



# BCITFSA

# VOICE

*Your Association's News*

## CAUT: OUR PATH TO INFLUENCE AT THE SECTOR LEVEL

**Paul Reniers, Executive Director**



FSA members have inquiring and discerning minds. On the whole, they want to be able to exercise their own judgment based on the best and most complete information available. That's why so many elements of the collective agreement defer to the judgment of the members as exercised through departmental decision making processes. The lack of clear instructions to departments and individuals can be frustrating at times. Trying to impose a consistent view or approach across the FSA membership would be even more frustrating.

For more information on the  
**CAUT Affiliation Vote**  
please visit:

[bcitfsa.ca/members-portal](http://bcitfsa.ca/members-portal)

The screenshot shows the BCITFSA website navigation menu (Home, About, News, Calendar, Member Resources, Blog, Contact) and the 'CAUT Affiliation' page. The page title is 'CAUT Affiliation' with a breadcrumb 'Home > CAUT Affiliation'. The main heading is 'The Case for CAUT'. The text below reads: 'At its meeting on January 20, 2016, the FSA Board of Directors endorsed affiliating with the Canadian Association of University Teachers (CAUT) and called for a vote by the membership at the April 20 FSA General Meeting. In an effort to provide FSA members with adequate information prior to the vote, we will attempt to set out a detailed assessment of the implications of this decision. In addition to the material provided below we are working on the following elements and will update this page as they are complete: 1. Financial analysis. Including a cost/benefit analysis and return on investment statement. 2. A list of any potential savings. 3. Articulating the opportunity cost of this decision. 4. Defining what success looks like. In the meantime, please spend some time with the material below and don't hesitate to [contact us](#) to discuss CAUT affiliation further!' Below this text are three expandable sections: 'Background', 'What needs are we trying to meet by joining CAUT?', and 'Who is CAUT?'.

In recommending affiliation with CAUT, the FSA leadership knew that the only way to convince FSA members of the wisdom of affiliation was to put good information in front of them and let the members decide for themselves. We've strived to do that through meetings, events, print materials, and particularly through our CAUT affiliation web page.

CAUT provides a lot of tangible benefits, like training, legal advice, and access to databases, which we have attempted to enumerate. For some members, these tangibles might be sufficient to justify the cost. CAUT, however, is not simply a buying-club or insurance provider for faculty associations. The benefits go well beyond financial transactions. CAUT was not created to generate value. It was created to defend values. The question FSA members must confront when voting on affiliation is,

***'Will CAUT be a worthwhile means of defending the values of our association?'***

The support and confidence in the work of their union shown by FSA members throughout the affiliation discussion has been very heartening to hear. Many indicators suggest that the FSA is doing a pretty good job. The FSA got a lot done in the last round of bargaining. In the previous round, the FSA showed leadership and won changes for the entire sector. The FSA provides a level of support for members that most faculty associations are envious of. The FSA reaches out to members in a way that many unions are envious of. And the FSA does it at a cost that's the lowest in our sector in BC. So what makes CAUT worthwhile?

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Just because our costs are lower doesn't mean that every other college and institute faculty association is wasting their members' money. The FSA may have a more efficient way of operating, but we're also going without something that all the other faculty associations find valuable: the opportunity to work with colleagues through FPSE, CAUT and the Canadian Labour Congress/BC Federation of Labour. If every other public sector faculty association in BC, and 100 counterparts across Canada, is willing to pay for that, often at significantly higher rates than we will be charged, what are they getting and what are we missing?

***What they're getting is the power of getting together.*** CAUT brings them together at council meetings, committees, conferences, training, events, by phone and on-line. When they get together, they share problems, data, opinions, strategies, advice, policies, experience, expertise, access to professional staff, training, and solutions. By having a network through CAUT, they are able to create resources that we could never replicate on our own, no matter how much we spend.

This isn't to say that it must be right just because everybody else is doing it. The kind of collaboration embodied by CAUT is a hallmark of effective professional practice. Think about it this way: If you were shopping for professional services, would you be suspicious of a low cost alternative that wasn't making use of the data, information, training, networks, policies, and best practices of their professional association? Do you recommend that your students join a professional association in your industry? If that professional association charged \$133 a year, would you tell a student that was a good deal? That's the rate CAUT charges per full-time FSA member. The rate per part-time member is \$44.43 a year.

