



The Redwing



Skagit Valley College Federation of Teachers
Local 4985

Mark your calendars

Upcoming SVCFT meetings:

- Exec, TBA
 - General Feb. 22, 12-1:30 pm
 - General Mar. 15, 12-1:30 pm
- Outlook invitations with Zoom links were sent to faculty. Please check your inbox.

Contribute!

We encourage contributions to the newsletter. The next deadline for the Spring 2022 issue is Apr. 4. If something is happening in your area that you feel your fellow faculty need to know about, send an article to Editor Elena Bianco at skagitaft@gmail.com. Contributions will be edited for grammar, length and content.

SVCFT Officers:

Kip Zwolenski, *President*

Jocie Slepyan, *Vice President for Associate Faculty*

Brian Manning, *Vice President for Whidbey Island Campus*

Sunaina Virendra, *Treasurer*

Diane Johnson & Elena Bianco, *Co-Secretaries*

<http://svcft.wa.aft.org/>

Contact us: svcaft@gmail.com

SVCFT President's Update

By Kip Zwolenski, *SVCFT President*

Presidential Search Advisory Committee

Skagit Valley College and the Presidential Search Advisory Committee continue to meet the timeline necessary to announce our new president in April 2022. Read over the [SVC Presidential Search webpage](#) to familiarize yourself with the process; in particular, I suggest you read over the Presidential Profile and the Presidential Search Timeline. The following steps have occurred since my last newsletter update:

- Presidential Search Advisory Committee selected at Board of Trustees November Meeting
- Presidential Profile approved at Board of Trustees December Meeting
- [Academic Search](#), the search consultant, was selected at Board of Trustees December Meeting
- Full consideration of applications closed February 11.

Legislative Session Updates & Resources

The Washington State Legislature is in the halfway through wrapping up the 2022 Short Session. Here are some of the resources I use to follow the progress:

- [Overview of the Legislative Session](#) (Washington State Legislature)
- [2022 Session Cutoff Calendar](#) (Washington State Legislature)
- [Legislative Review](#)—TVW Show (TVW, a non-profit corporation)
- [SBCTC Legislative News Blog](#) (State Board for Community and Technical Colleges)
- [The Union Spotlight](#)—AFT-WA Newsletter (American Federation of Teachers-Washington)
- [The Stand](#)—WSLC Newsletter (Washington State Labor Council, AFL-CIO)

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President's Update (cont'd.)

Also, AFT-WA is hosting Lobby Day 2022 on February 21, 2022. This will again be a remote lobbying day held through Zoom. Follow the link above to register or contact me for more information.

Contract Negotiations

We are coming to the end of our 2019-2022 Collective Bargaining Agreement. As such, we are about to begin a full contract reopener later this month. The Union's Executive Council recently approved our negotiations team as follows:

- Matt Scammell, co-lead
- Jocie Slepyan, co-lead
- Brian Manning
- Cliff Palmer
- Jennifer Boland
- Sunaina Virendra
- Sally Dixon

I also have been working with Dr. Keegan to build a new negotiation structure that builds on our successes with Interest-Based Bargaining, while streamlining the workflow of negotiations. I will be presenting this structure at our February General Membership Meeting.

Finally, our team has been formulating our interests by collecting input from membership, discussing strategy with the executive council, and reviewing notes kept during the three years of contract implementation. A summary of these discussions and inputs will be presented at our February meeting.

Your 20-21 SVCFT Executive Council Reps

For Executive Council contact information, check the SVCFT Canvas Site

Claudia Avendano-Ibarra, Human Services/Workforce	Beth McGuire, Counseling/Library
Jennifer Boland, BEdA/AESL	Cliff Palmer, Natural Sciences
Neta Cahill, Past Officer/Negotiator	David Ridge, Welding/Workforce
Sally Dixon, Business Management	Matt Scammell, Lead Negotiator, Economics
Stephanie Hunter, Past Officer	Wanambisi Wesakania, Associate Faculty/Global issues
Jason Lind, Communication Studies/Journalism	



Associate Faculty Update:

by Jocie Slepyan Associate Faculty Vice President

There is a lot going on from an associate faculty standpoint this quarter!

