

September, 2005

# On Stream

Newsletter of the Selkirk College Faculty Association

## Welcome Back Everyone!

This fall has seen everyone hit the ground running as we all launch ourselves into a new term of students, classes and various obligations and activities.

As your new VP Liaison I will be keeping the membership up to date on various situations of interest and importance to the SCFA through this newsletter. It is my hope that members will use this forum as an opportunity to share insights and inspirations as the year unfolds. To that end, please feel free to send me information you wish to have included in the newsletter. And now, on with the show!

-Sally Glock, VP Liaison.

## Congratulations!

### To the Scope Award Winners!

Recently, five of our colleagues were recognized for their "long term exceptional service" to the college with a Scope Award. It is my pleasure to congratulate **Tracy Punchard, Monica Vogler, Ruth DuBois, Almeda Glenn-Miller** and **Daryl Jolly** for their outstanding, enduring devotion to their profession! Your

invitation to celebrate their achievements on Friday, October 28<sup>th</sup> will be coming soon.

### Reps to SCFA Standing Committees

**Human Rights:** Liz Ball

**Disability Management:** Sally Glock, Linda Gomez

**Occupational Health and Safety:** Rob Macrae, Ian Dawe as alternate

**Status of Women:** Janet Mayr, Paris Voykin

**Education Policy:** Don Parks

**Employee Family Assistance:** Deb Wandler, Donna Van Vliet

**Status of Non-regular Faculty:** Ian Parfitt

**Professional Development:** Rita Williams

## News From the Front Line

### President's Corner:

Like many of you, I enter the fall term with a not unpleasant mix of apprehension and anticipation. This semester, the latter won out as reports of improved enrollments were released and we heard about the ideas and initiatives--many of them faculty driven--designed to enhance the profile of the College

and reinforce the message that Selkirk College is an ideal place to study.

Despite this sense of moving onwards and upwards however, we are still falling short of government FTE targets. One result of this gap is that the SCFA is facing pressure to negotiate workload arrangements for under-enrolled classes. How we balance our desire to provide a range of course offerings to students while protecting individual members' workloads and working conditions will be a challenge.

In the last round of bargaining, I was proud of our members for recognizing the value of hard-won benefits, and voting in favour of those benefits when choosing whether or not to fund a 2% salary stipend. As we hear about the plight of our community members involved in various labour disputes, let us remember that our role as a faculty association is not only to protect our rights and working conditions, but also to advocate for others.

Balancing my teaching and SCFA commitments will also be a challenge, but I feel honoured to be representing the membership and look forward to serving my second year as SCFA President.

Sincerely,

Tracy Punchard  
SCFA President

**"It is the supreme art of the teacher to awaken joy in creative expression and knowledge."**

**- Albert Einstein**

## Profiles of People of Interest

### Interview with Lui Marinelli: SCFA VP Contract Administration



**1. Please tell us about your personal life.**

I am a father of three who enjoys spending time raising kids, cooking, ballroom dancing and woodworking.

**2. What is your favourite leisure activity?**

Playing with food and wood...not necessarily at the same time, although I have yet to try to barbeque salmon on a cedar plank. I hear it's lovely.

**3. How did you get into this situation... your position at Selkirk College?**

Monica had approached me in the Fall of 2004 about being a school steward: "It's just a one year position, not too much to do. It'll be a piece of cake." Who knew that she had been scheming to create replacements for herself for 2005...so beautiful, yet soooo deadly.

After many months in the position, I contemplated the big jump to Chief Steward. Although it scared the heck out of me, I knew that I had a great resource available to help me along the steep learning

curve. Here's hoping that Monica doesn't suffer any major head injuries in the next while; otherwise I am hooped!!

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

I think the biggest thing I would like to accomplish in this position is to raise the general level of education of members about their rights. I was in that boat until I started doing the steward's job...I knew nothing, assumed management and I were working towards the same goal, and that they would take care of me. I have found out differently. It's not that they are out to get us, but they are at times motivated differently, tend to interpret gray areas of the agreement creatively, and in some instances are educationally challenged when it comes to particular articles of the agreement.

By educating the members, "mistakes" can be caught sooner and all the options afforded us by the agreement can be elucidated.

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

You can never go wrong with date squares or butter tarts...mmmm, love the butter tarts.

