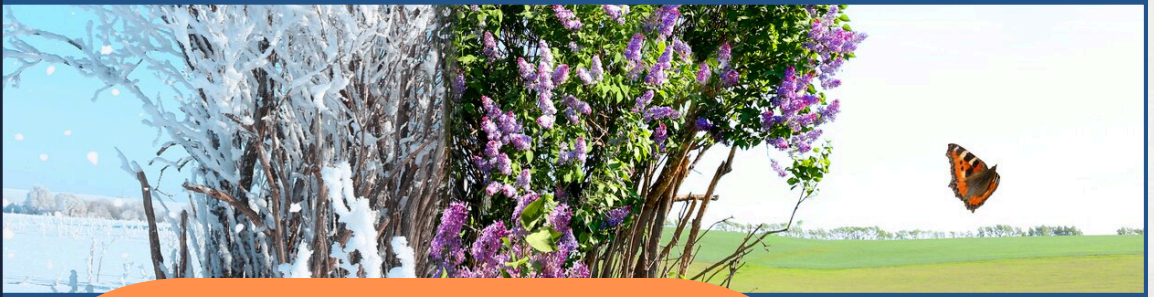


SPRING
2025

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FACULTY NEW & VIEWS

MESSAGE FROM THE PRESIDENT

A version of this speech was given at the special meeting held on March 17, 2025.

It has been edited for length and clarity.

This is not a speech I hoped, or even ever envisioned, to be making. Like many of the folks in SGA I had heard, as far back as December, I believe, that the new LINC contract was going to be lower than the current one, with the funding drastically reduced in years two and three. I knew that the Dean of SGA was concerned about it, but that it was viewed as a starting point, that things like this had happened before, and that they would find a way through it. I certainly feared that it could mean more job losses, after what had happened in the fall with FLAP funding and the ongoing issues with IRCC post-diploma work permits. It felt like we were being hit on multiple fronts, but it also felt like the people closest to the issue, faculty and administration alike in the affected areas, were trying their best to keep things going, to keep this place what it has been for so long.

Then in February Phil and I were asked to attend a meeting with Suzie Johnson that was “urgent.” At this meeting we were first told what I have already relayed, that the LINC funding was to be reduced. We were then told what most of you already know by now, that the college, not liking what was on offer, “chose not to sign the contract.” I want to emphasize, so that this is clear, that they chose to fold the School of Global Access, a school that has been part of this college long before it was called Bow Valley College, that existed long before the building we now work in was even built. They chose not to sign the contract because, we were told, what was taught in the School of Global Access did not align with the college’s strategic plan, that maybe a small part of it, the pathways program, did, but that otherwise the work of over forty continuous faculty members, and over fifty casual and temporary faculty members was no longer needed, or wanted, here at Bow Valley College.

When I heard this, when I heard that the college chose not to sign the contract I was stunned, and honestly I remain stunned now, perhaps more so after I have had the occasion to meet so many of the people who have put so much of themselves into this place, into the work they do and the students they serve.

I want to come back to these faculty members, all of whom we are honoring today, to close out this address. I will first take a (hopefully) brief detour, or step back to talk about the systemic issues that have caused us to arrive at this tragic choice the college has made. And while we will and should blame college leadership for making this decision, I want to place that blame a little more broadly.

To do that, it’s worth noting the strange cultural and historical moment we are in. While the cruelty and grotesquerie of Trump and Elon Musk dominate seemingly everything they are in many ways a caricature of the political climate that got us here, where some things, things that largely seem to lead to rich and powerful men becoming even richer and more powerful, are seen as valuable, but many other things are not. And the things that are not seen as valuable are very often the things that we do, not only here at the college, but in post secondary in general. Knowledge is valued only insofar as it can lead to economic growth, education itself is valued only insofar as it caters to supposed “industry needs,” and the institutions, like ours, that deliver education are not seen as valuable in and of themselves but instead are seen as valuable only if they run a surplus. None of this is particularly new, and I’m sure most of it is well understood by those reading, but the role that it has played in getting us to this point, in getting us to that choice made by the college, is worth emphasizing.

MESSAGE FROM THE PRESIDENT CONTINUED...

