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THE 2003/2004 EXECUTIVE

Lizz Lindsay
PRESIDENT (04)

Frank Cosco
VICE-PRESIDENT (04)

Perry Taylor
TREASURER (03)

Colleen van Winkel
SECRETARY (03)

Ingrid Kolsteren
CHIEF STEWARD (04)

George Rudolph (03)

Settimio Sicoli (03)

Thomas McLeod (04)

Brenda Appleton (04)

Cheryl Draper (04)

Vinit Khosla (04)

Honouring those Going or Affected by the Cuts

After the June 19th meeting we moved back the chairs, the Centre brought out the food and we celebrated the work of well over a hundred of our members affected by the last two so-called 'NEW ERA' college budgets. It was great to see so many great people there. Many thanks to the organizing committee (Perry Taylor, Vinit Khosla, Ingrid Kolsteren). A mike was passed around and we heard, probably for the last time at a VCCFA meeting, from folks who really have become part of our lives. Lizz started it off with these words:

"....There are so many mixed emotions; so many different categories of folks:

- ◆ the retiring (some who want to, some who don't) who leave with a sense of satisfaction for a job well-done;
- ◆ the VDIs (voluntary departure incentive people) who all wanted to go, were ready to go and have created work for others, you're the group that's 'in-control';
- ◆ the severed, who are still coping with all the emotions of leaving but are moving on
- ◆ the reduced and transferred, the bumpers and the bumpees, all very stressful stuff
- ◆ the folks still on notice, hoping work will be there
- ◆ those still working, the survivors
- ◆ those working in programs that are growing for the first time in over a decade

You are all members today.

To those that will remain members, we are here to support you, advocate for you and do our level best to keep you part of VCC and members of the FA.

To those who are leaving, we who remain grieve your loss. We have lost your wisdom, service, dedication and friendship. You take literally thousands of years of experience and dedication to the students you have taught, many whose lives were changed because of your work.

Cont'd on page 2....

Continued from page 1

LIZZ LINDSAY
VCCFA PRESIDENT

“Who knew that VCC would be the first in the College system to see such change. Work that we have prided ourselves on is not highly valued in the 'New Era.'

Many of the students we have taught will be too poor to be our 'student consumers' at VCC but their needs will still be there in the community, in fact they are growing. I'd like to encourage you to seek them out and offer them some of your knowledge and expertise.

Our union will lose some of its most active members. We'd like to ask you to sign up for our new Activists Group that will kick off in the fall so that we can continue to benefit from your wisdom and energy.

We wish each and every one of you health, happiness, and a heart to care for others. We'll miss you. You will not be forgotten and we pledge to continue to fight for our students, our members, our College and our system. Thank you."

—Lizz Lindsay



Thorne Husband

“...there are so many mixed emotions; so many different categories of folks

We wish each one of you the best as you make this transition. We appreciate all that you've done to make VCC the wonderful place it's

been for our students and the community we serve.



Irene King, Aphrodite Harris,
Brenda Appleton



PARTICIPATE

VCCFA welcomes your input. Send your letter, comments and pictures to the editor.

Email: vccfa@telus.net

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Negotiating Committee Elected

THE MEMBERS AT the June meeting voted for our new negotiating committee. We had seven candidates with six to be elected. Thanks for Settimio Sicoli for putting his name forward. Elected were:

Mark Goertz (Library)
Karen Griffiths (Hairstyling)
Vinit Khosla (ELS) (elected chair by the committee)
Ingrid Kolsteren (Basic Education)
Maggi Trebble (ELS)
Rose-Marie Watson (CPE)

Congratulations to them and many thanks on behalf of the membership!

The Committee has already held its first meeting and will be preparing for its work in the fall. They are planning a survey of potential issues in the fall. Should you have input to the survey please feel free to contact one of the members of the committee or leave a message for Vinit care of the VCCFA office.

Our leadership will be meeting with other CIEA locals at bargaining-focused meetings in the fall. Our 01-04 agreement expires on March 31, 2004; there is a continuation clause which continues the provisions of the current agreement until a new one can be negotiated.

Survey Results

THANKS TO THOSE members who've returned their surveys on the work of the union. We've got well over 60 responses to date and will be reporting fully in the fall.

