



On Stream



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On Stream

March 2025

Selkirk College Faculty Association

A FEW GAINS

by Takaia Larsen, SCFA President

I would like to begin by thanking everyone for the work you do here at the college and in our community – it does not go unnoticed! I also want to point out increased member engagement within the SCFA. There have been lots of events and opportunities to engage over the past month, and it is heartening to see the increase in attendance and participation. We hope to continue building this solidarity and member engagement.

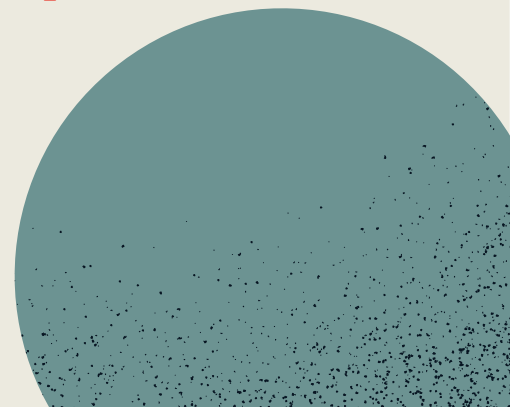
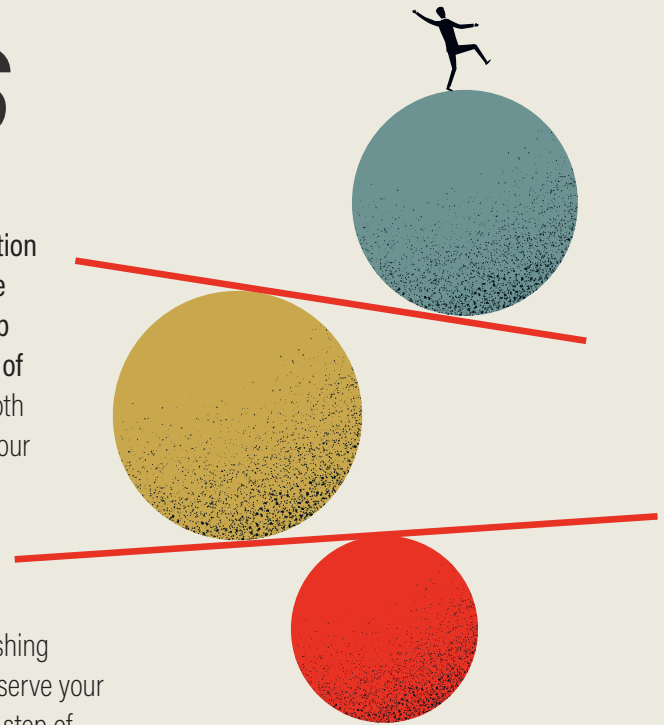
At our local level, we have been busy supporting members in the School of UAS and Business. As the canvass responses have been received, workload projections have been re-adjusted and layoff notices are now being served. It has been a difficult few weeks for many of our colleagues, and we are working hard to support all SCFA members as this process unfolds. **We also have some good news to share on this front: the college has agreed to extend the recall window from 15 months to 24 months (which is the sector norm), and that those members who received a partial lay-off resulting in workload under**

30% will be given the option of taking 100% severance if they choose not to keep such a small percentage of workload. We consider both to be significant gains for our impacted members, and although they have only been agreed to for this particular round of layoffs, we will keep pushing for concessions that best serve your interests throughout each step of this process. Please keep reaching out with your questions regarding workload and layoffs. If we don't have an answer, we will find out for you!

In broader sector updates, the SCFA Executive met with NDP MP Richard Cannings and his successor Linda Sanky this week as part of our efforts to get our local politicians to bring our concerns to government. As we head toward a federal election, it is so important to bring the crisis facing post-secondary to the attention of our local candidates. Provincially, FPSE is amplifying pressure on the provincial government to step up and take action.

I will keep sharing news about these efforts as they progress. And finally, I encourage all of you to join the **Unlock Education campaign** being spearheaded by CAUT if you haven't already.

In solidarity,
Takaia ■



Leanne Reitan

School of Environment & Geomatics



Have you ever wanted to discover something new? Whether it be a new restaurant, a new way of thinking, or a new dance, novelty is always exciting and adds a little spice to our lives.

My “new thing” has been mycology, the study of mushrooms and fungi. Since about 2018, I’ve been intrigued by this under-studied kingdom of life and boggled by the myriad aspects of mycology that touch our lives. Gastronomy, forestry, medicine, art, weather, agriculture, folklore, conservation, nutrition, fashion, ecosystem function – nothing in this world is untouched by fungi. Amid this ubiquity, the reality of how little we know about fungi seems a massive contradiction.

