

President's Message

When I stop and reflect on what I like about working here, I realize that it's the people I work with. I work in a department with talented, kind and interesting people. After my coworkers, the classroom is the best place to be at the College. I love teaching at a community college. It's where the magic happens. I love that this is a place for everyone and anyone. You can take upgrading, marketing and how to give an injection all in the same building. At the College we are able to simply teach. Well, of course it's not simple but it's satisfying. I'm not bound by obligations to publish, or research. I have the freedom to do that if I choose. Here I can focus on my students, my lessons, and new ideas. It's because I value these opportunities that I began volunteering with the BVC Faculty Associations. The BVCFA works together for everyone's benefit. I can think about how to best teach sentence structure rather than how I will negotiate my next contract. I can learn new approaches to listening comprehension rather than how can I take time off if I'm sick. I can mark assignments in sweet contentment because if there is a problem I know the Association can help me with a grievance. Our Association is essential to my teaching peace of mind. For an association to function at its best participation is essential. Our Association only works because faculty members volunteer their time and expertise to help others. In the next year please consider sharing your time with us. Last year I set a goal of having a better social media presence. We have a website, a blog and we tweet weekly. I think there is still a long way to go. If you have any expertise in this area please contact the office. We are always looking for volunteers. Another way we promote our association is by investing in promotional items like shirts, toques, mugs and those key card things that are awesome. This year we worked hard on finding a local company. We found Alberta Apparel. Their products are sewn right here in Alberta. There will be a limited number of shirts up for grabs at the AGM so please come on time.

Nicole Estabrooks
President BVCFA



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AGM June 7

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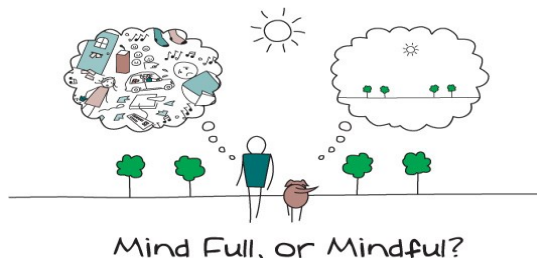
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**Write an article
for the FAN—if
your article's
used you will
receive \$25 Gift
Certificate**

Need a little work/life balance?

5-10 minutes of mindfulness a day will help you achieve this, no yoga mat or incense required.

"I've always loved learning, and I've always loved teaching, but I haven't always loved school, either as a student or a teacher. Instead of an enjoyable exchange of information and ideas, it can feel like we're caught on a fast-moving treadmill trying to catch flaming torches".



Mind Full, or Mindful?

"Mindfulness provides a way to pause in the midst of the craziness, an alternative to running and juggling faster and faster while feeling like we can never catch up. I've found it tremendously helpful and wanted to share what I learned with fellow teachers (Hannay 2015).

Mindfulness is a very simple practice of focusing on the moment in a nonjudgmental way.

How can you bring mindfulness into your everyday work day?

Be Consciously Present –think about things as you are doing them, stay in the moment. Try to bring yourself back to the present moment when you start thinking about things in the future, or worrying about the past. Do mundane tasks mindfully (like eating, washing your hands, walking – think only about what you are doing in the present moment).

Use Short Mindful Exercises at Work:

Here is a short mindful exercise called 54321

What are 5 things you can see? Look around you and notice 5 things you hadn't noticed before. Maybe a pattern on a wall, light reflecting from a surface, or a knick-knack in the corner of a room.

What are 4 things you can feel? Maybe you can feel the pressure of your feet on the floor, your shirt resting on your shoulders, or the temperature on your skin. Pick up an object and notice its texture.

What are 3 things you can hear? Notice all the background sounds you had been filtering out, such as an air-conditioning, birds chirping, or cars on a distant street.

What are 2 things you can smell? Maybe you can smell flowers, coffee, or freshly cut grass. It doesn't have to be a nice smell either: maybe there's an overflowing trash can or sewer.

What is 1 thing you can taste? Pop a piece of gum in your mouth, sip a drink, eat a snack if you have one, or simply notice how your mouth tastes. "Taste" the air to see how it feels on your tongue.