Because the strategic direction the college is taking is not one that has been arrived upon by accident. It is a strategic direction more or less imposed by the provincial government, a government which, following in the footsteps of Captain Canada himself, Doug Ford, has reduced, year-over-year, funding for post-secondary education while at the same time demanding more say and control over what post-secondary institutions do. With funding reduced and even the funding that is allocated coming with many strings attached, institutions like ours are left both scrambling and mind-reading. The provincial government, and again they are by no means alone in this, sees education as no more than a means to an end, an unfortunately necessary but in some ways perfunctory stepping stone on the way to what really matters, a job that contributes to our economy (but preferably, you know, not a public job). This mentality seems to have made its way into our institution, with students only being seen as valuable if they contribute to our performance metrics (and if they pay us). Again, this probably isn't a surprise, but in stating it out loud we can see how far removed the business of education has become from, well, education.

But there's more, and again this is not something unique to our institution. As everyone is aware, we have the need for far more instructors to run the college than we choose to employ in continuous positions, that we, in other words, choose to pay a decent wage with benefits and vacation and at least the promise of stability. When we ask why (I always ask why) we are told we just don't have the budget, but why is it never pointed out that casuals subsidize the college in lieu of government funding? We rely, here and everywhere in post-secondary education, on people who are willing to exploit themselves out of a desire to give back, who believe in the value of education and believe in the (often false) promise of that good and stable job that will come if they work here long enough. Let's be clear, this place would stop functioning tomorrow if casuals stopped showing up, but not only is this never acknowledged, it's taken for granted. Of course they will show up, they have integrity. They believe in what they are doing. And yet, as we can see with the closing of SGA, when things change they are left with barely a thank you, and certainly not anything monetary to show for it.

Again, this is nothing new, but it's felt more acutely at the moment. We also see, again in the theme that only powerful and dominant men matter, that the supposed imaginary problem meant to be solved by DEI is rather a safeguard against the cruelty of our current moment. I would like everyone to take note, to reflect, on the fact

that nearly 80% of SGA faculty are women (and all of the leadership team), and that the students, some 1300 of them, are immigrants from around the world, many refugees, many who would be considered "DEI hires." These are the people affected by the college's choice, and by the political will to decide, conveniently, that the people who matter most are the people who look like the ones who hold power.

Let us return, then, to where we started, with the School of Global Access and those it serves and those who have dedicated themselves to it. It is ironic, or perhaps even beyond irony, that in a place where education is meant to have a practical application that we have decided that the most practical and fundamental education of all, that of language, that of the ability to communicate with others and make our way through the world we live in, has decided that this fundamental skill is not one we need concern ourselves with. But more than that it is a failure, by our institution and multiple levels of government, to work towards the public good. We as a nation have brought these people here with the supposed intention that they will contribute (whatever that means) to Canada, and we've brought them here on the promise of what Canada as a nation means, and we are failing them on both fronts. It is nothing short of a dereliction of duty, and here is where I will agree with college leadership that a good deal of blame can be placed on the federal government. Regardless, let us see all of this for what it is: a betrayal. It is a betrayal of the students who came here in good faith hoping for nothing more than the opportunity to learn the language of those around them. It is a betrayal of the community that houses these students and relies on places like ours to allow them to make their way in the world. And it is a betrayal of the people who have worked here, many for over twenty years, and who have made this place what it is. They are the beating heart of this institution and we have made a "strategic decision" to rip it out.

BVCFA President, Matt Kriz



FACULTY NEW & VIEWS

the team

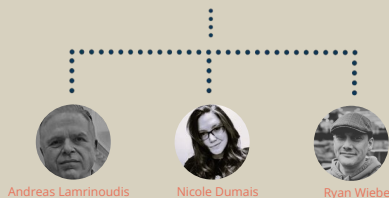
BVCFA is here to advocate, represent and negotiate on behalf of the faculty members at Bow Valley College.



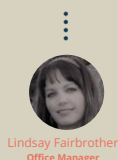
Executive Committee



Members-at-Large



Employee



What We Do



Advocacy

- Representation: Advocates for faculty rights, interests, and well-being at the college and in the broader educational community.
- Unity: Representing faculty interests in college governance and employer policies.



