



COLLEGE BOARD

The College Board are the government appointed trustees of the institution. The Board meets monthly and sets out policy under which the institution operates. Our Collective Agreement is an agreement between the Faculty Association and the College Board.

The Faculty Association represents the interests of faculty to the Board in a number of significant ways. It is important that the Board make informed decisions and we think that they can do this more effectively when all the constituent members have a voice at the Board table.

Bill 22 permits a faculty representative to be a voting member at the private session of the Board, and Fran Miller is currently doing her three-year term.

The President or designate usually attends the public sessions, which are open to anyone. We encourage all faculty to attend from time to time to see how the Board carries on business--it's an eye opener!

The College Board Members as of January 2005:

Art Robin
Chair

Harris Johnsen
Vice-Chair - Prince George

Deborah Quick
Vice-Chair - Regions

Members

Amy Bartlett - McBride
Sandy Whitwham - PG
Justin Simon (student) - PG
Peter Baird - PG
Ralph Troschke - President
Recording Secretary: Sylvia E. Fowler

Penny Fahlman - Administration
Sheryl Noel - Staff
Rosalind Thorn - PG
Marleen Madill - Administration
Murray Braithwaite
Valentine Crawford

FACULTY EVALUATION

The evaluation of full-time and part-time faculty is to be carried out according to College policies entitled "Guidelines for the Evaluation of Faculty Employed In Instructional Areas". (A copy is found in section O of this handbook.)

This policy is written by the College and does not form part of the Collective Agreement. The Collective Agreement does state that the policy is required to be reviewed annually by College administration and faculty. This process occurs each fall.

The goal of the Faculty Association is to ensure that the evaluation procedure is fair and is applied fairly and equitably to meet the professional needs of the membership. There have been problems in the past! Section 7 of the Collective Agreement outline the details of faculty evaluations and the evaluation procedure. It is important that you understand the purpose of the process and the rights you have in this regard.

YOUR WORKLOAD

Your workload is determined by the terms of the Collective Agreement. Workload configurations are designed to meet professional standards and provide reasonable time to fit in all the duties which faculty perform. Because of the nature of contract language and the complexity of the various workload combinations, it can be difficult to determine if your workload meets the conditions of the Collective Agreement. There are specific conditions for probationary faculty, continuing part-time faculty, and sessional faculty.

All faculty should check the pertinent workload in Article 10 to ensure that your workload falls within the terms of the Collective Agreement.

If you have any questions regarding the makeup and scheduling of your workload, or any other responsibilities you have been assigned, or changes in your workload, please contact your Area Steward or the Chief Steward.

YOUR INITIAL PLACEMENT ON THE SALARY SCALE

Your starting salary is determined by a formula based on qualifications and experience. Criteria for initial placement are outlined in Section 11.1 of the Collective Agreement for full-time, probationary and sessional faculty and in Section 11.5 for part-time faculty. When faculty become regularized under Section 5.5, your placement on the scale will be recalculated per Article 5.5.3.

The Collective Agreement clause 11.1.3 states that the College is not required to place new full-time faculty above step 9 (of the current faculty scale). Keep in mind that the Agreement does not prevent the College from offering a higher placement--placements above the minimum are entirely at the College's discretion and have been made. Clause 11.5.2 is the relevant clause for part-time faculty.

You are also entitled to one or more salary increments for each year of satisfactory performance. It is specifically stated in the Agreement that outstanding performance is normally recognized by a double annual increment. Although increments can be withheld as a result of unsatisfactory performance, the College must put the reasons in writing after completing an annual evaluation.

If you have any questions regarding your initial placement or your advancement on the salary scale please contact your Area Steward or Chief Steward.

NON-REGULAR FACULTY

A Non-Regular Faculty member is anyone who does not have a full time permanent appointment or a regular full-time or part-time position, Non-Regular faculty may have part-time, substitute or sessional appointments. Membership of the Status of Non-Regular Faculty Committee is open to all non-regular faculty, counsellors, and librarians employed in any capacity by the college and may include regular faculty.

Members of this committee work to promote better and more consistent representation of the interests of non-regular faculty, who are involuntarily deprived of job security, salary or benefits normally accorded faculty within the association membership.

Goals include:

1. Monitoring developments in salary, working conditions, employment security, and developing strategies to protect and enhance non-regular faculty interests.
2. Developing and recommending to the Faculty Association a program of bargaining and lobbying objectives.

AREA STEWARDS 2005 - 2006

Your area steward is your first link to the Faculty Association. Area stewards are familiar with the Collective Agreement and know how to get the information you may need. Their job also entails keeping members informed about meetings and reminding members of benefits available under the Collective Agreement. They can assist you with relations with the College management. They serve as the eyes and ears of the Faculty Association by keeping the Executive informed about issues and problems in their area.

Get to know your Area Steward and do not hesitate to express any concerns or issues to your steward.

AREA	STEWARD(S)
BURNS LAKE CAMPUS.....	(Rotating)
BUSINESS & OFFICE ADMINISTRATION	Angela Roy, Ron Ryan
FOUNDATIONS.....	Marta Tejero, Joan Connors
HEALTH SCIENCES	Carole Whitmer, Tara Mackenzie
UT ARTS AND SOCIAL SERVICES.....	unfilled
MACKENZIE CAMPUS.....	Shannon Bezo
QUESNEL CAMPUS	Suzy Wright, Maureen Trotter, Elena Borsato
SCIENCE.....	Nicholas Buck
STUDENT SERVICES, CSS, COUNSELLING, LIBRARY, ASE SERVICES	Sandra Chulka
TECHNOLOGIES	unfilled
TRADES	
Mackenzie Bldg.....	unfilled
Brink Bldg.....	Steve Campbell
Nicholson Campus.....	Dave Buchi
VANDERHOOF CAMPUS	Jill Vickers