

NEWSLETTER

Volume 10, Number 2, January, 1980

IN THIS ISSUE:

- Presidents' Council succeeds!
- Proposed Organization, Services, and Constitution of the new Provincial Organization.
- CFF meets with MR. SMITH.
- P.D. Workshop report.

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A NEW YEAR . . . and A NEW PROVINCIAL ORGANIZATION

Our sincere thanks and congratulations to the hard-working members of the Presidents' Council for fulfilling their mandate so competently. There were moments at the beginning when we all wondered whether the task of creating a provincial organization that would satisfy the majority of post-secondary faculty in B.C. would prove to be an impossible feat. But, they did it!

During two marathon weekend sessions (October 26, 27 and 28 and November 16 and 17), members of the Presidents' Council put together a practical and well-considered plan for a non-union model, provincial organization of college and institute faculty that addresses the concerns of faculty as both union members and as professional educators.

As Gordon Bryenton (Langara) commented to his Faculty Association in support of the new organization:

"The CFF failed in part because we expected a very few people to do a great many things they were not necessarily professionally equipped to do. The Presidents' Council started from the premise that all associations represented were interested in protecting and improving salaries, working conditions and benefits, and equally interested as professionals in continuing an involvement in the philosophy, directions and management of post-secondary education. We can do neither unless we are willing to consolidate our strengths and unless we learn to speak in concert. Do we want to protect our jobs and our future? If so, then the provincial organization that is emerging appears to be the vehicle by which these goals can be achieved."

Our thanks to Gordon and to the other members of the Presidents' Council for their efforts on our behalf--particularly to Jan Cioe (CNC), Wanda Tilley (Cap), Marg Briscall (BCIT), Ann Frost (Douglas), Dave Mitton (Langara), Rob Jeacock (Malaspina), Herb Warburton (Okanagan) and Ger van Beynum (Selkirk).

Please read the draft proposals for the structure, services and constitution which follow. Then make sure that your institution joins us at the founding convention in January (date t.b.a.)

Margo Hartley (Langara)
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ORGANIZATION OF SERVICES.

PROPOSED BUDGET

| | | |
|--|---|--|
| Negotiations Contract Admin. Benefits Admin. | } | Areas in which the services of a trained specialist are required → one full-time professional staff person (Executive Director or any other title). |
| Government Policy, Educational Issues and Professional Development. | } | Areas that can be handled by President. F.T. release - ½ to these areas and ½ to Assoc. management. Full-time Secretarial help required. |

DESCRIPTION OF SERVICES

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|---|--|
| Negotiations: | Information exchange services; analysis of economic trends, contract reviews. 1 or 2 conferences and/or workshops; maintaining up-to-date clause finder; comparative data; (within educational system and public sector) advice and direction during negotiations. |
| Contract Admin. | Exchange of information re contracts, research on arbitration; bulletins on processing grievances; arbitration handling, special problems (e.g. technological skills, copyright) assistance or consulting service in arbitration; training workshops in grievance processing and arbitration skills. |
| Benefits Administration. | Preparation of information on all benefits; negotiating benefits; interpretation; costing; information exchange. |
| Professional Development. | Information exchange; instructional resources; organization of workshops, conferences; soliciting funding for P.D. |
| Government Policy & Educational Issues. | Information exchange and distribution; legislative monitoring; preparation of briefs; media contact; lobbying (government, opposition, public sector); co-ordination of allied institutions. |

| | |
|---|-----------|
| Executive Director | \$ 28,000 |
| Travel | 6,000 |
| Meetings | |
| Full Executive 6 @ 1500 | 9,000 |
| Management Comm. 4 @ 500 | 2,000 |
| Consultant Services (legal, audit, fee-for-service) | 7,000 |
| S.W.C.C. 4 Regional meetings of S.W.C.C. chairmen | 6,000 |
| Educational Workshops | 2,500 |
| Professional Development AGM & Workshops | 7,000 |
| Administration | |
| Office equipment | 800 |
| supplies | 3,000 |
| printing | 3,600 |
| postage | 2,000 |
| telephone | 3,000 |
| rent | 4,000 |
| start-up (furniture, etc) | 4,000 |
| President: F.T. release | 32,000 |
| Secretary: | 12,900 |
| Educational & Legal action contingency. | 10,000 |

\$ 142,800

Per Capita costs.

| | |
|---------------------------------|------------------------|
| | + |
| Present CFF member associations | - 1100 members = \$130 |
| CFF plus Cariboo and Capilano | ± 1400 members = \$100 |

If VIA and BCIT join, then per capita costs of \$100 would remain because of necessity to hire additional staff.