Professional Affairs

- Workshops & Training: Provides opportunities for faculty to develop new skills and stay up-to-date with industry trends.
- Networking Opportunities: Facilitates connections between faculty across different departments to share knowledge and ideas.



Member Support

- Grievance Support: Offers assistance in resolving workplace disputes or issues that affect faculty.
- Legal Assistance: Provides legal counsel and advice regarding employment contracts, disputes, and rights.



Community Engagement

- Social Events: Organizes events that foster a sense of community among faculty members.
- Delivers: Keeps members up to date on social media and through email communications.



Collective Strength

- Solidarity: Fosters a culture of collective action where members support each other in achieving common goals.
- Bargaining: negotiates for fair wages, benefits, and working conditions for its members through collective bargaining.

FACULTY NEW & VIEWS

PROFESSIONAL AFFAIRS COMMITTEE

A very special thank you to everyone who presented or attended a workshop with us this year! If you missed any, no problem! You can access most of them on the BVCFA website.

Workshop Ideas Wanted

Do you have any ideas for a Wise and Well workshop or Tea Talk? We want to hear from you!

What's the Difference?

- **Wise and Well Sessions:** Focus on physical and mental health, learning new hobbies, or everyday living.
- **Tea Talks:** More professional, featuring presentations from conferences or external events that people want to share with the college community.

Join the Professional Affairs Committee

We would love to have new members on the Professional Affairs Committee. It's not a huge time commitment, and you can have a say in the programming we provide.

Special Thanks

A special thanks to the PAC committee, who have done a great job this year:

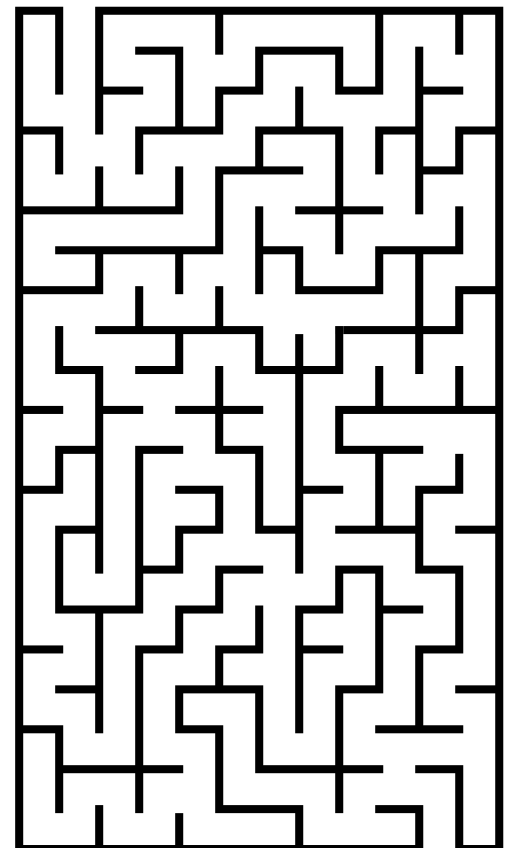
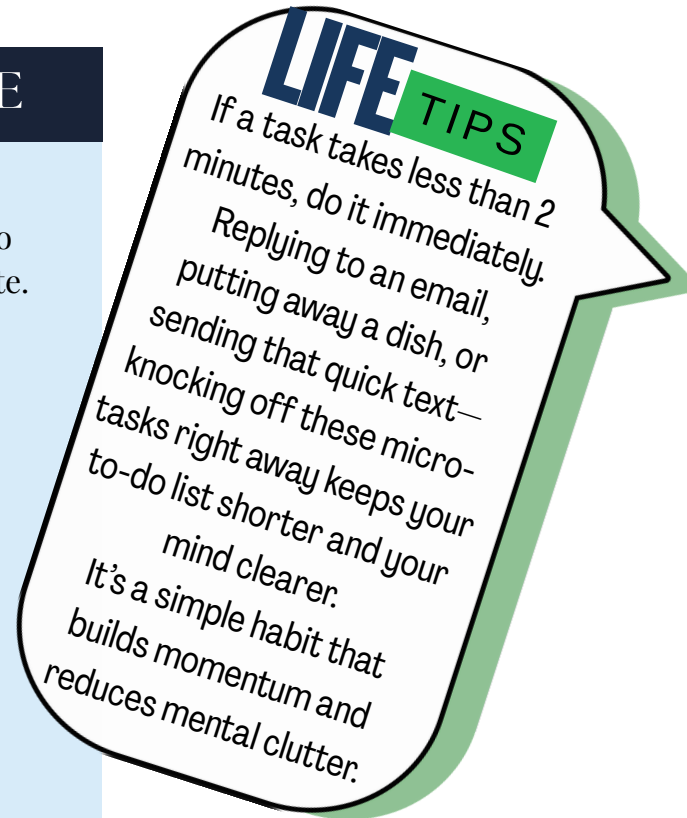
- Christy Hemmingway
- Lindsey Fiebig
- Jennifer Jessop