Here are some other links to mindful exercises

<http://www.spring.org.uk/2014/04/mindfulness-meditation-8-quick-exercises-that-easily-fit-into-your-day.php>

<https://positivepsychologyprogram.com/mindfulness-exercises-techniques-activities/>

<http://youth.anxietybc.com/mindfulness-exercises>

Visit our website bvafa.com

You can find the Collective Agreement. By laws, blog and other exciting things.

Be a Single-Tasker – Do one thing at a time, and do it well. Single-tasking has been found to make people much more productive. In a study by Zheng Wang at Ohio State University, they found that multitaskers felt more productive but were actually less productive.

Slow Down To Speed Up -Mindfulness at work does seem counter-intuitive.

“By stopping or slowing down, you can become more efficient, productive, happy, resilient and healthy at work”.

Make Stress Your Friend – Stress is NOT the issue; only your perception of it. If you are able to look at “stressful” life events in a mindful and non-judgmental way they will not affect you in the same way, as the negative perception of stress.

Feel Gratitude – “Being mindful of what’s going well at work helps to improve your resilience. Rather than allowing your mind to spiral into anxiety or dip into low moods as you brood over all the aspects of the job you don’t like, you can feed your mind with thoughts of gratitude to raise your well-being”.

Accept What You Can’t Change – “Acceptance lies at the heart of mindfulness. To be mindful means to accept this present moment just as it is. And it means to accept yourself, just as you are now. It doesn’t mean resignation or giving up”.

So how does Mindfulness cultivate a work-life balance?

Keeps you mentally, emotionally and physically happy

Helps reduce stress by changing how you think about stress

Increases focus, concentration, creativity and productivity

Improves physical health (Lowers blood pressure, improves gut health, improves sleep)

Decreases stress hormones, creating a better immune system

Improves mental health (decreases anxiety and depression symptoms)

Improves relationships, because you are in a calmer state of mind (at work and home)

You develop a greater feeling of being in control, because you’re able to choose how you respond to others

<http://www.mindful.org/10-ways-mindful-work/>

*This article was adapted from Shamash Alidina’s book [Mindfulness at Work for Dummies](#). Hannay, C. (2015, December 3). *Mindfulness and Self-Care for Teachers*. Retrieved from Mindful*

Teachers : <http://www.mindfulteachers.org/2015/12/mindfulness-and-self-care-for-teachers.html>”.

Submitted by Lindsey Fiebig

**BVCFA Office
Hours
Mon9-3
Wed 9-2**

Academic Council – 2016/2017 Report to BVCFA AGM June 7,

Submitted by: Marjorie Contenti, BVCFA Representative and Chair, Academic Council

Summary of Activities of Academic Council in the 2016/2017 Academic Year

Monthly meetings of Academic Council were well-attended by BVCFA faculty representatives. Activities of Council were regularly reported to the Faculty Association executive, and activities of the Faculty Association were delivered in verbal and written reported at each Academic Council meeting.

A sincere thank you is extended to the following faculty members for their commitment:

Jennefer Rousseau, Susan Hessel, Emily Gidden, Marjorie Contenti, Hana Taleb Imai, Cynthia Bandet, who are completing their terms. Remaining on Council for another year are Diane Hardy,



Nadia M. Khan, Grant Sorenson, and alternate member Julia Poon.

Academic Council passed a motion to accept changes to the Terms of Reference and recommend approval to the Hr and Governance Council of the Board of Governors effective immediately contingent on BOG approval. Changes include the following:

That Academic Council consider strategic issues as directed from the Board of Governors and make assessments and recommendations in alignment with the Board's strategic priorities, and that the Academic Council Agenda Committee create an annual Academic Council work plan that aligns with the Board, Government, and College strategic priorities and principles and report back to the Board. In addition, The Board of Governor's member-at-large, Jamila Adams, will join Academic Council.

In 2016/2017, the council recommended to the Board of Governors approval of the following new programs and policies and procedures:

- Approval of an Insurance Post-Diploma Certificate in the Chiu School of Business
- Approval of an additional major in the Business Diploma in Supply Chain Management
- Approval of the Pre-Business Pathway
- Approval of the Pre-Health Pathway
- Approval of a new Sexual Violence Policy for the College and a Procedure for learners, (subject to legal review). Proposed implementation January, 2017

The government is extending the tuition freeze into the 2017/2018 academic year; the College is proposing a 2 % increase for international learners, consistent with cost of living adjustment