The need for the FSA to join with our professional counterparts is greater than ever. This recommendation was born out of the 2012 round of bargaining with the recognition that influencing our salaries and working conditions would increasingly require us to influence our colleagues and our sector. The most recent round of bargaining bore this out. As the bargaining issues relating to research and PTS Instruction showed, we need leverage well beyond BCIT to address the issues that matter here. Joining CAUT gives us a platform from which to work with our colleagues in the colleges, institutes, and universities in BC and beyond. It's the best opportunity for us to access broader resources and to influence trends and behaviours in our sector.

FSA members who remain unsure about the value of CAUT will have an opportunity at the April 20 General Meeting to share their questions and concerns with their colleagues and have them addressed by CAUT Executive Director David Robinson. Then you will have to decide whether the FSA is already doing enough to defend our rights and working conditions or, with higher education being increasingly globalized and our bargaining being increasingly politicized, whether it is time for the FSA to access the resources, networks, services, and opportunities offered by the national professional association for post-secondary staff.



## NEWS: Violations of academic freedom at Laurentian

A recent CAUT investigation into limitations on academic freedom at Laurentian University has raised concerns that arise from time to time at BCIT. Management interference with grades, selections, and departmental decision making are all cited in the report and have been addressed here by the FSA in recent years. The report shows how CAUT can attract national attention to standards of collegial governance that are reflected in the FSA collective agreement. CAUT's report makes several specific recommendations and the university acknowledges that a number of issues have been addressed, suggesting that censure isn't likely and the CAUT's involvement may be helping to make a difference.

To read more, including the full CAUT report, visit: <http://goo.gl/laxsSt>

*President's Message:*

**GOVERNANCE & GRATITUDE**



Coming out of our recent election period, I want to provide members with some information about the governance structure of your FSA. Our Board of Directors is composed of ten directors which includes a President, a Vice President and a Treasurer. The additional spots are held by five Directors-At-Large and two Directors, Associate Members. All ten members of the board sit to further the FSA vision and mission and to adhere to our stated values. Our board seeks to enhance the employment lives of all our members and to sustain a strong organization. Terms are two years with an option for re-election. In 2016, as per our by-laws, we held an election for President and Vice-President and, due to a recent resignation, a by-election for one of the Directors, Associate Members.

After serving as a director since 2014, Kenzie Woodbridge (ITS) put her name forward for consideration as VP and has been acclaimed to the position. Since joining as a director, Kenzie has served as our “policy guru” bringing her strong understanding of governance and process to the FSA. With her clear and principled approach to problem solving and her empathetic communications style, Kenzie will be an asset as your Vice-President and I look forward to working with her.

With Kenzie stepping into the VP role, there will be a vacant seat for a Director-at-Large. In June the FSA board will decide, as per our by-laws, to either appoint a member to the board or to hold a by-election. Please reach out to me if you are interested in serving as a Director.

As a result of our by-election we are pleased to welcome Paul Mills to the FSA board. Paul has been acclaimed to the vacated seat as a Director, Associate Members. I have had many opportunities to meet with Paul over the years and have been very impressed with his dedication to ensure that our union knows of the many issues that our Associate Members face. I am pleased that Paul was able to find a way to participate at the governance level as we recognize the potential barriers to participation for many Associate Members, such as loss of pay and travel time amongst others. I look forward to working with Paul in this role.

On a personal note, I am honoured to have been acclaimed for an additional term as your President. Serving FSA members in this role is truly a privilege. Our members make BCIT great. I will continue to ensure that our union is strong and that our members are able to make the most of the rights we currently have. I am committed to connecting with members to share with them the importance of the FSA's work and to hear from you how we can better support your everyday work.