Upcoming Event

Coming this fall, we are organizing a presentation about LGBTQ+ in Education. Stay tuned for more details!

Contact us at PAC@BVCFA.com

VP PAC Charlotte Beaubier





FACULTY NEW & VIEWS

NEGOTIATIONS

“Doing More With Less --- Not so much”

Even before the new Collective Agreement was agreed to and finalized, the College was sending out ominous budgetary communications, warning that we all would have to “do more with less”. Though this “do more with less” mantra hasn’t been fully explained, the implication is clear to faculty—we would have larger classes, fewer sections, and possibly, MORE classes to teach.

The recently agreed Collective Agreement contained a very modest 12% increase over four years for faculty on the grid - a huge improvement over the miserly 3.25% over three years in the last collective and the disastrous 0% over three years in the agreement prior to that. Meanwhile, the cost of living in Calgary has skyrocketed, inflation is the highest in a decade, and our wages continue to fall behind those of our comparable post-secondary institutions. BVC salaries are 8.7% LOWER than Norquest College in Edmonton, and 4.7% LOWER than Medicine Hat College—both in cities where the cost of living is significantly lower than here in Calgary.

Frankly, we HAVE been doing more with less! And...we are tired of it.

In the past ten years, the College has made a deliberate decision to base much of its enrollment on foreign students who pay three times that of domestic students in career programs. However, the well dried up in 2025 when the immigration ministry, IRCC, changed post-graduate work permits and within a blink of an eye, we were in budgetary constraints due to falling international enrollment and weak domestic recruitment. Added to the mix was the College’s decision to decline LINC funding, which closed the School of Global Access, thus laying off dozens of full-

time faculty and forcing the College to pay millions in severance as required by our Collective Agreement. Let us be very clear—none of these decisions were made by faculty or with faculty input or agreement. The College owns these decisions. Now we are told we have to do more with less, implying that with raises comes some sacrifices.

This is a false assumption.

A raise with the caveat that you will have to do more now is NOT A RAISE. To increase our workloads in any way, chips away at the modest increase we achieved, and sets new standards of higher workloads that now become a “norm”.

Here at BVC, we have one of the highest teaching loads of any comparable institution in the province. This has led to one of the highest and most stressful workloads compared to our nearest comparable institutions. Sadly, this is unlikely to change any time soon as the Employer is not only not interested in changing that, but as I said, is making noise to increase the workload in order to “do more with less”.

This will become the single biggest issue we will all face in the upcoming 2025-2026 Academic year and beyond.

What can we do as an Association to fight back? Firstly, we can organize. To this end, the BVCFA will be striking up a Workload Subcommittee in the Fall that will meet 4 times in an academic year with a Workload presentation at the annual GM in June. We will be looking for a cross section of faculty to take part—full time, temporary, casual, project, faculty from each department, non-instructional faculty, and chairs.

FACULTY

NEW & VIEWS

NEGOTIATIONS CONTINUED...

We will be looking for anecdotal and data driven evidence of workload fatigue, workload issues, workload problems. It is vital to start this process NOW so we have weapons to present to the Employer during workload complaints, workload meetings with the Employer, and the next round of bargaining. Information is power and now is the time to organize and get involved. Let us show the Employer we are NOT willing to accept MORE work for the same pay and that we take our workload seriously.