Publicity and Action Committee

THE GROUP HELD a review and planning session on June 25th. Recent actions include a study of the VCC situation by City Council, a direct reply from Gordon Campbell, and interventions by opposition members in the Legislature. There's not enough space here to report more fully, let us know if you'd like more information. The Committee will try to report more completely in the fall. They discussed plans for the fall, and you'll be hearing from them.

Executive Planning

AS IT DOES in June and December, the Executive held a 5-hour planning meeting last Monday. It gives them a chance to review the half-year and look forward to required actions in the fall. You'll be hearing more in September. Unless there's an emergency, the next meeting of the Executive will be September 8th. Look forward to chances to get involved in the work of the union in the fall.

www.vccfa.ca

our new website is still under construction but it'll be up in September (touch wood - is there wood in a computer?) watch for it!

LOST & FOUND

A WOMAN'S BEIGE jacket was left behind at the Croatian Cultural Centre after the June 19th event. Call for it at 604-688-6210

NEXT GENERAL MEETING

**TUESDAY,
SEPTEMBER 30TH**

**2: 30 PM
CROATIAN
CULTURAL CENTRE**

HAVE A GREAT SUMMER!!

VCCFA SCHOLARSHIP

The inaugural VCCFA Scholarship was awarded

The June 19th general meeting saw the presentation of our inaugural \$1000 scholarship for a spouse or child of a VCCFA member who is studying at a public post-secondary institution in Canada. Calls for the 2004 scholarship will go out next year. A subcommittee appointed by the executive (Cheryl Draper, Brenda Appleton, Wayne Avery) had a difficult time choosing from ten candidates. All identifiers were removed from the applications so they did not know who they were from. They chose Rachel Zottenberg, daughter of Laurie Gould. Congratulations! Lizz was able to present Rachel with her certificate at the June 19th meeting after Rachel rushed over from a mid-term. We've just received this thank you note from Rachel.

To the members of the VCCFA

I want to send a big thank you to everyone. I also want to attempt to explain my lack of energy when accepting this scholarship. I have been working full time and had stayed up for 3 nights previous, attempting to cram whatever information I could for a midterm that day. Immediately after the midterm I was driving home from the University and there was Rene flagging me down on the street and ushering me indoors. At the point of standing in front of all of you any thoughts that had previously filled my mind escaped and I was left with nothing of worth to say. What I would have said was... Thank you. It means a lot to have been chosen as winner for the first time of this award.

I haven't always been the A student or the most confident one, but I understand the worth of education. With a mom like Laurie who loves to teach its no wonder that as her child I'm destined to be a pro student. With a dance diploma, working towards a psychology degree and hoping to get a nutrition certificate you may wonder how the heck I'm going to bring all those things together. My application explained most of it and it suffices to say I have many hopes and dreams and you've all helped me get one step closer to achieving them.

Thank you
Rachel Zottenberg



CIEA CONFERENCE, MAY 2003

The annual CIEA general meeting and convention was hosted

in fine style this year by Local 3, the Faculty Association of the College of New Caledonia, in mostly cloudy and cool Prince George from Wednesday, May 21st to Saturday, May 24th. They were fine hosts and put on many fun activities.

One hundred and forty delegate votes represented the 7000 members of CIEA. The size of each delegation was proportional to the size of local membership. The minimum is two delegates, the largest Kwantlen at 15. VCCFA had 14, for the first time we weren't the largest delegation.

Our delegation consisted of Lizz Lindsay, Ingrid Kolsteren, Perry Taylor, Colleen van Winkel, Brenda Appleton, Wayne Avery, Cheryl Draper, Vinit Khosla, Thomas McLeod, Virginia Monk, George Rudolph, Eva Sharell, Settimio Sicoli, and Maggi Trebble (Frank Cosco attended as CIEA Vice-President)

President Cindy Oliver highlighted the overriding theme of the meetings-- that we are going to be facing some huge challenges this year and next so we need to be prepared and we need to place a huge value on staying united throughout the fight.

The meeting unanimously carried an ambitious Action Plan which would see all CIEA locals and CIEA Executive defend post-secondary rights and policies and

also be more of an integral part in wider campaigns in defence of public-centred and union-centred strategies and policies. Also carried was a proposal from Local 1, Capilano Faculty Association, that CIEA begin preparation of an initial strategic policy document "with recommendations and prescriptions for an accessible, affordable, comprehensive, community-responsive post-secondary system." This work will help prepare CIEA interventions and strategies leading up to the 2005 provincial elections.