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CONSTITUTION

Recommended by: Presidents Council
Post-Secondary Educators
November 16/17, 1979

I NAME

The name of this Association shall be
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II ORGANIZATIONAL PRINCIPLES

The intent and effect of the Constitution, Bylaws, structure and operation of the Association shall be such as to satisfy the following needs:

1. Maintenance of local autonomy on all issues not assigned by the Constitution to the provincial body.
2. Greater strength and credibility in making policy statements on a provincial level.
3. Increased ability to provide management and information services on a centralized basis.
4. Greater continuity of resources, services and personnel.
5. Coordinated relationships with other resource groups.
6. Stable commitment by member organizations.
7. Maintenance of the right of each member organization to adopt central bargaining or to retain local bargaining.
8. Recognition of, and respect for, the individual needs and interests of member organizations.
9. Authority for the provincial executive, between AGM's, to make policies in areas assigned by the Constitution to the central organization, provided such policies are not inconsistent with AGM decisions.
10. Provision for, and encouragement of, exchange of information on economic welfare and other terms and conditions of employment, and provision of assistance in the area of the labour relations.
11. Establishment and promotion of guidelines for professional and ethical standards for members.

III OBJECTS

1. To foster and promote the objectives of post-secondary education in B.C. colleges and institutes.
2. To improve the economic and professional welfare of post-secondary educators by organizing, providing assistance and support.
3. To foster effective communication and interaction between members and with other constituencies within colleges and institutes.
4. To work with other groups concerned with post-secondary education to create an environment which will better serve provincial and community needs.
5. To act as the voice for member associations on matters of provincial or national scope, while recognizing the need to preserve the authority of members in matters of local concern.
6. To seek effective representation on all relevant bodies dealing with policies affecting colleges and institutes.
7. To encourage inter-institutional cooperation, rather than competition, among faculty and between faculty associations in post-secondary education.
8. To provide support to achieve satisfactory resolution of disputes through a disputes policy.
9. To foster cooperation between members in matters of professional development activities.
10. To facilitate an exchange of information on economic welfare among members, and to provide assistance in collective bargaining process at member institutions.

IV LOCATION

Operations of the Association are to be carried on chiefly in the Province of British Columbia.

BYLAW #1 MEMBERSHIP

- 1.1 Corporate Membership
 - 1.1.1 A regular member shall be an organization representing faculty who agrees to pay the required dues and levies as established by duly authorized general meetings of this Association, and abide by bylaws 1.1.4 and 1.1.5. Regular members have full privileges as hereinafter set forth.
 - 1.1.2 An associate member shall be an organization representing faculty who agrees to pay the required dues and levies as established by duly authorized general meetings of this Association and abide by bylaws 1.1.4 and 1.1.5 following. Associate members have limited privileges as hereinafter set forth.

- 1.1.3 An organization shall not remain as an associate member for longer than one year.
- 1.1.4 Members, regular or associate, whose dues are in arrears for 3 months will lose their voting rights; if dues are in arrears for 6 months, membership will be revoked and legal action will be taken to recover dues and costs.
- 1.1.5 Membership privileges may be limited or revoked by a two-thirds (2/3) majority vote of the Executive Council.
- 1.2 Individual Membership
- 1.2.1 Individual members of member organizations (regular or associate) shall hold membership in this Association through their local organizations. Such individual members shall have no vote except through the voting privileges of their organization's representatives.
- 1.2.2 Where no local association exists at a college or institute, or where a local association is not a regular or associate member, individual faculty members may elect to become 'provincial members' of this Association. Such provincial members shall have privileges of attendance at meetings with voice but no vote, and shall be placed on the mailing list for receiving regular information from this Association.
- 1.2.3 Provincial members shall pay dues and levies as established by duly authorized general meetings of this Association as hereinafter set forth.

BYLAW #2 - GENERAL MEETINGS

- 2.1 The Annual General Meeting of this Association shall be held during the month of May at a time and place to be determined by the Executive Council.
- 2.2 Notwithstanding 2.1, a Special General Meeting may be held to deal with specific, urgent situations and to set such policy as may be necessary in those situations.
- 2.3 A Special General Meeting may be called by an Executive Council resolution supported by at least 75% of eligible votes, or by receipt of a petition signed by a minimum of 10% of the membership in each of at least three member organizations.
- 2.4 All individual members of this Association may attend General Meetings with voice but no vote.
- 2.5 Voting at General Meetings shall be as bylaw #5 as hereinafter set forth.
- 2.6 The Annual General Meeting shall be the chief policy making body of the Association.

