



Inside this Issue:

From the President 1

Local news 2

FPSE Committee Reports 3

LFA Open the Doors campaign..... 5

Brainstorming session..... 6

LFA Committee members 6

LFA Board

- Lynn Carter, President
- Scott McLean, Vice President
- Jessie Smith, Treasurer
- Noel Currie, Secretary
- Darrell Kean, Chief Steward
- Alison Curtis, Steward
- Janet Douglas, Steward
- Brian Koehler, Member at Large
- Stephen Phillips, Member at Large

Co-editors

- Alison Curtis
- Stephen Phillips

Contact Us

For more information about the **Langara Faculty Association:**

- Contact Amy Kwan, Executive Assistant, 604-323-5343
- Drop by our office in Room A212
- Visit the website: <https://www.lfaweb.ca>



From the President

The LFA is often invited to participate in the development of important policies at the College. Recently the College has been developing policy regarding video surveillance on campus, concerns about instruction, human rights, and sexual violence and misconduct. Having recently held a mental health summit, the College is exploring the idea of crafting a mental health policy for Langara. Most new or revised policies are circulated for input from the wider College community. I urge faculty to review them so that your input can be considered.



The provincial government recently introduced Bill 23, the Sexual Violence and Misconduct Policy Act. This legislation is the government’s response to the failure of several post-secondary institutions to address cases of sexual violence against students in a timely or appropriate manner. The result is that all post- secondary institutions will soon be mandated by law to develop policies to respond to sexual violence and misconduct on their campuses. The legislation requires that institutions develop policy that:

- a) addresses sexual misconduct, including sexual misconduct prevention and responses to sexual misconduct
- b) sets out procedures for the following:
 - (i) making a complaint of sexual misconduct involving a student;
 - (ii) making a report of sexual misconduct involving a student;
 - (iii) responding to a complaint of sexual misconduct involving a student;
 - (iv) responding to a report of sexual misconduct involving a student

The College has struck a Committee to develop policy in this area. The Committee, which includes faculty and other members of the College community, is now consulting with employee groups and students about the policy. The policy’s main aim is to enable students who have experienced sexual violence or misconduct to come forward and receive the

Continued on page 2

From the President *(continued from page 1)*

assistance they need. One of the challenges facing faculty is that should a student disclose to us that s/he has been subjected to this type of violence, we will need to have ready access to appropriate resources to support the student. Not only will we have to be aware of the services to which we can refer students, but we will also have to be aware of how best to help students get access to those services. A disclosure of this nature by a student may require faculty to accommodate the student in a different learning arrangement so as to protect her/him from contact with the alleged perpetrator.



Though this new policy is not yet finalized, we should all be paying attention to the implications it may have for us as instructors. Once implemented, the new policy, one hopes, will better enable us as faculty to support students who have been subjected to sexual misconduct when they seek our help.

Lynn Carter

Local News

Veda Roodal Persad, a veteran instructor in the Department of Math and Stats, was elected at large by faculty members last month as faculty representative to the Langara College Board of Governors. She succeeds **Claude Painter**, who served a total of six years on the College Board. Veda's three-year term officially began on 15 October.



LFA reps' lunch and panel

Faculty who serve as LFA representatives on hiring and evaluation committees were invited to a lunch on October 31st as a gesture of the LFA's appreciation for the work they do to uphold the provisions of the Collective Agreement and, more broadly, to promote collegial management at Langara. Practical tips on hiring and evaluations were given by a panel of LFA stewards consisting of Darrell Kean, Alison Curtis, and Janet Douglas. Darrell's flow charts outlining key steps in the hiring and evaluation process were well received by those in attendance. To request a copy, contact Darrell at dkean@langara.bc.ca.



LFA social for new faculty, held Oct 20 in the Employee Lounge. Photo credit: Janet Douglas

Report on *Open the Doors* Pledge Card Campaign



Many of you will have seen a number of booths appearing in the college this semester, with four days of action in the A Building foyer for FPSE's *Open the Doors* campaign in September and October, and then an information booth in the library for Fair Employment Week on October 24th. I am pleased to report that we collected a total of 1085 pledge cards for the *Open the Doors* campaign, which have been added to the thousands being gathered from other institutions in the province, sending a strong message to the BC government that they need to provide more support for public colleges and universities.