**Congratulations to the successful candidates in the recent FSA elections!**

		
Teresa Place <i>President</i>	Kenzie Woodbridge <i>Vice-President</i>	Paul Mills <i>Director, Associate Members</i>

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**GOVERNANCE & GRATITUDE**  
(continued from page 3)

We can't wrap up this election season without expressing our appreciation to Silvia Raschke. After serving two terms as FSA Vice-President and two terms as a Director-At-Large, Silvia decided not to seek re-election so that she can increase her focus on her research and professional development. I want to thank Silvia for the dedication and commitment she has given to our union. Silvia worked hard to represent all our members and also brought special attention to issues surrounding research at BCIT. Silvia has been a strong board member, stewarding our union and participating fully to ensure that the FSA is strong, active, and prepared for the future. Over the years we have developed an effective approach to governing the FSA that I know will continue into the future. I want to thank Silvia for the support she has given me and our union...I know we will always be able to call on Silvia for support if it is required.

Another part of our union structure at the FSA is that of our Tech Reps. This group of members is a vital connection for the FSA to our members. Who's your Tech Rep? If you don't know the answer, I want your help to fix that! You can go to our website to find the most current list of Tech Reps. If your department is missing a Tech Rep, please invite me to a program meeting to discuss the value of having a Tech Rep and learn about how your Department could be stronger

with representation. If you are a Tech Rep and no longer have time to attend meetings and to keep your colleagues informed of FSA news and announcements, please contact me and I will support you in finding the next Tech Rep.

**Don't know what  
a Tech Rep is?**  
**Check out our TR video!**  
[bcitfsa.ca/about/fsa-structure/tech-reps](http://bcitfsa.ca/about/fsa-structure/tech-reps)



The FSA seeks to support our Tech Reps as a strong connection between the FSA and members and we are working on building additional tools and resources for those of you who serve in this role. It is thanks to you, our dedicated members, that the FSA is building our capacity, our voice, and our influence.

Visit us at the  
**DTC!**

In an effort to provide greater access for our members, we now have a FSA labour relations staff at our new shared DTC office space (Room 502) every Thursday (1-6:30pm).

Make an appointment with Ken, Christine, or Heather by emailing the FSA today: [fsa@bcit.ca](mailto:fsa@bcit.ca).

FSA leadership and other staff will be using the DTC office as well on an ad hoc basis.



# NEGOTIATIONS AND CONSEQUENCES

We are pleased to announce a new series on our blog from the desk of the FSA Executive Director, Paul Reniers. Negotiations and Consequences is designed to be a compilation of notes on current activities or items of particular interest to FSA members. Our hope is that this will keep you, our members, up-to-date on the news you need. If you have suggestions for content please email us today!



Here is a sample of the items Paul covers:

## Drugwatch

As we posted previously, the FSA is extremely concerned about the move by the Extended Health Benefits (EHB) provider, Manulife, to unilaterally limit our drug coverage. We are continuing to pursue this issue with BCIT to try to prevent Manulife's cost-saving limits from being applied to our coverage. We have heard suggestions that some drug coverage may already have been curtailed, despite assurances that this program would not be implemented before April 1. If you have had any unusual denials of your drug coverage, please send a note with that information to [fsa@bcit.ca](mailto:fsa@bcit.ca).

## Consultation grievance settled

The FSA grievance regarding efforts by BCIT International to sidestep an Institute committee assessing English language requirements came to a successful conclusion. The parties reached an agreement recognizing an Academic Advisory Committee on English language requirements for admission. The committee, with equal representation from the employer and the FSA, will report to the Registrar on EAL admissions issues for both foreign and domestic students in technology programs. The first task of the committee will be to review the proposed admissions agreements with two private colleges that BCIT International was trying to push through. Program Heads Andrea Matthews from Communications and Michael Currie from Building will represent the FSA on the committee.

## News from the Ledge

MLAs returned to the legislature this month. Burnaby-Deer Lake MLA Kathy Corrigan addressed the legislature on Thursday, February 18 to report on the tour that the FSA hosted for Corrigan and three of her colleagues on February 5. Corrigan praised FSA members for the great breadth of their practical innovation and creativity. The government presented a budget that provided no new initiatives to support post-secondary education. The government did commit to funding wage increases resulting from their bargaining mandate that included the Economic Stability Dividend, even though they have not always provided this funding in the past. They also committed \$2.52B in capital spending for post-secondary education over the next three years, down slightly from the previous budget.