2022-2025 Contract Negotiations:

The Skagit Valley College Federation of Teachers (SVCFT) will be entering into full contract negotiations this quarter. Our bargaining team has a heavy focus on improvement of associate compensation and well-being through the contract. The Union is currently surveying their members to get their input on negotiations, and if you're not yet a member, now is the time for you to submit your membership form and make your voice heard. For just a few dollars a week, you can be involved in positive change at SVC. I would be happy to meet with you in person to buy you a coffee and answer any questions you might have.

“Associates in Leadership:” Associate Meeting with Instructional Leadership

February 22 at 1:00 pm on Zoom

For this quarter's meeting with instructional leadership, we will highlight opportunities for leadership and hear from 5 associates that are currently serving as department chairs at SVC.

The 2019 Contract negotiations allowed associates to be department chairs for the first time, and a cohort of brave associates took on the role. Now they will share their insights around the benefits and pitfalls of this added responsibility and leadership role. We have department chairs currently that are step A, B, and C, and we'll hear from each of them. If you're considering the job, or just want to hear about it, please join us!

Associate Talks in Spring Quarter

We'll have a social time for associate to connect in spring quarter, and I'm hopeful we can do it in person. In a perfect world, I'd love to have associates meet up at Tepic across the street from the MV campus and grab a drink. I will survey associate faculty at the end of winter quarter and gauge preferences and interest.

Newsletter/web editor needed for 2022-23

by Elena Bianco, Redwing Editor

I'm taking a year-long sabbatical leave in 2022-23, and looking for someone to take over editing *The Redwing* and maintaining the SVCFT website: <http://svcft.wa.aft.org/>. If you enjoy fostering connections among your colleagues and have some ability with publishing software, contact me at elena.bianco@skagit.edu or Kip Zwolenski kip.zwolenski@skagit.edu. The editor does receive a stipend.

Report from the Whidbey Island Campus

By Brian Manning, SVCFT Vice President (WIC)

Whidbey Island Campus is closing?!

After the last all-employee meeting, when President Keegan expressed his dismay at the continuing rumor of the closing of WIC, we had an exchange of emails in which I tried to clarify the issue. I pointed out that the steady decline in permanent employees on campus, which began pre-COVID, and the decaying state of buildings and grounds, give the impression that the campus is slowly withering away. So while the college may be committed to keeping the campus open, it's not totally clear what that means. Tom seemed receptive to my concerns, and I hope that the people fighting to make WIC better can continue to be heard.

Fitness Center

While the fitness center in Oak Hall provides lovely views of the Olympic Mountains on a clear day, it has not been open for use since March 2020. According to Jim Jolly, the issue is staffing. While the fitness center on MVC can be staffed by student athletes, we do not have the supply of warm bodies on WIC. I have offered alternative solutions, such as staffing it with employees who are using it, or checking out portable equipment like a sort of fitness library. So far, no progress.

Electric Vehicle Charging

As the number of employees using electric vehicles continues to rise, pressure to install a charging station has been increasing. Currently, there is an external outlet at the end of Sprague Hall which can accommodate one vehicle, if you bring your own cable. Erin Shiflett has been leading the charge to get an actual station like one of the ones on MVC, with support from several faculty. Right now, Facilities employees are overwhelmed, so until this moves up the priorities list, it will probably not happen.

Contract Corner: Let your SVCFT represent you

by Elena Bianco, Co-Secretary

Did you know that if you get called into your supervisor's office related to a matter relating to discipline, you have the right to have a union member present? Article 12 of the Negotiated Agreement states:

If, during a meeting between the supervising administrator and the faculty member, the supervising administrator concludes that discipline could reasonably result from the information provided by the faculty member; the supervisory administrator shall inform the faculty member of such and allow the

faculty member to seek representation from the SVCFT.

This applies to all faculty, not just tenured faculty. And, the representative can be any of us on the Executive Council. However, it is your responsibility to reach out to us.

Once you do, then we can prepare to support and protect your right to due process. Don't hesitate to reach out. It's one of the benefits of being in a union.

SVCFT Executive Council Winter Quarter Update

by Elena Bianco & Diane Johnson, Co-Secretaries

The union executive council met in January. Here are highlights of the issues that were discussed.

