



BCIT FSA

VOICE

Your Association's News

President's Message:

Creating Time For Engagement



Teresa Place
President

Since Kathy Kinloch has taken over the role of BCIT President, the FSA has heard and seen her demonstrate her commitment to a more engaged community. The best example of this has been in the recent round of layoffs. The unions were consulted early on and information was shared openly. Our concerns were heard and, most importantly, responded to.

We were able to have an impact. By working together, we were able to reduce the number of members directly affected by the cuts and make a difficult situation better.

That same positive impact will come if all faculty and staff are more engaged. BCIT's success is due to the experience and knowledge of the faculty and staff. We know what industry needs, what students need, and how to bring the two together so that students are successful. If faculty and staff aren't engaged, then BCIT suffers and so do the students. If we go long enough without being heard, faculty and staff will become apathetic or frustrated. When the value and insight we bring to BCIT's work is ignored, we are more likely to just give up or to create systems that serve our immediate needs and not BCIT as a whole. We want

to engage in systems that work, not ones that are so onerous that they consume every free moment and can take forever to produce unsatisfying results.

Engagement requires available time. Everyone needs time to be involved and to invest in the future of BCIT. Investment in time allows the room needed to be engaged, to be informed, and to take part in examining our processes and policies so that we have better outcomes for students, industry, faculty, and staff. Managers need support in their roles as facilitators to engage the talented people all around them so that faculty and staff can lead and we can all excel.

As we consulted with members about the potential for layoffs, faculty and staff told us repeatedly that they just can't be expected to do more. Members are facing serious burnout. Yet BCIT's past and future success depends on faculty and staff having the time and opportunity to be innovative and responsive to industry and students. We need to work together to find ways to give members the time to be engaged in issues facing BCIT and their programs. We need to remove barriers so FSA members can be more nimble and innovative. BCIT is facing many serious challenges. Given the opportunity to engage with those challenges, BCIT's faculty and staff will answer them.

FSA 2015-17 BOARD OF DIRECTORS ELECTION RESULTS

Congratulations to the newly elected directors!

- Pilar Bonilla (*acclaimed*)
- Terry Gordon
- Karl Hildebrandt
- Derik Joseph
- Shannon Kelly
- Joe Newton
- Ted Rutledge (*acclaimed*)
- Kenzie Woodbridge

The FSA would like to thank all candidates who put their names forward and all members who participated by voting in the election.

Budget Lessons

By Teresa Place, President and Paul Reniers, Executive Director



BCIT's budget has been the major preoccupation on campus for the last couple of months. The prospect of 14 layoffs and losing as many vacant positions in a fiscal environment that will only worsen has brought home a number of realizations.

What has to be acknowledged at the outset is that these cuts are the result of the provincial government strangling post-secondary institutions with decreased funding and increased regulation, despite advertising how important we are to the economy. While the Minister of Finance was trumpeting a budget that highlighted capital investments like the Annacis Island campus, on the Burnaby campus we were trying to decide what positions to cut to pay for the maintenance of our existing infrastructure. Provincial funding for post-secondary education will be reduced this year over last in actual dollars. Adjust that funding for inflation, and the damage is all the more apparent. And it's going to get worse unless we generate a lot of revenue.

The positions being reviewed in this round of cuts were all positions making a valuable contribution to BCIT and will be missed. BCIT has already achieved almost every efficiency that can be gained from cutting staff. Layoffs are no longer about 'living within our means' or 'trimming the fat' or other euphemisms for eliminating jobs. We are now cutting muscle and bone.

This budget has also made it plain that well paid and secure jobs at BCIT are being shed in favour of low paid and insecure auxiliary employment. While full-time and regular positions are being eliminated, growth is being sought through Part-Time Studies where Instructors are paid at 60% of the top of scale and have no access to PD, sick leave, paid time off, or adequate work space.