[bcitfsa.ca/news/negotiations-and-consequences](http://bcitfsa.ca/news/negotiations-and-consequences)

## UNMASKING SEXISM IN SCIENCE

*This article first appeared in the CAUT Bulletin and has been reprinted with permission.*

The principle of objectivity is supposed to guide the scientific world. Remove personal biases, emotional involvement and other interests, and society will succeed in finding the truths of the natural world.

But in the very academic disciplines where this value dominates — science, technology, engineering and mathematics (STEM fields) — one disturbing bias remains. Sexism in STEM still prevails.

At the undergraduate level, women’s enrolments have increased, but at the academic staff and administrative levels women remain vastly underrepresented.

“The reality is these fields remain far from objective,” said Nola Etkin, a chemistry professor at the University of Prince Edward Island, who also serves on CAUT’s equity committee.

“From the hiring process to the everyday culture, for the most part there still exists a macho, male meritocracy.”

This gender gap has been called the “leaky pipeline” in reference to how large numbers of women leave STEM fields at various stages of their careers.

The gender disparity among the Natural Sciences and Engineering Research Council (NSERC) awards paints a stark picture about the lack of recognition women receive.

For example, of 130 new Canada Research Chairs awarded in February 2016, only 22 went to women.

Since 1991, NSERC’s Herzberg Medal has been awarded annually for sustained excellence and overall influence



*Wilfrid Laurier University PhD candidate Edén Hennessey created the #DistractinglySexist photo exhibit to highlight how women are confronting sexism in science & tech professions. Photo credit: Hilary Gauld*

of research work in natural sciences or engineering. Victoria Kaspi, the 2016 recipient, is the first woman to receive the prize.

There have been only two female recipients for NSERC’s John C. Polanyi Award since its inception in 2006.

Of the 25 current Canada Excellence Research Chairs, only two are female. In 2010 when the CERC holders were first announced, none were awarded to women.

Etkin says there are many things that make the culture unwelcoming to women — from the “nebulous and highly subjective ‘fit’

criteria found in most hiring processes” to the lack of encouragement for women to apply for promotion or awards.

More and more, women are blowing the whistle on the sexist culture in science, and some are getting creative.

Last year, when Nobel laureate Tim Hunt lamented that female scientists in labs caused problems because they allegedly “distracted” male scientists, he sparked international outrage prompting a #distractinglysexy social media storm. Hunt subsequently resigned from his post at University College London.

Wilfrid Laurier University PhD candidate Edén Hennessey was inspired to create a #Distractingly-Sexist photo exhibit that highlights how women are confronting sexism in science and tech professions.

“Challenging sexism and notions that STEM careers are masculine can be tricky for women because they can face social costs for speaking out,” Hennessey said. “They can be met with hostility and it can affect whether they continue careers in these fields.”

Speaking out could also contribute to the leaky pipeline. When women blow the whistle on sexism, Hennessey said they risk facing exclusion from professional networks, and may be subject to public derision, harassment and individual blame.

She said her exhibit intends to reverse the shaming of women scientists who confront sexism and celebrate instead the work of whistleblowers in the field.

“It is hard to get out of these molds,” Etkin said, reflecting on the systemic challenges. “But I now appreciate how important it is to speak up.”

Etkin works with the Chemical Institute of Canada’s Women in Chemistry and Friends Group to encourage university and college department heads to nominate more women for research awards and to increase the representation of women in top science positions.

Etkin noted that it was important for women and other marginalized groups to seek administrative positions and to support others to also step up to positions, “because that is the way changes can be made.”

She said she’s already noticed a change in her own faculty since a woman was appointed dean that is “making a difference to my own self-esteem and to what I ask her for.”

Women who are also members of other marginalized groups face even bigger challenges when seeking a comfortable and safe place in science.

As a lesbian, Etkin said she was afraid to come out in graduate school, especially as not only did her supervisor treat women differently, but she’d heard he was homophobic.

