



# the FAN

## FACULTY ASSOCIATION NEWS

May 2010



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# ***BVCFA ANNUAL GENERAL MEETING***

*Join us to review the past year's events and discuss upcoming issues and topics*

***Wednesday  
May 12<sup>th</sup> 2010***

***Room N618  
North Campus***

***3:30 pm***



**Come by, Get Informed, Get Involved!**

Hors d'oeuvres  
reception to follow  
including 'Toonie  
Refreshment Bar'



# BRING YOUR IDEAS TO THE TABLE

Do you want to influence the direction of your Faculty Association?  
The following positions are up for election for the May 2010 Elections:

## Vice President - WELFARE & GRIEVANCE Vice President - NEGOTIATIONS ACADEMIC COUNCIL REPRESENTATIVES (4)

### POSITION INFORMATION:

#### Vice President - WELFARE & GRIEVANCE (FAWGC)

- Chair the Faculty Association Welfare and Grievance Committee (FAWGC) and is responsible for the handling of Faculty Association grievances brought under the Collective Agreement, as well as the mediation of internal disputes
- Ensures Faculty Association policies and procedures are known and followed in cases of members who appeal to the FAWGC
- On behalf of the FAWGC, report to the Executive Committee and recommend whether or not to pursue a grievance in the Faculty Association's name
- Carries out the President's duties in his/her absence or assume the office, if it becomes vacant, until a by-election can be held
- Is an ex-officio member of the Negotiating Committee

#### Vice President - NEGOTIATIONS (FANC)

- Chairs the Faculty Association Negotiations Committee (FANC)
- Advises the Executive Committee and the General membership on all matters concerning the negotiations and interpretation of the Collective Agreement
- Responsible for organizing, coordinating and directing the activities of the Faculty Association Negotiating Committee and the negotiations team
- Is an ex-officio member of the Faculty Association Welfare & Grievance Committee

#### ACADEMIC COUNCIL REPRESENTATIVES (4)

- Members participate in monthly meetings consisting of management, faculty and student representatives to discuss policies which pertain to college-wide issues (e.g., admissions, selection).
- All decisions approved at Academic Council are passed on and given final approval by the Board of Governors.

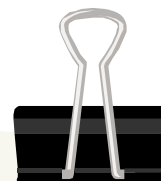
## Nominations Close May 7, 2010

All Faculty Association members, including continuous, temporary or casuals are eligible to serve on any committee. Consider lending your expertise to your Faculty Association. If you have questions regarding any of the positions, time commitments required or any other concerns, please contact BVCFA at 403-453-0444 or email us at [bvcfa@bvcfa.com](mailto:bvcfa@bvcfa.com)

### HEALTH BENEFITS FYI

An employee needs to use the "Health Services Claim Form" in order for the items to be processed through the basic plan first. Blue Cross will automatically forward any outstanding balances to the Health Spending Account, if there is no spousal coverage under a different plan.

If the employee sends it directly to the Health Spending account, it won't be processed through the basic plan first.



### IMPORTANT UPCOMING DATES

May 7<sup>th</sup> - BVCFA Nomination Deadline

May 12<sup>th</sup> - BVCFA AGM

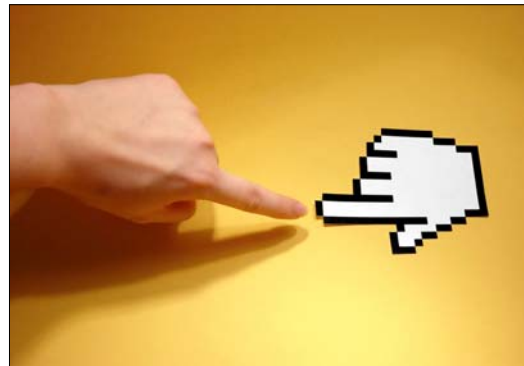
May 16<sup>th</sup> to 19<sup>th</sup> - ACIFA Spring Conference

May 21<sup>th</sup> to 28<sup>th</sup> - BVCFA 2010 Election

## Professional Development At Your Finger Tips

I recently contacted Colleen McPhee in the LLC department to ask about our access to academic journals. These online databases are for staff and student use. She gave me lots of great information, and instructions on how to access them from my desk at work or from home. You can only imagine the relief I feel. I will no longer have to discuss what happened last night on the bus with my work colleagues at lunch. I can now discuss the most recent academic article I've read.