- Approval of the Attendance Policy effective January 2017
- Approval of the grading policy and procedure: removed D- grade; removed WF grade
- Approval of the Transfer Credit Policy effective Fall 2017
- Approval of the Learner Financial Accounts Policy
- Approval of new names for three existing programs to better reflect each program's focus
- The [updated] Ethical Conduct for Research Involving Human Participants Policy
- The [updated] Integrity in Research and Scholarship policy as presented
- The Program and Course Evaluation Policy and Procedure

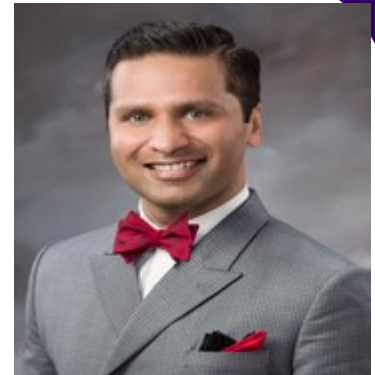
In addition, the council recommended termination/suspension of the following:

The Interior Decorating *Certificate* program effective July 1, 2017, due to minimal enrollment. Overviews of numerous departments, schools and projects were presented to the Council for the information of members.

Background of Academic Council

Academic Council is an important forum for faculty to provide input on significant issues in the College, and it is the primary general forum within the College community for the recommendation of principles and policies with regard to academic matters. The council, and its members, facilitate communication among faculty, students, administration and the Board of Governors with respect to the Academic matters of the College. Members include the BVC President, members of BVC senior officials, Students Association of BVC representatives, and BVC Faculty Association representatives.

This interview, the third in a series, highlights public members of the Board of Governors.



On the Board with Dr. Chirag Shah

Dr. Chirag Shah has been a public member of the Bow Valley College Board of Governors December 2016. [Read more about him](#). He was also profiled recently in [Avenue magazine](#).

Dr. Chirag Shah is an Ophthalmologist who has a special interest in the management of retinal diseases. Chirag completed post-graduate Ophthalmology training in India where he managed multiple rare ophthalmic diseases through significant clinical experience. He also worked in eye camps and non-government health organizations to bring eye care to under privileged Indians and refugees. After moving to Canada in 2005, he completed two fellowships. The first with Dr. Howard Gimbel in Anterior Segment and Refractive Surgery, and the second in Medical Retina at the University of Toronto. He is also a Fellow of the Royal College of Surgeons and Physicians of Canada.

In the last ten years, Chirag has volunteered at Calgary Immigrant Services, Calgary Employer Council for Immigrants, and currently serves on the Alberta Medical Association Committee for Uninsured Services. Since 2012, he has volunteered as a member of the Health Research Ethics Board Clinical Trials Committee (HREBA-CTC) at Alberta Innovates.

As an advocate and supporter of education, research and integration of newcomers to Canada, Chirag mentors members of the medical community and supports scholarships at University of Calgary, SAIT and Bow Valley College. Chirag is regularly published as both lead and supporting author, in addition to being a regular public speaker, educator, and presenter at national and international conferences.

What do you enjoy about your role on the Board of Governors?

Bow Valley College is a student first focused institution and I enjoy knowing that our work is supporting that vision. Aligning the Board with the student's needs, while balancing the changing environment in which we operate is both exciting and challenging. Preparing students to succeed in the always changing world of work and to contribute to society is what we do. I am delighted to be a part of that equation.

What are three traits that are important to your role?

Having student success at the foundation of all we do

Being open minded to ideas, opportunities, and partnerships

Always being prepared – understanding and studying material, contributing effectively, while understanding the framework and guidelines that we operate within to be meaningful in contributions

What advice would you offer to new Board members?

I am a new Board Member so I think my advice will come in 2 years time.

What is one thing that you have learned about Bow Valley College?

I have learned that there is no other institution quite like Bow Valley College. The College understands and accommodates a large and diverse learner population, with a focus to help ensure each student succeeds. The programs and the students make for a multitude of approaches to success that is customized and applied to the benefit of each student. Students from all over the world have demonstrated success in this model.

What do you think Calgarians should know about Bow Valley College?

Calgarians should know that the small vocational school that started in the 1960's is now so much more. With a leading edge and unique opportunity for international students, those needing help to cross the high school finish line to the incredible School of Business, Innovation and Research, Centre for Excellence in Immigrant and Intercultural Advancement and Health and Wellness programs, Bow Valley College has something to offer to everyone. We are a better city and province because of the work being done at Bow Valley College.