“There are many subtle ways that being a minority can affect your career, making everything even more difficult,” Etkin said. “Sometimes when things happen you don’t know if it’s because you are a lesbian or a woman. It takes a lot of energy to be different.”

But now that Etkin is a tenured professor, she said she’s found it necessary to be vocal in seeking ways to change the biased culture persisting in science.

“As a scientist, part of my role is educating people beyond just chemistry, including equity as well,” said Etkin, who is organizing a panel on equity and diversity in chemistry at this year’s Canadian Chemistry Conference.

NSERC has introduced some initiatives to advance women in science and engineering professions, such as the regional Chairs for Women in Science and Engineering Program.

But Etkin says key programs were cut at NSERC, such as the University Faculty Awards designed to address the underrepresentation of women and Aboriginal peoples in faculty positions in the natural sciences and engineering.

“The program needs to be reinstated,” she insists.

Increasing equity in STEM fields is the only way to shift the culture both at the structural and at the everyday level to support women in the disciplines, according to Etkin.

“Look at your department,” she said. “Look at who is there. Look at how people are treated and do what you can to support each other.”



**FSA is PROUD!**

**BCIT PRIDE**

**Pride Day Parade  
July 31, 2016**

2016 marks our third year as a part of the BCIT entry in the Vancouver Pride Parade. Participating in the parade and encouraging you – our members – to join us brings our value of social justice to life. Contact Trina Prince ([kprince5@bcit.ca](mailto:kprince5@bcit.ca)) to be a part of the float!

**FOSTERING STUDENT RESILIENCE****Nature versus Nurture?**

Just how innate are qualities like grit and determination? This question has practical implications as we think through how to enhance our students' success. Since I arrived at BCIT late last Fall to work on an academic support plan for the Institute's multilingual students, both international and domestic, many constituents have shared with me their insights into supporting students through the "bootcamp". In many of those conversations, I've found that the discussion ends up in some way coming around to student resilience, with many faculty describing it as a worthy goal that supports learners without diluting the educational and professional value of programs.

**Resiliency or Resilience?**

While in common parlance, resiliency and resilience have the same meaning, in research circles the term 'resiliency' is generally used to describe internal characteristics while 'resilience' refers to the engaging of people in processes that allow them to overcome adversity. That is, the focus of resilience is the changing of an environment to promote capacity, not just describe inherent traits.

**Resilience initiatives in higher education**

In thinking through what this might mean at BCIT, it is worth taking a peek at what other post-secondary institutions are doing. Locally, for example, SFU offers a free course for their students called 'Bouncing Back as a Graduate Student: Building Resilience and Supporting Your Well-Being'. Extensive work has been done in the US, with Harvard leading a Resilience Consortium comprised of the faculty, learning services and counseling services of top American universities, the focus of which is to understand and promote student resilience. Stanford, for instance, has developed the Resilience Project, which since 2011 has been involved in:

- Producing a 'Raise your hand' video, in which students talk about being too nervous to ask questions in class.
- Creating 'The Worst Grade' video, where students and faculty hold up signs with the lowest grade they've ever received.
- Celebrating students' epic fails at their annual 'Stanford, I screwed up' event.
- Compiling video interviews online of successful faculty and alumni about their failures.



In brief, as they describe it, the project encourages learning about learning, seeking advice, getting perspective, and connecting with community.

And what relevance might such initiatives have at BCIT? After all, as a polytechnic we are a different kind of institution with a student profile that varies from that of the universities. I describe the Stanford project not just to share their creative ideas but to demonstrate that addressing student resilience need not be associated with weak students, poor quality, or insufficient rigor. If highly selective institutions find that focusing on student resilience can play a significant part in helping their students to thrive, why shouldn't we also address it here?

### Why Now?

In thinking back to our own student days, we may wonder what is so different now that has spurred educational institutions to concern themselves with resilience. But we need to acknowledge that the post-secondary landscape, the labor market, and indeed the world at large, has changed greatly. For as an increasing percentage of the population has need for and access to post-secondary education, we are seeing a greater diversity of student profiles, which provides us with an exciting opportunity, but one that deserves some real thought.