VCCFA had two motions approved. The first called upon CIEA locals to renew their commitment to a community education agenda on HIV/AIDS, the second called upon CIEA and its locals to lobby for a return to at least 2002/03 levels of developmental education.

Actions of note

CIEA COMMITTED TO holding and funding a provincial meeting of local delegates to discuss Gay, Lesbian, Bisexual and Transgendered workplace-related issues and how they are represented within CIEA.

All present supported a motion from the committee on non-regular issues that there not be contractual concessions.

A number of policy positions around pension plan forwarded by the pension advisory committee were supported

The Liberal government changes to the Workers' Compensation Act which limit workers' rights to appeal and legal action were condemned and repeal of the changes is to be sought.

Achieving Compassionate Care Leave provisions was supported and locals urged to bargain expanded access.

Agenda items for the fall bargaining conference of all CIEA locals and leaders were approved.

Inaction of Note

IT REALLY WAS telling that although the Minister of Advanced Education had had the invitation for months; although the Legislature was not meeting and she was in Prince George for most of the week; although her office was only three blocks away; although we were bringing about 150 people into Prince George for 4 nights each, a small boost to a local economy that is really hurting--despite all this, this Minister who is to represent all the people of BC couldn't find her way to the Convention Centre to speak to us, the representatives of the largest single group of faculty in the post-secondary system. To highlight our frustration with her, we marched to her office and demonstrated on the sidewalk in front of it, which received media coverage.

CIEA CONFERENCE, MAY 2003

Elections & Member Locals

FOUR EXECUTIVE POSITIONS were acclaimed for the 2003-04 year:

Cindy Oliver, President
(College of the Rockies--ABE),
Dileep Athaide, Secretary-
Treasurer
(Capilano--ABE & Geology)
Frank Cosco, First Vice-President
(VCC--ESL)
George Davison, Second Vice-
President
(CNC--History)

They are joined by two at large members elected by and from Presidents' Council:
Tom Friedman, Cariboo and Nancy Clegg, Kwantlen

Presidents' Council consists of the 19 Presidents of local unions and the 4 Officers from the Executive. In abbreviated form, CIEA locals are,:

Capilano	Cariboo
New Caledonia	Douglas
Kwantlen	Rockies
Fraser Valley	Malaspina
Selkirk	Northwest
Camosun	Langara
VCC	North Island
OLA	Nicola Valley
CCTT	Private Colleges

Emily Carr

Part of the Vancouver Film School has applied to join our Private Colleges local.

We are saddened that the Centre for Curriculum, Transfer and Technology and the Open Learning Agency are in the process of being closed down by the government.

Workshops

One of the highlights of CIEA Conventions are the series of workshops that are interspersed throughout the schedule.

(1) Public Sector Bargaining in B.C.

Presenters:

David Piasta (CIEA Staff Rep)
David Streb (BCGEU College Sector Staff Rep)

This workshop was presented in three distinct segments:

- ◆ David Piasta on the history of some recent settlements in the BC Public Service
- ◆ David Streb on the Impact of Current Events on the Bargaining Climate
- ◆ Reports from CIEA locals, which have already surveyed their membership regarding bargaining issues.

--Brenda Appleton

Brenda's full report will be forwarded to the Negotiating Committee and to the Executive

(2) School Wars: Labour Relations, Government and Education

Presenter:

Paul Ramsey, former NDP Minister of Finance and former Minister of Advanced Education, currently an instructor at UNBC and on leave from College of New Caledonia

Explaining "there is always tension educators, the students they work for and the government," Paul Ramsey gave an overview of the last three decades.

1970s: "golden era" of rapid expansion of colleges and opportunities for students, large budgets, better relations between faculty and administration, boards with a sense of mission, unionization of almost all colleges though with government opposition; however, little faculty input into working conditions.

1980s: "dark night of the soul", restraint program beginning in 1982 (very similar to 2002), narrow group of advisors, little consultation, budgets shrank, courses cancelled, administrators at department and division level moved out of bargaining unit, "concessionary" bargaining", explosion of private services and number of non-regular (ie cheaper) faculty. Faculty coped by creating CIEA, alliances with Canadian Federation of Students, Solidarity and General Strike of 1984.