Many thanks to all who participated in these activities, especially to my *Open the Doors* booth team: Alison Curtis, Janet Douglas, Bradley Hughes, Valerie Lloyd, Stephen Phillips, Veda Roodal Persad, Fulton Tom, and Tatiana Van Riemsdijk. Thank you also to all who signed the OtD pledge cards. – *Niall Christie, local 5832*

FPSE Standing Committee Reports

The LFA is a member of the Federation of Post-Secondary Educators of BC (FPSE). LFA reps serve on FPSE standing committees that discuss matters of common concern and make policy recommendations to FPSE's Presidents' Council. Here are this fall's meeting reports.



Education Policy Committee

The EPC met on November 4-5. Leading topics of discussion were the use of course scheduling software at different institutions, policies on the discontinuance of programmes, and recent steps taken on reconciliation and indigenization. On course scheduling, many locals report that their institutions use software programmes. Langara is not among them, which may be just as well since Infosilem, the most widely used software, has received mixed reviews from faculty at several locals. Whether software is used or not, the challenge of scheduling lies in balancing the competing goals of optimizing the use of classrooms and other facilities, accommodating the needs of faculty, and recognizing the scheduling constraints facing particular student populations. The EPC struck a subcommittee to collect further data on scheduling practices around the province with a view to preparing a survey of faculty in 2017. – *Stephen Phillips, local 5828*

Human Rights and International Solidarity

At the November meeting, representatives from 19 faculty unions from across BC came together to plan this year's FPSE speaker's tour and discuss other things that our members have been involved in.

FPSE helped to send three members on a tour of CoDevelopment Canada projects in Nicaragua and Honduras. They witnessed firsthand the dire situation of garment workers in both countries. These mostly women workers work twelve hours days for wages that aren't enough to lift them out of poverty and nearly all suffer injuries on the job. Canadian companies have had the help of our government whose trade deals allow them to make billions in profits, not least by selling university and college branded clothing. Our colleagues have collected pages of testimony from these garment workers. With the help of our federation, they hope to produce a book that will be an activist guide to

what is going on and what we can do about it on campus.

We also have a plan for the *Call to Action* speakers' tour next semester. We will invite a speaker or speakers to address the continuing disregard for aboriginal rights within Canada as exemplified by the recent megaproject approvals from the federal government. Over the last few months the Trudeau government has approved (or announced their intention to approve) the Site C dam (that will destroy lands belonging to the Treaty 8 First Nations), the Pacific Northwest LNG terminal on Lelu Island (on land belonging to the Tsimshian from Lax Kw'alaams, concerned about the likely destruction of the Skeena River salmon run) and the Kinder Morgan oil pipeline project (that crosses the lands of many First Nations who have refused to give their consent).

These megaprojects are all attacks on aboriginal rights to control their lands, and yet they been approved by a Prime Minister who claimed to want a new relationship with First Nations. There are also active campaigns to stop each of these projects that people can join to build solidarity for aboriginal rights and force our provincial and federal governments to back down. We hope the *Call to Action* tour will help explain what is going on and encourage people to get involved. – *Bradley Hughes, local 5504*

Non-Regular Faculty

NRFC met on September 16 & 17. Sarika Bose from UBC gave a presentation in which she explored the growing threat to academic freedom resulting from the corporatization of educational institutions. Possible effects include the de-professionalisation of academic careers; erosion of job security; and a decline in the quality of academic enquiry being pursued. Meanwhile the disappearance of heterodox views threatens to impede academic progress. This situation clearly needs to be monitored.

Non-regular faculty at many institutions still face extreme difficulties in the workplace. Employers continue to manipulate contracts in order to deny non-regs job security and benefits, and wages remain low owing to the widespread use of secondary scales. Some locals are fighting valiantly on behalf of their non-regs, but with mixed success. Langara's collective agreement accords favourable treatment to non-regs; as such, it is the envy of our counterparts in the rest of the province.

