

## Electronic Ballot - [FSA] 2015 Directors-At-Large Election

### **General Instructions**

[FSA Bylaws](#)

[Conduct of Elections Policy](#)

[Election Schedule](#)

\* Below you will find the names and statements for the candidates in the **FSA Directors-at-Large Election**.

\* Make your selections by clicking the checkbox next to the candidate(s) of your choice. You may vote for up to six (6) candidates.

\* Once you have selected the candidate(s) of your choice click "[Continue](#)".

\* A confirmation page will display your choice(s). At this point you will still have the opportunity to change your vote by selecting "[Change](#)". If you are satisfied with your vote click "[Confirm](#)". After confirmation your vote has been cast and cannot be retrieved.

\* Proceed to [Logout](#) when ready and finished.

*Please note: The only information that is recorded is your vote selection. No personal information is stored. At the same time that your vote is cast, a flag is turned on to indicate that you have voted. The purpose of this flag is to prevent the casting of multiple votes.*

### **Directors-at-Large**

On February 11th we issued a call for nominations for eight directors for the FSA board – six 'Directors' and two 'Directors, Associate Members'.

- We have received seven (7) nominations for the six (6) Director positions
- We have received two (2) nominations for the two (2) Director, Associate Members positions

We are pleased to announce that Ted Rutledge and Pilar Bonilla have been acclaimed as the Directors, Associate Members. You can find out more about Ted and Pilar by visiting our [blog](#).

**This vote is to elect the six (6) Director-at-Large positions.**

[The FSA](#) strives to deliver outstanding careers through outstanding employment conditions. Our mission is to create an outstanding educational environment by engaging, celebrating, protecting, and making gains for all our members. FSA board members commit to contributing to and upholding these principles. In addition, all FSA board members should be committed to the values that the organization has adopted: empowerment, influence, principled action, social justice, solidarity, and strength. Key priorities for the FSA board over the two year term of the

incoming directors include completing a full policy review for the organization, considering new strategies for protecting and expanding member rights, and overseeing member education and engagement efforts. *Please consider the FSA's [mission, vision, values](#) and strategic priorities when voting for your colleagues.*

**Please review each candidate thoroughly before making final decisions.**

This question is **required**. You may select **up to 6** of the following.  
Click on any **view details** link to view more information.

Eugene Durisseau [hide details]



Tech Staff, School of Energy

I am the technician that takes care of the shops in SW9. I enjoy sharing my trade as a machinist with my co-workers and students. I foster a shop culture that gives a momentum of success to those who are new to various metal working processes. I encourage all to seek technique, apply reason and then to simply enjoy the empowerment of doing.

In the past I've spent quite a bit of time with the Metro Vancouver Regional Parks Forum. This is a round table of volunteers representing diverse park related interests.

A little further back, I have a small bit of experience with union activity in the mining sector.

I wear a hacked off work sock on my left arm as an arm band of mourning, protesting the loss of the public good. I see the humble work sock as an icon representing our ownership of the public good, bought and paid for with millions of lifetimes of meaningful, productive work.

Terry Gordon [hide details]



Faculty, School of Business

I have been an instructor in the Financial Management Department of BCIT's School of Business since 1998. Prior to joining BCIT, I was a Senior Manager in the financial advisory services department of a large national accounting firm. I am currently the Program Head of the BTEch in Accounting and teach various accounting and finance related courses.

My involvement with the FSA dates back to 2006 when I was first elected to the FSA Board of Directors. After serving as FSA Treasurer for two years, I was elected as Vice President and served as Acting President for 10 months while Amy Fell was on maternity leave.

I have served on the FSA Collective Agreement and Bargaining Committees for the past several rounds of collective bargaining. My educational background includes a BA in Political Science from the University of Florida and a Diploma of Technology in Financial Management from BCIT. I just celebrated my 25th anniversary of becoming a Chartered Accountant and I am also a Chartered Business Valuator.

Karl Hildebrandt [hide details]



Tech Staff, ITS

Let me begin by introducing myself. In 1986 I graduated from BCIT as an Electronic Technologist specializing in Telecommunications. Since then I have enjoyed an almost 30 career in the high technology and telecommunications industry in Vancouver. In that time I have worked in companies that have grown from small start-up organizations to multi-national corporations. This has given me a great perspective on what an education at BCIT can do and where it can propel you. During my time in industry I have often been involved in hiring people for the various companies I have worked for and have always seen the quality of a BCIT graduates as setting the standard for the industry.

The last 7 years I have worked at BCIT first and as a member of the FSA this has given me a valuable experience in the working environment at BCIT in the union. We have great employees and are working in a challenging time in Education. We are asked to do more with less. Quite often we are having to try and use personal professional development funds to try and get training management say they can't afford. With the imposed structural deficit from the government we are needing to cut millions of dollars from our budgets while the government says trade jobs are a priority for B.C.