1990s: "don't it always seem to go that you don't know what you've got till it's gone", despite inheriting a huge deficit the Harcourt government attempted to rebuild community in "community colleges" by creation of Education Councils and shared governance on college boards, CIEA lobbied for faculty, joined BC Federation of Labour, centralized bargaining approaches.

2000+: "what hath God wrought", New Era deceptive campaign, not what Liberals promised, though very similar

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to 1996 campaign promises. Ramsey was somewhat critical, though understanding, of the lack of a concerted, visible campaign of opposition against the Liberals. Our opinions not being sought and not wanted so new approaches need to be tried.

Ramsey's advice: Stop trying to use methods of the 90's, they not going to work in this environment. Build alliances, especially with students and with their families. Market a counter campaign to advertise to people other than ourselves. Realize that corporate model of today, with students as "clients" and ourselves as "service providers" is affecting our view of education. Focus on problems: class size, restriction in number of courses means taking longer to get an education, tearing up collective agreements leading to increased numbers of part-time faculty.

Ramsey's point of view: While we're going to have to talk to people beyond the converted, who believe a business model is an OK model for education, our roots in unionism are what we should be looking at in these hard times.

-Cheryl Draper

(3) University Colleges: Questions, Challenges, Opportunities

Discussion led by Presidents of Kwantlen, Malaspina, Fraser Valley, and Cariboo locals

Informative panel presentation with a very familiar vein running throughout the discussion on the formation of University Colleges and for University status – that is – the erosion of the Collective Agreements in their present form.

The Administration and Faculty of course, have differences in their understanding and views of University status.

Externally – The Administration believes the "Name is the thing" – that is – University status increases and aids in recruitment of faculty, brings "status" and supposedly credibility and also corporate financing. The Faculty – some believe that this will bring more respectability and professional status.

Internally – The Administration sees minimum cost but expects maximum output from the faculty. The Faculty – they want a University "in fact" and not just in name – that is real to me, job security, facilities, library, etc.

Overall, "University status" would bring in "star" resumes whereby professionals would be recruited with a focus on PhDs leading to research with its potential grants and corporate financing.

Challenges: Management would implement "divide and conquer" tactics with the system of differential scales and promotion on the grounds of individual merit – all of these policies would be direct actions aimed at breaking down the

Collective Agreements by establishing differential wage scales and class systems.

Other demands would be productivity measures – e.g. larger class size and increased hours – in order to pay for the research that would be required of the faculty. These demands would only increase as government funding continues to decrease.

Priorities for the Future:

1. To retain the Collective Agreements that service the collective majority – not just the "star" faculty who do research
2. Beware of promotion on individual merit thus establishing a class system, which will surely divide the faculty.
3. Collective bargaining must become much more forceful with a united front.

There are advantages to having "University status" but Faculty must be aware of its disadvantages. This "status" must be a "reality" not in name only. PhDs and "star" faculty will not automatically guarantee credibility. University Colleges have the same challenges but maybe even more so. Many prospective students (and their parents) still believe they want to attend and receive their degree from a "real" university as opposed to a "want-to-be" University College.

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Lastly, Collective Agreements must be defended and promoted for the needs of the entire spectrum of faculty and not just the "star" faculty.

--Settimio Sicoli

(4) Exploring the World of Education Exchanges

Jeff McKeil, CIEA Staff Rep

I attended the above workshop that was sponsored by the Professional Development Committee of CIEA.

CIEA has contacted the Canadian Education Exchange Foundation, based in Barrie, Ontario. This organization has been helping arrange exchanges in the K – 12 system for a number of years and will be working with CIEA to help facilitate exchanges at the College level. ACCC and AUCC don't currently provide a mechanism for exchanges.

A couple of interesting points:

The organization has agreements with Ireland, the United Kingdom, Denmark, Holland, France, Switzerland, New Zealand and Australia.

Some of the above (Denmark and Switzerland) will take English-only speaking instructors.

You can also do an exchange within Canada and in the USA.

As each instructor continues to receive their own income, exchanges are not facilitated to countries that would not provide enough income for instructors to live in Canada.

The exchange is for one year and is an exchange of exact teaching position and schedule.

The exchange also involves one's home.

Spouses who also wish to work need to apply at the same time the exchange instructor does all his/her paperwork.

Depending on the country, a common-law spouse may not be recognized. Same sex spouses are not recognized in a number of places. Same sex couples coming into Canada have difficulty too. A visitor's visa can be issued for six months and then the partner must leave and reapply for another six months.

