

- Your Steward Committee
- Words from your Membership Engagement VP
- What's New from your Standing Committees?
- Employee Spotlight: Adesola Olufade and Sarah James
- PD in action: Doris Hausleitner in Alaska
- Straight Talk with Victor V: Shared Governance and Assigned Duties

Your Monthly Newsletter from the SCFA

ON STREAM

WELCOMING THE NEW SCFA STEWARDS COMMITTEE!

We are pleased to announce the following SCFA members will be acting as stewards in the following capacities:

Ken Laing: non instructional (CEES, Library, Counsellors, Teaching and Learning, Selkirk Innovates)

Marilyn Lee:
Nelson - SOTA / Trail - Digital Fabrication

Jason Da Costa:
Health & Safety

Leanne Reitan:
Faculty Assistants

Ines Schrottenbaum:
SEG & Business

Pablo Pastor:
University Arts and Sciences

Jonathan Vanderhoek:
Health & Human Services + Nursing

Feel free to reach out to your stewards if you have any questions or concerns in the areas they represent. You can also contact Rebecca Jacobson, VP Contract Administration, at any time.

WORDS FROM YOUR VP, MEMBERSHIP ENGAGEMENT



I am now nearing the end of my first year as VP, Membership Engagement and I wanted to thank everyone who has reached out with enthusiasm about the return of *On Stream* and to all of you who have contributed either by reading or submitting content.

It has been a busy year for the SCFA overall, with bargaining in the spring and new initiatives this fall. Here are a few of the year's highlights:

- A very successful round of bargaining, resulting in better benefits, increased pay, and long-awaited language around academic freedom. Thanks to the bargaining team for all their hard work!
- SCFA's recently created stewards committee. Thanks to Rebecca for putting the energy into making this happen!
- A return to the pre-Covid SCOPE awards format with food and beverages. A good time was had by all!
- Increased connections between members via social activities and a monthly newsletter.

There's more to come in 2024, so stay tuned!

STANDING COMMITTEES: WHAT'S NEW?

FPSE Human Rights and International Solidarity Committee (HRISC)

The HRISC annual in-person meeting was held on October 27-28 in Vancouver. HRISC representatives from various FPSE locals had the opportunity to share any news, concerns, initiatives, and developments pertinent to human rights occurring at their respective institutions. We went over the status of some past HRISC resolutions. For example, in solidarity with [CODEMUH](#), a Honduran Women's Collective advocating for workers' rights, HRISC requested that all member locals write letters asking Canadian textile company Gildan Activewear (whose merchandise is common in college campus stores across Canada) comply with Honduran labour laws. In solidarity with the Hong Kong Professional Teachers' Union, HRISC and FPSE wrote a letter to the Hong Kong Special Administrative Region decrying the repressive conditions leading to the dissolution of the Hong Kong Teachers' Union. At the recent October meeting and regarding the current violent conflict in Israel, Gaza, HRISC put forth a resolution that FPSE condemn the killing of all innocent civilians and join international calls for an immediate ceasefire.



Organized Women actively involved to live free of violence in the Department of the Peten, Guatemala. Photo courtesy of Dejando Huellas (Leaving Footprints) Report for FPSE, February 2023.

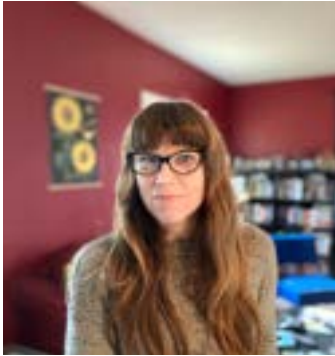
Two members of HRISC sit on the FPSE [International Solidarity Fund \(ISF\)](#) selection committee. All member locals can sponsor an organization's bid to access FPSE funding. SCFA has once again successfully sponsored Dejando Huellas (Leaving Footprints), a Guatemalan Women's Rights and Health organization, as well as [Rights Action](#), a Canadian nonprofit working in solidarity for human rights with land defenders in Honduras and Guatemala. If there are any organizations that you, as SCFA members, feel are working towards furthering human rights, social justice, labour rights, and international solidarity, you may direct them to the ISF page on the FPSE site. There is a call out for applications every spring.

