

THE CONFLUENCE

The Camosun College Faculty Association Newsletter

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President's Message

Fellow CCFA members,

It has been a long, strange time since the last *Confluence*. Instead of a newsletter, spring has seen us putting out email updates on the all-pervasive COVID-19 situation that has turned our lives upside-down. While we are grateful to be working at all, and living in a place that is managing the pandemic adeptly, it has been challenging. Camosun faculty members have impressively risen to the occasion by putting in long hours, adjusting classes and pedagogies on the fly, supporting students and colleagues, managing anxiety, and doing all this from home, surrounded by grounded children, dubious ergonomics, and other stresses. Adrenaline got us through the end of winter term, but the prospect of continuing through spring, summer, and fall has begun to weigh on many. You can imagine how all this has kept the CCFA hopping. We are striving to support members in need, while also trying to work collaboratively with the college and to respect their difficult position. To us, it's clear that the government mandate to keep delivering essential educational services, in new and shifting modes, with no additional resources, while respecting collective agreements, is fundamentally untenable. But that's the present reality. As ever, the faculty union's duty is to represent and defend you, and perhaps doing so will help make the needs of our sector clear. Meanwhile, there's the pressing matter of wrapping up bargaining in a landscape of suddenly altered priorities and social distancing. In sum, there's plenty of tough work to do, and I am grateful as always to have such a strong team doing it.



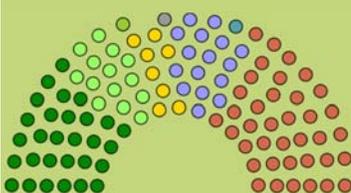
2020 CCFA AGM

- **Thursday, June 25, in the afternoon**
- **By videoconference**
- **Details to be announced**

Speaking of the team, this is the season for electing next year's CCFA Executive, and for populating our other committees. In fact, that should already be done, but our AGM was postponed until June 25 in hopes that we could gather in person. (Vain hopes. We have to go virtual). Our Nominations Committee is now beating the bushes for Executive nominees. A number of incumbents have agreed to run again, but there is always turnover, and a democratic organization like ours needs that to stay vital. If you are a team player and want to support your fellow faculty members, we likely have a job for you. Please contact me or any CCFA rep if you want to learn more.

With that, I wish you happy reading, a successful spring, and good health. Hope to see you at the AGM, even if it's on a screen.

Chris Ayles, CCFA President



COVID, of Course

I was going to write about something other than COVID. Just write something informative, I said to myself. But I just sent out a report, I said to myself. Then write something that will take people's minds off COVID, I said to myself. But the truth is, it's impossible not to think about what even the deer and the crows are calling "unprecedented times."

I have my work, of course, and I'm thankful for it. Even that is done under the COVID cloud, though. I might be genuinely engaged in a debate about the meaning of the word "suitable" or in a long session of drafting a bargaining proposal, but always just below the surface of my attention I feel a low hum of unease: covidcovidcovidcovid.

COVID. So many feels.

I am nervous. Will I be able to teach online and do it well? What is the future of my work? Of the college? Of the city, the province, the world? Is a recession approaching? Is the government going to provide the funding for the system to right itself? Are my colleagues going to be compensated for their toil? And what is going to happen to my adult children? Will they be able to get work? And what if I get COVID? What if my mother gets it? What if I give it to someone else? *And why doesn't that person coming towards me know what "six feet" means?*

I am sad. I miss pub nights with friends. I miss family dinners. I am sad even for people I don't know. I walk downtown in the early morning and see closed shops and cafes, and I imagine how dismayed and frustrated the employees and the proprietors are. I think about the way COVID, like everything else, reveals and perpetuates inequity at home and globally. I also think about the people who've lost someone to COVID, who wouldn't have been allowed anywhere near their loved ones in their last hours. That breaks my heart.

