

Fall
2024

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FACULTY NEW & VIEWS

MESSAGE FROM THE PRESIDENT

As anyone who has been in a meeting with me probably knows, I'm not much for opening pleasantries, so I'll get to the point. It's been something of a rough time of late at the college. I am sure most people reading this are already aware of the dramatic reduction to FLAP (Foundational Learning Assistance Program) funding and the repercussions felt in the School of Global Access and especially in the School of Foundational Learning. If that wasn't enough, we then learned of changes in the IIRC (Immigration, Refugees, and Citizenship Canada) department that will likely, again dramatically, affect international student enrollment. These changes specifically affect Bow Valley because many of our programs no longer qualify for a post-study work permit visa, which, as you can imagine, is a big reason why international students come to study in Canada in the first place. This leaves us, not only us as faculty, but us as anyone working at the college, with more uncertainty and anxiety about the future. When you add that to the fact that daily life has become significantly more expensive in the last few years and, as Phil will address in this same newsletter, likely salary increases that won't keep up with inflation, it's hard to feel all that hopeful at the present moment.

And while I don't have any illusions that people look to a message from their Faculty Association president as a beacon of hope—the Obama team never did call on me to write speeches—I also don't want to drown us all in negativity. Some things can't be sugar coated: these funding cuts and policy changes will result in the loss of faculty jobs and will surely make for tighter budgets all around, meaning it's less likely that there will be new positions or growth in the number of continuous employees. What's worse is that this is all so beyond our control, especially at the faculty level. We, all of us, found our way to education due to a belief in the value of it, and the value of those seeking to be educated. To hear, seemingly from multiple levels of government, that perhaps these values aren't shared, or that opportunities for vulnerable groups come with a price tag, is beyond disheartening. It speaks to a disconnect that I think is increasingly felt between those who choose to be educators and those who fund it. We as faculty can do very little about this, and it is truly frustrating to see something that is working be treated as if it isn't. But I said I wouldn't focus on negativity, so here is my less-than-artful turn towards something more positive.

MESSAGE FROM THE PRESIDENT CONTINUED...


I want to specifically speak to the faculty members in SFL and SGA. Just yesterday I was speaking with an SGA member who has been here for well over thirty years and it struck me just how much these two schools are the heart of this place. They contain some of the longest-serving faculty members here, serve members of the city's most vulnerable populations, and are in general a big presence on campus. I can say from the FA perspective that members from these schools always represent a large portion of the turnout for any of our events or meetings. It's worth remembering that this place is a community college, and that we serve the community and nowhere is this more apparent than in these two schools.

I'll end on that community note. One of the strange things about a place like Bow Valley compared to a lot of post-secondaries is that it's kind of big and small at the same time. We have the opposite of a sprawling campus, so we're all, mostly, in close proximity to each other and faculty from different areas encounter each other on a regular basis in ways they probably wouldn't at a larger campus. But, because we often teach such different things or work with such different student populations, we can still feel sequestered into our own areas, with our own specific concerns and ways of doing things. A great thing I've found about being part of the Faculty Association for so many years is that I do get to interact with people outside my immediate circle, and that I get to see what a small community we really are. There's something special about that, and it's something you'd never get at a larger institution. So even if we may feel somewhat powerless against these larger forces controlling our fates, we can keep that sense of community and offer our support to the heart of it.




FACULTY NEW & VIEWS

The Team








the team





BVCFA is here to advocate, represent and negotiate on behalf of the faculty members at Bow Valley College.




Executive Committee


- **Matt Kriz**
President
- **Kristy Calles**
VP Operations
- **Phil Flegel**
VP Negotiations
- **Charlotte Beaubier**
VP Professional Affairs
- **Dara MacKay**
VP Communications

Members-at-Large

- **Lindsey Marofke**
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- **Penny Marcotte**
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- **Flora Mahdavi**
Board of Governors Representative
- **Yolanda Watson**
Academic Council Representative

Employee

- **Lindsay Fairbrother**
Office Manager



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FACULTY NEW & VIEWS

ACADEMIC COUNCIL

Hello everyone,

We have begun our Academic Council meetings of the 2024/2025 academic year and already off to work! At the first AC meeting we had some interesting dialogue in regards to proposed changes to the learner accommodation policy. The policy was noted in favour by all but the faculty team. Based on discussions and concerns raised by faculty we will hold a meeting with Learner Equity, Diversity and Inclusion to further our dialogue regarding the inclusion of UDL and how support will be provided to faculty.