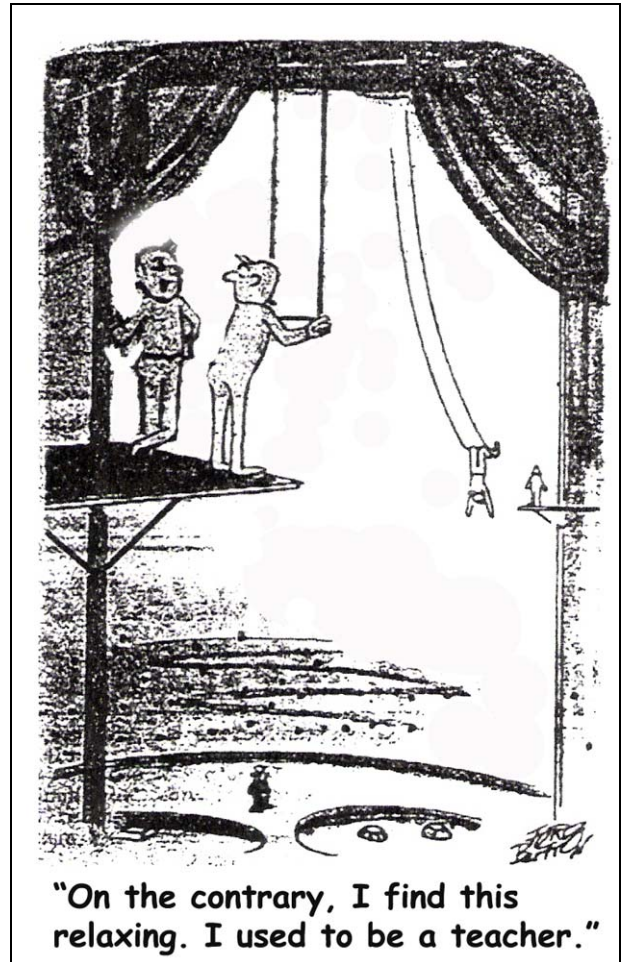
**6. What book is on your bedside table at the moment?**

*Getting To Yes; Negotiating Agreement Without Giving In.* It is a book about finding different ways to get what you want without standing on a soapbox flinging flaming balls of manure at others who are on their own soapbox...quite the imagery!!

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

My "words of wisdom" change from time to time. This is my current motto:

Life doesn't suck, you just haven't got to the good part yet!!



**"Once expanded to the dimensions of a larger idea, the mind never returns to its original size."  
- Oliver Wendall Holmes**

**Interview with Sally Glock:  
SCFA VP Liaison**



*For this situation I had to interview myself. I had to flip into my alter ego to do this!*

**1. Please tell us about your personal life.**

I am single, living in Nelson where I grew up. I have parents, two sisters, two great nephews and a great niece who all live locally. Although my Dad's family is German and our last name is "Glock" we don't own any of those particular plastic handguns. My mother is part native which no one would ever guess looking at me.

**2. What is your favorite leisure activity?**

I enjoy exercising at Summit Fitness gym. I like to go out hiking in the bush and do so regularly - rain or shine. I also enjoy driving my parents' boat on Kootenay Lake on fishing trips. Sometimes I scare myself with psychological thrillers!

**3. How did you get into this situation?**

**(your position at Selkirk College)**

Bev Onischak asked me to be on the bargaining team some time back and I decided to participate despite some nervousness about the general idea of it. I enjoyed the bargaining process and learned a lot about strategy from Jeff, our staff rep.

As my undergraduate minor was in Law, I have always been curious about negotiating in general and so decided to participate more in union activities.

**4. Now that you are in this position, what would you like to accomplish?**

I would like to assist in the process of keeping the membership current in the work and considerations of the SCFA. As a member I had not taken the time to really look into everything that the Association does and provides for us; now I would like to make that information more accessible to all members.

**5. 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?**

Dark chocolate is a favourite--always puts me in a good mood.

**6. What book is on your bedside table at the moment?**

*You, The Owners Manual.* This is a book written for people who are not doctors. It provides advice on what to do now to counteract the effects of aging, for example, taking ½ an aspirin everyday to prevent strokes and keep your arteries healthy. My favourite suggestion is to have a drink of some kind of alcohol each day as it promotes arterial health. Red wine is especially favoured, but you can't save your days up for the weekend and have all five alcoholic drinks in one sitting.

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

My words of wisdom come from my Dad who, as a feather weight boxer set his sights

on winning the "B.C. Golden Gloves Boxing Championship" in the 1950's and then proceeded to win the title by beating all opponents, some of which were noticeably bigger than he was. His words were, and still are "keep your sights on your goals, and never ever give up, or stop trying."

*Who will be profiled next? Stay tuned for the next issue of ON STREAM!*

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### **FPSE AGM and Convention**

May 24<sup>th</sup> – 25<sup>th</sup> 2005 Thompson Rivers University Faculty Association and Nicola Valley Institute of Technology Employees Association hosted the 25<sup>th</sup> FPSE AGM and Convention in Kamloops, BC.

Delegates in attendance from Selkirk College included Tracy Punchard, Sally Glock, John Stegman and Bev Onischak. Liz Ball was in attendance as the FPSE Chair of the Human Rights and Solidarity Committee.

