

Reports Attached:

Paid Educational Leave Committee – May 2, 2019 Report

PROFESSIONAL DEVELOPMENT and SCHOLARLY ACTIVITY COMMITTEE

1) Paid Educational Leave Committee – May 2, 2019 Report

In May of 2018, the Paid Educational Leave Committee, consisting of Wayne Hughes (Chair), Crystal Hurdle, Danielle Labossiere, Anthea Mallinson, Nancy Nowlan and Elizabeth Witkowski, met and adjudicated 14 Paid Ed Leave applications for the 2019-2020 academic year. Five leaves have been granted. The five recipients and the number of sections of PEL for each are:

- Deanna Baxter (8 sections)
- Paul McMillan (8 sections)
- Cheryl Schreader (8 sections)
- Judith Watson (8 sections)
- Karen Yip (8 sections)

The PEL Committee will meet in May to adjudicate the PEL applications for the 2020-2021 academic year.

The amount available to be granted for the 2020-2021 Paid Educational Leaves has not yet been confirmed.

Thanks to Reinhold Klein in the CFA office for his invaluable assistance.

Respectfully submitted,

Wayne Hughes

Chair, Paid Educational Leave Committee

May 2, 2019

2) PROFESSIONAL DEVELOPMENT and SCHOLARLY ACTIVITY COMMITTEE

FEDERATION of POST SECONDARY EDUCATORS

Committee Meetings – Nov 2018 and Feb 2019

As chair of the Capilano Faculty Professional Development Committee, I attend the twice yearly Federation PDSA Committee meetings.

1. There were common issues in the reports given by committee members from around the province at this year's FPSE meetings:
 - Some reps reported having run out of PD money in the past fiscal year. There was discussion about different fund administrations: ensuring every member's allocation is available/personal PD account versus pooling all allocations and distributing as requests come in.
 - There was variation among locals with respect to covering class teaching when away for approved PD activity: some employers won't pay for a replacement and expect members to find their own from among fellow regular faculty.
 - Many reps reported improved access to PD for sessional faculty through a variety of changes: creating separate fund for sessional faculty, allowing sessional faculty to apply for PD while on contract and reimbursing them when/if they return on another contract, etc. However, even with this improvement, barriers remain: some sessional faculty teach every term without a break, and so may not have time to use PD funds even when they are available; the delay between paying for a PD activity and being reimbursed, etc.
 - Administration continues to chip away at faculty control over PD by implementing rules or practices that add layers of authority, PD committees chaired by administrators who unduly influence members, faculty encouraged to use PD funds for everything, moving control of on-campus PD offerings from faculty to administrator-run centres for teaching and learning (or some version thereof), increased reporting and oversight requirements, etc.
2. The committee sent a motion to FPSE's Presidents Council last spring in regards to **workload and working conditions concerns arising from the lack of supports for international students and teachers of international students**. The motion encourages locals to make this a bargaining issue.

This issue has been added to the work plan for the Education Policy Committee. FPSE advocacy will include a public event for the fall focussed on this issue.
3. The PDSA committee's work plan includes **working together with the Decolonization, Reconciliation, and Indigenization Committee** to better understand and prepare for the implications of DRI for professional development. The DRISC is FPSE's newest standing committee and is engaged in building the foundations necessary for it to meet its mandate.
4. Among the items Sean Parkinson, FPSE's liaison to our committee, reported on was the **issue of secondary scales**, an important issue at the Common Bargaining table. Sean reported that the employer, PSEA, "has limited interest in the issue of Secondary Scales [and] insists it be at a common table, be only for the signatories, and be funded within the

mandate. FPSE proposes it happen at a side table with all interested FPSE locals and it be funded alongside the mandate.”

5. The PDSA committee is **surveying** member institutions for **language devoted to scholarly activity and professional development in their collective agreements.**

CAPILANO FACULTY PROFESSIONAL DEVELOPMENT COMMITTEE

The Capilano Faculty Professional Development Committee met three times this year, once to review terms of reference for the committee and manage other committee business, and they met twice to vet pd proposals. The Committee reviewed 25 proposals for Fall 2018 and 33 proposals for the Spring 2019 call-out.

The committee members have a high degree of commitment to the process and the principles of fairness necessary to manage this benefit in as professional a manner as possible.

I would like to extend warmest thanks on behalf of Capilano University faculty to the committee members for their commitment and professionalism:

Barb Mathieson

Anthea Mallinson

Lori Walker

Ferdos Jemali

Bettina Boyle

Douglas Alards-Tomalin

In Solidarity,

Colin Gilker

Chair, Capilano University Faculty Professional Development Committee