If you have questions about the Board of Governors, please don't hesitate to ask.

Respectfully submitted.

Hana Taleb Imai

Professional Affairs Report - June 2017 FAN

Your Professional Affairs Committee has had another active year promoting the professional interests and well-being of our BVCFA members. This year, PAC was involved in a variety of activities, including:

Wise and Well PD Sessions - Professional development sessions were (and continue to be) offered on a monthly basis, informing faculty members of various wellness concepts. This year's sessions included topics such as work-life balance, vicarious trauma and laughter yoga.

Coordinators Corner - Monthly meetings were held for coordinators to connect and discuss various issues and ideas related to the world of coordinating.

PD Approval Committee Members - Twice this academic year, the members of each of the departmental PD approval committees met to discuss processes for approving PD. Each department has two faculty members on the respective committees, and their work has been invaluable in helping PAC understand the resources committed to PD in each department.

Visit the bvcfa.blogspot.ca
to keep up to date with
your Faculty Association

External Awards - During this past year, a sub-committee was struck to inform faculty of four different external awards in the world of post-secondary teaching and learning. Sub-committee members were also charged with the task of helping nominators fill out award nominations.

My tenure as Chair of the Professional Affairs Committee has drawn to a close, and I'd like to extend my appreciation to several faculty members who have made my six years as chair a great learning and fun experience:

To the PA committee members - It has been my honour and pleasure to work with professional, resourceful and fun faculty members: Laurie Guglich, Marjorie Contenti, Aggie Legaspi, Maureen Stewart, Lindsay Bonenfant, Lindsey Fiebig, Nadia Khan, and Penny Marcotte, Margaret Toye, Karen Fiege, Rita Andersson, Fiona Lucchini, Alan Frank, Tim Loblaw and Rostam Pooladi-Darvish. Thank you so much for all of your contributions!

To the BVCFA Executive and Office Staff - Many thanks go out to those members who stepped forward to lead and support our association. Your work has been invaluable and I've come to appreciate the amount of effort and expertise it takes to run our association.

To the PD Approval Committee Members - Thank you for all of your work in helping faculty members navigate the PD approval process and for being a part of the advocacy for positive change to our College's PD structure.

I'd like to welcome Lindsay Bonenfant to the Chair of our Professional Affairs Committee. Lindsay brings high levels of work ethic, expertise and enthusiasm to the position and I am very confident of her abilities to lead PAC and share in our FA executive's duties as it continues to connect its mandate with the professional lives of its members. All the best Lindsay!

Professionally yours,

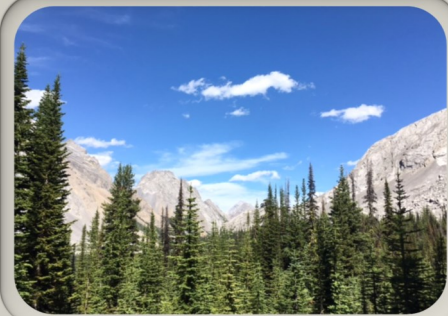
Travis Seaman

BVCFA Professional Affairs Chair

Just Breathe

Anxiety, and anxiety everywhere! **Stress.** I'm stressed; you're stressed; he's stressed; she's stressed. Life was simpler in the past. Things are too fast paced now. We hear and feel these things all the time and sometimes I stop focusing on my own stress and anxiety long enough to wonder why. We live in a safer world than our ancestors did, and certainly a far safer, more convenient one than that of most other people in the world. By right of living in Canada, we live a better life than most can even dream of. How then can we have anything to complain or worry about? Yet we do. I do. How dare I?

In part, I blame my job. I work with people and people stress me. They do so by demanding time and attention from me when sometimes I would really rather be doing something else. They do so by crowding me on the bus in the morning, and they do so by attempting to ask me hard questions



before I have finished my first cup of coffee. They do so by adding to my already overwhelming workload. But most of all, they stress me because they are stressed and, being a good, caring, decent person (most of the time), I want to make things better for them. That is one of the reasons why I drifted into this profession, one of the “helping” professions. Working with people who are suffering makes me suffer because I truly care even when I try not to. It is the ultimate dilemma for me. How can I work with upset and anxious people without absorbing those emotions myself and reflecting them back? How can I struggle with my own life challenges without imposing those negative emotions on others? ***Most of all, how can I be less stressed and help others be the same?***