Some words of wisdom if considering an exchange:

Think "different"; not "better" or "worse"

Take twice the money and half the clothes

I will provide the VCCFA office with the handouts that provide a lot of good information and contact information.

--Colleen van Winkel

(5) The College Pension Plan

This workshop, given by the CIEA--appointed trustees: John Wilson, Dominique Roleants and Roseanne Moran, provided participants with an overview of the current state of the plan. This included demographic data and sources of revenue. One issue that was discussed in detail was the amount of money available for indexing and for rising health benefit costs. There is concern that in the future health benefits coverage may be reduced and/or there may not be enough to pay for indexing. However, the basic account,

which pays for our defined benefit, is in very good shape – both in actuarial terms and relative to other pension plans.

—Vinit Khosla

(6) Will You Still Need Me When We're 64? -- Union Succession and Renewal

Linda Sperling, CIEA Staff Rep

Dileep Athaide, CIEA Secretary-Treasurer

More than 50% of us will retire in the next 10 years. so when we are 64 we will need folks a little younger to be either in our current union roles or ready to step into them. The workshop explored these issues and looked at what we can do to be prepared. The focus was on guiding principals on how to involve, activate and encourage members to take on leadership roles. The presenters emphasized the need for clear values, vision and the importance of support. The workshop and the discussions were interesting and offered useful practical advice.

--Ingrid Kolsteren

(7) Active Voices: Community Organizing in Prince George **Peter Ewart and Dawn Hemingway, founders of the Active Voice(s) Coalition**

This lively workshop reviewed the work of a

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powerful organizing group which has formed coalitions throughout the Prince George region to examine issues. Their primary technique is the community forum. Their goal is to develop alternative policies and create an alternative vision for their community.

They have brought together public and private unions including the CNC Faculty Association, BCGEU, CUPW, CUPE, PPWC, HEU, and the Association of Social Workers. Forums are educational and informational with ample time for members of the community to share their concerns. Topics have included a Community Charter, BC Hydro privatization, northern coalitions in Smithers, Trades and Apprenticeship Training, cuts to social services for people with disabilities, forestry issues, a northern Women's Forum and Health Care, where they brought in Shirley Douglas (daughter of Tommy)

They publish a newsletter that is distributed in 250 shops and sent to a wide electronic network. They had a booth at the Home Show. They write letters to local media and often appear on radio.

It's great to see that the local college, CNC, is being used as the hub of their activity and that their Faculty Association, Local 3 of CIEA, has been instrumental in starting this coalition.

--Lizz Lindsay

More pictures from the June 19th Wine & Cheese Social



Raminder Dosanjh



Myrna Breikss, Michele Rosko, Ron Kee



Ruth Behnke, Nadine Johnson



Nadine Johnson, Jackie Kinnersley

**NEXT
GENERAL MEETING**

**TUESDAY,
SEPTEMBER 30, 2003**

2:30 PM

**CROATIAN CULTURAL
CENTRE**



Rene Merkel, Laurie Gould

ACCC AGM & CONVENTION

The Association of Canadian Community Colleges AGM and Convention Vancouver, May 2003

The ACCC holds an annual meeting at a different location each year. This year it was Vancouver with VCC taking a prominent role in the hosting and presenting, as well as the catering through our fine Hospitality division and even the receiving with Peter Hopkinson receiving the national teaching award. The College partially hosts a VCCFA member each year. The Executive chose Colleen van Winkel to go and her report follows. We understand it was one of the better recent meetings and we forward our congratulations to all who helped make it a success.

Colleen's Report on ACCC Sunday, May 25, 2003

Opening remarks from Linda Martin, VP of VCC who has quite the sense of humour.

Opening remarks were also made by a very happy and wildly enthusiastic Minister of Advanced Education, Shirley Bond. She said she had "outstanding Presidents and incredible Boards". She also said "my presidents face challenges and the students face challenges". She said she's told that block funding is great but the funding is not enough. She's thrilled with the legislation that has created all kinds of possibilities through the Degree Authorization Act and is very proud to be able to offer Applied Degrees. She's also really happy with the Industry Training Authority Act and contrary to what anyone says "apprenticeship is not dead" in B.C. The modular training will allow more flexibility for students.