Current global biodiversity estimates put the number of fungal species worldwide at somewhere around 3 million. Of those, only about 8% have been scientifically studied and named.

That leaves a whole lot of opportunity for mushroom enthusiasts to get in on the science and discover The Next New Thing!



HYPOXYLON “fuscum-BC01”

around us.

I have been collecting fungi for genetic sequencing and DNA barcode analysis since August of 2024. Of the approximately 200 species that I have sent for sequencing, I have received results for approximately 25%. And of that 25%, two of my BC collections appear to be new to

science! They won’t get named until a taxonomist takes on the task of formally describing the species, so until then they are issued Provisional ID codes.

Allow me to introduce you to the stunning orange-capped *Hygrocybe* “sp-BC01”, and the tone-on-tone understated beauty of *Hypoxyylon* “fuscum-BC01”.

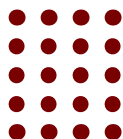
Recent advances in DNA analysis have made this world of discovery accessible and affordable. Discerning fungal identities and relations have become possible on a scale once unimaginable — and we have a lot of work to do in documenting the life all



**ORANGE-CAPPED
HYGROCYPE “SP-BC01”**

Faculty Spotlight

Photos submitted by Leanne Reitan



Leanne Reitan
Faculty Assistant to SEG



News from Across the Sector

compiled by Leesa Dean

FPSE Demands Action on Layoffs and Funding Cuts

The Federation of Post-Secondary Educators of BC (FPSE) is sounding the alarm as layoffs of faculty members have started to ripple out across the province with reductions of up to 10% of the workforce. Last week, Kwantlen Polytechnic University announced that approximately 70 full-time faculty would be laid off, and announcements had already been made at Vancouver Island University, Camosun College, the College of New Caledonia, North Island College,

“... we are stunned by the silence of the Premier and the Minister on this crisis.”

and Langara College. We expect more layoff announcements in the coming weeks. Despite this crisis, the provincial government and the Ministry of Post-Secondary Education and Future Skills have been silent on the plight of our institutions.

“As we face the headwinds of tariffs and the call from the provincial government for a more responsive, innovative, and flexible post-secondary education sector, we are stunned by the silence of the Premier and the Minister on this crisis,” said Brent Calvert, President of FPSE.

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The Funding Desert: How the 2025 Budget Leaves Post-Secondary Stranded

The following article was published in Camosun's student newspaper and reflects student frustrations across the sector.

The provincial government's Budget 2025 ignores what students are up against. A crisis of funding brought on by international student enrolment caps, increasing numbers of layoffs at post-secondary institutions across BC, and closing campuses have left students floundering in the midst of their

education. The future workforce has been decidedly neglected. But this is nothing new.

For decades, students have felt the squeeze of the government's lack of post-secondary funding. Specifically, trades programs got the raw end of a reorganization deal in 2003, and international students in particular are pushed around.

Read the article [here](#).

Trump Administration Threatening Canadian Researchers

The Canadian Association of University Teachers (CAUT) is warning that the Trump administration is undermining the integrity and independence of academic research conducted in Canada. Researchers working on projects funded wholly or in part by American federal agencies have been sent a lengthy questionnaire to determine how their work aligns with the Trump administration's political agenda.

researchers are asked to confirm that their research:

- does not include a climate or “environmental justice” component
- does not contain diversity, equity and inclusion (DEI) elements
- does not ascribe to “gender ideology”
- increases American influence globally

In the questionnaire, Canadian

Read the article [here](#).

Selkirk College Union Leader Criticizes Provincial Post-Secondary Funding

As post-secondary institutions across the province adjust to budget cuts and layoffs related to the federal government's cap on international student enrolment, union leaders and student groups are sounding the alarm about additional funding issues.

“The real problem is that our college has been chronically underfunded for over a decade and the province seems to have no interest in addressing that,” Selkirk College Faculty Association (SCFA) president Takaia Larsen told Castlegar News.

Read the article [here](#).



April 7th, 2025

International Day of Reflection on the Genocide in Rwanda

DRISC UPDATE

Elizabeth Ferguson



Way Good People,

This year has been a challenging year for DRISC. We did have a great giveaway at the 2024 AGM where we shared books, blankets, and teaching resources with the FPSE Membership. We also introduced the anti-racism workshop being developed by Daxgedim Haanak' Nation Building. We reviewed the final product in January; however, no final has been decision has been made for release to the membership. There was some talk about a final viewing at the AGM 2025.