One of the first things I notice when things are too much for me to effectively handle is that I stop taking care of myself. I start to lose my car keys. I stop sleeping well, I stop walking and exercising, and I stop taking the time to do the other things that I enjoy. Of course, the result of this is that I feel drained and anxious. My sleep gets disrupted because I can’t shut my brain off at the end of the day in order to go to sleep, or I wake up in the middle of the night with what I have heard referred to as an “overactive brain with a monkey banging the drums inside my head” or “the squirrel running endlessly in the cage of my thoughts.” When I am awake, my thoughts leap from one subject to another and I can’t seem to maintain focus. When I talk to those around me, I find out that I’m not alone in all of this. What is happening to us that these thoughts and emotions are so prevalent?

I find comfort in some of the articles I read, conferences and workshops I attend, and the conversations I have with people I admire. What brings me this comfort is when I hear people talk about mindfulness, yoga, meditation, walking in nature, quiet reflection or practicing gratitude and self-care. I see people seeking solutions to their feelings of being anxious and overloaded. I see and hear individuals sharing their strategies with others. I am reminded that we are a solution-seeking species in many ways. We see and recognize the toll that stress takes on us and we find ways to fight back. We find ways to regain our

health and sanity and then we share those ways with others.

I have always been a strong advocate of doing what I need to do or pushing through when times are difficult. “This, too, will pass” is one of my personal mottos. This attitude has served me well in many situations and has allowed me to survive thus far relatively intact. It certainly isn’t a good strategy all the time, though. There have been times when I was too stubborn to admit things weren’t going well for me or that I needed to look for other solutions. I am finally beginning to let go of some of my pigheadedness and am learning to look for other solutions. ***What I have found is that there are a multitude of solutions and different things work for different people at different times.*** I think that is wonderful. I recently attended the ACIFA conference and participated in a session on mindfulness. I loved a simple calming technique that we practiced. All it required was for one to pause, and take three deep and slow breaths. Another technique required us to simply sit still and listen to the sounds in the room for three to five minutes. So simple and quick. Yet if you try them, you may like me be astounded by the power of just breathing and listening. Of just being still for a few moments. Research shows that such small actions can lead to greater calmness, resiliency and ability to accept change. It may even make it easier for a person to cultivate essential human qualities such as kindness, compassion, and joy. If you are saying to yourself, “That is ridiculous! I breathe all the time and none of those things happen to me,” I challenge you to try those simple little actions. Sit comfortably and take those three big slow breaths. Take a few minutes to just be still and listen. Can you feel your body and mind relax? Can you feel yourself calming? Can you imagine harnessing the power of that in your everyday life?

We live busy and stressful lives which is what makes life fun, exciting and challenging. We do need to listen to our own bodies and minds more carefully though. Recognize when you are overloaded

and take some time to take care of yourself. If you need help, ask for it. If you need rest, take it. If you need mindfulness, gratitude, yoga, or whatever else you find helpful, please practice it regularly and share it with your colleagues and students. We could all use a little calmness in our lives and it can spread. As we approach summer (finally!) and holidays, I wish you quiet, calm, rejuvenation, and peacefulness however you find it. And, please, feel free to share it with me and those around you. I'll do the same for you when I remember to just breathe...

Jeri Wylie-Smith
V.P. Welfare and Grievance

Bill 7 Highlights/ Lowlights



- Through negotiations at other institutions, Terry Sway, has been made aware that the government has written the institutions advising them to NOT go to arbitration as well as made it clear their "expectations" are 0% salary increases for the next 2 years. Further, there was very clearly a threat that should they not tow the party line their funding would be affected or adjusted moving forward.
- We have lost the ability to take the college to binding arbitration and now only have mutually agreed to non-binding mediation.
- We asked if we could get additional grids, signing bonus, PD or Workload agreements and Terry said those would be considered salary increases and therefore highly unlikely unless BVC wanted to run afoul with the government's expectations.
- One piece of good news is designations are now not solely decided by the college as we now have some say in regards to disputing this should they want to de-designate a group within the college

Bart Chudleigh VP Negotiations

**1st person to email
bvcfa@bvcfa.com, and, "Say Hi
Five Me I read the Newsletter!"
wins a BVCFA Shirt!**