Now if you already know about this, please feel free to stop reading, and get back to the journals. BVC subscribes to about 60 different databases. You can dazzle and impress your colleagues by dropping names of academic journals and fascinating new theorists any time you want (lunch room, photocopier, elevator). You can access these databases anytime, anywhere; although you'll need to have a BVC library account to do this. Use the following URL [www.bowvalleycollege.ca/library](http://www.bowvalleycollege.ca/library). First open the URL then click on the link to online databases. If you're not on campus you will be required to login. You need to have a library account to do this. Contact the LLC to have your BVC library account and PIN issued. If you've registered previously, here's a reminder: your login will be BVC followed by staff ID, ie. BVC12345 and the PIN will be the last 4 digits of your work phone number or 1111. I'd like to thank Colleen for all the help and information. I feel smarter and a whisper prettier. ☺



-Nicole Estabrooks  
VP - Welfare & Grievance Committee

## From the President's Pen



The focus of the Faculty Association continues to be the gathering of knowledge and information. Some of the executive of the association did attend or will be attending conferences on welfare, labour and negotiations concerns. We try to support efforts of executive members to educate themselves on topics that relate to the purpose of the Faculty Association.

The ACIFA survey results show that most numbers are up, but workload is a concern (questions 7, 20 and 23) as well as job security (question 21). We noticed that questions 6, 7 and 20 (input from Faculty, understanding day-to-day challenges, and equitable work assignments) are concerns, and we are investigating the reasons behind these responses. The association intends to send out another survey including full text replies, rather than multiple choice, to allow faculty to better express their opinions on survey topics.

Currently, there is concern about the direction of the province towards reducing support to the college and students. Unfortunately, we can do little about this, however we know that our institution is a very necessary component for students to be successful 'out there'.

