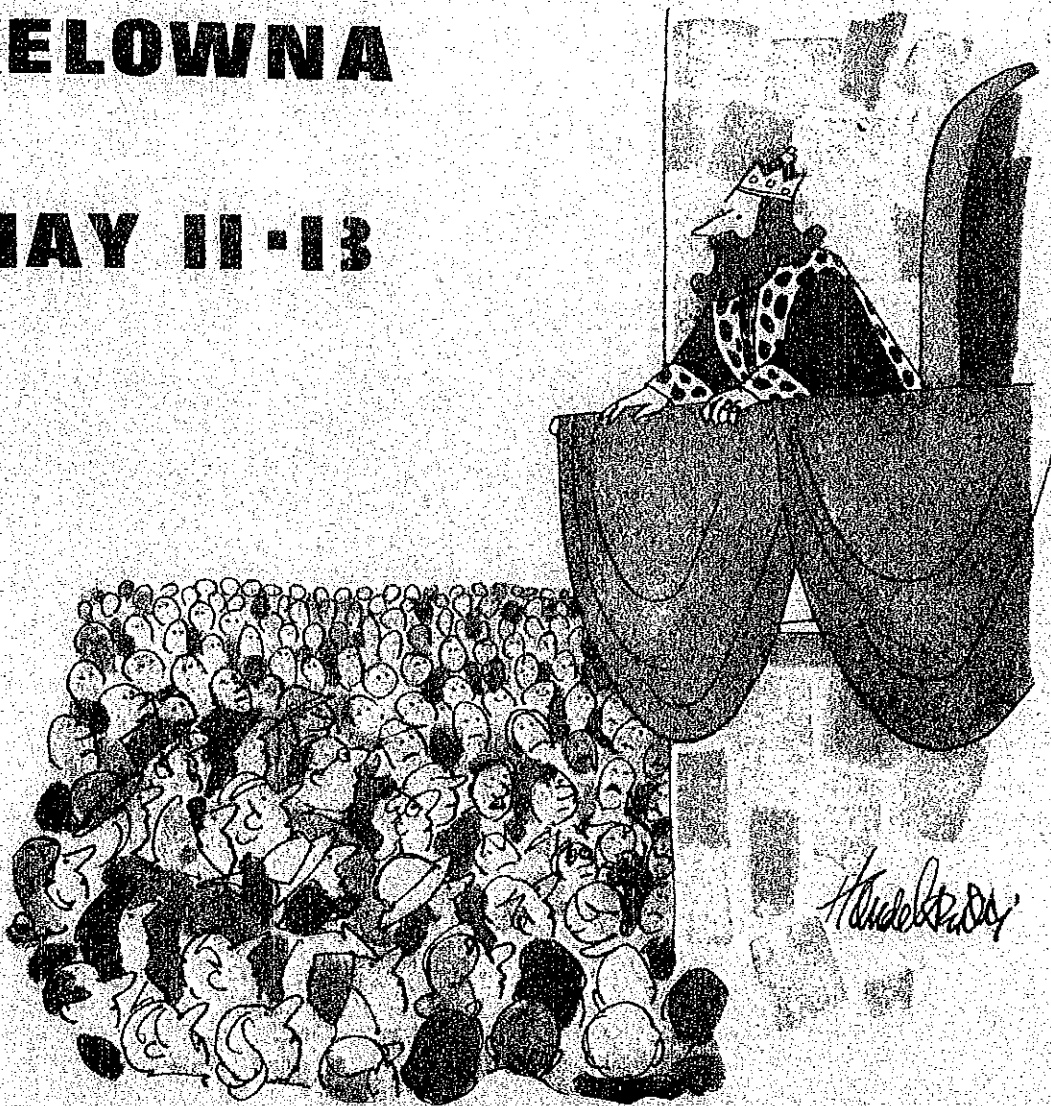




Elliott

KELOWNA

MAY 11-13



"It is my wish that this be the most educated country in the world, and toward that end I hereby ordain that each and every one of my people be given a diploma."

PRESIDENT SONJA TO REPORT

PROGRESS ON THREE FRONTS

CFF President Sonja Sanguinetti (Capilano) will be reporting progress in at least three major areas of concern to faculty when she addresses the Annual General Meeting at Kelowna on Friday, May 12. These areas are: (1) The part played by the CFF in the opposition of six professional groups to the recent legislation restricting collective bargaining rights. The CFF has been working closely with the BC Teachers' Federation, the BC Government Employees' Union, the Hospital Employees' Union, the Psychiatric Nurses' Association and the Canadian Union of Public Employees. CFF members have attended information rallies in Vancouver, Kamloops, Prince George, Trail and Nanaimo. Recent amendments to the Public Schools Act passed in the Legislature require that teachers' salary increases will have to be approved by taxpayers in a referendum if the increases exceed an amount set by the provincial Cabinet.