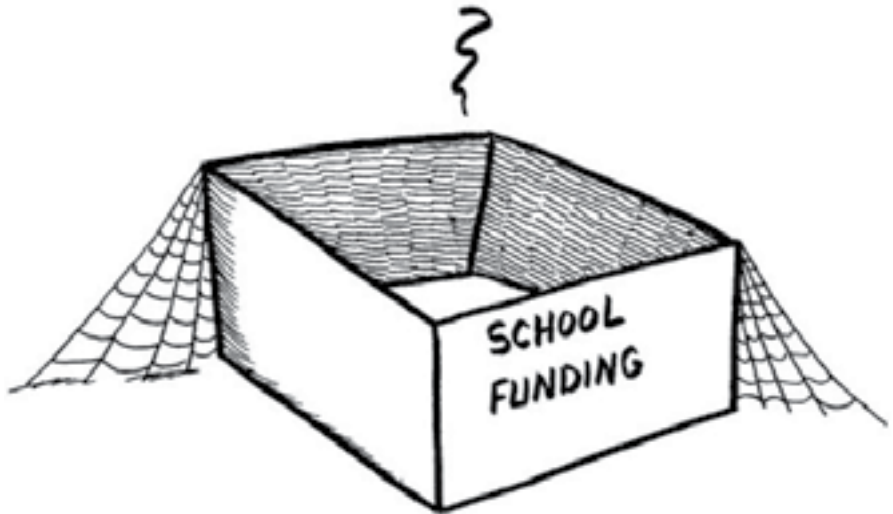
This BCIT budget cycle has been the most transparent of any in recent memory. Unions and managers were given monthly reports on how the budget was shaping up through the fall. In December, those reports increased in frequency. We were given specific information about possible layoffs weeks in advance of decisions being made rather than days, allowing us to truly influence the results. In some cases, the unions and management working together were able to find alternatives to layoffs.

This level of disclosure has also exposed concerning issues about how budget decisions are made at BCIT. Information that senior management was relying on to make budget decisions was sometimes unverified and

inaccurate or even incorrect. Some front line managers were not consulted about proposed reductions in their units. We continue to have concerns about BCIT's budgeting process constantly over-estimating salary expenditures, creating the perceived need for cuts when the normal cycles of staffing can be depended upon to reduce the anticipated expenses.

This process has also generated some important insights about the FSA. Greater consultation in the budget process is not enough to save our jobs. We need a government relations strategy to respond to policy decisions that have a direct impact on members. While it's tempting to scream at the government for creating this situation, we need a plan to speak out in a way that is effective rather than counterproductive.

We also need a strategy to stem the flow of work from regular employment to Part-Time Studies contracts. As regular employment opportunities increasingly rely on profits from PTS offerings, the disparities between these types of employment will only become harder to address. The shift toward auxiliary instruction will also make work harder for our regular members, as they have fewer colleagues with the time and resources to do the administrative and development work that programs need. Many of the proposed cuts have direct workload implications for our members. As we increasingly resist the expectation to do more, workload will become a major battleground.



This budget represents a turning point for BCIT, marking when the damage being done by government funding cuts has become undeniable and has to be addressed openly. The choice of management, perhaps the only reasonable alternative available to them, has been to embrace alternative revenue streams as the future of the Institute. For us, it's much more complicated. We are concerned not just about the number of jobs but also with their quality. We want to support new sources of income while protecting the public character of the Institute. Above all, we want BCIT to be an attractive place for professionals to contribute to an outstanding career-oriented education for students. Keeping that goal in mind will make the many difficult fights ahead of us that much easier to take on.

Good & Welfare Program

Do you know a member who is celebrating a special event or dealing with a challenging time in their life? Let the FSA know and we will send a small token recognizing that member's circumstance or achievement.

Contact us at
604.432.8695 or fsa@bcit.ca

PTS Members!

Did you know that you might qualify for benefits?

Find out more: bcitfsa.ca/member-resources/pts-members
or call 604.432.8695

Performance Development System (PDS): It's about “Instructional Quality and Excellence in Teaching and Service”

By Judy Shandler, FSA Member, PDS Coordinator



From inception in the mid-1980s and its full implementation in 2003, the Performance Development System (PDS) has been a part of the ongoing process to support FSA members in achieving excellence in both teaching and service.

The purpose of the PDS is to bring focus to educational excellence and instructional quality. The PDS is all about you and how BCIT can best support the work you do to assure the best experience for students, staff, and faculty.

In the 2014 student outcomes reports for graduates, the feedback shows that for certificate, diploma and apprentice graduates, students rated their satisfaction with the education they received at BCIT as very high. Quality of instruction was rated 10-20 percent lower. The degree graduates rated both the satisfaction in education and quality of instruction as very high. Full details of these reports are available at www.bcit.ca/ir/outcomes.shtml.