-Patricia Kisman  
President BVCFA

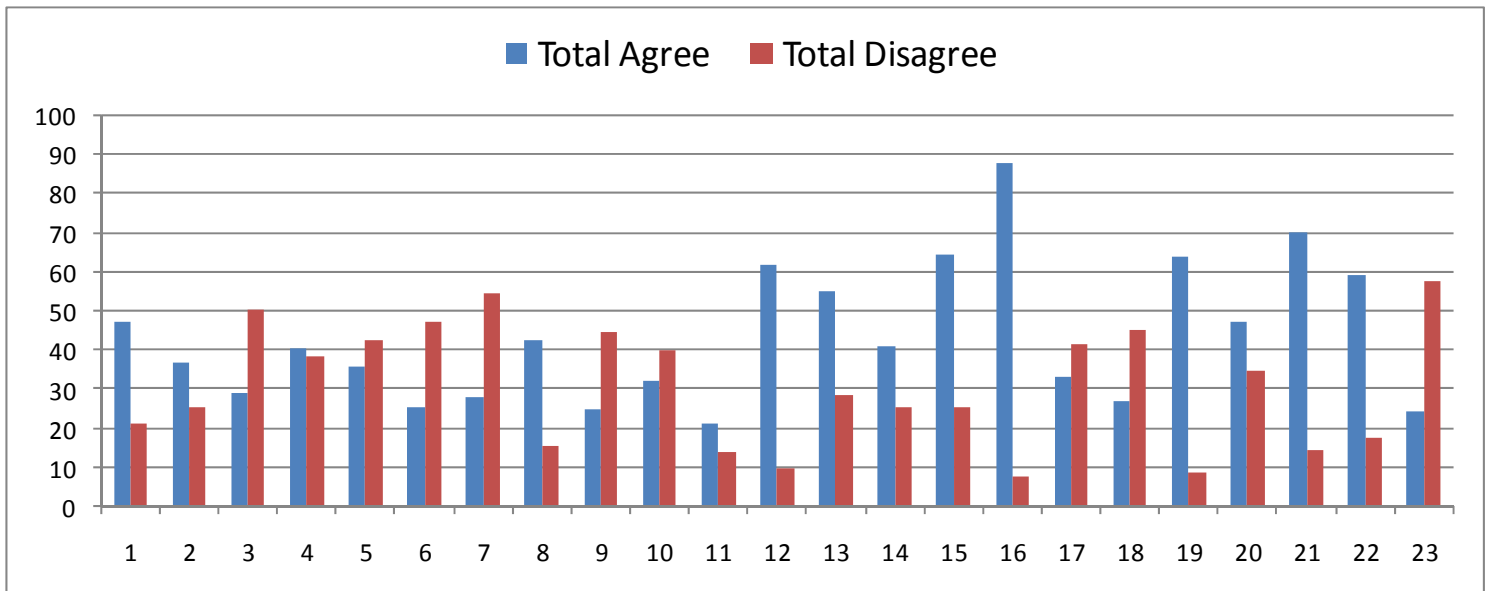
## Negotiations Committee Update

The Negotiations Committee is meeting monthly and has, for the most part, worked out those items in the Collective Agreement we wish to revisit for improvements. While negotiations are scheduled for June, amidst some layoffs and much talk of cutbacks, we have agreed to delay this round of bargaining and will meet in the fall to work on the Collective Agreement, meeting once in June to discuss sections and set dates. Unfortunately, there isn't much else to report, other than it was nice to see the ATA receive a 2.9% increase in their salaries for the 2010-11 timeframe, in keeping with their salary increases tied to Alberta average weekly earnings. Additionally, I will be running again for the position of VP-Negotiations, and presumably will resume this responsibility into the fall trimester.

- Trevor McIvor  
VP - Negotiations Committee

## ACIFA 2009 CLIMATE SURVEY

Bow Valley College	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
1. My institution demonstrates a strong commitment to improving teaching skills	13.0	49.6	23.5	13.9	-
2. My institution demonstrates a strong commitment to improving my discipline-specific knowledge	11.3	41.7	29.6	15.7	1.7
3. I have enough time to attend to my professional development needs.	8.7	30.4	18.3	36.5	6.1
4. Senior administration communicates openly with faculty.	8.7	37.4	20.0	25.2	8.7
5. I am informed in a timely manner about important changes that affect me.	6.1	39.1	15.7	28.7	10.4
6. Input from faculty is sought AND seriously considered in decision-making at my institution.	6.1	27.0	30.4	24.3	12.2
7. Senior administration understands day-to-day challenges faced by instructors.	5.2	26.1	24.3	31.3	13.0
8. When making decisions, this institution refers to one or all of: a mission statement, a statement of goals, or a statement of values.	12.2	47.8	27.8	11.3	0.9
9. Outstanding performance by instructors is rewarded.	2.6	30.4	36.5	22.6	7.8
10. My institution demonstrates a strong commitment to my health and well being.	3.5	31.3	30.4	24.3	10.4
11. Academic council has a meaningful impact on academic decisions.	4.3	31.3	54.8	8.7	0.9
12. The president of this institution provides effective leadership.	13.0	40.9	31.3	10.4	4.3
13. I have the resources I need to do my job effectively.	13.0	44.3	13.9	24.3	4.3
14. I understand the role of the Board of Governors.	4.3	46.1	24.3	24.3	0.9
15. I feel comfortable expressing my views to my immediate supervisor.	34.8	40.0	8.7	11.3	5.2
16. Learner success is the primary focus of BVC Faculty.	34.8	55.7	4.3	3.5	1.7
17. Learner success is the primary focus of BVC Senior Administration.	13.0	31.3	20.9	28.7	6.1
18. A trusting relationship exists between Faculty and Senior Administration.	5.2	28.7	33.9	25.2	7.0
19. A trusting relationship exists between Faculty Members.	17.4	67.8	9.6	5.2	-
20. Work assignments are equitable within my department.	6.1	45.2	18.3	20.0	10.4
21. Existing concerns about job security affect morale.	23.5	47.8	17.4	10.4	0.9
22. My work duties are consistent and clear enough for me to engage in relevant PD activities.	16.5	51.3	16.5	13.0	2.6
23. The College has sufficient Faculty Members (ed. assistants, instructors, counselors, and coordinators) to meet the needs of learners.	7.8	33.9	15.7	31.3	11.3