BYLAW #3 - EXECUTIVE COUNCIL

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- 3.1 The Executive Council shall consist of the President, Vice-President, immediate Past President, and the President or his/her delegate of each member organization. The President of the Association shall chair meetings of the Executive Council.
- 3.2 The President and Vice-President shall be elected at the Annual General Meeting and shall take office immediately thereafter.
- 3.3 The Secretary and Treasurer shall be elected by the Executive Council at its first meeting from among its members.
- 3.4 Any individual member of this Association shall be eligible for election as President or Vice-President providing that their membership is held through a regular corporate or a provincial membership.
- 3.5 The Executive Council shall interpret and implement policy set out at the Annual General Meeting. It shall be the governing body of this Association between Annual General Meetings, and shall be bound by this constitution and bylaws, and by rulings and directives of the Annual General Meeting or Special General Meetings.
- 3.6 The Executive Council shall assign responsibilities to members of the Council.
- 3.7 The Executive Council shall be responsible for engaging such officials and representatives as are necessary and shall fix their remuneration within the budget limits established by the General Meeting. The direction of all officials and representatives shall be under the President or his/her designated representatives.

BYLAW #4 - MANAGEMENT COMMITTEE

- 4.1 The Management Committee shall consist of the table officers of the Executive Council; i.e., President, Vice-President, Secretary, Treasurer, and immediate Past President and one Member-at-large elected by and from the Executive Council.
- 4.2 The Management Committee shall report to and be responsible to the Executive Council.
- 4.3 The Management Committee shall be responsible for implementing directives of the Executive Council.

BYLAW #5 - DUTIES OF OFFICERS

5.1 The President

5.1.1 The President shall be the chief executive officer of the Association. He/she shall exercise supervision over the affairs of the Association, sign all official documents and preside at General Meetings and at meetings of the Executive Council and the Management Committee. He/she shall call meetings of the Executive Council and the Management Committee. He/she shall call meetings of the Executive Council at least six times each year and Special Meetings when required. He/she shall call meetings of the Management Committee at least four times each year and Special Meetings when required. The President shall perform such other duties as are assigned by the Executive Council.

5.1.2 The President shall have the authority to interpret the Constitution and Bylaws of this Association and his/her interpretation shall be conclusive and in full force and effect unless reversed or changed by the Executive Council, or a General Meeting. Full and final authority shall rest with the General Meeting.

5.1.3 The President shall report on the administration of his/her office and on the affairs of the Association to the General Meeting through the report of the Executive Council.

5.1.4 The President shall be bonded to an amount approved by the Executive Council.

5.2 The Vice-President

5.2.1 The Vice-President's duties shall be established by the Executive Council.

5.3 The Treasurer

5.3.1 The Treasurer shall be the chief financial officer of the Association. Any two of the Treasurer, President or Vice-President shall be signing officers for all cheques drawn on the Association's accounts. The Treasurer shall be in charge of books, documents, files and effects of the Association which shall at all times be subject to inspection by the President and the Executive Council or any Association member in good standing.

5.3.2 The Treasurer shall prepare a financial statement of the Association for each meeting of the Executive Council. He/she shall have the books of the Association audited each year by a registered accountant selected and approved by the Executive Council. Such audits shall be furnished to the Executive Council and to the Annual General Meeting.

5.3.3 The Treasurer shall, subject to the approval of the Executive Council, invest the surplus funds of the Association in the name of the Association, in accordance with the relevant laws of British Columbia.

5.3.4 The Treasurer shall be bonded in such amount as shall be determined by the Executive Council.

5.3.5 The Treasurer shall be responsible for submitting from revenue any affiliation fees.

5.3.6 The Treasurer is empowered to require member organizations to provide statistical data in their possession relating to the membership of the organization in order to establish membership strength for dues collection.

5.4 The Secretary

5.4.1 The Secretary shall issue the call for, and act as Secretary at, all General Meetings and shall cause the proceedings of all General Meetings and all sessions of the Executive Council and the Management Committee to be recorded.