This year's AGM was particularly significant for the FPSE as it marked its 25<sup>th</sup> year Anniversary. In recognition of this a historical account of the development of the FPSE was presented. As Selkirk College was one of the original colleges (yeh! For us!) photos of our first classrooms in the form of portables were provided by Liz Ball from the library archives. Our hearts were warmed by the acknowledgement of our place in history!

Each of the delegates attended a variety of workshops offered during the event. The workshop offerings included the following:

### **Why are you acting this way? We are supposed to be colleagues!**

This workshop discussed the difficult problems the union must address in dealing with conflict and harassment between members, citing a case study and reinforcing the importance of developing practical strategies for resolving conflicts.

Confidentiality, representation options and the potential employment consequences of such conduct were discussed.

### **Mental Illness First Aid**

Put on by the Canadian Mental Health Association, this workshop introduced their "mental illness first aid" course that can be taken by union members to assist in the recognition of the first signs and symptoms of mental distress and how to respond effectively to someone who is experiencing mental distress. This was of particular interest to post secondary educators as many mental illnesses first occur when a person is in their late teens or early twenties. It was also effective as a basic mental health status exam for those of us working under stressful circumstances. (That couldn't apply to us, could it?)

### **Welcoming The Invisible Majority: Sexual and Gender Diversity On Campus**

This workshop highlighted the fact that many college and university campuses have taken steps to create safe and welcoming environments for their gay, lesbian,

transgendered and bisexual students and staff. After a review of human right's law as it pertains to this group, challenges and possible initiatives that could be undertaken were discussed.

**Education Under Occupation:  
Teaching the Traumatized**

This was a most riveting presentation given by Dr. Jacqueline Sfeir, the Director Of The Education Development Center for the Faculty of Education, Bethlehem University.

She outlined the threats, dangers, and horrors the Palestinian people must live with on a daily basis and the impact this oppressive atmosphere has had on the educational and psychological development of their youth. Walking to school daily, the Palestinian children are learning the significance of what survival action they must take by the manner in which an approaching Israeli soldier is holding his machine gun. This learning is taking precedence over the learning of age appropriate curriculum. A promising response presented by Dr. Sfeir is the "Holistic-Integrated Approach", a model that allows educators to deal with curricular, family and cultural needs in a comprehensive way.

We left this session with a new sense of humility in the face of the courage shown by this colleague of ours who lives on the other side of the world and must deal with such challenging and heart felt circumstances.

**FPSE PRESIDENT'S COMMENTARY**

**A new government faces serious issues**

Here we are again at the beginning of a new educational year. I want to welcome new members of FPSE locals and to acknowledge those whose ongoing work makes our federation strong at the provincial and local levels.

A year ago we were facing a provincial election, and we knew that post-secondary education would be an important issue. We worked hard to raise issues of access and affordability and I am proud of the work that FPSE did. The election is now over and we have a new and more balanced government and opposition in Victoria.

Despite the change in government, our institutions and our students continue to face some serious issues. Last year at this time I pointed out that many of our institutions were seeing declining enrolment. Preliminary information from the Ministry of Advanced Education for the 2004/05 year shows that the problem has increased. And for the first time we saw a significant decline in enrolment for the college, university college and institute system as a whole.

This is a disturbing trend and one that requires urgent attention. We know that demand for post-secondary education is high, so why the decline in enrolment at our institutions? Many factors have likely contributed, including dramatically rising costs for students and families; the inadequacy of government funding for institutions; the

absence of system planning and mechanisms to support inter-institutional cooperation; and an emphasis on competition between public institutions.

The BC government's goal of increasing student spaces is a laudable one. But it can only really be described as increasing access if institutions can create the spaces and if students are able to fill them. The BC government is planning a budget update in mid-September and we will be watching closely to see if it includes increased funding for post-secondary education.

For FPSE member this will be a busy year. As the post-secondary education system in BC continues to evolve, we will be working to maintain a focus on quality education and positive working environments. Later in the fall, we will be seeking meetings with MLAs to discuss our common concerns around post-secondary education and, coming up very soon, we will begin our annual round of meetings and committee work.

I wish all members an invigorating and productive year and I look forward to having the opportunity to visit many FPSE locals during the coming year.

In solidarity,

Cindy Oliver, FPSE President

## Your SCFA Executive

**President:** Tracy Punchard

**VP Contract Administration (previously the Advocate):** Lui Marinelli (new appointment)

**VP Liaison:** Sally Glock (new appointment)

**VP Negotiations:** Bev Onischak

**Secretary:** Rob Macrae (new appointment)

**Treasurer:** John Stegman

**College Board Observer:** Pat Gibson

**Retirement Issues Officer:** Ross Bates



Final Words:

Please send any insights or inspirations to be submitted to [Sglock@selkirk.ca](mailto:Sglock@selkirk.ca)