Secondly, we share information by being involved. Volunteer to be on the subcommittee, talk to your colleagues, and drop by the FA office to meet with an Executive to share your issues. We as a collective cannot do anything about our workload if we do not organize, get involved, and be active. Our workloads are both our personal AND collective responsibility. We can also show up to College townhall events and ask for transparency on what management is doing to “do more with less”. Is management travelling less, going to fewer conferences, business trips, etc? What happened to all the extra non-teaching positions created in the Redesign?

Watch your emails in the Fall concerning the Workload subcommittee. Take your well-earned and much-deserved rest and vacation. And come back to the College with a renewed and refreshed vigour to take on the task ahead. Additionally, when the Employer bangs the drum of “Do More with Less,” a polite response of “we already have been doing more with less and we are done with that” may be appropriate. Although the Association has an excellent working relationship with the Employer, we can NOT allow them to move the goal posts on decisions of their own making.

The Association looks forward to working with many of you and collectively problem solving on THE most important issue facing our faculty today.

Have a great summer and see you in the fall.

Phil Flegel

BVCFA Vice President—Negotiations

FROM THE ACADEMIC COUNCIL REP

The Academic Council Faculty Caucus remained as engaged and committed as ever throughout the academic year. Together, we raised our voices to advocate for student and faculty well-being, pushed for greater transparency from the College, and contributed meaningfully to vibrant discussions on new program proposals and curriculum changes.

I want to extend my heartfelt thanks to Heather Martin, Christy Hemmingway, Katrina Derix-Langstraat, Laren Helfer, Lindsay Bonenfant, Sally Scholfield, and Gabe Venegas Silva for your dedication, insight, and hard work over the past year.

As I step away from Academic Council, I do so with deep gratitude for the opportunity to have worked alongside such passionate colleagues. I wish you all a restful and rejuvenating summer break, and offer a warm welcome and congratulations to the incoming Faculty Association members.

Yolanda Watson

BVCFA Academic Council Representative





FACULTY NEW & VIEWS

It's time to vote!

Look in your BVC inbox to for the email to vote via SurveyMonkey

There's currently a by-election for the following positions

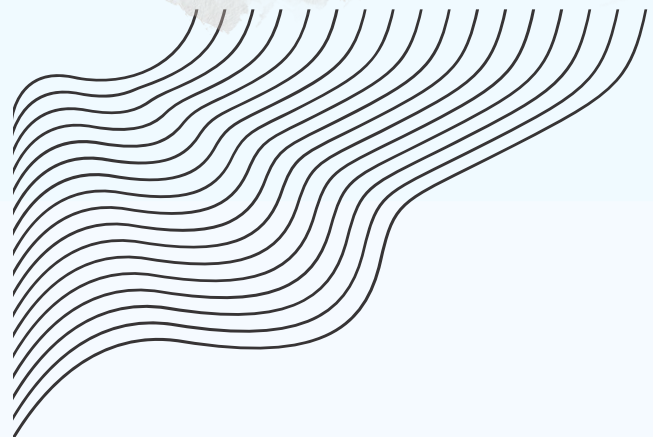
- Board of Governors
Representative - term ends
June 2026
- Academic Council
Representatives x2 plus 1
alternate - Term ends June
2027

Please cast a ballot, or ballots for each position, before 11:45 pm Wednesday, June 25.

Results will be announced on Thursday, June 26th, via email.

The VP Communications and engagement position has been **ACCLAIMED.**

Welcome Dara Taylor!!





FACULTY NEW & VIEWS

PROFESSIONAL AFFAIRS COMMITTEE NEEDS YOU!



BVCFA is looking for dedicated individuals to join the Professional Affairs Committee (PAC).



OUR MISSION TO TO PROVIDE OUR MEMBERS WITH BENEFICIAL PROFESSIONAL DEVELOPMENT OPPORTUNITIES WHILE PROMOTING ESSENTIAL WORK-LIFE BALANCE

- Requires a minimal time commitment
- This committee is all about having fun!
- We welcome representation from different schools within the college

Contact us to learn more or put your name down if you have interest in being a part of the PAC Committee

pac@bvcfa.com

JOIN NOW





FACULTY NEW & VIEWS

BVCFA Executive Spotlight



Kristy Calles - VP Operations & Labour

Professional thoughts...

What department do you work in at BVC and for how long?

I work in the CSB and have been with the department since 2012—13 years now (my gosh)!

Why did you get involved with BVCFA?