(2) Liaison between the CFF, which presently represents most 'academic' and 'career' college faculty, and the Society of Vocational Instructors which represent most of the faculty of the former BC vocational schools. The Okanagan conference will feature several joint meetings of these two groups, including social events.

(3) Continued representation to the Department of Education, concerning college faculty representation on any governmental committees responsible for making the 'melds' a reality.

Other highlights of the conference will include:

- * An address by Dr. Milton McClaren, Professional Development Centre, SFU
- * A question-answer session with Mr. Andy Soles, Department of Education
- * Workshops on Arts I, programmes, workloads, working conditions, status of contracts, academic freedom and professional responsibility, contract negotiation progress and procedures, and pensions.
- * A wine and cheese party, a banquet and dance
- * 'Special events' for administrators (all college principals and councillors have been invited)

The 1972 Educational Conference is being organized by an Okanagan joint faculty committee made up of Peter Elliott, Harold Simpson, Whit Buggiey, Bob Clarke, Bob Du Plessis and Betty Plenty.

CONFERENCE PROGRAMME

College Faculties Federation of British Columbia

and

The Society of Vocational Instructors of British Columbia

at Okanagan College, Kelowna, May 11 - 13, 1972

THURSDAY, MAY 11

4:00 p.m. Registration
to Okanagan College
11:00 p.m. 1000 KLO Road

7:00 p.m. Reception
to Wine and Cheese party
11:00 p.m. Meetings of outgoing CFF and SVI executives

FRIDAY, MAY 12

Combined Session - Legion Hall

8:30 a.m. on Late Registration
9:30 a.m. Welcome
10:00 a.m. Keynote speaker: Dr. Milton McClaren,
Simon Fraser University
11:00 a.m. Question/answer period on future of melded
institutions with Mr. A. E. Soles,
Department of Education
12:30 p.m. Luncheon
1:30 p.m. Return to College
2:00 p.m. Annual General Meetings of SVI and CFF

Informal meetings with College administrative
personnel for visiting administrators, etc.

7:00 p.m. Banquet and Dance, Centennial Hall

SATURDAY, MAY 13

SVI Professional Development Workshops

CFF Workshops

Panel on "Arts I" programs
Sessions on workloads and working
conditions, status of contracts,
academic freedom, pensions, and contract
negotiation procedures and progress.

Meetings of CFF and SVI Executives

Lunches will be available from College cafeteria.

THE B. C. COLLEGES - UNIQUE ENTERPRISE

Here is a verbatim extract from the Minister of Education's address to the B.C. Legislative Assembly, February 16, 1972.

The newest addition to the educational scene in British Columbia is the two-year college, the most recent being Camosun College in Victoria, which commenced classes this past September. From the beginning of the college movement in 1964, the Provincial Government adopted the "community" college concept of local involvement through the mechanism of school board participation. This approach is unique in Canada and has much to commend it. Obviously we cannot talk of a community college at all, unless we are prepared to allow real community involvement in every aspect of college life. Such involvement must, of course, take place within the context of realistic and responsible fiscal policy.

It is our belief that the most visible and direct way of involving a community in the first instance, is to ask it to pay a share of the operating and capital costs.

It should be recognized at once that the desirability of local cost-sharing goes beyond the matter of safe-guarding institutional autonomy or self-determination, although this was the major argument advanced in the MacDonal Report. Institutional autonomy can be preserved without local contribution - witness the universities. These are certainly autonomous institutions - but the autonomy is enjoyed by the faculty and not by a local community. In the colleges we must preserve local, not institutional autonomy, and this can only be preserved if college administration and faculties feel a direct responsibility to local tax-payers. Hence the need to continue the policy of local contribution.

A second means of community involvement is the establishment of advisory committees for programmes in the colleges. Concerned and knowledgeable citizens sit on these committees to give information so that programme content remains relevant.