5.4.2 The Secretary shall submit a written report on the administration of his/her office to the Annual General Meeting.

5.5 The Immediate Past President

5.5.1 The immediate Past President's duties shall be established by the Executive Council.

5.6 The Member-at-Large

5.6.1 The Member-at-large's duties shall be established by the Executive Council.

5.7 Vacancies

5.7.1 If the office of the President becomes vacant for any reason, the Vice-President shall become President of the Association until the next Annual General Meeting. If an elected office other than that of President becomes vacant, (i.e. Vice-President, Treasurer, Secretary, Management Committee Member-at-large), the Executive Council shall elect one of its members to fill the vacancy until the next Annual General Meeting. Any Vacancy on the Executive Council other than those already named in this article shall be filled by the organization whose absent member causes that vacancy.

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BYLAW #6 - PROCEDURES AT MEETINGS (Including Voting)

- 6.1 For the purpose of voting at meetings, membership strength shall be based on the average number of full-time equivalent fees paid to this Association over the preceding six months.
- 6.2 At any General Meeting the vote will carry by a simple majority of the weighted delegate votes (each organization will get one vote for each fifty full-time equivalent members), provided that the affirmative vote also represents the highest integral number less than 50% of the corporate members of this Association.
- 6.3 At any Executive Council Meeting, the vote will carry by a simple majority of the number of representatives present except when any member calls for the vote to be conducted according to the procedures for voting at General Meetings, as specified in 6.2.
- 6.4 At any meeting of the Management Committee, the vote will carry by a simple majority. Section 1.2.1 notwithstanding, each member of the Management Committee shall have a vote.
- 6.5 A quorum at a General Meeting shall be at least sixty percent (60%) of the corporate members.
- 6.6 A quorum at an Executive Council shall be at least sixty percent (60%) of the corporate members.
- 6.7 The allocation of votes at Annual General Meetings or Special General Meetings shall be the responsibility of the Secretary acting on the advice of the Treasurer. Such allocation to members shall be distributed along with the notice of the Annual General Meeting or the Special General Meeting.
- 6.8 Voting at Annual General Meetings or Special General Meetings shall be open, conducted on a roll call basis on demand, recorded and reported in the minutes on a membership basis. Secret ballot shall be only by a two-thirds (2/3) majority vote.
- 6.9 Proceedings of the Annual General Meeting, Special General Meetings, the Executive Council and Management Committee shall be governed by the current edition of Robert's Rules of Order except as otherwise provided in these bylaws.

BYLAW #7 - PRINCIPLES AND STANDARDS OF CONDUCT

- 7.1 This Association shall give full recognition to the autonomy of its member organizations. All powers other than those that may be delegated to the Association by General Meetings shall remain with its member organizations whose fundamental autonomy and freedom shall be maintained by the Association as its first principle.
- 7.2 Member organizations shall support any stance taken by the Association on provincial issues.

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- 7.3 The Association shall promote desirable legislation in the interests of its members and the provincial legislation system.
- 7.4 The Association shall provide upon request, wherever and whenever practicable, research, legislative, public relations, information, Educational and collective bargaining services to its member organizations.

BYLAW #8 - JURISDICTION

- 8.1 Full and final authority on all decisions of this Association shall rest with the General Meetings.

BYLAW #9 - REVENUE

- 9.1 The revenue of the Association shall be derived in part from monthly dues and levies charged to members of the Association at rates to be determined by the Annual General Meeting, or a Special General Meeting called for that purpose. An initiation fee shall be charged to each provincial or corporate member joining the Association, the amount to be determined by the Annual General Meeting.
- 9.2 Each member organization shall forward to the Association, at least quarterly, a statement showing the number of persons currently paying dues to the Association and the Association shall remit the per capita amount payable from such dues, in accordance with this Constitution and Bylaws.
- 9.3 The Association shall maintain an educational action and legal contingency fund at a level to be determined by the Annual General Meeting.
- 9.4 The Association shall develop a set of procedures that will allow regular corporate members, upon application to the Executive Council, to receive financial support for the purpose of defraying the costs of arbitration, providing that the member organization meets the conditions established by the Executive Council.
- 9.5 The fiscal year of the Association shall end on March 31st of each year.

BYLAW #10 - AMENDMENTS

- 10.1 These bylaws may be amended by the Annual General Meeting or a Special General Meeting by a two-thirds (2/3) majority. Amendments to these bylaws can be submitted only by the Executive Council and/or corporate member organizations. Amendments must be submitted to the Association at least 45 days prior to the opening day of the Annual General Meeting. All constitutional amendments shall take effect immediately they are adopted unless otherwise specified.