I am grateful. For the Interwebs, without which I would be unemployed and would not be able to order books from Munro's. For my union coworkers, who are smart and hilarious. For the handmade masks I got for Mother's Day. For the people who work at Our Place and Cool Aid. For grocery stores. For wide streets and green parks. For the intricate ballet of people stepping sideways to maintain distance while smiling my way to convey solidarity. For paramedics and nurses and doctors and lab technicians and truck drivers and janitors and bus drivers. For clean and abundant water. For universal health care.

I am hopeful. It could be that in slowing down a little, we have had time to think about what we actually need to be happy. It could be that we start to reevaluate what, and who, produces our sustenance and maintains our comfort. It could be that nations learn something about cooperation beyond buying and selling. It could be that the injustices that a crisis reveals will not be so easy to hide again. I might even learn to develop a kick-ass online course. Anything can happen, right?

And I guess I am a little tired of covidcovidcovidcovid taking up so much space in my psyche. But this too shall pass. In the meantime, I hope you are well, and look forward to seeing you again in real life. That is, unless the deer and the crows refuse to give up the campus.

Kelly Pitman



Contract Management Committee (CMC)

At the risk—no, certainty—of piling on to the excessive workloads we are all experiencing right now, as Chair of the CCFA CMC I invite you to write to me or another member of the CMC about any issues or difficulties you are experiencing during these times of upheaval.



Also, if there are any good things that are happening—times where you were supported, heard, accommodated—please write in with that as well. Our advocacy is fed by data—the good, the bad, and the ugly.

Now, on to a specific topic. The college has recently released a memo to all employees reminding us to take vacation. For CCFA members, the article of the collective agreement covering vacation is Article 8. It says that:

The scheduling of annual vacations, including vacation days carried over, shall be carried out by the Faculty Member, the Chair and the Dean working together to consider the needs of the College and the interests of the Employee.



The collaborative process means the college cannot direct us to be on vacation; and, on the other hand, faculty members cannot simply notify the college of when we are on vacation either. Right now, the college has communicated a need for employees to use their vacation entitlements. For many, that will mean taking vacation in July and August as per normal. For others, there may need to be different arrangements made. If you encounter difficulties in the collaborative process, please contact a member of the CCFA CMC for assistance.

Stay safe out there.

Best,

Frank Jankunis (Chair), Contract Management Committee

Online Drop-ins (11:00 -12:00)

- Thursday, June 4, 2020
- Thursday, June 11, 2020
- Thursday, June 18, 2020

On Blackboard Collaborate: [link here](#)



Professional Development (PD) Committee

Changes to Short-Term and Long-Term PD

During the ongoing COVID-19 experiences, many peoples' professional development (PD) plans have been altered due to the restrictions, new challenges, and concerns over where and how we will be doing our jobs for the short and long terms now.

In response to this, the PD Committee has made PD Guidelines revisions to accommodate members' emerging and continuing PD needs. I would like to highlight a number of these changes:



1. Members who had previously approved travel plans and had purchased flights, accommodations, and other travel-related expenses will not be out-of-pocket due to the cancellations. We will reimburse these individuals for these expenses where they are not already reimbursed by the service providers. Travel credits will be reimbursed until such time as the airline reimburses the member or they can use these credits for future PD travel.
2. The PD member maximum has been raised to \$4,000 for the 2020/21 fiscal year.
3. Print materials can be accessed to a maximum of 50% of a member's yearly maximum.

These changes have allowed for members to change and adapt, without fear of financial penalty from their previous PD plans to their new PD plans. These changes are on top of the other changes that were made at our regular Guidelines review in the Fall. Highlights include the following:

- **The E-Learning Certificate:** now a regular, pre-approved PD activity. Simply let the CCFA office know that you would like to register. The cost will not affect your yearly PD limit.
- **Long-Term (LT) PD funding wait times:** this has been adjusted to a wait time equal to that of the duration of accessing long-term funds. For example, if you access LT funds for two years for doing your Masters, you would now only need to wait two years before being able to access LT funding for doing a PhD.
- **Late application holds:** adjusted to the end of each quarter rather than the end of the fiscal year.
- **Fast-track approvals:** now apply to Camosun-hosted conferences and PD events.
- **Term faculty:** can access pro-rated funding based on their previous employment pattern with a note from their Chair of anticipated future opportunities. In short, term faculty no longer need to be under a current contract to access funding. Contact the CCFA office for your funding eligibility amounts.