The college finds its uniqueness as an educational enterprise in two fundamental concepts. The first of these is the so-called open door policy. The college offers an open door to every adult citizen who genuinely wishes to up-grade his educational qualifications. And it opens the door to him regardless of his academic background or experience and, I might say, at an economic cost well within his means. Secondly, the Community College is a comprehensive institution, combining with equal emphasis high standards of excellence in university transfer courses, one- and two-year technical courses of a level comparable to those offered at B.C.I.T., realistic and practical courses in occupational or vocational education, up-grading courses, preparatory programmes, and community services of an educational, cultural, and recreational nature. Included in the latter category are programmes being initiated at some colleges, notably Cariboo and Camosun, for Native Indians. In the Kamloops area, the college is arranging to have courses given on the reservations.

It was with the desire to develop completely comprehensive institutions that our Department moved during the past year to "meld" five colleges with five vocational

.... Continued

schools. These amalgamations took place in Kamloops, Kelowna, Nanaimo, Prince George, and Victoria. Indications to date are that these arrangements are working well, despite minor problems which occur from time to time, and I want to take this opportunity to commend the work of the college councils, principals and faculty of both institutions, who have responded so enthusiastically and positively to this experiment. It is my hope that, where it is feasible and educationally desirable to do so, this policy will be extended to other institutions in other parts of the Province.

In order to make college programmes more accessible to students, multiple campuses are operated by a number of colleges, including Okanagan, Capilano, and Douglas. Continuing Education officers have been placed in communities somewhat remote from the college in order that such communities might be better served. Such officers have been placed in Osoyoos by Okanagan College and in Williams Lake by Cariboo College.

In fulfilling its mission, the college serves four separate but related groups. First of all it serves the individual by providing him with an opportunity to achieve his maximum potential regardless of his social station, financial status or geographical location. It helps him to acquire needed knowledge and skills. It gives him access to a wide variety of educational experiences and programmes of instruction so that he might identify those most appropriate to his needs and abilities. As far as possible, it gives him individual help in solving his educational problems, and correcting his academic deficiencies, through counselling and special learning centres where students are assisted in developing study skills. Above all, it places a very high premium on excellence in teaching.

Secondly, the college must serve the community in which it is centred. It must be concerned about the quality of life of that community and it can best express this concern by contributing significantly to the social and cultural welfare of the area it serves, and by acting as a resource centre dedicated to assisting in the identification and solution of community problems. This function is being largely fulfilled through college continuing education programmes.

The college must also serve the Province by producing a return to society which ultimately will be greater than the cost of the services provided, by ensuring greater security for each individual through helping him to acquire improved occupational and social skills, by helping to develop and maintain a stable and effective labour force by providing not only programmes to prepare students for careers, but also programmes for the re-training of persons now employed.

Finally, it is the mission of the college to serve the nation by helping to prepare an informed and responsible citizenry dedicated to the perpetuation and extension of the ideals of democracy and capable of participating in and contributing to the democratic process.

Obviously it will take time for the college to fulfill its mission. The movement is new and is still suffering some growing pains, but it is launched, it is here to stay, and it has a very promising future.

NEWS

FROM THE FACULTY

This is the time of year when Faculty Association executives are busy tidying up the loose ends of a year's efforts, so that the same loose ends won't trip, strangle or smother their incoming successors. Some of the news I've received is too hot to handle and is probably now burning up the CFF grapevine; other news is old hat and not worth repeating; representative coverage is impossible, e.g., Capilano has a new Dean of Academia, Douglas has scrapped their Coordinator of Professional Development position, Selkirk and Cariboo are experimenting with a Senate, and Malaspina has been painfully evolving a formal hearing procedure for non-renewal of contract — but what about the rest of the "real issues"? I suspect that Kelowna will be the place where we discuss and disseminate those issues, and so in the meantime, I offer for your perusal three extracts from '72-'73 Faculty Handbooks. These relate to policies of faculty evaluation and contract renewal, inter-semester duties and vacation; and the role of the Principal.

1. FACULTY EVALUATION AND CONTRACT RENEWAL (DOUGLAS)

Faculty members are protected against arbitrary or capricious decisions not to renew a contract or to terminate a contract by a system of due process devised by the faculty themselves. Any person may lodge a formal complaint against any faculty member. This will be given to the Department Chairman who will forthwith inform the faculty member involved. The Chairman will determine whether or not some informal method of solving the problem has been attempted, and, if it has not, this avenue of redress will be initiated. If the person making the complaint wishes to pursue the matter, the Chairman will convene the Department Evaluation Committee. This Committee will include the Chairman of the Department, but not as Chairman of the Committee. Only faculty members within the Department are eligible to serve on this Committee. The Committee will investigate the complaint, determine its validity, and inform all concerned parties of its decision. If the person who lodged the complaint is not satisfied with the decision of the Department Evaluation Committee, he may take the matter directly to the "Board of Reference". The Department Evaluation Committee will recommend corrective action to the faculty member if the complaint is valid. A reasonable length of time must be allowed for an improvement to take place. If, after reasonable warning and over a reasonable length of time, the situation giving rise to the complaint is not corrected, the Department Evaluation Committee will refer the complaint and the results of their investigation to the Principal for the convening of a Board of Reference.