To be an advocate for faculty and to learn something new! I'm a Program Chair in the CSB and have been in this role for approximately 2.5 years. Prior to that, I taught full-time, so I understand what goes into teaching and the time commitment it requires. In addition, labour relations and mediation have always been areas of interest for me. That, coupled with the opportunity to contribute to strategic planning, really piqued my interest.

What is it like to be a part of BVCFA and why is it important?

The community within the BVCFA is phenomenal. It's a wonderful group of individuals who bring knowledge, passion, and a great sense of fun to their work. I've learned so much over the past year and genuinely enjoy collaborating with my peers. In addition, our Office Manager, Lindsay Fairbrother, is an absolute delight to work with.

Describe BVCFA in 3 words?

Supportive, authentic and engaged.

Is there much time commitment involved with being on BVCFA Executive Committee?

It really depends on the role! This academic year has been exceptionally challenging and, as a result, has demanded a higher time commitment than usual.

What is something you didn't know about BVCFA that you wish you did before?

How hard the BVCFA works on behalf of its membership is admirable, especially considering the amount of work involved.

On a more personal level...

What is something most people don't know about you?

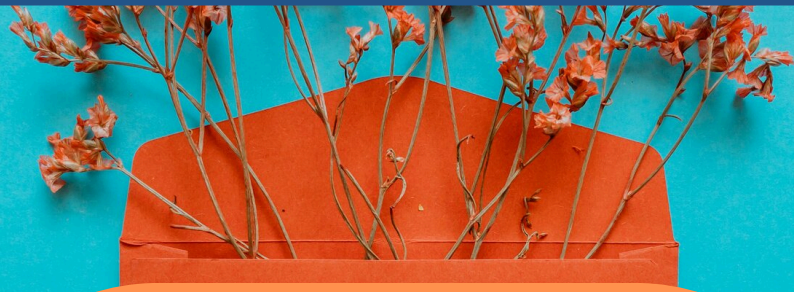
I'm an open book! Honestly, I'm not sure. I used to manage home leave travel allotments for the Canadian Forces deployed overseas and have travelled extensively.

What is your most embarrassing moment?

I embarrass myself daily, so this one's easy. At the last Business in Calgary Leaders Gala event, I leaned back for an on-stage photo, lost my balance and nearly took the entire backdrop down with me. Not my finest moment.

What is one of your favourite quotes?

"Nothing worth having comes easy."



FACULTY NEW & VIEWS

SPRING FAVES

Elderflower Gin Spritz



Light, floral, and a little bubbly—
perfect for spring.

Ingredients:

- 1.5 oz gin
- 1 oz elderflower liqueur (like St-Germain)
- 0.5 oz fresh lemon juice
- Sparkling water or prosecco
- Mint and cucumber slices for garnish

Instructions:

- Fill a glass with ice.
- Add gin, elderflower liqueur, and lemon juice.
- Top with sparkling water (or prosecco for a twist).
- Garnish with mint and cucumber.

NEED MOTIVATION?

*Every
Step is
Progress*

Progress, not perfection.

It's easy to get
overwhelmed by the big
picture or feel discouraged
when things aren't perfect.
But real growth happens in
small, consistent steps.

Focus on showing up, doing
your best in the moment,
and giving yourself credit
along the way.

Even slow progress is still
progress. Keep going—
you're further than you
think.

FACULTY NEW & VIEWS

Odds & Ends

WORKLOAD COMMITTEE PROCESS



Faculty Member * * Housekeeping

Work Stoppage?
WE NEED TO GET A HOLD OF YOU!
In the unfortunate situation of a work stoppage, we will need a non-BVC email address, this will be the only way for BVCFA to personally contact you. Use the link to access the Google form and enter your non-BVC email.

[HTTPS://FORMS.GLE/VQZPdVSLTXZuSFJEG](https://forms.gle/VQZPdVSLTXZuSFJEG)

Here's the Link

Check out our Website!!
The BVCFA website had a makeover, and it sure looks GOOD!!

Private Area Just for BVC Faculty
All BVCFA membership is able to login to the private area of the website to access several resources

Ready?
Check it out!!!
www.bvcfa.com

Email bvcfa@bvcfa.com if you are having any trouble logging onto the private members' area of the website