Every year, HRISC organizes a spring Speaker's Tour. In the past, these were in person events that toured campuses across the province. Since the pandemic, these have been virtual offerings. At the October meeting, we started the process of organizing next spring's tour. The HRISC speaker-tour subcommittee has proposed a general theme of "Human Rights and Education." Stay tuned for further information.

Do you want to organize or promote any human rights or international solidarity events on campus? Do you know about the standing committee discretionary funds? The HRISC has a small budget through its HRISC discretionary fund that can cover some of the expenses pertaining to promoting and hosting human rights related events or initiatives at any FPSE member institutions. This can cover the costs of things such as training, guest speakers, photocopying, printing posters, promotion, basic supplies, and even catering! If you have something in mind, let me know.

In solidarity,
Pablo Pastor
HRISC Local 10 Rep

SCFA Member Spotlight: Adesola Olufade and Sarah James



SARAH JAMES

Sarah grew up in a small lakeside town near Ottawa, Ontario and found her way to the Kootenays in 1998 after an unsuccessful attempt at feigning urban existence in Toronto. She has donned many hats over the years, including snowboard instructor, tree planter, baker, grassroots organizer, historical tour guide, retail manager, book seller, ESL instructor, and library tech, a role that she has held in various capacities in the Selkirk College Library for the past 15 years. Sarah also worked as a tutor with the Writing Centre for two years before taking on an instructional position with UAS in the Fall of 2023.

Sarah's educational journey has been equally as diverse and nonlinear. It was a moment of awakening in a Creative Writing classroom at Selkirk College in 2017 that inspired her to commit to weaving together the dropped threads of a previously abandoned Bachelor's degree in English. She then acquired a Master of Arts in Interdisciplinary Studies through Athabasca University, with the dual focus areas of Literary Studies and Writing & New Media. She is currently continuing English graduate work at UVic, where she is deepening her research interests in the eco-gothic, techno criticism, women's voices, and the literary Anthropocene. Sarah maintains that the biggest perk of being part of the Selkirk College community is the opportunity to engage with interesting people and ideas in one of the most beautiful mountain valleys in the world.

ADESOLA OLUFADE

Adesola Olufade, Ph.D., P.Eng., is the Engineering Instructor and Coordinator at Selkirk College and presently teaches first-year engineering design and communication courses. Apart from teaching, he conducts scientific research and receives invitations to review manuscripts for journals. His research work is in the broad area of experimental thermo-fluids systems with specificity in the characterization of fouling in heat exchangers.

Adesola holds three degrees in mechanical engineering and has received numerous awards that exceed a value of \$300,000 during his academic studies. Prior to joining Selkirk College, Adesola filled research and development roles in both academia and industry with broad experience in the administration of academic research projects, tutoring / co-supervision of students, business development, product development, project management, manufacturing, and intellectual property. He is passionate about solving problems through technology, and has consistently demonstrated excellence in the pursuit of his passion.

Located in the mountains, Selkirk College allows Adesola to train the next generation of engineers while enjoying the serene environment and wonders of nature.



PD in Action: Doris Hausleitner



Doris preparing for a night in the midnight sun. This photo was taken at 1 am. (photo Peter Mather)

The pandemic was hard on teachers. Moving to an on-line model had taken all that I had loved about teaching at the college; the interactions with my colleagues and students, the dialogue and excitement around learning and replaced it with all the things I did not love; marking, talking to a blank screen and lots of time alone with a computer. An opportunity presented itself, just when we were given the go-ahead to travel again with our professional development funds. I was asked to be part of a team documenting the migration of the Porcupine Caribou herd on the north slope of Alaska and Yukon. I was to be the scientific and had to learn what I could in advance from wildlife professionals and indigenous knowledge keepers to predict where and when the caribou would move and how best to intercept them.

During the three weeks of hiking with the herd, I kept reflecting on the extirpation of the South Selkirk caribou herd in our back yard. Really one individual, a feisty bull, captured my imagination. In 2018, the herd had been diminished to a handful of individuals, and government biologists captured the remaining animals and moved them north to join the Revelstoke herd. All but one. A bull caribou had eluded capture and was not radio-collared and so no one knew where to find him. I thought of him as I moved amongst the Porcupine Caribou herd. I don't know that anyone knows his full story, but seeing first-hand how social these animals were, I could only imagine he must have spent his winter searching, searching, searching.