I have always been one to get involved with whatever situation I am in and try to make a difference. If I see something wrong I try to fix it or to work with a group of people to fix it. I have talked to the FSA on a couple of occasions about some memags we have in place that have not been updated in 20 years (particularly the on call compensation for IT). As well I have met with the FSA and gone over the strategic plan that is being launched and feel good that we have a plan in place that can make BCIT a much better place to work.

I think I can contribute to this goal and am willing to put my name forward as a candidate for Director.

Derik Joseph [hide details]



Tech Staff, Aboriginal Services

#### 1. Work history at B.C.I.T.

Began my career at BCIT, September 2008, as a temporary employee under a 50% contract. Since then I have worked into a permanent role as of May 2010, with my department: Aboriginal Services, Advisor, technical staff – FSA member. As well in January 2015 I took on a PTS contract with School of Computing and Academic Studies- Communications. I have a student first mentality and always strive for win-win situations for students and staff/faculty at BCIT.

#### 2. Work background before B.C.I.T.

I am passionate about indigenous student success and perspective at BCIT. In 2013 I took a leave to complete my MA thesis in Professional Communication through Royal Roads University. From that I presented to BCIT Leadership, CICAN/AAAC Indigenous Symposium, BC Aboriginal Post Secondary Coordinators, World Indigenous People Conference on Education(WIPCE, Hawaii) as well as to BA and MA students in Professional Communication at Royal Roads(I am now alumni). This is all driven from my own personal experience and work with my community(and others) and the need to better indigenous peoples in education – before and during BCIT.

#### 3. Activities in the Faculty and Staff Association

I have been a Director-at-Large for one term with the FSA. During this time I have worked on Coast Salish protocol with the board, inviting members of community in to educate our faculty and staff on cultural and traditional practices. This included working with the FSA office and collaborating on ideas which resulted in each AGM now being opened by Aboriginal Services Elder Alf Dumont. Continuing to educate faculty and staff looking at Coast Salish Nations as a relationship development process, and best practices.

#### 4. Other B.C.I.T. work

- BCIT Aboriginal Advisory council-“strategic planning for Aboriginal initiatives across all units and campuses” (BCIT Aboriginal Strategic Plan and Recommendations, 1.5).
- Norma Rose Point Student Success Grant committee-decide students whom receive award in full-time apprenticeship, trades and technology programs.
- Peer 2 Peer Mentorship – began pilot and subsequent funded permanent Aboriginal Services, student service program, for Aboriginal (FSA student employees) students to help, or get help from peers while attending BCIT.
- Royal Roads University-Indigenous Education Steering Committee board member.

- Vancouver School Board-Aboriginal Education Enhancement Agreement Committee board member.
- BCIT MAKE + Project collaboration – Building of the VPD canine course, Breaking Down Walls Building Bridges with community.
- Collaboration on multiple proposals with BCIT faculty and staff.

#### 5. Major issues facing the Faculty and Staff Association

I really like what the FSA does and am proud to say I am a member. I do think that there is much needed awareness by the Provincial Government to make us a real top three-post secondary along with SFU and UBC. BCIT graduates drive B.C. and Canadian economy. One major issue I see for us as FSA members, is getting into the same “bracket” as staff/faculty at other major post-secondary institutions. 6. Policy initiatives I intend to pursue, if elected.

- Continue to develop and upkeep FSA policy and Strategic Planning.
- Continue working with enhancing relationships with Coast Salish Nations – Musqueam, Tsleil-Waututh, Squamish.
- Continue discussion surrounding donation policy for Elders, BCIT external community and other diversity initiatives.
- Involvement with a thesis and peer mentorship program, I see a huge opportunity for the research paradigms to be more prevalent in everyday talk at BCIT amongst staff, faculty and management.

Shannon Kelly [hide details]



Faculty, School of Computing and Academic Studies

I have been working at BCIT for 12 years as an instructor in Communication. For 10 of those years I have been (and still am) a Program Head of Part-Time Studies.

Arriving in Vancouver in 2000 from Waterloo, I worked in the software industry, continuing my focus from the University of Waterloo where I studied and lectured in technical communication. When I finished my doctorate, I was happy to return to my first love – teaching. I chose BCIT in particular due to its polytechnic nature, and I have always been content with that choice.

As a Program Head I have been involved in many committees in our School and many special projects. I have particularly enjoyed projects which involve partnerships with faculty and staff from other areas at BCIT; for example, curriculum development projects for new Programs, research projects with the LTC, School-wide Selection Committees. In my role as PH I have had interaction with numerous other administrative units at BCIT.