As the PDS Coordinator, I have had an opportunity to meet with many instructional and non-instructional FSA members along with managers of those members. The messages I have received have ranged from those who are totally engaged in the PDS to those who are unclear of the purpose, processes and procedures. The intent has always been to assure that student experience is among the best of any postsecondary institution and that faculty and staff receive the support they need to be successful in the work they do to that end. Most of

us who come to work do so to make a difference. The PDS is there to support everyone in areas of greatness and areas that might need some work.

There are three parts to the PDS, which affect those who work directly and indirectly with students. (1) The student opinion of instructional quality survey (SOIQS); (2) peer reviews; and (3) management reviews.

Student Opinion of Instructional Quality Surveys (SOIQS)

The SOIQS are given to students who have either been in a class (including online/distance) or have taken advantage of any of the services offered by BCIT. Many surveys have been modified to suit the services of each area.

A plethora of surveys have been designed to facilitate specialty areas of instruction and interaction with students. Check the PDS online webpage www.bcit.ca/facultystaff/pds for any surveys available for your area.

Peer Review

The Peer Review takes place as often as a member requests. The expectation is that at least one peer review be conducted every four years. Prior to the review, there is an agreement between the manager and the member on who will be conducting the review (may be a colleague, program head, a different manager, etc.). The purpose is to have a peer give honest non-threatening feedback to the employee privately. These

peer review reports may be shared with the manager if the employee chooses to do so.

Another alternative to peer reviews is Small Group Information Feedback Sessions (SGIFS), where an Instructional Development Coordinator (IDC) from the Learning and Teaching Centre (LTC) conducts a feedback session with a class. The IDC and instructor then meet and review the report, where recommendations and/or accolades may be discussed. Again, the instructor may choose to share this report with their Associate Dean.

Management Review

Every four years, a Management Review is conducted. Although the collective agreement indicates developmental reviews will occur every three years, a four year cycle has been adopted by the PDS. The manager meets with each member and discusses both in class and out of class practices. Some of the out-of-class activities might include collaboration, participation in departmental meetings and activities, program development, etc. This is also an opportunity to discuss any learning and/or PD plans to support the member’s work.

For some non-teaching areas (e.g. ITS, some Library staff, etc.) no surveys are conducted as they work primarily in supporting the institution and the BCIT community. Many of these areas have developed their own performance reviews which include feedback from peers, clients from the BCIT community, and management. A final report may be presented to the

employee by the manager and further discussions on outcome, learning plans and/or next steps are conducted. All of this is meant to support the staff member going forward.



Future Vision

The PDS Steering Committee is considering whether to reframe and refocus the purpose of the PDS. Striving for excellence is an intricate part of what makes BCIT the number one choice for students in their career journey. It is up to all of us to assure the quality of the work we do reflects our desire to make BCIT the top institution for students and their educational experience and quality of instruction.

Feel free to email me at judy_shandler@bcit.ca for further information or to share what you’d like to see in a revised PDS. See Judy’s member profile on page 10.

We are thrilled to join with
 the BCIT community in the
 Vancouver Pride Parade!
 Interested in walking/riding with
 the float on August 2, 2015?
 Contact Trina Prince
 (Alumni Relations)



Tech Reps!!!
 As we wrap up another year we want to
 acknowledge the amazing work of our FSA Tech
 Rep group. We appreciate their key role in the
 FSA as conduits of information, community
 builders, and in supporting other members.
 Please consider serving as a Tech Rep – either
 returning or new – and help the FSA to better
 represent, negotiate and advocate for you,
 the membership!

Bargaining Update

By Paul Reniers
Executive Director

The FSA and BCIT are moving toward the conclusion of collective bargaining just as the bargaining scene provincially is getting more complicated.

Negotiations took a winter hiatus due to leave time taken by key players on both sides of the table and the priority given to BCIT's budget issues. Talks resumed on March 26 with the tabling of proposals arising from progress made on other matters.