### Looking Ahead

So how might we create conditions that help our students to thrive, both while at BCIT and over the long term? According to resilience researcher, Dr. Michael Ungar, part of shifting the culture of a school involves working collaboratively to find tangible ways of helping our students navigate through programs, negotiate with stakeholders, and develop a sense of belonging. While what this looks like varies, Ungar finds that when a student has one consistent contact at an institution, he or she is more likely to be connected and thus successful. Finally, for faculty interested in exploring student resilience with colleagues over a coffee, these three guiding questions from the Resilience Consortium are a good jumping off point.



- What are the habits, attitudes, and skills associated with resilience in the college/university [polytechnic] setting?
- To what extent can resilience be learned in young adulthood? What pedagogies and learning contexts influence student conceptions of success, failure, and risk, and promote or inhibit the development of resilience?
- What is the long term impact for young people in their academic and professional endeavors, when they are provided with opportunities to develop their capacities for resilience during their college/university years?



Janet Zlotnik  
FSA Member, BCIT Project Lead for Academic Support Planning

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](mailto:kepstein@bcit.ca)

**CALL  
OUT!**

## MEMBER PROFILE: Soizic Wadge



*Soizic Wadge joined BCIT as a faculty member in Chemistry in 2014 and brings her experience as an active member of the TSSU at SFU and as an instructor at Kwantlan. Soizic – pronounced Swa-zeek – believes that personal stories are key to building connections so we asked her to share a few of her own with you.*

**What is the most exciting part of your work right now?** In the last couple of years I've had the opportunity to learn about the application of chemistry in different technologies. Working in these different fields has been challenging and extremely rewarding. It's an opportunity I wouldn't have had if I had not come to BCIT. Also I get to work with highly specialized instruments, which is really fun.

**What motivates you to be involved with the FSA?** I like being able to connect with people from different departments and different fields. It's easy to become isolated

in your own department and you can forget that there is a whole community out there.

**How does the FSA support your work at BCIT?** It's comforting to know that if I have a problem there is a place to go and someone to speak to about it.

**Is there anything you'd like to see change as an FSA member?** I would like to see more connections with part-time studies instructors. Before coming to BCIT I spent a few years as a sessional and it can feel very isolating. Not knowing what work you will have from one semester to another is very stressful. I am very sympathetic to the working conditions of temporary and part-time studies instructors.

**What keeps you busy when you're not at work?** I love cooking, especially the chemistry of cooking. Cooking and chemistry have so much in common. I became really passionate about cooking around the same time I started my degree in chemistry. I really enjoyed watching the new Michael Pollan series "Cooked".

## BOARD MEMBER PROFILE: Karl Hildebrandt



*Since Karl joined the FSA Board of Directors last year, we've been struck by the range of experience he's been able to bring to our deliberations. From having been a manager in a large organization to having been casual support staff, Karl's seen a lot. Karl always focuses on how we can help people, including how we can help managers work better with FSA members and the collective agreement.*

**What is the most exciting part of your work right now?** Right now the most exciting (and stressful) part of my work is rolling out the final stages of our new VoIP phone system. This will bring instant messaging, video calling, and WebEx to all employees at BCIT. As well I recently reclassified as a Senior Systems Analyst and am looking forward to having expanded responsibilities and opportunities.

**What motivates you to be involved with the FSA as a board member?** Sitting around the coffee table with co-workers and talking about what works or doesn't at BCIT was what originally motivated me to become a Director. It seemed I heard a lot of what wasn't working so I decided to join the board and see if I could work with the team to fix some of these things.

**How does the FSA support your work at BCIT?** The FSA is a great tool for helping to keep BCIT accountable to its employees. I have worked in other (non-union) companies where management has decreed changes to work environments or medical coverage where the employees have very little say in what is going on. Here at BCIT, through the FSA, we have a voice.

**Is there anything you'd like to see change as an FSA member?** Employee engagement is a much used phrase here at BCIT; I would rather use 'management engagement'. In too many areas nothing seems to change until there is a crisis. Most of these crises are predicted by the members well in advance. I would like to see management ask members the question "What do we need to fix" and then follow through.