If a complaint against a faculty member is under investigation at the time his contract is due for renewal, he will be offered a probationary one-year contract. Should investigation determine that he should be offered a three-year contract, this contract may, by mutual consent, be substituted for the probationary contract and a salary experience increment be awarded effective the date of the three-year contract; otherwise the one-year contract will remain in effect.

In the event that a faculty member's position becomes obsolete by reason of changing employment opportunities, a lack of student interest, or other reasons and, if after making every attempt to employ the faculty member in an area other than the one for which he was originally employed, no mutually satisfactory arrangement has been made, then the complaint may be made to the Department Chairman that the faculty member is unemployable and the above steps will then be followed.

It is to be emphasized that the above represents the due process for formalized serious complaints and that minor complaints, differences in opinion, personality clashes and the like will be dealt with among the faculty member, Chairman and others involved.

2. INTER-SEMESTER DUTIES AND VACATION (CAMOSUN)

An annual vacation of two months, at a time convenient to the College, is given. Since the length of most programs will be less than 10 months per year, instructors will be involved for a portion of the year in one or more of the following activities, depending upon their particular interests and the needs of the College:

- (a) student advisement,
- (b) institutional research,
- (c) program development,
- (d) community service,
- (e) in-service training,
- (f) preparation for courses,
- (g) teaching Spring or Summer term
(normally one course only).

Approximately one-third of the instructors, to some extent on a rotational basis, will be granted approval to be absent from the campus during the entire time that they are not involved in instruction, to pursue an approved professional development project.

3. ROLE OF THE PRINCIPAL (DOUGLAS)

- acts in a College "Ombudsman" role;
- reconciles policy interpretations;
- serves as the intermediary between the College Council and the faculty, students and administrative staff;
- serves as the final authority on policy, budget, personnel and programmes.

WANTED

AN EDITOR FOR CFF NEWS

See the Ad later in this issue.

OTHER HAPPENINGS

VANCOUVER CITY COLLEGE faculty have been meeting with College Council representatives in a new 'Langara Liaison Committee'. The series of talks was one outcome of the no-confidence motion passed by VCC Langara faculty on February 11 against principal T. G. Gilligan. Topics discussed by the committee have included budget cuts, a search committee for a Langara principal to replace Mr. Newberry, who is retiring, representation of librarians and counsellors by the Association. The VCC correspondent reports, 'the atmosphere has been friendly and informal'.

FEBRUARY EXECUTIVE MEETING OF CFF at Capilano College was mainly devoted to the VCC Langara campus dispute which was raging at that time. Faculty Association president Dave Mitton, who briefed the CFF Directors, was accorded a motion of 'solidarity and support' from the federation. A press release was also issued. The CFF executive also voted to "retain an appropriate lawyer to investigate the legal contractual status of faculty association handbooks, and ... coordinate existing legal opinions from those faculty associations which have already obtained these opinions".

WANTED

AN EDITOR FOR CFF NEWS

An Editor of this Newsletter will be appointed by the incoming Executive, to replace Mr. David Harrison who is generously relinquishing the job. Main qualifications seem to be enthusiasm,? well--ability to produce 3 issues per year, plus press releases as required. The Editor attends all Executive meetings as an observer and will get the opportunity this year to travel to places like Prince George and Victoria.

APPLICANTS should plan to attend the Kelowna Conference if possible and contact Sonja or Dave there.

VANCOUVER CITY COLLEGE - LANGARA will host a professional development conference on August 23, 24 and 25. Further details will soon be forthcoming from Don Mc Rae.

MALASPINA COLLEGE has been pursuing its quest for a permanent campus with Department of Education officials in Victoria. Approval must be obtained for the overall plan from the Cabinet, before a building referendum can be put to the local taxpayers. Mr. Andy Soles has struck a special committee to work with Malaspina council and faculty on a very detailed review of space requirements. Teaching faculty have been well represented at these meetings, as many as eleven instructors being present on one occasion. A 165-acre site is already in the final stages of being leased from the federal government.

EVALUATION