The first keynote address was by David Baxter who is an economist and the Executive Director of Vancouver's Urban Futures Institute. He spoke about the looming labour shortages. He spoke about our aging population, our decreasing birth rates and immigration. We know that there is going to be a critical labour shortage but we really haven't been doing much about it. He says that it is necessary to increase productivity but points out that this is very hard to do with an older workforce. (Many will just retire early rather than increase productivity.) We need participation of all members of our society. He said the First Nations people provide a large untapped resource so we need to be working with them to improve their education. He recognized the need for immigration to continue and possibly even increase to keep the workforce steady so that the economy can improve. He also said that we will probably be getting young people from China, India, Pakistan, the Phillipines etc which will provide diversity. We won't be getting them from Europe because Europe has worse population growth than North America.

Soon there will be more people leaving the system and retiring than there will be coming in. We need to keep letting immigrants in and realize that most immigrants (69%) are under 35 years old although the way Immigration keeps records it looks as if they're older.

He thinks that immigrants are going to need to be trained at their worksite. (This should stimulate on-site training opportunities for colleges.)

He said that the workforce shortage will not be a windfall for Labour. The employers will want increased productivity for every dollar they have to pay and will always be asking themselves if a machine can do this job.

ACCC AGM & CONVENTION

The second speaker was Dr. Bob Smith who was the VCC Board Chair from 1991 to 1995. He certainly doesn't pull any punches. His topic was Citizenship and he spoke passionately about the changes to our core values and the emergence of the market as the driving force. He spoke about the need for education to help everyone to develop their potential and not simply educate to provide a certain function for an employer or improve a business' bottom line. He spoke about his first graduation ceremony at VCC and the rough hands he shook which were so unlike those of his westside congregation. He mentioned the loss of 1000 seats in ABE and ESL and the huge tuition increase in ESL. He talked about the Community College system as a place for a second chance for students. He said all those good things we feel and believe: the government has abrogated its responsibility to all of its citizens and is serving the interest of none but a small group. He said on the first day of office our government in B.C. gave massive tax cuts to business and then has pleaded poverty. It is waging a vicious war on the poor.

He ended by saying that the purpose of education is to lift up the whole and improve the lot of the weakest, to create a citizenry and to create wisdom.

Dr. Smith got a standing ovation from most of those in the audience. Unfortunately I don't think Shirley Bond was there.

Opening Ceremonies I could not attend but I heard they were a great success.

Monday, May 26, 2003

Peter Hopkinson received his teaching award and the Capilano College group from Carnegie Centre received theirs for programming.

Monday morning started with a three person panel.

The first was **Wayne Wouters, Deputy Minister HRDC, Chairperson EI Commission and Deputy Minister of Labour**. He said that there have been changes in values and people want more individual responsibility. There is still a strong role for government but people want value for their money. Canadians are telling the government there needs to be less focus on rights and more on responsibility. The phrase he used was a hand up not a hand-out.

He identified three challenges:

- a. an increase in labour force participation reaching those who have not participated in the past
- b. utilizing the talents of those in the workforce or we waste their talents and recognizing that 30% of the current workforce does not really have the literacy skills needed; in other words essential skills and employability skills need to be implemented
- c. social cohesion – the importance of PLAR and new immigrants; need to get new immigrants into the workforce and society more quickly; knowledge matters and must have a society that recognizes the need to keep learning

Ratna Omidvar is the Director of the Maytree Foundation which is a private foundation committed to social justice but which takes a business approach to problem solving issues around immigration. She talked about social change for the public interest and referred to their ideas as their risk capital. She made a number of points about immigrants from an economic perspective and said to forget about empathy.

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ACCC AGM & CONVENTION

She mentioned the high underemployment rates and stated that by 2026 100% of new jobs will need to be filled by immigrants. She says that immigrants don't need degree or diploma programs but do need the language and programs to get them into the workforce using their skills. She had some sharp words for regulatory bodies and for the feds. She says the feds need to be doing a better job of preparing people for Canada. As it takes from 2 to 5 years to have one's application processed. Potential immigrants could be being mentored, and doing on line courses etc.

Omidvar's main points for colleges were: be responsive, plan strategically, be inclusive (she noted the number of women in the audience but also how "white" we were), collaborate with stakeholders and recognize that many immigrants just need the training for their workplace, think globally and be innovative.