The parties agreed that all proposals have been sufficiently surveyed that discussions should move toward what a settlement package will look like. For the employer, that requires further discussion with the Post-Secondary Employers' Association (PSEA) the provincial body that oversees labour relations. Our hope is that bargaining will move quickly toward a settlement once the employer is authorized to table a package.

Beyond our bargaining table, things are happening which may have an impact on how our negotiations will conclude. Most notably, the BCGEU Vocational Instructors are holding a strike vote as the *BCITFSA Voice* is being produced. The FSA will support any effort by the BCGEU to get a fair settlement. The Faculty Association at the University of Northern BC (UNBCFA) went on strike on March 5. At the time of writing, they were back at work awaiting action on a recommendation to have an arbitrator settle the dispute. UNBCFA unionized in 2014 after failing to address serious salary deficiencies as an uncertified bargaining agent. Salaries at UNBC are among the lowest at any Canadian university and an arbitrator's report shows that UNBC can afford to pay more. They have not, however, been able to break the provincially established wage mandate to address the problems.

Within the colleges and institute's sector, the Federation of Post-Secondary Educators (FPSE) approved a common agreement covering wages and benefits for eight colleges. The settlement falls within the provincial mandate of wage increases totalling 5.5% over five years. As with other agreements, there were minor changes to the extended health benefits. Each member institution must now finalize a local agreement to go along with the common agreement.

At the time of writing, the Capilano Faculty Association (CFA) has suspended a strike to go into mediation. On top of serious unresolved issues regarding university governance, CFA is bargaining for layoff protections, improved regularization rights, and academic freedom. The Langara College Faculty Association (LFA) also approved a strike mandate with 91% voting in favour. The strong mandate reflects dissatisfaction with the common agreement and the failure of the college to address local issues, which are that much more significant when compensation becomes virtually non-negotiable. Unresolved issues at the time of writing relate to parking and facilities.

Most of the provincial public service, including almost all the major unions, has now signed on to the government's wage mandate. We are reaching the hard part of the bargaining cycle when those unions whose important issues are not addressed by the mandate are trying to get what their members need. The one-size fits all approach adopted by the government in the last several rounds of public sector bargaining is approaching a crisis. Even if unions with claims as strong as those at UNBC are unable to break the mandate this time, there will be no escaping the huge challenges that will be left to fester for the next four years.



Have you checked out the FSA blog yet? Visit for updates about employment matters, events, bargaining, and news about current issues affecting the FSA!

www.bcitfsa.ca/blog

FSA Members in the Community: Taste of Ukraine

By Ron Kessler

FSA Member, Program Head (BUSA)

Ukrainians at BCIT, in conjunction with the Student Association, are sponsoring an event to raise money for the MCC Ukraine Appeal on April 30th. Ukrainian food and entertainment will be available from 10:30am - 12:30pm as they ask for your help by donating to support the refugees in Ukraine.

Food for the Hungry, Help for the Weary

Over 1 million people are refugees from the conflict in Ukraine. Here at BCIT, many students and staff have family that are directly affected by this conflict. A group of them have gotten together to help raise money for the ongoing relief efforts for the people in greatest need. Many have no shelter or jobs to buy food, some are even without winter clothing. Serge Tarasenko, who will be speaking at the event, offers his family's story.

Serge Tarasenko is a Part-time Instructor at BCIT, who emigrated from Donetsk in Ukraine in 1998. His family has been badly affected by the civil war. His mother, father and daughter all lived in Donetsk and have had to leave their homes and jobs to avoid the conflict.

Serge's father was retired, but lost his pension when the region was cut off from the rest of Ukraine in August 2014. He passed away in January 2015 without any proper funeral. His mother was a semi-retired professor at the local university but also lost her pension. In 2014 she left her home as the fighting was very intense nearby at the local military academy and moved to Kharkov. She was able to get her pension restored but only after paying a bribe (corruption is widespread in Ukraine).

Serge's daughter, her husband and their daughter went to Lithuania (about 1500 kilometers away) as they had relatives they could stay with. They speak no Lithuanian, and the only work they can find is working illegally on a construction site for about \$40 per day.

As with many Ukrainians who have had to flee, and is common in refugee situations, they may never be able to return to their homes and occupations. They have little or no income, inflation in Ukraine is about 30 percent, and the currency has devalued by 2/3 making what little income and assets they have even less valuable.