- **Presidential Search:** The search consultants met with a small group of SVCFT officers and executive council members at the end of December to discuss the search and to get the union's perspective on the qualities of a candidate. Those present were Kip Zwolenski, Neta Cahill, Jennifer Boland, and Elena Bianco. Attendees reported that they had a positive impression of the consultants' willingness to listen and to prioritize the qualities and values shared at the meeting.
- **Fall Quarter Memorandums of Understanding (MOU)** The executive council approved the following MOUs to the contract based on work done in the Joint Labor Management Committee.
 - 2021-22 RIF List Changes to reflect current programs.
 - Revised - Evaluation Tools
 - 2021-22 Tenured & Tenure-Track Faculty COLA
- **Evaluation Forms:** Drafts of the new forms were presented to the Executive Council. The council approved the motion to send the revised forms on to a vote of the general membership.
- **Negotiations update:** The council approved the negotiating team for the SVCFT.
- **Joint Labor Management Committee** Approved the following agenda items for Winter Quarter:
 - Covid Cases
 - ctcLink Summit debrief
 - Prerequisites in ctcLink
 - High-demand Contracts
 - Associate Faculty Step C



A Union of Professionals

*SVCFT
AFT Local 4985*

Commentary: Bringing our missing colleagues back

by Jocie Slepyan, English

On October 18, 2021, a cohort of faculty went online and, to varying degrees, were not allowed back on campus. Not as many faculty (vaccinated or not) were on campus at the time, so it would have been easy not to notice. The cohort was made up of tenured and associate faculty, and for the most part, they continued to work online. But as the months continue and we anticipate Fall 2022, the questions about their futures are growing in my mind. I've heard from some of this cohort that they are moving on, have accepted tenured and associate work elsewhere, and I want to call the Union to do some soul-searching around these losses. Do we want to be a campus where we lose well-respected faculty, who have enriched students' lives and our own, over policies of distance that we don't even apply to our on-ground students?

We are never going to be a vaccinated campus. We don't have students who vaccinate (or boost for that matter) in high numbers, and we allow students to be exempt and continue to engage in on-campus classes. However, we're not doing the same for our faculty, and as we push them off campus, we're losing the diversity of thought that I've always appreciated about SVC. I've been proud of the fact that I work for a community college that doesn't fit the norm: we certainly have academic, progressive mindsets that characterize higher ed, but we also have people that function with a variety of world views and both groups dialogue, are in relationships, have well-thought-out positions, and share them. In that sense, we've been a rarity. But the diversity of world views and thought in the faculty is going to shift if we lose this cohort, and we will be less for it.

Part of clear communication, empathy, and equity is the willingness to welcome different viewpoints and be in relationship with people who hold them. We need to model that to our students, and if we create a faculty body that is

ethnically diverse (as we should) but representative of one worldview around this pandemic, we're not modeling our values. I realize that there's an administrative dilemma in re-integrating unvaccinated faculty. We declared SVC (at least in intent) to be a vaccinated campus, and there was a season last summer when President Keegan and the board likely thought we'd reach majority vaccination numbers. We know our students and our faculty better now. There are different levels of disappointment in the aftermath of learning we're not all on the same page and going to make the same choice but at some point, it's time to look at the future and decide what to do with that information.

Our country is going to need to learn how to get along as it becomes increasingly clear that there won't be cohesion around vaccination. We need to learn how to stay in relationship. And at colleges, among faculty, we can model that. With that mission, we can get creative about how to fulfill Gov. Inslee's mandates and possibly use daily attestations, temperature checks, or test-to-stay measures. We can create a relatively safe, but never risk-free environment and enjoy the benefit of bringing people back that made SVC a wonderful community.

One fear I have is that the conditioning of this pandemic has been to make us more reactive than pro-active. That's understandable given the continually shifting ground, but it's still important to evaluate what our options are and what we will lose if you don't exercise them. We can start the conversation on how to get our unvaccinated colleagues back instead of waiting to see what happens. Waiting sends a message, and I fear that message may be conveying to these faculty that we don't need them anymore. That couldn't be further from the truth. Let's be pro-active in bringing them back.