Ann Medina is a well-known broadcast journalist. She sits on the Board of Governors at Humber College. She talked about 3 "ps" with the first "p" being programs. I think her basic point was what's "hot" one year may not be so the next. We need to educate so that there is breadth and transferability of skills. She also talked about teaching people to unlearn so that they can be more imaginative.

Her second "p" was partnerships but she made it very clear that the partnership had to be one of mutual respect which benefits both parties. Her last "p" was passion and if we have that, we'll succeed.

Workshop: The Three R's – Relevance, Renewal and Retraining

This workshop outlined how Seneca College has adapted to Great Teaching Seminar to provide in-house professional development opportunities for both faculty and staff. What I found most interesting was the fact that Seneca has a PD Department which has a faculty member and some support staff and that paying \$16,000.00 out of their budget for a 2.5 day workshop for 30 instructors was fine.

Workshop: Competencies for a Changing Landscape: Intercultural Communication across the Curriculum.

This workshop was put on by two instructors from Douglas and dealt with the concept of intercultural competence and developing an inventory of intercultural communication skills.

Knowledge of other cultures and their differences and how this affects communication is very dear to my heart. I often think that everyone must, by now know this information but, as I learned at this workshop, they don't. Not all of Canada is as multicultural as we here on the West Coast.

We have had many debates in our department about the emphasis of oral communication skills verses written ones. It was interesting to hear these speakers say that "employers view spoken communication skills as vital and that these need to be addressed explicitly in all courses". The presenter went on to comment that these oral skills are particularly important to professional regulatory boards.

Workshop: Active Teaching in the College Classroom

This was the workshop put on by our own Peter Hopkinson and Bob Aitken. I had heard parts of Bob's presentation before but there were a few new points and of course he's always great to listen to. Peter was great – I actually think he could teach me Physics! It was lots of fun and I think everyone enjoyed their great presentations.

ACCC AGM & CONVENTION

Tuesday, May 27, 2003

There were three speakers again this morning.

The first was **Milton Wong, Chancellor of SFU and Chairman of HSBC Asset Management Canada**. I did not find this particularly inspiring.

The next speaker was the **Acting Assistant Deputy Minister, from Citizenship and Immigration, Daniel Jean**. I learned that the Ministry thinks of students as a way to create bridges with other countries. The Ministry tries to process students in a timely manner. Other than China, many Student Visas can be processed in 21 days or less. They would like to improve this time with China because right now they say “no” to about 40% of the applicants which is a major time and money waste.

In the past if students said they were interested in immigration as well as studying they were often denied a Student Visa. This dual intent is now considered a good thing but immigration still has to ensure that the student is studying. Students who later decide to immigrate integrate far more easily and they actually get immigration points if they have studied in a community college. In fact, I believe he said they get more points for studying in a community college than a university because the community college helps to facilitate transitions to the workforce.

Mr. Jean feels Community Colleges can help lower the barriers with regulatory bodies and that Canada can attract students and immigrants to other parts of Canada because of our community college system.

The third speaker was **Dr. Mark Milliron, President and CEO of the League for Innovation in the Community College**. His talk was fascinating but I think too difficult to try to reiterate but I'll try to hit a few high points.

A disruptive innovation. It has taken most inventions years to reach mass use and over that time we get used to the changes – e.g. the car, the personal computer. But within 4 years the internet reached mass use and it is a disruptive innovation and so we need patience with people as they learn to adjust to the many significant changes this has brought.

Learning Swirl and Golden Hires. Learning used to be linear but now people are swirling in and out of the system and are often going from the university back into the college for the practical training. The university graduate who then gets a community college diploma is what employers are starting to look for. (I think here BCIT has a number of programs which probably produce “golden hires”.)

Digital generation: The first generation to grow up with the personal computer and the internet. Their views and expectations are very very different. If we want to meet students' needs we need to respond to their ideas about how they learn.

Preparedness Paradox: There are more people flooding the colleges but with lower skills as more people access education. We need to fund this development. There are major implications for welfare rates and crime rates which go hand in hand with education levels. (more education, less crime)

Leadership Gap: There is a trend to “home grown” management. The grass isn't always greener in the other pasture – it's greener where it's watered. However many faculty and others do not want to move into these leadership roles right now because they carry a lot of stress.

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Brain based research on learning is so important. We need to implement good teaching techniques.

The term *clinically habituated* refers to those who know everything and never have a new experience. Autopsies show their brain is atrophied.