An opportunity for you to make a difference in their lives

MCC, an NGO with more than 100 years of history, is a well-respected charity. It is raising \$600,000 for those in need. On April 30th, Ukrainian entertainment and food will be available for purchase and for those donating at least \$25 to the MCC, there will be tokens of appreciation, like a Ukrainian Easter Egg!

For those wishing to volunteer, contact Ron Kessler in the School of Business rkessler@bcit.ca.

April 30th
10:30-2:30

Great Hall
(BBY)



Emergency relief worker, Dima Matyukhin brings blankets and other humanitarian assistance to families living in conflict-ridden villages.

Photo credit: Pavel Sulima

The Military Skills Conversion Program

By Kevin Wainwright
FSA Member, Program Head (BBA)



In 2006 a group of faculty and students from the BCIT School of Business partnered with *Honor House*, an organization supporting wounded soldiers returning from the Afghanistan mission, to provide career counseling and resume writing services. It soon became apparent through our work with Afghanistan veterans that there was a significant amount of military training and experience that potentially matched high skill demands in the labor market and therefore learning outcomes at post-secondary institutions. Based on experience acquired through the partnership with Honor House, we established a project to study the possibility of expanding recognition of military training based on an assumption that the combination of military training and experience could reveal potential credit equivalencies that were not currently articulated.

The potential for establishing advanced placement education pathways for soldiers in post-secondary programs posed two challenges. The first was that the nature of the military training model did not lend itself well to traditional prior learning assessment processes. The second challenge, or question, was whether any systematic patterns existed that would allow us to identify common skills, traits and abilities within a cohort, thereby allowing economies of scale and other efficiency gains in the assessment and review process.

To start, we identified program completion outcomes: the necessary skills and abilities required for successful completion of a program. Essentially, we asked the question “*If we replicated the total amount of training and development embodied in the soldiers being assessed, what would such a program look like in the BCIT framework and what level of credential would be awarded for such a program?*”

Military training utilizes a combination of training and experience to train soldiers, which posed a challenge in assessing prior learning equivalencies due to conventional thinking regarding achievement of a learning outcome. In order to fairly consider the breadth and depth of the many disciplines associated with military training a new method of prior learning assessment was required. It also became apparent that given the military training model, the prior learning assessment could be grouped and “systematized.” This evolved an approach to prior learning and recognition called Advanced Placement and Prior Learning (APPL).

Using Advanced Placement and Prior Learning (APPL), the new assessment model, a block learning outcome approach was created. First, a cross-section of diploma programs were reviewed, breaking down individual courses into learning outcomes. This resulted in a set of learning outcomes for each program. Second, a scorecard system was developed that allowed an individual to be scored as to the relative proficiency of each learning outcome. The scorecard created a method to assess both the breadth and depth of learning outcomes. The scorecard generated an overall program benchmark based on learning outcome proficiency rather than credits earned or grade point average. In a similar fashion, all of the basic training models for the Canadian Forces (army branch) were also assessed. This produced a common metric for comparison of military training to BCIT programs.

In 2009 we launched the *BCIT Military Skills Conversion Program* (also known as the “Legion Program”). This was a pilot project that placed the first group soldiers in programs in the School of Business. While the program’s primary purpose was to build and offer educational pathways, a holistic approach was adopted which included a comprehensive group of services including resume writing and job search skills, entrepreneurial workshops for veterans and a network of support services and referrals to agencies specializing in transition support. BCIT partnered with other organizations including the Veterans Transition Program (which treated PTSD) and the Royal Canadian Legion.

As of June 2012, 90% of the reservists at BCIT completed the pilot program. Seventy-five percent of the soldiers who graduated from the diploma program went on to complete their bachelor’s degree within 12 to 18 months. The program has grown into the largest program of its kind in Canada. Currently there are 42 soldiers enrolled in various BCIT programs and 41 have graduated since the launch of the project. Ninety-five percent of the graduates have grades higher than 70% with half of these being honors students with grades over 80%. At present, veterans have access to advanced placement into 13 BCIT programs ranging from business, telecommunications, forensics, construction, and engineering. The goal is to continue to map advanced placement pathways into health sciences, electrical, mechanical and civil engineering programs.