CFF MEETS NEW EDUCATION MINISTER

By Dave Mitton
CFF President.

Dave Mitton (Langara) and Ann Frost (Douglas) met B.C.'s new Education Minister Brian Smith recently, briefing him on many areas of concern to college and Institute faculty. By way of introduction, the following letter was tabled and discussed during the hour's informal chat:

Dear Mr. Smith:

Allow me to extend to you my congratulations on the assumption of your new Ministerial position. College faculty in B.C. look forward to communicating with you and your officials in as good (if not better) fashion as with your predecessor, Dr. McGeer.

I feel strongly that in B.C. we have developed an excellent system of post-secondary education, unsurpassed anywhere in Canada. The Colleges and Provincial Institutes Act under which we operate has let the system "come of age" in many ways. However, there remain areas of concern, reflecting the fact that Colleges in B.C. are still in a relative state of infancy. Permit me to mention just a few:

1. The need for acceptance by the Ministry that College and Institute faculty have chosen, almost without exception, to certify as bargaining units under the Labour Code. The fact that professionals and unions are not mutually exclusive has not yet been recognised.
2. The contribution faculty can and should make in advising Boards on matters of educational policy and procedures is impeded by a vague reference to a "Program Advisory Committee" in sections 13 and 14 of the C and PI Act. Your predecessor did not see fit to clearly set forth an interpretation of this committee that would recognise the essential contribution faculty (and students) should make in advising their Boards.
3. The "three Councils" structure (Academic, Occupational Training, and Management Advisory) is viewed with considerable scepticism as a means of rationalising common input to the Ministry, and outflow to the post-secondary institutions.
4. Distance Education: the Open Learning Institute, in its most benign conception, may be viewed as complementary to and in fact improving the level of post-secondary offerings to B.C. The fact remains, however, that this view is not shared by most post-secondary faculty. Competition, rather than cooperation, seems to be the common conception of the OLI.

There are many other areas I should be pleased to discuss with you, and I would much appreciate an opportunity to chat with you in the near future.

It was quite evident that he is not yet fully acquainted with the post-secondary area of his Ministry (he admitted such), but he showed great interest in learning.

A broad range of topics was covered, including the ones hi-lighted in the letter, and several others.

Some sample points made by Smith:

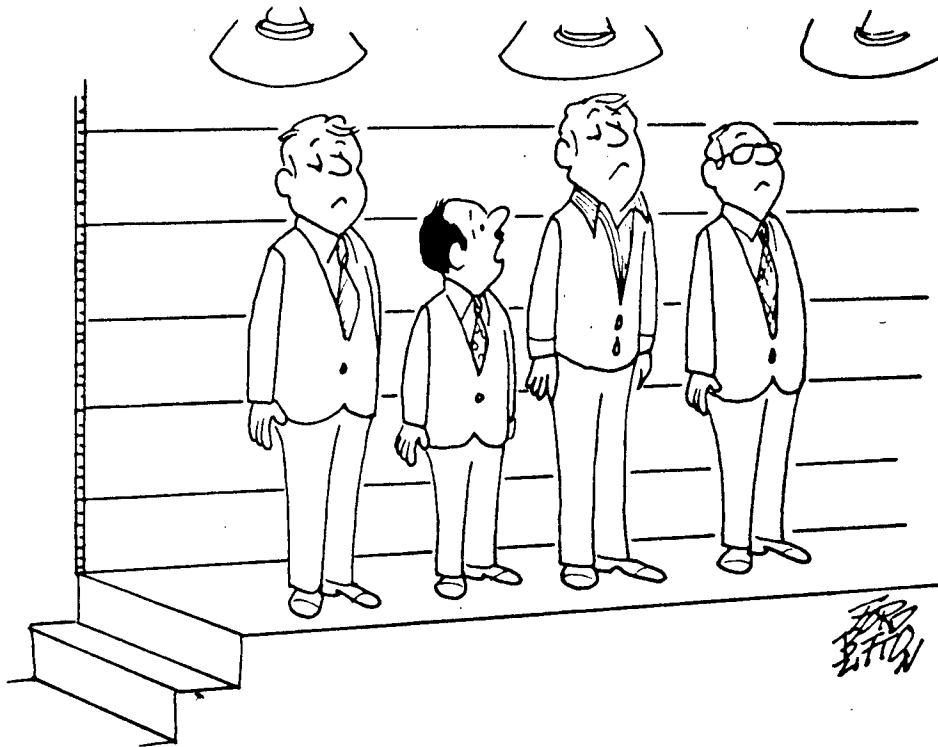
- *** (In response to question: "Are not colleges lessened in importance by being separated from universities in a separate ministry?") "Certainly not; they (Colleges) are now at the top of the education ministry and should receive more recognition of their status as responsive educational institutions for adults."
- *** (When questioned about OLI) "It remains in my ministry; I must go over soon and find out more about OLI. Its purpose should definitely be to complement existing institutions and cooperate with them, in helping to provide courses to areas not presently served."
- *** He showed interest in the plans for the formation of a new provincial organization of College/Institute faculty, especially in its efforts to support local faculty in their own contract negotiations and professional growth and development. We promised to keep him informed.
- *** He was interested in our reactions to the approachability of his staff (who, by the way, are the same as under Dr. McGeer: Dr. Hardwick, and Messrs. Soles, Fleming, Carter etc.). When told we were always politely received but seldom eagerly consulted with, he nodded knowingly.