Our next meeting is November 20th. Please remember you are welcome to attend and observe Academic Council meetings. If you have any questions about this please reach out to Yolanda Watson. I would like to offer a hearty welcome to our new faculty members who have joined the Academic council team. Welcome to the team Katrina Derix-Langstraat, Katherine Pymont, Laren Helfer, and Gabe Venegas Silva. A big thank you to our returning members, Heather Martin, Christy Hemingway, and Sally Scholefield. Your support and contributions at the Academic Council table are invaluable. Faculty. We are here for you!

Thank you and take care,
Yolanda Watson

PROFESSIONAL AFFAIRS COMMITTEE



Investing



Wise
& Well
Sessions for Faculty

Are you curious about how to start investing but unsure where to begin? Join us for a one-hour virtual workshop designed to introduce you to the basics of investing. In this session, we'll cover key concepts like the different types of investments, how to balance risk and return, and the importance of diversification. You'll also learn about investment accounts available in Canada, such as RRSPs and TFSA's, and get practical steps to begin your investing journey. Whether you're new to investing or looking to enhance your financial knowledge, this workshop will provide you with the foundational tools you need to make informed investment decisions. Plus, there will be a Q&A session to address your specific questions.

This is part 2 of a financial planning series.

Presenter: Christy Hemmingway

Date: Nov 8th

Time: 1:00 to 2:00

pac@bvfcfa.com | bvfcfa.com



The Professional Affairs Committee is here to bring you engaging professional development opportunities, and we need your **input!** Do you have workshops you'd love to attend or host? Let's make it happen together!

Got a topic you're passionate about or interested in presenting a workshop? We want to hear from you!

Also, if you'd like to **join our committee**, we're always excited to welcome new members. Feel free to reach out to us at pac@bvfcfa.com.

Keep an eye on your email and the BVC FA socials for upcoming workshops. We can't wait to see you there!

FACULTY NEW & VIEWS

NEGOTIATIONS

Hi Everyone:

Here is your bargaining update for November 2024. As you many of my know, we have commenced bargaining with the College as our current contract has run out as of June 30, 2024. The current contract remains in place until a new collective agreement is negotiated at the table. In May of this year, the Association and the College met to exchange formal proposals. Also in May of 2024, elections to the FA and then some subsequent staffing changes, have necessitated some retooling of the FA bargaining team. The FA bargaining team consists of me, Phil Flegel, FA VP Negotiations, Lead Bargainer and Spokesperson; Matt Kriz, FA President, Kristy Calles, FA VP Operations, Lindsey Marofke, FA Treasurer, Penny Marcotte, FA Past President, and Ryan Wiebe, FA Member-at Large. We also retain the services of Terry Sway, Bargaining Consultant.

After the formal proposals were exchanged, we adjourned for the summer and reconvened in early October to begin discussing non-monetary issues. Since that time, there have been some significant developments at the College that may affect the bargaining process—the FLAP funding and subsequent layoffs, and the changes in IRCC immigration study visas. As required by Alberta Labour law, the College met with Matt and I on both occasions in Disclosure meetings. While both issues do not DIRECTLY impact bargaining, there of course will be residual effects and the bargaining team is aware of that and we may have to adjust our strategies to meet these challenges.

I do want to highlight THE most significant challenge the bargaining team will face as it is THE most pressing concern for faculty: compensation. As some of you may remember in my presentation at the last ratification meeting for the current collective agreement, the Employer is bound to compensations mandates as dictated by the Provincial Collective Bargaining Office (PCBO) in Edmonton. The PCBO-issued mandates go to ALL public service unions and associations, and ALL Alberta public post-secondary intuitions will be bound by the identical mandate when it comes. While we have NOT yet been given the current mandate, we are fairly certain from what we are hearing that the compensation mandate will likely be over four years running BELOW current levels of inflation for each year. While this is certainly NOT good news for our membership, it is the financial realities our bargaining team faces. We then will endeavor to bring non-monetary issues to the table that will improve the working conditions of our membership. Our next round of bargaining is slated for the end of November.

FACULTY NEW & VIEWS

NEGOTIATIONS CONTINUED...

The College will be going through profound change in the next two years and this will have dramatic effect to our membership. These are challenging times for post-secondary institutions and for public access community colleges such as ourselves. **We will need your support more than ever to meet these challenges.** So, what can YOU do to help? Firstly, support the FA in all activities we promote for advocacy and community. Attend a Wise and Well session. Drop by for coffee and show support to our TWO weekly open-house events, Mondays 9-11 Coffee with Kristy, and Thursdays 11-2 Coffee with Phil at the FA office. These are growing in popularity and we would love to see you and talk. Attend the General Meeting scheduled for December 3rd as well as the FA Holiday Party on December 5th, where we share in drinks, song, and community. Finally, make your voice heard. Write, phone, email the Minister of Advanced Education and your MLA and express your frustration with your compensation in this economy. In the near future, we will be issuing a template letter for faculty to send out in a show of support for our fight for fair wages.