**What keeps you busy when you're not at work?** When I'm not at work I can usually be found riding my motorcycle, cooking (I'm a bit of a foodie) or training for my first triathlon. Admittedly the last is partially to work off the cooking.

## STAFF PROFILE: Christine Nagy



*Christine brings some great skills to the FSA's representation work. She's a passionate advocate and has achieved some remarkable outcomes for individuals. She's also a rigorous HR professional, applying a sharp eye to the masses of information about our members' employment that our office receives every month. While an intense focus and high personal standards characterize her work style, Christine also really loves a good laugh when there's a moment to relax.*

**How long have you been with the FSA?** Just about 7.5 years.

**How did you get into this type of work?** My labour roots were planted back in 1979 when I organized a small (21 members) outfit into the United Food and Commercial Workers union. During the mid-80's, my roots grew stronger when I was elected President of my 120 member CUPE local in the K-12 education sector. The '80s also saw my involvement in committees and on Boards at the district, provincial & national level.

**What lesson has your work at the FSA taught you?** Never underestimate the power of your rights.

**Why do you think members should be involved in the FSA?** I can't think of a reason why members shouldn't be involved with the FSA – after all, it is their very own Association. Participating and volunteering brings the best of all perspectives to the table, helping to shape and form the best outcomes. WARNING: being involved in the FSA could lead to improved satisfaction on the job, finding an outlet for your voice and talents, demonstrating your leadership, and other unexpected benefits.

**What did you want to be when you grew up?** A nurse, but after a two year stint as a Candy Striper I gave up on that idea. I'm happy with how my career was shaped, and being a Labour Relations Rep for the FSA has been one of the most rewarding roles I've performed.

**Favourite:**

*Holiday:* Anywhere there's sun and/or a different culture.

*Dog:* Chihuahua

*Books:* Crime mysteries

*Music:* Anything but heavy metal

*Film:* RomComs

*Food:* Mexican

# Join the PDS Network



Assuring the success of students, faculty and staff is the highest priority for both BCIT and the FSA. Both Management and the Union believe that everyone must be able to step back and review how the work we do influences, affects, and supports those we are working with directly.

To provide that opportunity for reflection and improvement, the Performance Development System (PDS) has been our means of capturing student and client experiences and offering feedback both for instructors and those working in service areas (ie: Library, ITS, Advisors, etc). Like everything else we do, we have been reviewing the PDS to see how it can better meet our shared interest in fostering excellence. To follow through with the execution of a PDS strategic plan, we are asking for faculty and staff to get involved in the FSA PDS Network Group.

**Find out more online:**

<https://www.bcitfsa.ca/join-the-pds-network/>

Check Out  
the FSA Online



## Upcoming Events

Apr 13  
Board of Directors Meeting  
4:00-9:00  
SE16 116

Apr 20  
General Membership Meeting  
2:30-4:30pm  
Town Square A&B

May 11  
Tech Rep Social  
2:30-4pm  
Location: TBD

find out more on [bcitfsa.ca/calendar](http://bcitfsa.ca/calendar)

## Contact Us

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## The BCIT Faculty and Staff Association Team



Teresa Place  
President



Silvia Raschke  
Vice-President



Terry Gordon  
Treasurer & Director



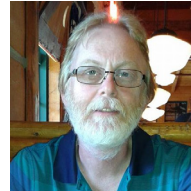
Karl Hildebrandt  
Director



Derik Joseph  
Director



Shannon Kelly  
Director



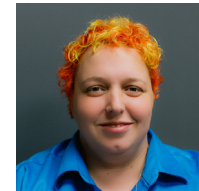
Paul Mills  
Director, Associate Members



Joe Newton  
Director



Ted Rutledge  
Director, Associate Members



Kenzie Woodbridge  
Director



Paul Reniers  
Executive Director



Heather Neun  
Union Counsel



Christine Nagy  
Labour Relations Rep



Tess Rebbitt  
*(on leave)*



Ken Howie  
Labour Relations Rep



Sascha Swartz  
LR Information Officer



Kyla Epstein  
Member Engagement Officer



Maria Angerilli  
Executive Assistant



Marian Ciccone  
Office Assistant