During Fair Employment Week (October 24-28) I collected over 100 signatures on a pledge of solidarity with sessional faculty, which I then sent to CAUT in support of their "Let's make it fair!" campaign to end the exploitation of these members of the workforce. – *Niall Christie, local 5832*

Professional and Scholarly Development

I attended my first meeting of the PSDC on October 22, where a survey was developed to determine what is being offered in terms of PD for Education Technology issues at each institution. The survey results will be reviewed at the February 2017 meeting. The results and suggested areas of improvement will be set out in a discussion paper to be prepared by the PSDC.

Following the Presidents' Council Directive to liaise with the *ad hoc* FPSE Decolonization and Reconciliation Committee, PSDC carried 4 motions:

- i. That PC invite a speaker to Spring Conference to address pedagogical issues in the post-secondary context around indigenization of the classroom and reconciliation.
- ii. That PC ensure that at the Spring Conference the workshops include content about deconstructing myths and infusing aboriginal content.
- iii. That PSDC ask the President of FPSE to write a letter to the Ministry of Advanced Education demanding that all institutions provide PD to all faculty and staff re TRC recommendations and provide adequate release time for faculty to access such PD.
- iv. That FPSE explore the possibility of running a workshop on culturally inclusive and safe learning environments as per s. 57 of the TRC Calls to Action.

- *Carolyn Wing, local 5766*

Status of Women Committee

The SWC met on October 28-29. Several topics were raised, including the use of automated course scheduling programs, the progress each institution was making to complete the provincially-mandated sexual consent policies for all post-secondary institutions, and campus safety and security. Additionally it was decided that for our February meeting, committee members would find hard data on the number of women on different administrative and governing bodies at their institutions (e.g. Board of Governors, Deans etc.) to check in on the representation of women at these decision-making bodies.

The use of automated course scheduling programs (Infosilem was one system identified by name) has been experienced as problematic as it limits the ability of faculty to arrange flexible schedules to accommodate child care or other work—a particular problem for part-time or contract faculty, who are disproportionately women. Several institutions provincially use these programs and representatives on the committee discussed ways that faculty associations were responding.

Quite a bit of time was spent discussing different institutional responses to the government's mandate to implement sexual consent policies across BC post-secondary institutions. Langara's committee seems to be unusual for its wide range of participants (the committee includes a student representative, several faculty members, as well as administrators, employees and an LFA rep) and its solicitation of feedback from students, the LFA, and administrators. More typically, institutions are quickly creating policies, looking for swift approval from a selected committee and moving the policy to approval with little input from students or faculty.

Campus safety concerns were raised from a number of institutions whose campus security made it clear that their responsibility was to protect property (eg buildings and lab equipment) rather than faculty, students or staff. Discussion was held about how these institutions might generate a shift in priorities to make students, faculty and staff safer when they were on campus at night or on weekends. - *Lealle Ruhl, local 5392*

Langara Faculty Association *Open the Doors* Ad Campaign

Did you know that the BC government's financial support for public colleges around the province has sharply declined in the past 15 years?

Take the case of Langara. In 2000-2001 the provincial government's grant accounted for 53% of our total revenues.¹ By 2015-2016, that figure had dropped to only 33%.² As a result, the College relies more heavily than ever on tuition fees, which now account for fully 56% of the College's operating budget compared to 25% in 2001.

	Langara % of Total Revenue	
	2000/2001	2015/2016
Provincial grant	53%	33%
Tuition fees	25%	56%
Other	22%	11%

In short, the BC government is bearing a decreasing share of the cost of public post-secondary education



... and shifting the burden onto the shoulders of students and their families. It's time to put public funding back into public education.

That's why FPSE is waging its **Open the Doors** campaign to demand increased government funding of public colleges and universities. **The LFA** plans to complement this effort by **launching its own public advertising campaign** early next year. We're calling on you to do your part.

The LFA needs you... to stand up for post-secondary education!

