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On Stream

JANUARY 2026

Selkirk College Faculty Association

ANOTHER YEAR BEGINS WITH UNCERTAINTY

by Takaia Larsen, SCFA President

I'd like to begin by repeating the message I sent to all of you last year at this time expressing my gratitude to every SCFA member for the work you do everyday. Last January, I wanted to recognize how grateful I am to have the privilege to work with all of you and I feel the same way a year later. The way that you continue to show up with energy and enthusiasm each day for your students and co-workers despite so many challenges and tensions in the world and your own lives continues to inspire me and I want to begin by repeating those sentiments again.

The first few weeks of 2026 have been tough as the College has announced an anticipated reduction of 22 FTE in the SCFA Bargaining unit. As a result, many of you have met with your Dean or Director and have been informed that your workload may be reduced for next year. I have been at many of those meetings with you and I know how hard this is. Above all, I hope that your SCFA Executive is providing you with the support and information you need as you navigate these challenges in your working life. One of the hardest parts of all of this is the fact that at this point, nothing is certain, and workload projections are only estimates. Much will change over the coming weeks as responses to the canvass are considered. Living and working in a space of uncertainty for the future is incredibly challenging, so please reach out

if you need support. The canvass will be open until January 30th and once it has closed, the College will consider all responses but Management is not obligated to accept all of them – this process is intended to minimize workforce deductions. It is our understanding that the results of the canvass will be forthcoming



Student leaders from the Alliance of B.C. Students rallied before the holidays outside the legislature, in opposition to the post-secondary education currently being conducted.

early to mid-February. After that, employees will begin to be notified of official lay offs (estimated to be mid-March). Once that process begins, again, please reach out to the SCFA if you need support – whether that is to attend a meeting with your Dean or Chair with you, to help you plan ahead and consider your options, or just to chat. We are here for you.

I want to thank everyone who took the time to attend our SCFA Town Hall this month and I hope it was helpful. I appreciated the question at the end regarding the Post-Secondary Review that is being undertaken by Don Avison at the provincial level. As I mentioned, I have been selected by FPSE's President's Council

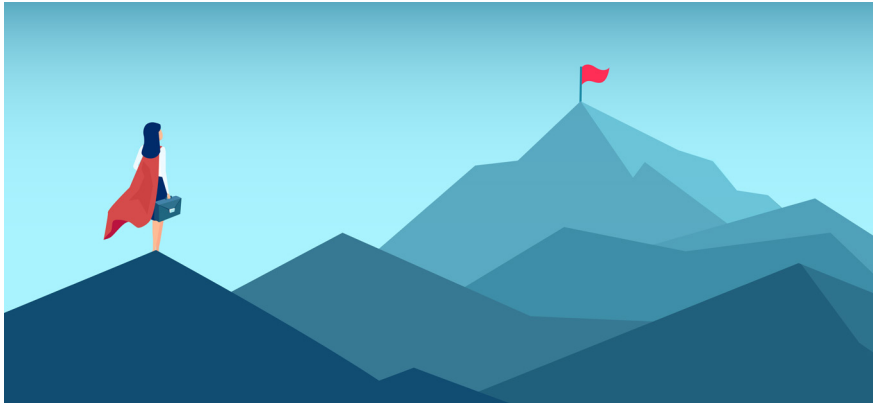
to represent the rural and remote colleges at the table with Avison during the review process. I welcome the opportunity to host another SCFA event where I can speak more to you about how this review process is going. Watch for an invite to that if you would like to hear more! And please accept my thanks to everyone who took the time to provide their thoughts on the review questions I sent out in December. Your answers were submitted to FPSE and are forming a key part of FPSE's written response to the Avison Review. We will be meeting with him again before the end of this month so I will have more to update after that.

In closing, I would also like to emphasize once again how important it is for us to use our collective voices to bring this crisis to the attention of our communities and politicians. I truly believe that our communities value the affordable and accessible education we provide for our students and we need the decision makers to hear that from all of us.

In solidarity,

Takaia

CHIEF STEWARD UPDATE SHANNON SHAW



Welcome back, everyone. I hope you had a wonderful holiday season and had a chance to enjoy some rest and relaxation. There have been so many changes, and I hope everyone is taking some time to reflect on how we continue to move forward in a way that supports our students and each other to provide high quality and accessible education.

Thanks to everyone who attended the Town Hall earlier this month; what a

great turn out and lots of discussion. Please email if additional questions or creative ideas arise that you would like to talk through. Also, as Takaia mentioned, the January 2026 canvass has been shared and will close at the end of the month. Please know you are the final decision maker, and we will support you to make well informed choices if you have offers from the canvass or from your department which impact your workload. Also, I have sent out the

updated seniority list. Please review your numbers and ensure the information is correct or let me know if clarification or edits are needed.

I am grateful for the number of members who have reached out to me and shared both their concerns and their support during this difficult time. Please do not hesitate to connect with me or your school steward. If you would like to learn more about the role of the Steward Committee, please let me know as there is strength in numbers, and we are happy to welcome any SCFA member to the committee.

Lastly, here is a link to website for the [Confederation of University Faculty Associations of British Columbia \(CUFA BC\)](#) which is a central hub for raising and addressing issues impacting members.