Professional development opportunities are intended to motivate us, to hone our skills and engage us in our field of study all with the intent of becoming better teachers. I returned home with caribou hooves echoing in my head and renewed hope, together with our students, we can make the world a better place.



A magical night watching the Porcupine Caribou herd pass- the majority of the herd past, somewhere in the neighbourhood of 180,000 animals. Photo Doris Hausleitner

STRAIGHT TALK WITH VICTOR V: ASSIGNED DUTIES AND SHARED GOVERNANCE

I began at Selkirk College in 2007 with a 78% part-time, short-term contract; it took about seven years to get a full-time “regularized” contract. From the beginning of my employment, I have volunteered for assigned duties such as Selkirk College’s Research Ethics Committee and the Mir Council. Furthermore, I served as Selkirk College Faculty Association’s representative to Educational Policy Committee and Bargaining Coordination Committee, Board Observer, VP Liaison, VP Negotiations; these are all assigned duties. Typically, I worked on two committees or projects at a time because our dean had informed me that one or two committees is how employees fulfill their “assigned duties.” As a new faculty at Selkirk, it was not clear why these were called assigned duties—the name confused me.

When employed by the University of Texas at San Antonio (UTSA) and Centralia College, I had no such confusion of how my service to the college and community was part of my role. This service to post-secondary education as well as the broader community allowed me to serve on the Board of the Chehalis Mental Health and the Ethics Board for the San Antonio Hospice. In Castlegar, I continue to serve on the Board of Freedom Quest. It is our duty, responsibility, and privilege in academia to participate in the governance of our college and serve our community.

The members of the Selkirk College Faculty Association (SCFA) have expertise, experience, knowledge and skills that are essential to the college. Birnbaum (2004, p. 5) begins by explaining what governance means in an academic setting: “Governance is the term we give to the structures and processes that academic institutions invent to achieve an effective balance between the claims of two different, but equally valid, systems for organizational control and influence. One system, based on legal authority, is the basis for the role of trustees and administration; the other system, based on professional authority, justifies the role of the faculty.” For further discussion on this topic, I recommend the article “The End of Shared Governance: Looking Ahead or Looking Back by Robert Birnbaum.

There is a long-standing tradition of having to reassert our duty to participate in shared governance. From its inception there has been a tug of war between those “two different but equally valid” academic systems. “Assigned duties” is often a misnomer. Typically, neither the employer nor the SCFA assigns work; it is *your* privilege and civic duty to figure out the best fit of your knowledge, expertise, skills, and interest to those “structures and processes” that allow for the optimal functioning of our college. Does the name and language in the Collective Agreement occasionally mislead a chair or dean to assign duties? Yes, but typically with less-than-optimal results. In the tug of war, however, the other system of authority has sometimes tried to convince us that we would have a more efficient system if we played a more passive role. I’ve never believed it.

Your school or department needs your contributions, but those that come from your own creativity, interests, and talents will be of most value. Assigned duties should begin with discussion that leads to “collaborative decisions” or perhaps “shared governance.”

--Victor Villa, SCFA President

HAPPY HOLIDAYS FROM YOUR SCFA EXECUTIVE!



- **Don't forget to check your retro pay on December 1st.** If you used the calculations chart sent in October's On Stream and the amount you received doesn't seem right, feel free to contact HR and cite the calculations chart or check with someone on the executive. Remember that taxes will be deducted from the total, so look at your pay slip in Unit 4 to check the amount *before* taxes.
- The weather is getting cold, so if you don't yet have an **SCFA toque** and want one, you can either stop by Leesa Dean's office during SCFA drop in hours (Mondays, 10-11 AM, Castlegar Campus, Office 0-023), ask Leesa to put one to your staff mailbox, or have one sent to another campus via interoffice mail.
- If you need to work during the holidays to prepare a course for January, do **not** take vacation days on the days you are working. Faculty are not obligated to use their vacation days during the holidays.
- Reminder: On Stream is always on the lookout for **submissions** relevant to our work at the SCFA or as faculty. Send your ideas at the beginning of each month to ldean@selkirk.ca.
- We wish you all the best this holiday season and look forward to spending 2024 with you in our shared mandate to ensure fair working conditions for all members.

WE'LL BE BACK IN 2024 WITH OUR JANUARY NEWSLETTER!