Please note: Bar graph represents total AGREE and DISAGREE responses only.

## ACIFA 2009 CLIMATE SURVEY - PROVINCIAL COMPARATIVE

Institution	Year	%	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13
ACIFA Provincial averages	<b>2009</b>	<b>38</b>	<b>3.5</b>	<b>3.3</b>	<b>2.8</b>	<b>2.9</b>	<b>2.9</b>	<b>2.7</b>	<b>2.6</b>	<b>3.3</b>	<b>2.9</b>	<b>3.1</b>	<b>3.0</b>	<b>3.3</b>	<b>3.2</b>
	2008	45	3.5	3.3	2.9	3.0	3.0	2.8	2.6	3.4	2.9	3.1	3.1	3.3	3.2
	2007	47	3.5	2.7	2.9	3.0	3.0	2.8	2.7	3.4	2.8	3.0	3.0	3.4	3.3
ACAD	<b>2009</b>	<b>52</b>	<b>2.0</b>	<b>2.1</b>	<b>1.9</b>	<b>1.9</b>	<b>2.0</b>	<b>1.7</b>	<b>1.7</b>	<b>2.7</b>	<b>1.8</b>	<b>2.5</b>	<b>2.6</b>	<b>1.9</b>	<b>2.1</b>
	2008	71	1.8	1.8	1.8	2.2	2.3	2.0	1.5	3.6	1.6	2.6	2.9	1.8	1.9
	2007	57	2.1	2.2	2.2	2.4	2.4	2.3	1.8	3.1	1.8	2.3	3.1	2.4	2.3
Bow Valley College	<b>2009</b>	<b>29</b>	<b>3.6</b>	<b>3.5</b>	<b>3.0</b>	<b>3.1</b>	<b>3.0</b>	<b>2.9</b>	<b>2.8</b>	<b>3.6</b>	<b>3.0</b>	<b>2.9</b>	<b>3.3</b>	<b>3.5</b>	<b>3.4</b>
	2008	27	3.5	3.5	2.9	2.8	2.9	2.6	2.6	3.4	2.8	2.8	3.2	3.3	3.3
	2007	18	3.3	3.3	2.9	2.8	2.7	2.5	2.7	3.1	2.6	2.4	3.0	3.2	3.3
Grant MacEwan	<b>2009</b>	<b>10</b>	<b>3.9</b>	<b>3.3</b>	<b>2.8</b>	<b>3.1</b>	<b>3.1</b>	<b>3.0</b>	<b>2.8</b>	<b>3.4</b>	<b>3.1</b>	<b>2.9</b>	<b>3.2</b>	<b>3.2</b>	<b>3.5</b>
	2008	14	3.8	3.3	2.8	2.9	3.1	2.9	2.7	3.4	3.0	2.8	3.2	3.2	3.5
	2007	7	2.7	3.1	2.7	2.7	3.0	2.8	2.7	3.4	2.8	2.5	3.0	3.2	3.3
Grande Prairie	<b>2009</b>	<b>40</b>	<b>3.3</b>	<b>3.2</b>	<b>3.1</b>	<b>3.3</b>	<b>3.0</b>	<b>3.0</b>	<b>2.9</b>	<b>3.4</b>	<b>2.9</b>	<b>3.4</b>	<b>3.2</b>	<b>3.9</b>	<b>3.1</b>
	2008	39	3.4	3.3	3.6	3.8	3.5	3.4	3.2	3.7	2.9	3.5	3.2	3.9	3.5
	2007	44	3.3	3.2	3.5	3.7	3.5	3.6	3.1	3.3	2.7	3.3	2.9	4.1	3.7