Shannon Shah Chief Steward SCFA



FPSE



SCFA
FPSE LOCAL 10

BARGAINING UPDATE MONETARY PROPOSALS HAVE BEGUN JONATHAN VANDERHOEK

The SCFA and the Employer completed two days of bargaining in December. Negotiations continued to focus on non-monetary items. The sides made progress, and there were only a handful of non-monetary items remaining. The Employer and Association continued the discussion of these items in mid-January with three bargaining dates on January 21-23. We

resolved the non-monetary issues and proceeded to exchange and present monetary proposals. There remains an open question in the province regarding the exact calculation and size of the flex funds available to each public sector. How those questions unfold across the province will have meaningful implications for the amount of money available at our local table.

The next scheduled bargaining dates are February 23-27th.

If you would like to get more detailed information about the bargaining process or current negotiations, please reach out to me directly.

Jonathan Vanderhoek
VP Negotiations

MEMBER NEWS

CULTURAL AMBASSADOR:

MELODY DIACHUN

SCFA Member **Melody Diachun** was recently named the 2026 Cultural Ambassador of Nelson. A distinguished Canadian vocalist, songwriter, and performer, Melody was named Jazz Artist of the Year at the 2023 Western Canadian Music Awards and has earned multiple nominations throughout her career, including a National Jazz Award and a Juno Award nomination—recognition that reflects her remarkable artistic achievement and professional excellence. With five acclaimed albums already released and a sixth currently in pre-production for 2026, she continues to push creative boundaries and is a dynamic force in Canadian music.

Beyond her artistic accomplishments, she's made a lasting impact as an educator. For more than a decade, she taught in the Contemporary Music and Technology Program at Selkirk College, where she mentored and inspired the next generation of musicians pursuing careers in the commercial music and entertainment industry. In 2022, she expanded her leadership by becoming the School Chair of the School of Arts & Technology, a role that requires deep insight into performing, visual, and digital arts.

Embodying the spirit of this award, her excellence as an artist, dedication as an educator, and leadership in the arts make her an exceptional representative for Nelson.



Melody Diachun, School Chair for the School of Arts & Technology, was named the 2026 Cultural Ambassador of Nelson.

TADPOLE TECHNOLOGY:

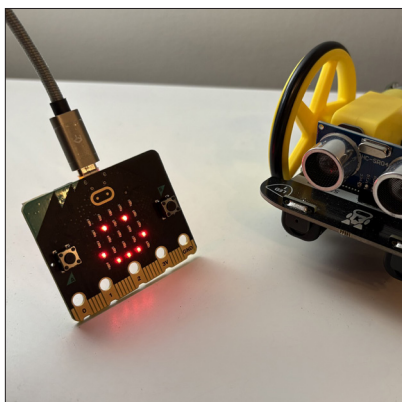
TANMAY DESHPANDE

SCFA Member **Tanmay Deshpande**, who was unfortunately laid off in the last round of cuts, is doing cool things in the local community:

Tanmay started Tadpole Technology this year. It's a STEM and robotics education company based in Castlegar, offering hands-on after-school and summer programs in model building, coding, and robotics for kids, ages 7 and up. The goal is to make engineering and technology fun, accessible, and engaging through project-based learning. As part of the programming, participants build paper airplanes, smart cars, and more!

By combining science, technology, engineering, and math, STEM activities move beyond memorization and focus on experimentation, design, and real-world applications. Through building, coding, and testing their ideas, students gain confidence, resilience, and a deeper understanding of concepts that prepare them for future learning and an ever-changing technological world.

You can learn more at TadpoleTech.ca.





ANNOUNCEMENTS

NEWS - EVENTS - MOVERS - SHAKERS

- » The next Lunch Club will be on **Thursday, February 12th from 12-1 PM in the Staff Lounge**, and the theme will be the **provincial post-secondary review** currently being undertaken by Don Avison. Takaia has been involved in the process and will be able to provide an update of what's happening so far.
- » Do you want to learn more about the Job Action Committee? The committee is currently working on updating the SCFA's strike pay policy and creating a procedural guide in the case of a strike. The next meeting is **Monday, February 2nd, from 10-11:30 AM** via Zoom. Anyone is welcome to join; just email ldean@selkirk.ca for the link.

- » Did you know **SCFA member Leesa Dean** is publishing her third book this coming March?

The book, titled **Interstitial**, explores how the world, the body, and the self are all liminal spaces. Fluid moves from blood vessels and filters into interstitial spaces; meanwhile, aspects of our lives are simultaneously filtering, moving between. The poems explore how we move between moments of crisis, specifically framed around the death of the author's parents and themes of family secrets, domestic violence, addiction, resilience, and recovery. You can watch the book trailer, created by Digital Arts student Paul Sotropa, [here](#).



❖ **Kerry Pagdin**, Digital Arts instructor, will have one of her images on the cover of Leesa Dean's forthcoming book. Pagdin is an internationally renowned artist with over 100,000 followers on Instagram.

SCFA Executive

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VP Contract Administration

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VP Negotiations

Leesa Dean
VP Member Engagement

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Jessica Adrian
Retirement Issues Officer

On Stream

is the official newsletter of the SCFA, keeping members informed and connected. Whether you're new or a longtime member, this is your space to stay engaged.

Published monthly, we welcome submissions from all members—share your stories, photos, ideas, and achievements.

Submit your ideas to:

Leesa Dean, Editor
LDean@selkirk.ca