In 2012 the model was presented to the Canadian Senate, which generated significant interest in the development of a national program. In 2014, a national consortium was established to pursue expansion of APPL in post-secondary institutions across Canada. BCIT leads the national consortium with the goal to build a network of post-secondary institutions that grant credits for military training, to address education and employment barriers and increase mobility of soldiers. The success of the program with the reservists suggests that the model could be expanded and applied to other groups such as first responders, mature students, or any group identified as having common characteristics and experiences.



Justine Arsenaault, FSA member and Program Assistant for the Military Skills Conversion Program. Justine is participating in a field event at Williams Lake hosted by Canadian Forces for organizations like BCIT who support transitioning veterans.

Call Out!

Do you have news or a story that you think other FSA members should know about? Consider contributing to the FSA Voice!

Contact Kyla at kepstein@bcit.ca

Member Profile: Judy Shandler



Judy Shandler has been with BCIT since 1988 when she taught AutoCAD for part-time studies evenings and weekends. In 2000 she joined Information Technology Services (ITS) and currently works as a Senior Business Analyst with the Strategic Practices group. She has served as an

FSA Tech Rep and is also currently the Performance Development System (PDS) Coordinator for the FSA.

What is the most exciting part of your work right now? It has been a great opportunity as the PDS Coordinator to meet with both the FSA teaching and non-teaching members in all areas of BCIT and get a better sense of what is working for them and what improvements they would like to see.

No system is ever perfect and as I'm the kind of person always looking for how to make things work better for others, I love the challenge that this offers. Especially because the PDS is incredibly important in supporting faculty and staff in the work they do both in and out of the classroom.

In my work as a Sr. Business Analyst, I have the opportunity to support important initiatives throughout the institution. That may be preparing requirements for new systems or projects, facilitating focus groups, teaching a Lean 101/201 course, or helping a department with any improvement through our Continuous Service Improvement initiative.

What motivates you to be involved with the FSA? The FSA has supported me by way of PD funds to attend work-related conferences and continued studies towards my doctorate in Education through SFU. It only stands to reason that my involvement with the FSA is a natural

way to show my appreciation and support for others in their own learning and work.

I appreciate the work that the FSA continues to do in improving employment conditions, working environment and opportunities.

Is there anything you'd like to see change as an FSA member? As the PDS Coordinator, I've become very aware that members are not fully informed of what the FSA does and/or can do for them. The FSA is there for any member that needs information and/or assistance (however I wonder how many members are actually aware of what they offer). Perhaps more visibility would help in spreading the word on the good work the FSA does.

What keeps you busy when you're not at work? I am currently working on a doctorate in Education, which is focused on educational leadership in post-secondary institutions. When I'm not doing research and/or writing, I try and make time for paddling competitively and coaching in Dragonboat and Outrigger, which I have done since 1986, or making art in the form of pottery, painting and metalwork. There are not enough minutes in a day some days.

I'm always up for an adventure and the last big adventure was climbing Mount Kilimanjaro, which was amazing, as was the safari in the Serengeti that followed the climb in Fall 2013.

I come from a large family of 8 (7 girls and 1 boy) and in 2010 I donated a kidney to my oldest sister. The kidney has continued to work well for her, as has the one I kept. It is an experience that I would encourage anyone to do if needed.

FSA ANNUAL ART CONTEST

Last year we launched our annual FSA Art Contest to display the art of members in our offices. Watch for a call out for the next deadline - entries will be due in Fall 2015. Get your creative juices flowing and be ready to submit when you see more information on our website!



Board Member Profile: Silvia Raschke



Silvia has had one of the most varied careers possible within the FSA, going back to when she began working as an Assistant Instructor in Prosthetics and Orthotics in 1988 and then moving into an Instructor and Program Head positions after completing her PhD. Her research

interests lead her to full-time work as a Project Leader in the Tech Centre and Principle Investigator for the Centre for Rehabilitation Engineering and Technology That Enables (CREATE). Silvia's research activities have ranged from prosthetics and orthotics to high-performance clothing for first responders to the training of police dogs. She's been on the FSA Board of Directors since 2008 and Vice-President since 2012.

What is the most exciting part of your work right now?