The LFA is inviting faculty and staff to **submit ideas for ads that will be displayed on buses and in Skytrain stations in the run-up to next May's BC provincial election.** The aim of the ad campaign is to **educate** the public about the crisis in under-funding of post-secondary education and to **motivate** people to vote in the BC election for candidates who pledge to give more money to colleges and universities.

Contest rules:

You may enter the contest as an individual or as part of a team. Your entry should:

- Educate the public about the reduction in government funding & the resultant increase in tuition fees
- Encourage the public to vote for increased funding for colleges and universities
- Be non-partisan
- Convey its message in words and images
- Be memorable (e.g., creative, hard-hitting, engaging, and/or funny)

You only need to come up with a rough draft, as FPSE and TransLink will create the actual ad.

All submissions meeting contest criteria will be displayed on campus the week of January 9–13, when students will vote to determine the winning design. A bursary of \$1,000 will be awarded to a Langara student in the name of the faculty member(s) who submits the winning entry. The transit ads will be run in February and April, 2017.

To enter submit entries to Janet Douglas: jdouglas@langara.ca between **December 16** and noon on **January 3rd**. You can also contact Janet for more information or if you'd like to help out with the campaign.

For more information, see the LFA website: <https://www.lfaweb.ca/node/17507>

¹ Audited Financial Statements of Langara College, Years ended March 31, 2001 and 2000.

² Audited Financial Statements of Langara College, Year ended March 31, 2016.

Brain-Storming Session: Wednesday, December 7th, 12:30 pm - 2:30 pm, Rm. B252



To help generate ideas for the **LFA Open the Doors ad campaign** (see page 5), and to inspire faculty to come up with entries for the contest, the Organizing Committee is holding a brain-storming session on **Wednesday, December 7th**. Faculty may drop in anytime between 12:30 pm and 2:30 pm. Those wishing to join us for lunch at 12:30 pm, please RSVP Jessie Smith at jessiesmith@langara.bc.ca by noon on Monday, December 5th.

FYI: LFA Committee Members & Reps to FPSE Committees

Faculty are active on many LFA and FPSE committees. For more information about committee mandates and activities, contact the committee members below or see the LFA website <https://www.lfaweb.ca/about>.

LFA Committees	LFA members
Joint Labour Management	Lynn Carter, Scott McLean, Darrell Kean, Alison Curtis, Janet Douglas
Joint Committee on Continuing Studies	Jacqueline Bradshaw, Darrell Kean, Scott McLean
Joint Occupational Health & Safety	Mark Smith (co-chair), Milos Campbell, Nina Heir, Paul Prospero
Contract Maintenance	Darrell Kean, Alison Curtis, Janet Douglas
Human Rights & International Solidarity	Bradley Hughes (Chair), KC Emerson, Robin Macqueen, Stephen Phillips
Non-Regular Faculty	Niall Christie (Chair), Stephen Phillips

FPSE Standing Committees	LFA representatives
Bargaining Coordination	Darrell Kean
Contract Administration Review	Darrell Kean
Disability Management & Rehabilitation	Alison Curtis, Lynn Carter (FPSE Executive Liaison)
Education Policy	Stephen Phillips
Human Rights & International Solidarity	Bradley Hughes
Non-Regular Faculty	Niall Christie
Pension Advisory	Scott Maclean (Chair), Karen Eisler (alt)
Professional & Scholarly Development	Carolyn Wing
Status of Women	Lealle Ruhl
Workplace Health, Safety & Environment	Mark Smith

LFA 2016 Bar and Dinner

The annual LFA Bar and Dinner will be held on **Friday, December 16th**.

The Bar will start at 4:30 pm in the Employee Lounge where *hors d'oeuvres* and drinks will be served. Dinner features Nordic cuisine and will start at 6:30 pm in the Student Cafeteria. Live music will be provided by "Hart & Soul Band." Please mark your calendar and plan to join us!

Purchase your Dinner tickets at Reception, 2nd floor B building B235. For more information, contact Amy at 604-323-5343 or akwan@langara.bc.ca.