Commentary: Bias and Internal Tenure Hires

Submitted by Kurt Dunbar on behalf of associate faculty colleagues

When faculty hiring committees assess instructors already working at the college, they are supposed to disregard anything they already know about that individual. For example, knowledge of teaching or achievement awards, course or program development, student support, and college service, or, conversely, negative experiences or hearsay, are supposed to be left at the door.

This is meant to make the hiring process more equitable. It is also the hiring committee's task to put aside negative biases associated with categories (like race, age, and gender, among others) so candidates can be assessed equitably on individual qualifications.

But let's look at the fact that "associate" is also a category. Administrators, or hiring

committee members, may have the pre-set idea that somebody outside the college is likely to be better qualified, be more up on disciplinary and pedagogical research, and generally bring more fresh ideas and energy to the job. The flip-side of this preconception is that an internal hire may be shorter on those characteristics. A negative conception about a category of people that is then applied to an individual is the very definition of bias.

A positive bias in favor of external hires is the same thing as a negative bias against internal hires. There is no reason that someone already teaching at the college cannot have great qualifications, be current on research, and be jam-packed with energy and new ideas. In short, if the college cares about equity, bias against hiring inside for tenure-track faculty needs to stop.

What's New in the Library: Databases, VR, OER

by Elena Bianco, Library

- Ethnic Diversity Source is a new database which covers the culture, traditions, social treatment and lived experiences of different ethnic groups in America. Log in from off campus using your full SVC email address and password.
- Geri Hopkins, who started as an associate faculty librarian in Fall 2021, is available to work with faculty to find open educational resources (OER) for your classes. Please contact Geri at geri.hopkins@skagit.edu for assistance.
- The library is looking for faculty to help us explore use of virtual reality for instructional use. We have received grants to start a pilot project to test out a variety of hardware and software. We have a in-person meeting scheduled for noon, Wednesday, Feb. 23, in the Norwood Cole Library's Czarna Collins Room. Please contact Elena Bianco (elena.bianco@skagit.edu) or Sharon Cherney (sharon.cherney@skagit.edu) if you are interested in exploring this for your classes.

AFT WA Lobby Day and Other Happenings

By Cortney Marabetta, Communications Specialist, AFT Washington

Virtual Lobby Day: Monday, February 21, 2022, 8:00 am - 2:00 pm

Last year's passage of the landmark bill SB 5194 shows that when we fight alongside our community, we win! Let's build on this work by making sure we are expanding access to wraparound services for our students, benefits for our early childhood educators, student loan forgiveness for our contingent and part-time faculty, and other key legislation.

We are RSVPing early this year to make sure we have appointments set up with key legislators or their staff. You will receive more information as the date for Lobby Day gets closer.

If you have any questions about Lobby Day, please contact Anna-Marie Magdalena, State Affiliate Political Organizer, at amagdalen@aftwa.org or 206-475-8775.

Register [here](#).

Adjuncts Building Community Virtual Conference 2022, Friday-Saturday, Feb. 25-26

The Contingent Faculty Issues Committee is excited to announce this annual conference, hosted by AFT Washington and co-sponsored by Washington Education Association (WEA). Day one will feature Joe Berry, co-author with Helena Worthen of *Power Despite Precarity: Strategies for the Contingent Faculty Movement in Higher Education* and a workshop on how to tell the story of your precarity, with a view toward meeting with elected leaders. Day two is professional development focused: SB 5194 has resulted in 200 adjunct-to-full-time faculty position conversions. Workshops will discuss teaching philosophies, diversity statements, and preparing for the interview.