I would like to express my gratitude to the PD Committee members for their ongoing engagement with the development needs of faculty and their adaptability and keen insights.

Thank you to all of the Committee for your continued work on promoting faculty development. We feel this is an important time for members to be aware of the resources available to enhance our professional development. There are a number of online seminars, conferences, and resources emerging each day. Please familiarize yourself with these resources and contact the reps from your area or me if you have any questions.

In Solidarity; Blair Fisher

PD Committee

PD Chair	Blair Fisher
Access	Elizabeth West
A&S	Larry Anthony
Business	Stephen Scott
HHS	Miriam Curtis
Admin	Barb Severyn
Admin	Ken Kosik
CETL	Jacquie Conway
CCFA	Laura Hadwin
Library	Gwenda Bryan
A&S	Neil Stubbs
T&T	Vacant

Annual General Meeting and Nominations for CCFA Executive Committee 2020-2021

The CCFA AGM will take place on the afternoon of **Thursday, June 25**. Due to the ongoing COVID-19 pandemic, we will be obliged to run the AGM by videoconference. Details are still being worked out, but the goal is to replicate a regular AGM as nearly as possible, in accordance with CCFA bylaws.

As members, you are the voice of the CCFA, and this is an opportunity to hear from the Executive Committee, to vote on the budget, and to elect a new Executive for the upcoming year. Please consider running for a position on the Executive Committee of the CCFA. It's an opportunity to meet and work with colleagues from across the college and to gain understanding of the role of the faculty association in the college community.

For your information, we have outlined the election process below. Please refer to **Article VIII** of our [bylaws](#) for further details on this process.

- ⇒ In April, the Nominations Committee sent out the first call for nominations. The membership can expect a second call towards the end of May. Nominations should be submitted electronically to the Nominations Committee c/o Peg Ford.
- ⇒ On **Thursday, June 11**, nominations will close at 2:00 p.m.
- ⇒ The following week, the committee will send out an email with the names of those nominated.
- ⇒ Then, at the AGM, we will go through each position. We will solicit nominations from the floor for each position. Those names will be added to the list of candidates whose nominations we have already received. In the case of a contested position, the vote will be by secure, anonymous, electronic balloting at the meeting.

Executive positions will be filled by election at the Annual General Meeting and will start in **September 1, 2020**.

Really hoping to see you all there,

Candace Fertile, Lois Fernyhough, and Elizabeth West, 2020 Nominations Committee, CCFA



Reflections on Exec Service

As I wrap up my second year as secretary for the CCFA Executive Committee, I've been reflecting on this time and what it means to be part of a union. Prior to this, my experience with our faculty association had been limited to running to the CMC when I needed help. Now, thanks to this time on Exec, I've had the chance to get behind the scenes and learn what our union does, as well as contribute some of my own ideas and concerns. Serving on Exec sounded intimidating at first, but it turned out to be eye opening and fun! I have gained a better understanding of college and union operations, but above all, an acute appreciation for the hard work, dedication, and integrity of my colleagues who serve on CCFA committees. Also, I'm happy to report that I talk to more people outside my department now and feel integrated into my professional community. Thanks, Exec, for making me feel welcome and for all you do to keep our rights upheld. I encourage anyone who hasn't given committee service a try to dive in and learn more!

Janice Shewey, CCFA Executive Committee

The COVID-19 Trenches:

the experience of one eLearning Instructional Designer

First, let me say that this is a story of my own personal experience and opinions and is not meant to represent the views of my colleagues in eLearning or CETL. Only they can tell their own stories.