I have been involved with the Program Approval Process, the institute SQC's, Stakeholder Meetings, etc. With my involvement in Part-Time Studies, I am aware of many of the opportunities and challenges part-time faculty face, and I am paying particular attention to BCIT's view of Part-Time Studies as a means to generating more and more revenue.

As well as being passionate about teaching, I am passionate about research. I have been awarded PD leaves and some institute research funds over the years, and I have been a co-chair (with David Holloway) of our School Research Committee. My areas of research involve teaching excellence, technology in the classroom, and Sustainability. I also previously participated in the Pacific Spirit Sustainability Project at BCIT.

In my past two years as an FSA Director-At-Large, I have learned a great deal more about "goings-on" around the institute, I have met many more Members, and I have honed my knowledge of the challenges and opportunities facing us. This knowledge has further enhanced what I have learned as FSA Co Tech Rep for our department for the past two years; as well, as a member of my department's Academic Committee, I have had informal involvement and consulted with the FSA on many issues over the years. I feel that our Association is strong and important. Being involved with the FSA's Strategic Planning, I know we are well equipped to face what lies ahead, as long as we keep working hard and listening to our Members.

We are in a challenging time in post-secondary education, and we need to continue to evolve – to make our voices heard in the social media era and in the era of shrinking budgets, government expediency, and competing priorities. I think the institute is in a particularly volatile state, where the FSA will need to keep the priorities and well-being of our Members in the forefront at all times and continue to support our Members as effectively and strategically as possible.

Please email me with any questions or comments. I respectfully thank you for your support.

Joe Newton [hide details]



Non-Teaching Faculty, Applied Research

Joe Newton has seen BCIT from many perspectives in his 22 years on campus: student (diploma, degree, trades), student set rep, employee, FSA Tech Rep, committee member, FSA Director, Program Head, and Instructor.

Joe first came to BCIT in 1993 as a mature student in the Robotics and Automation Diploma program (now Mechatronics). When he became a regular employee in 1996 he volunteered to be

a Tech Rep for the Technology Centre.

While working full time Joe became a BCIT part time student and completed the Bachelor of Technology degree program, receiving a BTech in Technology Management (with Honors) at the end of 2007. Riding the wave of success, and again while working full time, Joe completed electrical trades training and challenged the Interprovincial Exam, receiving a certificate of qualification as a Red Seal Electrician in 2010.

Interspersed with these activities Joe also taught courses in the Biomedical Engineering program and has guest lectured for several programs on the topics of Project Management and Development of Requirements. He also mentors students in Mechatronics, Biomedical and most recently the BEng Electronics programs.

As the Research Head of the Automation, Electronics and Renewable research group between 2002 until 2008, he regularly attended management meetings and contributed to the core operations of the Technology Centre. From this experience he gained insight into the management structure and operations at BCIT.

Currently Joe is a Research Head in the MAKE+ applied research group. He sits on the Institute Research and Placement committees. He is also on the FSA bargaining team.

Joe believes his experience, on a wide range of research projects across several disciplines and with various departments in several schools, he has an understanding of the challenges facing FSA members. After 4 years as an executive member on the FSA board, he has gained a considerable amount of knowledge with respect to how BCIT and the FSA function. These blends of experiences provide a broad range of understanding that Joe can bring to the FSA board.

Kenzie Woodbridge [hide details]



Tech Staff, ITS

Thank you for the opportunity to tell you a little about myself.

I would like to say first that I believe very strongly in BCIT's educational mission and I am very proud to work here. I love the work I get to do, and I am honoured to be able to serve in the public sector post-secondary environment as a unionized worker.

I started working at BCIT as a BCGEU Auxiliary in 2000 and I've worked here pretty steadily

ever since. In 2007, after three years as a BCGEU Auxiliary in a junior role with Web Services I was hired as a Junior Systems Analyst and became a member of the FSA. In 2012, as a result of the evolution of my role and duties, I applied for and received a reclassification to Intermediate Systems Analyst. I am also a graduate of BCIT, with Certificates in Web Development in 2008 and 2011.

One of the things I like best in my job is interacting with people from all over the institute, which I frequently get to do through training and support related to technology. I have loved developing those long-term relationships with other staff and faculty, and see my job very much as one of service to the BCIT community. If I am re-elected as a Director-at-Large of the FSA I will continue to approach that role with the same attitude.

I have served as one of the FSA Tech Reps for ITS since 2011, am a member of the current Bargaining Committee (and its precursor, the Collective Agreement Committee), and have been a Director-at-Large for the last year. During that time I have had responsibility for reviewing and updating FSA policies and bylaws to ensure that they are accurate, clear, and enforceable, and that they represent the best intentions of the Association. Thank you again!