I will be giving the next update of bargaining at the General Meeting in December. Hope to see you there, at the Holiday Party and our door is open and we would love to see you at the office for coffee and treats.

Many Thanks

Phil Flegel
FA VP Negotiations



FACULTY NEW & VIEWS

FROM THE BOARD OF GOVERNORS REP

Fellow faculty members,

I have had the privilege of serving as your representative on the Bow Valley College's Board of Governors (BoG) since March 2024. It has been a learning curve for me, with way more to go.

The BoG meets 6-8 times every academic year; each meeting is typically four hours long. People on the Board include the Board Chair, BVC President and CEO, seven public members, representatives of BVC Faculty, AUPE, and Students. The College's senior executive attend Board meetings in an advising capacity, and depending on the topics on the agenda, other Deans and area representatives may be invited to meetings to provide information and consultation.

During these meetings, a variety of topics are reviewed, discussed, questioned, and approved. The overall objective of these discussions is to stay aligned with the college mandates set in place by the Alberta Government, through the Post Secondary Learning Act, the Investment Mandate Agreement (IMA), and other such legislation and agreements.

The BoG works with specialized councils that conduct detailed work in their area and make recommendations to the Board on steps and directions that need to be taken. These councils are Human Resources and Governance, Academic, Audit and Risk Management, and Stakeholder Engagement.

I have been impressed by the level of knowledge and professionalism that comes together at the Board of Governors, and how diligently the public members and BVC representatives are focused on the best interests of the College in Alberta and beyond. In the last three Board meetings, besides the usual business that is referred by the Councils, Compliance Health as a subsidiary of Bow Valley College, CIC changes to international student visas, and funding cuts have taken significant time and attention of the Governors.

To learn more about the role of Board of Governors and its members, please contact me (bogrepresentative@bvcfa.com) or visit: <https://bowvalleycollege.ca/about/governance/board-of-governors>.



FACULTY NEW & VIEWS

You are Invited



Faculty – You Are Invited To:

BVCFA's General Meeting

December 3, 2024

3:30 – 4:30 PM

Zoom Virtual Meeting

**registration link will be emailed one week prior to meeting*

**Register & attend entire meeting for a chance to win 1 of 4 virtual door prizes*

WIN



FACULTY NEW & VIEWS



Agenda

- Quorum & Call to order
- Executive Introduction
- Approvals - Agenda & Minutes (May 28, 2024)
- Executive Reports
- New Business, Questions
- Upcoming Events, Contact Info
- Adjourn



FACULTY NEW & VIEWS

Holiday Party

BVCFA PRESENTS

**BVCFA
ROCKIN'
HOLIDAY**

**5TH
DEC** PARTAKE IN **NAME THAT TUNE
SING ALONG MAGIC
DOOR PRIZES
PHOTO BOOTH**

FESTIVITIES HAPPEN
FROM 4:30 PM - 7:30 PM
N231

FACULTY NEW & VIEWS

FALL FAVES

What's so great about fall?

The BVCFA was surveyed, and here are the results:

"Spooky season." – Nicole

"Being super basic with my pumpkin spiced latte." – Dara

"Fashionable coats and wool scarves." – Matt

"I love me a Basic B pumpkin spice chai!" – Lindsey M

"Sweater weather!" – Charlotte

"Pumpkin spice, candy and chocolate." – Yolanda

"Colorful leaves and crisp air!" – Kristy



NEED MOTIVATION?

Bits of Advice to Keep the Panic at Bay

– Dara MacKay, VP Communications

There is so much happening in the post-secondary realm right now, and it's really hard to feel like we're keeping our heads above water. I have had many conversations with colleagues and friends lately centered around that pit we all feel in our stomachs. In times like these, I like to fall back on a few bits of advice I have been given over the years, and a few bobs I've come up with myself to keep going in hard times.

1. **Accept that not everything has to be positive all the time.** There's no need for judgement when you don't feel great. Notice it, move through it, and eventually you come out the other side.
2. **Remind yourself of what you are grateful for.** It can feel trite and disingenuous when things are hard, but focusing on gratitude, even for small moments, does something magical to our brains and fosters resilience.
3. **Don't stay quiet.** People need to know what's happening. In times like this, write to your MLA and MP. Attend rallies and protests. Use your voice for folks who aren't traditionally heard.
4. **There's power in numbers.** The BVCFA is here for Faculty to help Faculty. Let's lean on each other and come together. Check out our upcoming events and be a part of the vibrant community of hard-working folks who want to stand up for one another.

As always, please don't hesitate to reach out to us at any time. Take care and go hug a colleague!