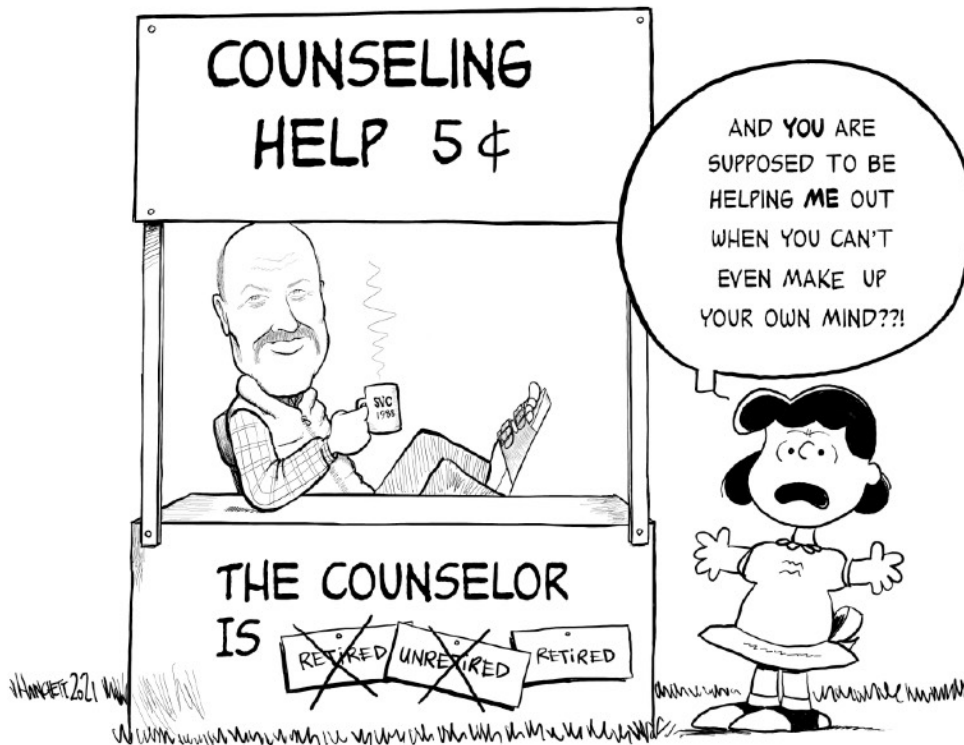
Register [here](#).

Associate Faculty Unemployment Workshop, Friday, March 18, 3:00 - 4:30 PM

AFT Washington has helped hundreds of adjuncts successfully apply for unemployment benefits over more than a decade. With the new, more complicated unemployment process due to COVID-19, this workshop is intended for seasoned and new applicants alike. The aim is to increase your chances of getting your unemployment claims as adjuncts resolved quickly, decreasing the potential of accidentally triggering delays that could delay payments by months.

Attending a workshop in person is important, so we can answer questions live! We do not record sessions, but we can provide additional accommodations as needed.

Register [here](#).



The canvas print of this caricature of Eric Anderson, Retired SVC Counselor (created by Brian Hanchett) will be available at the front desk of the Counseling Office for signatures the week of Feb. 14 if. Stop by and send a greeting to Eric by signing your name on this special retirement memorabilia!

Backdoor Recipes: Cinnamon Rolls

Submitted by Lyn Highet, featuring recipes for items sold at the Backdoor Bakery & Bistro

Quantity: ¼ sheet pan Yield 6 Rolls

In a pint container bloom the following:

- 1 cups water (80 deg.)
- 2 tsp. yeast
- 2 tsp. sugar

In a large Kitchen Aid bowl, while the yeast is blooming, mix the following. Use a hand whip.

- 1/4 cup melted unsalted butter
- 1/4 cup sugar

2 oz. (1 egg) eggs
Pinch of cinnamon

Add the bloomed yeast.

Connect the dough hook and add the below items to bowl.

1# 3oz. all purpose flour
3/4 teaspoon salt

4 oz. Of raisins may be applied for raisin cinnamon rolls*

- Keep adding flour and knead until dough is slightly sticky, it needs to be workable.
- Place in an oiled pan, cover and label.
- Leave at room temperature for 40-45 minutes.
- **You can chill dough overnight at this point**
- Roll dough out to ¼ inch thick. (16" x 12")
- Spread with filing and roll. (Raisins may be added at this time)
- Cut into 1¼ thick rounds. (Total of 6 portions)
- Place on 1/4 sheet pan (3 X 2) with sides
- Proof in proof box till double in size.
- Bake at 325° convection for 20-25 minutes

FILLING

1/2 cup unsalted butter
1/4 tsp. salt
2 Tablespoons flour
1/2 cup brown sugar
1/4 cup granulated sugar
2 ½ teaspoons cinnamon
Mix until smooth, careful not to over whip

FROSTING

2 cups powdered sugar
1 Tbls. Corn syrup
1/2 tablespoons oil
1/4 cups milk