Keyano College	<b>2009</b>	<b>47</b>	<b>3.3</b>	<b>3.1</b>	<b>2.7</b>	<b>2.3</b>	<b>2.5</b>	<b>2.2</b>	<b>2.2</b>	<b>2.9</b>	<b>2.3</b>	<b>3.2</b>	<b>2.8</b>	<b>2.6</b>	<b>2.7</b>
	2008	49	3.6	3.6	3.0	2.4	2.6	2.4	2.4	2.9	2.5	3.5	3.1	2.8	2.9
	2007	60	3.6	3.5	3.0	2.6	2.6	2.3	2.3	3.0	2.5	3.1	2.8	2.4	3.0
Lakeland College	<b>2009</b>	<b>47</b>	<b>3.9</b>	<b>3.8</b>	<b>3.2</b>	<b>3.4</b>	<b>3.3</b>	<b>3.1</b>	<b>3.1</b>	<b>3.4</b>	<b>3.0</b>	<b>3.5</b>	<b>3.4</b>	<b>3.7</b>	<b>3.5</b>
	2008	54	3.8	3.7	2.9	3.4	3.2	3.1	3.0	3.4	3.1	3.3	3.3	3.7	3.6
	2007	76	3.8	3.7	3.0	3.7	3.3	3.2	3.2	3.5	2.9	3.3	3.1	3.7	3.5
Lethbridge College	<b>2009</b>	<b>20</b>	<b>3.8</b>	<b>3.5</b>	<b>3.0</b>	<b>3.1</b>	<b>3.3</b>	<b>3.0</b>	<b>3.0</b>	<b>3.7</b>	<b>3.2</b>	<b>3.1</b>	<b>3.1</b>	<b>3.6</b>	<b>3.3</b>
	2008	26	3.5	3.1	2.8	3.2	2.9	2.8	2.6	3.5	3.1	2.9	3.2	3.4	3.1
	2007	28	3.6	3.3	2.9	3.0	2.9	3.5	2.7	3.5	2.8	2.8	3.1	3.4	3.2
Medicine Hat Coll.	<b>2009</b>	<b>40</b>	<b>3.8</b>	<b>3.7</b>	<b>3.3</b>	<b>3.2</b>	<b>3.3</b>	<b>3.0</b>	<b>2.9</b>	<b>3.4</b>	<b>3.2</b>	<b>3.2</b>	<b>3.2</b>	<b>3.6</b>	<b>3.5</b>
	2008	46	3.6	3.5	3.3	3.1	3.3	2.8	2.8	3.4	3.0	3.1	3.1	3.5	3.5
	2007	43	3.3	3.3	3.1	3.0	2.9	2.7	2.6	3.3	3.0	2.9	3.1	3.1	3.5
Mt Royal University	<b>2009</b>	<b>14</b>	<b>4.3</b>	<b>3.4</b>	<b>2.8</b>	<b>3.7</b>	<b>3.5</b>	<b>3.6</b>	<b>3.2</b>	<b>3.7</b>	<b>3.3</b>	<b>3.4</b>	<b>3.5</b>	<b>4.3</b>	<b>3.6</b>
	2008	13	4.2	3.1	2.7	3.7	3.6	3.4	3.1	3.6	3.2	3.3	3.5	4.1	3.5
	2007	12	4.2	3.1	2.8	3.9	3.7	3.7	3.3	3.7	3.4	3.4	3.6	4.2	3.7
NAIT	<b>2009</b>	<b>27</b>	<b>3.5</b>	<b>3.2</b>	<b>2.8</b>	<b>3.0</b>	<b>3.1</b>	<b>2.8</b>	<b>2.8</b>	<b>3.4</b>	<b>3.1</b>	<b>3.2</b>	<b>3.0</b>	<b>3.4</b>	<b>3.3</b>
	2008	27	3.8	3.5	3.0	3.2	3.2	3.0	3.0	3.6	3.2	3.4	3.2	3.7	3.5