I missed the online June meeting, also September due to attendance of the Buffalo Treaties PD and November due to transportation difficulties. I am also part of the shared governance sub-committee and was able to attend the February meeting. Here we discussed the dissolution of Robert's Rules to incorporate a consensus-based model that reflects indigenous world views, and practises which better reflects the emphasis on cultural values and traditions. This is the brainstorm of our fearless leader, Takaia Larsen who introduced this idea to our shared governance committee. This process is still currently under review as to how, when and where to introduce and implement this new model. Some DRISC members had concerns regarding timing and facilitation of the process.

Some of the difficulties that DRISC is facing is high turnover of new members. This stalls decisions, circumvents process and creates misunderstandings of previous initiatives. Communications are difficult. A new Co-chair was elected. In addition, a request was submitted to the Committee on Standing Committees to facilitate hybrid meetings and promote access-

continued on page 4, DRISC

FPSE, continued from page 3

"The Eby government supervises and micromanages every element of our sector but has failed to take any action in the face of this crisis," Calvert added.

In January 2024, the federal government abruptly announced a 35% cut in new international student permits. In addition, the

“We need a bold response from government...”

federal government subsequently changed regulations around post-graduation work permits and dramatically reduced the ability of international students to access

pathways to permanent residency. These combined changes have had a devastating impact on BC's colleges and universities.

"We need a bold response from the government on the path forward for higher education in British Columbia. The government controls almost all aspects of our institutions but is now pretending they have no role in addressing this crisis," said Michael Conlon, FPSE Executive Director. "The Minister and Deputy Minister continue to mislead our members and British Columbians about the tight control they exercise over our sector. They need to step up and provide solutions to this crisis instead of peddling the half-truth that our institutions are autonomous," concluded Conlon.

BC launched a post-secondary funding review in 2022, and FPSE, along with our sector partners, provided detailed submissions, but the government suddenly abandoned the review without any notice or communication.

“Our members are losing patience with... political games.”

Despite this bizarre decision to ghost our members, the Minister has continued to reference the cancelled review in correspondence with the Langara Faculty Association and others as if it were a completed, credible review.

"Our members are losing patience with obfuscation and political games," said Calvert. "We are ready to enter into a meaningful dialogue with the government to ensure we have a post-secondary education sector that meets the needs of all British Columbians," concluded Calvert.

For further information or comment, please contact FPSE Executive Director Michael Conlon at (604) 873-8988 or info@fpse.ca.

FPSE is the provincial voice of 10,000 faculty and staff at BC's universities, colleges, institutes, and private-sector institutions.

We provide resources and access to legal services, and we engage in advocacy on behalf of our 18 member locals and the public post-secondary system.

**ON STREAM submission deadline
is the third Friday of each month**

sibility and inclusion. This is particularly important in our area due to the travel challenges.

DRISC has five meetings a year, three face-to-face and two online. We still struggle with getting all the work done. The next potential DRISC meeting is in August 2024. Face to face or online to be determined. Items for the agenda include new member orientation, communications, team building, the final approval of the antiracism workshop for distribution, and the FPSE constitution. Discretionary funds for 2025 and smudging of the FPSE offices is also still on the agenda. Our discretionary fund

for this year is being distributed equally to the following agencies:

- Western Aboriginal Harm Reduction Society 380 East Hastings St, Vancouver BC V6A 1P4
- VANCOUVER ABORIGINAL SHELTER 201 Central St, Vancouver BC V6A 4A9
- Aboriginal Mother Centre Society 2019 Dundas St, Vancouver BC V5L 1J5
- Urban Native Youth Association 1618 East Hastings Street East, Vancouver BC V5L 1S6

Despite challenges, this is still a very important committee, and inspiring work is being done. We are breaking new ground, and it takes time and cannot be rushed.

This is my last year on DRISC and I would like to take this opportunity to thank you all for trusting me with this privilege. I am grateful for all the teachings I received in this holistic process. In solidarity....and in my heart, I wish only the very best for you and yours going forward. All my relations, Lim 'Limpt

Always learning,

Elizabeth Ferguson

Climate Action Report

By Lauren Rethoret

FROM THE STANDING COMMITTEE ON CLIMATE ACTION

The Climate Action Standing Committee has met twice since our fall meeting at the summit in Burnaby — once informally (where we couldn't make any resolutions) and once formally. We are working on the following projects:

- A survey of FPSE members to provide a more global picture of about climate change topics are integrated in their courses (to help identify gaps in climate education, barriers, and resources/practices that can be helpful to members who want to teach more about climate change);
- A community of practice for teaching about climate change;
- A review of opportunities to address climate change

in collective bargaining processes;

- A climate-related workshop for the FPSE AGM in May;
- Donations to allied organizations to advance interests that align with climate/education.