It all started March 18th — the day we in CETL left our campus offices to begin working remotely. Well, it started a few days before that, but that Wednesday was the day we all knew we couldn't continue to work in the library with the pandemic spread looming large. The next couple of weeks are a bit of a blur as the college pivoted and the “new reality” started to sink in for all of us.

Fast-forward to April, and the sudden realization that we needed to offer workshops — workshops up the wazoo. There were no CETL workshops planned for April, but in the end and on the fly, last month we ran 20 workshops for faculty on D2L, Collaborate, Kaltura, facilitating online learning, creating online community, online assessments, and accessibility in the online classroom. At the end of every day, every day being 10-12 hours long (workshops, consults, emails...), I could not think or hold myself upright. Yes, it was exciting to help faculty and run workshops with 20-30 people in them (people now know who we are!), but exhausting.

And not just because of those endless consults, workshops, and emails, but also because I heard your stories. Faculty in tears trying to get things ready for spring and afraid they couldn't do it. Faculty worried because they didn't know where they could turn for help. Faculty up for the challenge, but not knowing how they could get everything planned to the quality they expected from themselves.

Then, the spring term began, while workshops, consults, and meetings continue here in eLearning, all revolving around figuring out how to keep faculty supported, while planning ahead to the next day, week, month, and term.

I have to tell you, and I am not trying to sound trite: faculty at Camosun are all heroes. From the faculty members who pivoted into remote panicked instruction in March (believe me, this was NOT “online learning”), to faculty who gave up vacation, SD and other plans to get their spring courses ready

for online instruction (some of them developing 2-3 courses in weeks, when it takes 2 months or ideally more to develop ONE online course — I don't have to tell you it is not a simple matter to take a f2f course, even one you've taught multiple times, and put it into an online format), to faculty who are spending many additional hours every day (PLEASE keep track of all that time) continuing to develop their courses while they teach, while trying to support their students, who also didn't sign up for this. And in addition to all the amazing faculty I am privileged to work with and support, I have to take a moment to acknowledge my colleagues in CETL — I am not sure I would still be here without you having my back.

Now we are trying to figure out the fall term, so I want to give you my own personal advice: plan for the worst, even if you are hoping for the best:

- **Plan to teach online**, primarily asynchronously (D2L), but ask for synchronous time (Collaborate) to be added to the schedule so your students will expect to be online for a few sessions at least — bookending D2L with a few strategic Collaborate sessions is one best bang for the buck scenario, in my opinion.

- **Don't count on face to face**, unless you are teaching a course that absolutely requires students to be on campus for applied work. Students will need a clear idea of what will be happening in September — remember that they can't turn on a dime to move back to Victoria mid-term even if we can begin face to face offerings again sometime in the fall.

- **And finally, don't be afraid to contact eLearning for help — we are here to support you.** Don't let anyone tell you we are too busy to help you. Only we can tell you that, and if we can't see you this week, we will be able to see you next week! Check out our [eLearning tutorials](#) in the meantime...

Stay safe, everyone.

- *Emily Schudel*, Instructional Designer,
[eLearning \(schudele@camosun.ca\)](mailto:schudele@camosun.ca)



Your 2019–20 Executive

Chris Ayles	A&S	President
John Scheunhage	Counselling	Vice President
Frank Jankunis	A&S	Contract Management Chair
Kelly Pitman	A&S	Contract Negotiating Chair
Blair Fisher	A&S	PD Chair
Janice Shewey	A&S	Secretary
Katie Waterhouse	A&S	Treasurer
Jeanne Puritch	HHS	Member at Large
Ian Browning	T&T, A&S	Member at Large
Chrisa Hotchkiss	Learning Services	Member at Large

CCFA Administrative Services

We are now working from home. Send us an email:

Peg Ford FordP@camosun.bc.ca (Tues, Wed, Fri)

Laurence Toffoletto ToffolettoL@camosun.bc.ca (Mon, Tues, Thurs)

Please visit our CCFA website: www.camosunfaculty.ca