	2007	18	3.7	3.3	3.0	3.1	3.1	3.0	3.1	3.5	3.1	3.3	3.1	3.6	3.4
Northern Lakes	<b>2009</b>	<b>49</b>	<b>3.7</b>	<b>3.4</b>	<b>3.1</b>	<b>3.0</b>	<b>3.2</b>	<b>3.1</b>	<b>2.8</b>	<b>3.5</b>	<b>3.1</b>	<b>3.6</b>	<b>3.2</b>	<b>3.3</b>	<b>3.6</b>
	2008	58	3.4	3.2	2.9	2.6	3.0	2.7	2.4	3.4	3.1	3.4	3.1	2.9	3.4
	2007	95	3.5	3.3	3.1	3.0	3.0	3.0	2.9	3.7	3.1	3.7	3.2	3.8	3.6
NorQuest College	<b>2009</b>	<b>46</b>	<b>3.0</b>	<b>3.0</b>	<b>2.6</b>	<b>2.6</b>	<b>2.9</b>	<b>2.5</b>	<b>2.3</b>	<b>3.2</b>	<b>2.4</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>	<b>3.0</b>
	2008	60	3.4	3.3	2.8	3.0	3.3	2.8	2.6	3.3	2.6	2.6	3.0	3.3	3.3
	2007	58	3.4	3.3	3.0	3.0	3.2	2.7	2.7	3.4	2.7	2.8	2.9	3.4	3.3
Olds College	<b>2009</b>	<b>55</b>	<b>3.2</b>	<b>3.2</b>	<b>2.4</b>	<b>1.9</b>	<b>2.3</b>	<b>1.9</b>	<b>1.9</b>	<b>2.7</b>	<b>2.6</b>	<b>2.6</b>	<b>2.4</b>	<b>2.6</b>	<b>2.3</b>
	2008	93	3.8	3.7	3.1	2.7	2.9	2.6	2.4	3.1	3.0	3.4	3.3	3.2	3.1
	2007	68	4.0	3.9	2.9	2.7	3.0	2.8	2.4	3.2	3.1	3.6	3.1	3.5	2.9
Portage College	<b>2009</b>	<b>76</b>	<b>3.6</b>	<b>3.6</b>	<b>3.2</b>	<b>2.7</b>	<b>2.6</b>	<b>2.6</b>	<b>2.3</b>	<b>3.2</b>	<b>3.1</b>	<b>3.4</b>	<b>2.8</b>	<b>3.3</b>	<b>3.3</b>
	2008	69	3.6	3.5	3.2	2.6	2.5	2.5	2.3	3.2	2.9	3.1	2.7	2.9	3.4
	2007	86	3.4	3.4	3.0	2.7	2.7	2.4	2.2	3.2	3.0	3.0	2.7	3.1	3.3
SAIT	<b>2009</b>	<b>23</b>	<b>3.7</b>	<b>3.3</b>	<b>2.7</b>	<b>2.9</b>	<b>2.9</b>	<b>2.8</b>	<b>2.5</b>	<b>3.3</b>	<b>2.9</b>	<b>3.1</b>	<b>2.9</b>	<b>3.2</b>	<b>3.4</b>
	2008	29	3.7	3.1	2.7	2.7	2.7	2.6	2.4	3.3	2.8	2.9	2.8	3.2	3.2
	2007	35	3.6	3.1	2.7	2.9	2.8	2.7	2.5	3.3	2.7	3.0	2.9	3.3	3.2

If you have any questions or would like to discuss the ACIFA survey further, please contact BVCFA.



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