We are also advocating to FPSE that the Terms of Reference for the standing committees be reviewed to allow for decisions that need to be made outside of the bi-annual formal meetings, and remote attendance as an option for all meetings. We think this will make the committees more productive in addition to addressing issues around quorum. It will also reduce GHGs associated with the in-person meetings.



Photo submitted by: ANGELA KELLY
Oenothera Biennis (Evening Primrose or Evening Star)



CHIEF STEWARD UPDATE

by Shannon Shah

Hi everyone, spring is officially here, and the end of the semester is getting closer. At this time, I wanted to revisit our discussion at the AGM about next steps in the current layoff process. Most members have had their meetings with Leadership and received an official notice. Takaia and I have been proud to join you at those difficult meetings and witnessed the true spirit and dedication you have to your students and teaching. With so much going on, please reach out at any time to debrief or ask for support.

Bumping

Once an employee has received a layoff notice, they have a few options which are outlined in the letter from HR. Within a window of 30 days, a member will meet with any Dean from a school where they feel qualified to teach and have greater seniority than other members with workload. The Deans will provide information regarding available work and provide a current job posting. Following that meeting, the member will notify HR of the work they wish to bump into and request an expertise review. Our SCFA executive is available for discussion and to support you in that process. We do not complete the expertise review, but we are here if you are concerned about the process or outcome. We have a guided CV / resume Word

document that can be used to reflect your expertise. Employees who have had their expertise assessed can assert their seniority rights.

Example Scenario

Bee has a PhD in philosophy and a Master's in English, and they are currently teaching philosophy as a service course for a program that has been suspended. Bee is issued a notice of layoff. They submit a letter of intent to bump into a position teaching English. Bee is assessed as meeting the expertise requirements for the position.

If a position is vacant, Bee may then fill the position in the English discipline. If no position is vacant, then Bee can assert their seniority rights and bump the most junior employee in a position for which they have the expertise to perform all the duties and

responsibilities. Please note, bumping can happen across SCFA members, but it is limited to faculty-to-faculty work and faculty assistant-to-faculty assistant work.

Work continues to be posted, and you are able to apply for those job postings regardless of your current layoff notice.

We expect workload changes will still need to be sorted, but please reach out with any questions or concerns. We have a great group of stewards who will attend meetings if requested. Please see the current list of stewards below, and please let me know if you would like to join us in building a strong steward network.

Take care,

Shannon Shah
VP Contract Administration

SCFA STEWARDS

SCHOOL/DEPARTMENT

Marilyn Lee	<i>SAT (Nelson & Trail)</i>
Pablo Pastor	<i>UAS</i>
Ken Liang	<i>Non-Instructional (CEES, Library, T&L, Counsellors, and Selkirk Innovates)</i>
Leanne Reitan	<i>Faculty Assistants</i>
Jason DaCosta	<i>Health & Safety</i>
Jonathan Vanderhoek	<i>Nursing, HHS</i>

ANNOUNCEMENTS

The term of the current collective agreement between Selkirk College and the SCFA ended on Monday, March 31. The language of the agreement, however, remains in effect until a new CA is negotiated between the parties. If retroactive pay is required as a result of bargaining gains, the payments would backdate to April 1st, 2025.

The SCFA will be hosting a roundtable discussion on academic freedom for April's Lunch Club session, on Thursday, April 3rd from 11:30-1 PM. We will be discussing academic freedom, why it's important, and how we can protect it. Members can join remotely or attend in person in SEN 220.

Do you have any outstanding receipts that need to be submitted to the SCFA for reimbursement? Please connect with the SCFA treasurer, Kim Verigin (kverigin@selkirk.ca), ASAP as the fiscal year ended on March 31st.

Have you noticed a small, round puck stuck to the wall of your office or in a common space, like staff kitchens? These are radon tests. Please do not move or remove them! If you have any questions about radon or radon testing, please get in touch with your H&S reps Jason, Katie, or Daryl.

PHOTO SUBMITTED BY:
ANGELA KELLY



SCFA Executive

Takaia Larsen
President

Shannon Shah
VP Contract Administration

Jonathan Vanderhoek
VP Negotiations

Leesa Dean
VP Member Engagement

Kim Verigin
Treasurer

Pablo Pastor
Secretary

Ken Laing
Board Observer

Todd Solarik
Retirement Issues

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.*

Submission ideas to:

Leesa Dean, editor
LDean@selkirk.ca





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