi-weekly Tuesday Meeting Dates: Nov. 7, 21; Dec. 5, 19.

# CCFA Camosun College Faculty Association

## Your 2017-18 Executive

<a href="#">Al Morrison</a>	BUS	President
<a href="#">Tanya Kirkland</a>	ACCESS	Vice President
<a href="#">Valerie Montague</a>	T&T	Secretary
<a href="#">Shannon Black</a>	BUS	Treasurer
<a href="#">Judith Hunt</a>	ACCESS	Contract Management Chair
<a href="#">Chris Ayles</a>	A&S	Contract Negotiation Chair
<a href="#">Elizabeth West</a>	ACCESS	PD Committee Chair
<a href="#">Emrys Prussin</a>	A&S	Member At Large (Term)
<a href="#">Jody Isaac</a>	ACCESS	Member At Large
<a href="#">Nasr Khalia</a>	A&S	Member At Large

### CCFA Administrative Services

Mon.-Fri. 8:15 AM - 3:00 PM Y221

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](http://www.camosunfaculty.ca)