

In attendance: Darryl Ainsley, Candace Fertile, Mark Kunen, Becky Mason, Al Morrison, Kelly Pitman, Nancy Sly, Bronwen Welch, Erin Willcox (recorder)

Regrets: Debbie Gascoyne

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1. Breakfast
2. Agenda: Under Updates: Camosun Celebrates. Under Old Business: Remove Scholarship/Bursary Guidelines. Under New Business: Financial Statements. Moved by DA that the agenda be approved with changes. Seconded and carried.
3. Minutes: Reviewed and approved with changes. RE: Enrollment Management EW to clarify what research needed to be done.
4. Updates:
  - a. Camosun Celebrates – CCFA Rep is Nancy Sly. Trying to encourage committee to recognize excellence where it exists instead of selecting winners. Motion passed that those nominated for excellence will be recognized providing they meet the criteria.
  - b. Ethics Committee Guidelines from CARC. Guidelines are different across the system. In some colleges, Ethics Committees are run as disciplinary committees imposing incremental discipline much like the college would. However, there is no consensus about whether this is ideal or appropriate. Ethics committee is reviewing current code. Agreed that we should seek out examples from other organizations and draw on expertise from FPSE. BW to contact our Staff Rep, KP to ask other colleges for copies of their Codes. Discussion: Three areas of focus: Union Responsibility and Benefits of Union Membership, and Collegiality, Discipline.
    - i. Union Responsibilities and Benefits: Discussion about providing information and education about union membership – suggestion that the Newsletter be starting point. We have expertise about the Labour Relations in the HR program in the school of business. Recommended that we contact Carole Gosse & Robin McQueen for their input. There should also be a political element to our education – given the climate in government and fears about the loss of the right to collective bargaining.
    - ii. Collegiality: We should encourage dialogue regarding collegiality and what kind of working environment faculty would like to see. There seems to be a strong appetite among membership to talk about decent treatment of each other. Action: Approach membership about workplace environment and what they would like it to be like. There is a will to articulate what people think is decent behaviour in the workplace. Invite submissions from membership. Member to member conflict is a huge issue – maybe we need to have a session at a GM or an AGM? Suggested that we should tap into Nursing department expertise in this area.
    - iii. Discipline: Responsibility of the employer to provide a supportive and safe work environment – ultimately it is the college admin responsible for discipline.

- c. Fair Employment Week – update. We have a list of Continuing Faculty Members willing to take term faculty to coffee – will match them up today & tomorrow morning. On Thursday and Friday of Fair Employment Week, we will have tables at each campus – coffee/muffins/vouchers. AI has chocolates and pins for fair employment week.
5. Old Business:
- a. Meeting with Jamie Vandenbosshe – Deferred
  - b. Discussion Forum: Sharepoint site up and running. BW suggests that for next meeting, if you haven't gone onto the sharepoint site please try it out for discussion. DG & BW have some ideas regarding management, guidelines, making it useful for membership. EW to put the agenda for the next meeting. MK voiced his disagreement with directions to the membership about the use of email and the listserv. Discussion about the ongoing overload of email issue. It is hoped that the Sharepoint Site will alleviate concerns.
  - c. Newsletter: Deferred
  - d. Contingency Fund – Deferred
  - e. Executive Goals – Deferred
6. New Business:
- a. Audited Financial Statements from 2009 and 2010 were approved.
  - b. FPSE Committee Member Appointees – Carole May has had to withdraw as our rep to the Education Policy Committee. Blair Fisher had expressed keen interest after the deadline and has agreed to step into the role. Moved by CF, seconded and carried that the Executive appoint Blair as our representative. DA is on the joint committee for Benefits admin – need a broader provincial perspective. DA has asked FPSE for support to attend the next Disability committee meeting.
  - c. Meeting with Peter Lockie – Thursday later in the afternoon work for many people on the Executive. 3pm on a Thursday mid to late November – 10<sup>th</sup> or the 24<sup>th</sup>. BW to invite all to a meeting on either date to be held in the CCFA office Y222.
  - d. November 2 meeting with Michelle Mungall - Critic for the Ministry of Advanced Education.
    - i. True Austerity vs. liberal ideology
    - ii. Overloads – consistent cuts to budgets
    - iii. Growth of management vs. work force
    - iv. College bursting at the seams with students – difference in who is attending – increased costs of education – widening the gap between rich and poor.
    - v. Program cancellations – 5 students short of breakeven – each department as an independent cost centre. Emphasis on breaking even at all costs – breaking

- contract with the people we have a mandate to educate. We only educate in areas where there is a profit, right wing thinking.
- vi. Giving her ammunition to say that lack of funding is scandalous. Cuts to program. College has been forced to transfer 1.2 million from operating to capital. Burden placed on students and faculty. Violating the CA in order to save money.
  - vii. Rampant scavenging of international students in order to up the bottom line – new kind of colonialism which is abhorrent.
  - viii. Walk a line between aligning ourselves with college's position and criticizing the college for decisions it is making in this context. Room for healthy scepticism about the college budget – financial picture of the college over the last few years. Pressure her to pressure the govt.
  - ix. Underline the issues/pressures that led to the college's decision to charge for ABE courses pressures– underfunding for ABE – inadequate, below the threshold.
  - x. College boards and politics – extension of the party – policies being dictated. Where are these policies being directed from? Finance is the only picture being looked at by the boards
  - xi. Class war is the way to go – differentials between rich students/poor students; faculty/management; corporations/government. Opportune time to align itself with historic moment of people speaking out against poverty in the western world. Education is the solution, but also the place it is being acted out.
  - xii. Advertising using public money –Community Colleges in competition with one another.

7. Next meeting, October 25 7:15 am.

For next meeting – faculty reaction to the Strategic plan.