



October, 2005

On Stream

Newsletter of the Selkirk College Faculty Association

Fair Employment Week October 24-28

The Canadian Association of University Teachers (CAUT) has joined with a coalition of organizations, unions, and activists across the U.S., Canada and Mexico to designate the last week of October as "Fair Employment Week".

The purpose of this declaration is to focus upon the overuse and exploitation of academics hired on a part time, short term, temporary or contractual basis.

These non-regulars receive little or no benefits, have no job security, and are sometimes paid less than their regularized colleagues.

The casualization of academic work across our continent is on the rise. This has serious implications not only for these contract academics and their regularized colleagues but for their students as well.

Fair Employment Week is intended to first of all, raise contingent academic labor issues nationally and locally in media and policy circles. Secondly it is intended to stimulate organizing and support for local collective bargaining initiatives.

Selkirk College will participate in Fair Employment Week. Please support your non-regular colleagues during Fair Employment Week.

Mark Your Calendar

October 24th –28th Fair Employment Week

October 28th Scope Awards and Retiree Celebration at 4:30pm, Faculty Lounge

November 18th SCFA General Meeting
4:30-6:30pm, K 10

Special Guest: FPSE President Cindy Oliver

SCFA Social Committee will host two free social events for all members this fall
November 4th Trivial Pursuits Tournament
3:00-6:00pm in the staff lounge

December 2nd Short readings on Holiday Themes 3:00-6:00pm in the staff lounge
Please join in the fun! Enjoy the finger food, non-alcoholic drinks and a cash bar.

Profiles of People of Interest

Interview with Ian Parfitt, our Non-Regular Faculty Standing Committee representative

Please tell us about your personal life...

I'm a terribly serious academic who doesn't get out much. I also have another life as a carefree castaway on Galiano Island.

What is your favourite leisure activity?

Anything that gets me outside somewhere I can breathe delicious clean air and gaze upon the world of nature. This includes walking, hiking, ski touring, sea kayaking, and mountain biking.

How did you get into this situation? (your position at Selkirk college)

I began my life at Selkirk three years ago on a half-time, short-term contract filling in for Donna Delparte while she was away on PhD education leave. I previously worked as the GIS coordinator for the Columbia Basin Fish & Wildlife Compensation Program in Nelson. In that role I worked closely with many of the wildlife biologists active in the Kootenays. Now that I have finally got my teaching assignments somewhat under control I have noticed that I am part of a faculty association, and that there are other issues swirling around the college besides whether my next class is prepared or not. As I am now in my fourth year as non-regular faculty, I have lots of personal experience with the collective agreement language and how it is interpreted in this area.

Now that you are in this position at the college, what would you like to accomplish?

I'd like to see two things happen. First, I'd like to see the college managers use non-regular status as I believe it was originally intended: for short-term instructional assignments. It seems that now most new hires must go through the full 4 year contract-annualization-regularization process, even when they are hired to replace an instructor that has left permanently, or when they are brought in to teach in new permanent programs. Secondly, I'd like to see regular faculty increase their support of non-regular staff. Approximately 36% of the staff is non-regular. 100% of the faculty needs to work together if we

hope to maintain and expand our hard-fought collective agreement rights.

When I or someone else comes to your office with a problem to solve or favor to ask, what sorts of bribes/gifts should we bring?

I'm against all forms of corruption. However a ride to the college from Nelson or back would be nice. Or cookies.

What book is on your bedside table at the moment?

I am reading an exciting GIS textbook titled "Fundamentals of Geographic Information Systems, Third Edition". It is the perfect cure for insomnia.

Can you tell us what "words of wisdom" or "motto" you live by?

"It's good to be alive."

Interview with Janet Mayr: our Status of Women standing committee representative

Please tell us about your personal life...

I enjoy living in the country where I am busy raising my daughter and four cats.

What is your favorite leisure activity?

When I am not gathering and chopping wood I enjoy the greenhouse in the winter, and the garden in the summer.

How did you get into this situation? (your position at Selkirk College)

If I remember, Traci blocked the door to my office and would not let me leave until I agreed to take on the position.

Now that you are in this position at the college, what would you like to accomplish?

I have never had an issue/complaint brought to my attention with SCFA members - is this good or are people afraid to speak up? Paris Voykin (co-chair) and myself will continue organizing and presenting the two important events significant to women's issues; December 6th Remembrance of Montreal Massacre and March 8th International Women's Day. If anyone has any suggestions contact Paris or myself.

When I or someone else comes to your office with a problem to solve or favour to ask, what sorts of bribes/gifts should we bring?

Chocolate is nice... but a Shiraz will definitely make me happier!!!

What book is on your bedside table at the moment?

"The Chalice and the Blade" by Riane Eisler has been at my bedside for approximately one year I think it is time for a new book; suggestions are welcomed.

Can you tell us what "words of wisdom" or "motto" you live by?

Terribly over-used but I strongly believe in living for the moment.

VP Negotiations

It is our position that there are too many non-regulars!! We will continue to bargain on behalf of this group, to improve their working conditions.

Ivory Towers: Feminist & Equity Audits 2005

The Canadian Federation for the Humanities and Social Sciences has recently published statistics on the involvement of women in university education in Canada. Women remain under represented in the field of teaching at the university level. Consider these Canadian statistics:

In 2001 the number of women teaching university was 28.7%

In the arena of full time faculty, 2001-2002 saw 67.2% of the new appointments go to men, whereas 37.3% went to women.

In terms of wage gaps, 2001 saw full time women faculty earning 86.6% of what their male counterparts earned.

In terms of unemployment rates of university teachers, 2001 saw the rate of 3.5% for all men compared to 6.3% for all women.

Of particular significance is the following: the proportion of women university faculty in Canada is 33.9%. Canada has the distinction of having the lowest percentage of women university faculty compared to 11 other countries studied.

Reminder to Non-Regulars regarding eligibility for Professional Development funding: did you know that...

Professional Development funding can be applied for in the first semester of SCFA work.

During the first two semesters of SCFA work the amount of P.D. funds available to a non-regular person is calculated to match their contract percentage. (So, if you are 60%, you are then eligible for 60% of the \$1500 funding).

Once these semesters have passed the amount available is \$1500 in one calendar year (not pro-rated). Funding may be requested for activities to improve either instructional or professional skills.

Professional Development generally starts and finishes during the terms of the contract, however special situations are considered.

Professional Development is granted to non-regular faculty for activities that improve their instructional skills such as the Provincial Instructor's Diploma classes.

Your SCFA Executive

President: Tracy Punchard
VP Contract Administration (previously the Advocate): Lui Marinelli
VP Liaison: Sally Glock
VP Negotiations: Bev Onischak
Secretary: Rob Macrae
Treasurer: John Stegman
College Board Observer: Pat Gibson
Retirement Issues Officer: Ross Bates

Cry for Justice

**First they came for the Jews
and I did not speak out
because I was not a Jew.**

**Then they came for the Communists
and I did not speak out
because I was not a Communist.**

**Then they came for the trade unionists
and I did not speak out
because I was not a trade unionist.**

**Then they came for me
and there was no one left
to speak out for me.**

PASTOR MARTIN NIEMÖLLER, 1892 – 1984.

Lutheran pastor who fought against the Nazis while imprisoned in Dachau, and continued to fight oppression through out his life.

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and...to secure their influence in the political field."

Albert Einstein, Charter member of AFT Local 552, Princeton, New Jersey; on why he joined a union.