Generally, it was felt that our new Minister is willing to take a fresh look at post-secondary education in B.C., and wants to hear our views. Certainly a change from his predecessor.

D. Mitton

Some wag at BCIT sent in the following ditty to be sung to the tune of "You're breaking my heart 'cause you're leaving" while viewing the following cartoon:

"We're breaking your heart 'cause we're grieving.
We've found violations anew.
It can't be that hard for you believing
We'd grieve after all we've been through."



"But all I did was file a grievance!"

WORKSHOP FOR PROFESSIONAL DEVELOPMENT COMMITTEE MEMBERS HELD NOV.30 - DEC.2

Professional Development has been defined as "that period of paid development when an instructor is engaged in upgrading teaching skills and/or in improving competence in the subject field." It is assumed that both the individual instructor and the institution will benefit from such P.D. activity, and that an over-all improvement in the quality and effectiveness of the programs of that institution will result. Put simply, P.D. activities are the means by which an instructor "keeps up to date in both his subject matter and in the instructional processes." It is a means of academic re-vitalization, of keeping alive intellectually.

To learn more about how to plan and conduct a sound P.D. program on their campuses, three delegates from each college and institute in B. C. gathered for a workshop at VCC, Langara from Friday evening, Nov.30 to Sunday noon on Dec.2, 1979. The workshop had been planned cooperatively by the CFF, the Society for Vocational Instructors (SVI) and the Ministry of Education, Science and Technology, and was the second in a series of workshops designed to help college/institute faculty P.D. Committee chairpersons and committee members to perform their task more skilfully.

The Organizing Committee was headed by Hattie Bishop (East Kootenay), CFF P.D. Chairperson, and also included Dave Mitton, VCC; Diane Morrison, Ministry; Arlene Fecke, Malaspina; Peter Trushel, CNC; Doug Kerr, VCC/VVI and Fred Smith, Okanagan.

The participants' response to the discussion group sessions on Friday evening was very positive. Everyone benefitted from the experience of learning what was happening or not happening on the other campuses in the area of Professional Development. In fact, the opportunity to meet with and to exchange information and ideas with other B.C. faculty was felt to be an extremely valuable experience in itself.

The Saturday morning over-view of Faculty Development provided by Bill Bergquist, a California-based consultant in Higher Education, was also very useful, as it established a framework for further discussion by attempting to define the nature, scope, and goals of a good faculty professional development program.

Please ask the P.D. Committee members at your institution for further information, and, while you're at it, have a look at the 2 volume Handbook for Faculty Development by W.H. Bergquist and S.R. Phillips published by the Council for the Advancement of Small Colleges, 1975.

THE FINAL CURTAIN

As you probably know, this is the last CFF Newsletter, ever. The change-over to the new provincial organization will take place by January 15, 1980.

In the course of editing the Newsletter for the last year and a half, I have met a number of very bright and engaging and dedicated faculty all over the province. I've learned a great deal about the educational activities and concerns of B.C.'s Community Colleges and Institutes from them. My thanks!

The new provincial organization will need all your energy, knowledge and commitment in order to thrive and to become what you want it to be. Please give the successor organization your full support.

Ring out the old, ring in the new.

Farewell CFF, old friend; some of us will miss you.

Margo Hartley.

Comments re new Constitution (R. Corvell)