Technology does not hold all the answers. It is a tool like everything else that needs to be used well. There is no one way to teach – the tyranny of the one best way. Many students like a hybrid model: face to face and some distance education for example.

We *need to care* about our students and we need to balance technology and student needs. We need to tell students things like: I will not be responding immediately to your 3 a.m. e-mail. I deal with e-mails between 2 and 4 p.m. This helps teach students balance.

Creativity It is important to be creative and to have time for creativity and to have this valued. Mark talked about the futures room in a college in Holland. One room is orange except for the walls which are covered in paper. This is the place where people can be creative. They then take all their creative thoughts and move into the blue room which helps them focus ideas. The room is booked three years in advance and is used not just by the college but business, governments etc.

The *internet* can be a force for hatred. Hate groups and terrorists are using this mechanism. The less educated tend to believe things in print and if it is on the internet studies show that they believe it even more.

We need to *stop the violence* we use with each other. There are always caustic cynics in the group and we need to point out that this attitude does not help solve problems. We want thoughtful critics and everyone to be reasonable. It takes courage to disagree with the caustic cynics.

Workshop: Socio Economic Impact Studies

This was a workshop outlining a study that was undertaken by the community colleges in Alberta as an advocacy platform to try to get more funding out of the provincial government. It was completed just a couple of months ago so they don't know how effective it will be. The main point they were going to make is that education is **AN INVESTMENT, NOT A COST**.

It talks about education as an investment and provides empirical data. To make a very complex presentation short their information showed that community colleges provide a return on investment in Alberta of 14% (average). The benefit cost ratio is 3.8 and the complete payback of the government and taxpayers investment is approximately 8 years. They were able to show that colleges generate 4.3% or 2.1 billion dollars of Alberta's income. They showed how students will earn \$2000 per year more for each year of post secondary education and how that generates more income tax paid. They also showed how there were significant savings in the areas of medicine, welfare and EI costs and incarceration costs directly tied to education. They also showed how many jobs are provided in the college system and showed that 75% of people educated in the college system stayed within their province. More information is available at their website: www.aacti.ca

This process was developed by 2 economists in the States and has the support of a number of other economists. It has been used at numerous colleges in the USA and was used by the Alberta group.

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Nova Scotia has used a similar process and apparently Ontario is going to be doing this as well. The cost is about \$6000 US per college. – there is a group rate.

Did you know that B.C. has the highest number of post secondary education students enrolled in college? I couldn't see the exact number but it was over 50 percent. The national average is 43%.

Workshop: Values Based Strategic Planning

This was based on the planning in use at Red Deer College. There was a realization that a 5 year plan wouldn't really do so decided to look at what their college would look like in 2014, when they would be 50 years old.

They said their Board is a policy governance board. It sounded as if the Board deals with the "what" and the pres with the "how to". The Board reflects the values of the community. It also sounded as if their Board sticks around for a long time but I didn't get a chance to ask about this.

They decided they needed to come up with a framework and are in the fourth year of planning. They looked at issues by asking questions and eventually came up with 6 values, not listed in order of priority and questions that go with each value. These questions had a lot of input and are used to make all decisions.

When making decisions, people are often asked first just to see if there are other questions or aspects of something which need to be looked at before the values are applied. They have a values sheriff – values are at the top of an agenda and someone is responsible to check that the values are used.

The values are up everywhere – signs, banners etc. They are used in the rationalization of resources and even in the hiring. Departments and areas will be asked to adopt or adapt these values for use within their sections. This is not a finished product. They are still working on this.

Annual General Meeting

I attended the AGM which took just one hour. All constituencies asked for a more active role for faculty (the untapped resource), the allocation of a "staff rep" from the Secretariat and a concurrent faculty stream. The Alberta – NWT area did not pass this so it was the only area that did not put this forward.

Dinner

VCC had 3 tables and had bought tickets for a number of staff who had done a lot of work on the convention.

Overall Comments

This conference was very interesting and I think it was worthwhile to attend. It is interesting to be at a function where the males outnumber the females – this is not usual at our College. It does tell us something about high powered jobs still today. I also felt relatively young – further proof of the shortage of labour that's coming. While there were some "visible minorities", I also realized how "white" much of Canada is. This is such a strange feeling for me having lived all my life in Vancouver.

I made a comment on my evaluation form: how about a Labour speaker – maybe the President of the CLC.

Thank you for this opportunity and I'd like to go again.