The most exciting part about my work is being part of

Staff Profile: Paul Reniers



Paul joined the FSA for the first time from 1994-1998 as the union's first Grievance Officer. After eight years with unions of professionals in the federal and provincial governments, he came back to the FSA in 2006 as the Executive Director and Chief Negotiator. Paul also worked as a consultant

and facilitator for housing co-ops for 15 years and most recently was a director with the Canadian Society of Association Executives BC Chapter. Paul has not-so-secret interests in baseball and whiskey.

What is the most exciting part of your work? I'm very fortunate to occasionally have the responsibility to explain what's great about what our members do. BCIT faculty and staff work with a sense of mission I've never seen anywhere else. They do it because they want to contribute to the excellence of their professions and because what they do changes the lives of students by equipping them for rewarding careers. That sense of mission goes way beyond the classroom. Nothing lifts me up in my work like the chance to talk about that.

Why do you think the FSA is a vital part of the BCIT community?

BCIT greatness is rooted in its faculty and staff. BCIT excels when faculty and staff feel empowered to meet the needs of their students and their industries. BCIT has always worked best when it's worked from the ground up, starting at the shop floor where Technical Staff, AIs and Instructors introduce students to the principles and the methods of their future careers. The FSA matters most as a means of ensuring that the voices of faculty and staff are heard at

activities which help to create a better work environment for faculty and which support career opportunities.

What motivates you to be involved with the FSA as a board member? The ability to make a difference for my colleagues with respect to having career opportunities at BCIT.

How does the FSA support your work at BCIT? Through improvements to the collective agreement and by acting as an advocate for issues that arise that may not be covered by the CA, but which impact not just me, but many other Non-Teaching Faculty members at BCIT.

Is there anything you'd like to see change as an FSA member? More efficient and supportive work practices and policies at BCIT, that give faculty the ability to take risks and advance the state of practice in their fields.

Know a member who should be profiled?

contact Kyla at kepstein@bcit.ca

every level of the Institute because those voices ensure the greatness of the education that BCIT delivers.

What is something the FSA does that members may not be aware of? The FSA has been working on methods of helping departments exercise their collegial governance rights and responsibilities. We want to promote departmental decision making practices that help faculty and staff take control of the destinies of their departments. If our members feel that they aren't being heard within their school or department or that decision making processes aren't working well, the FSA can help.

What surprises you when working with members? What struck me most when I arrived here in 1994 and continues to impress me is the sincere lack of cynicism among our members. We are a more cynical bunch than we were 20 years ago, but the belief that what we do here is really valuable and really important to our students, to our colleagues, and our community is unwavering.

What keeps you busy when you're not at work? We have a cabin in Point Roberts where you can find us most weekends. It's just 35 minutes from BCIT on a good day. We walk along the beach and see how it changes. The bird watching there is great. When the sun goes down we light a fire in the wood stove or the fire pit and enjoy the quiet. Cheap gas, booze, and cheese are a plus too.

*Check Out
the FSA Online*



Upcoming Events

April 22
General Meeting
2:30-4:30pm
Town Square A&B

May 13
Tech Rep Ice Cream Social
2:30-4:30
The Rix (BBY SE6)

May 20
Board of Directors Meeting
find out more on bcitfsa.ca

Contact Us

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The BCIT Faculty and Staff Association Team



Teresa Place
President



Silvia Raschke
Vice-President



Terry Gordon
Treasurer & Director



Derik Joseph
Director



Shannon Kelly
Director



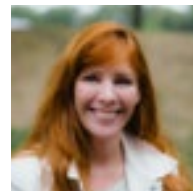
Joe Newton
Director



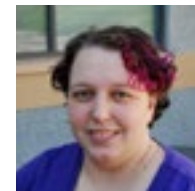
Ted Rutledge
Director, Associate Members



Dave Shaw
Director



Kathryn Stewart
Director



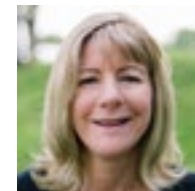
Kenzie Woodbridge
Director



Paul Reniers
Executive Director



Heather Neun
Union Counsel



Christine Nagy
(on leave)



Tess Rebbitt
Labour Relations Rep



Ken Howie
Labour Relations Rep



Sascha Swartz
LR Information Officer



Kyla Epstein
Member Engagement Officer



Maria Angerilli
Executive Assistant



Marian Ciccone
Office Assistant