



The Redwing

Skagit Valley College Federation of Teachers
Local 4985



Mark your calendars

Upcoming SVCFT meetings:

- Exec, May 17, 12-1:30 pm
- General, May 24, 12-1 pm
- End of Year Party: June 16, Tepic

Outlook invitations with Zoom links to meetings were sent to faculty. Please check your inbox.

Contribute

We encourage contributions to the newsletter. The next deadline for the Summer 2022 issue is Aug. 1. If something is happening in your area that you feel your fellow faculty need to know about, send an article to skagitaft@gmail.com. Contributions will be edited for grammar, length and content.

SVCFT Officers:

Kip Zwolenski, *President*

Jocie Slepian, *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:

skagitaft@gmail.com

Contract Negotiations Update

by SVCFT Negotiations Team: Matt Scammell, Lead Negotiator, Brian Manning, Cliff Palmer, and Jocie Slepian

After over 30 hours of formal bargaining between the SVCFT Union Negotiations Team and the Administration's Team (and many more hours of individual team meetings), the union team has contract language to present to faculty. During the week of May 23rd, the Union Negotiations Team will present the freshly negotiated faculty contract language and invite questions via several sessions.

The contract is contingent on the union membership's ratification (formal voted approval) of the proposed new language. The areas of the contract that have been negotiated are listed below. Come to one of the presentations on the timeline for the details.

Contract Ratification Timeline:

- **Monday, May 23 at 12 noon:** Negotiations Team's Presentation of contract language via Zoom
- **Tuesday, May 24 at 12 noon:** May Union General Membership Meeting (all faculty welcome) via Zoom
- **Friday, May 27 from 12-2 pm:** Unstructured, question-and-answer meeting about contract language with Negotiations Team members

June 1-June 3: Contract vote opens on the SVCFT Canvas page

June 14: Board of Trustees votes on contract and, if ratified by both Union and approved by the Board, it takes effect summer quarter.

Negotiated Areas:

- Associate Faculty Salary Structure and Promotion
- Professional Development Funds and Eligibility
- New SVC Faculty Academy
- Nurse Educator Funds
- Head Count
- Tenured (+) Eligibility
- Dual Credit (College in the High School)
- Department Chairs
- I-BEST, and Learning Communities
- Equity and Invisible Labor
- General Language Clean-up

SVCFT President's Update

By Kip Zwolenski, *SVCFT President*

We are coming to the end of another busy year. Which means it is time to VOTE! The union will be hosting three electronic votes over the next month. Each vote will have a corresponding module setup in Canvas to provide context on the proposed language or candidates that are being voted on. Please read about these upcoming votes below and engage in this process.

First, the vote to accept the proposed Faculty Evaluation-Consolidated Portfolio (Portfolio). A module has been published in the SVC-FT Canvas Homepage that presents the Portfolio and provides context on the vote. There are two Q&A sessions scheduled on Wednesday, May 18. The vote for the Portfolio will open at 8:00 AM on Wednesday, May 18, and close at 5:00 PM on Friday, May 20. Thoughts, questions, or concerns can be emailed to: FacultyEvaluation@skagit.edu

Next, I am happy to report that negotiations on the 2022-20225 Collective Bargaining Agreement (CBA) concluded on Friday, May 13. Minor editing and cleanup is currently being finished. The proposed contract language will be presented on Monday, May 23, along with a corresponding module in Canvas. The vote for the CBA will open at 8:00 AM on Wednesday, June 1, and close at 5:00 PM on Friday, June 3. Thoughts, questions, or concerns can be emailed to: SkagitAFT@gmail.com

Finally, we will be holding our annual elections for SVC-FT Officers (Officers). Our Officers serve one-year terms and are elected annually during spring quarter. A list of nominated candidates will be published through Canvas on Tuesday, May 31. The vote for the Officers will open at 8:00 AM on Wednesday, June 8, and close at 5:00 PM on Friday, June 10.

Nominations for the offices of President, Vice President-Associate Liaison, Vice President-Whidbey Island Campus, Secretary, and Treasurer can be emailed to: SkagitAFT@gmail.com.

SVCFT Executive Council Spring Quarter Update

by *Elena Bianco & Diane Johnson, Co-Secretaries*

The union executive council met in several informal discussion-only meetings during Spring Quarter where no votes were taken. Here are highlights of the issues that were discussed.

- **New Faculty Hiring:** Concerns were raised regarding the fact that no associate faculty who applied were offered tenure-track positions. The process highlighted several inconsistent and less than transparent communications and hiring practices, which

SVCFT leadership is planning to address in the form of a letter.

- **Covid Communications:** The executive council discussed further inconsistencies in communications from Administration regarding Covid protocols, especially those related to expectations for a return to campus and how students and employees with exemptions from vaccinations will or will not be accommodated. Again, the need for transparency and consistency needs will be communicated to the Administration.



Associate Faculty Update: Reflections on SVC's recent hiring season

by Jocie Slepyan Associate Faculty Vice President

This year saw an unprecedented number of tenure-track openings with 22 faculty openings and 17 successful hires. Of the 17, 7 are faculty of color. Considering the fact that we currently have 85 tenured/tenure-track faculty, the gain of an additional 17 is a huge boon to a depleted faculty force and brings in much needed diversity within the faculty body. This is something to celebrate.

As Associate Liaison, I did some investigation into associate faculty experiences of this hiring season. Through conversations with individual associates that applied and after conducting an anonymous survey of associates, here is a synopsis of my findings:

Fourteen associates applied as internal candidates for these openings. One new 2022 associate faculty member received a tenure track offering within the BAS in Application Development program. This is good news for our associates, and I also want to note that two additional, ultimately unsuccessful associates gave glowing reviews of the process of interviewing, acknowledging the fair reception of the hiring committee and the positive experience overall.

However, the majority of associates that I spoke with and surveyed said that this season was deeply demoralizing. The unprecedented number of job openings with only one success story for associates was surprising to some, and to others, a confirmation of a reality that internal candidates have very limited upward mobility at SVC. Twenty associates that responded to the anonymous survey indicated they felt there was bias in the hiring process against internal candidates. Several noted that they did not apply because of they were actively discouraged within department meeting conversations from doing so. Of the 14 associates that did apply, 4 reached the finalist interviews. Of the 14, thirteen did not receive a tenure-track offer.

It's important to note that SVC has aimed to diversify the faculty body with this round of hiring, and that is an aim that we all can support. Given the lack of diversity in the current body of faculty, it was natural that internal candidates would not dominate the hiring pool. However, the fact that they were not in the hiring pool was deeply troubling. Diversification need not compete with institutional knowledge and experience.

What can we do to improve the process?

To bring back a sense of equity to the process of hiring, both for internal and external candidates, we can do a variety of things:

- Transparent hiring rubrics, not only for hiring committees, but for the administrative interview.
- Consultation ahead of time with departments to identify needs that tenure hires may fill.
- Anonymous hiring practices that strip identifying information from materials.
- A certain amount of guaranteed interviews for internal applicants.
- Serious conversations about conversions or hires reserved for internal applicants: these options may be a way of balancing a process that appears to screen internal applicants out.

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Associate Faculty Update (cont'd.)

- Clear and prompt communication from HR about the stages of the hiring process and when the position has been filled.
- Follow-up information about the candidates: a respectful and transparent process of communicating the credentials of the new faculty hire would add clarity for applicants.

2022 Promotions: The promotion period is upon us! Step A associates who have reached 120 faculty credit units (FCUs) and meet the requirements for tenure can access Step B, and Step B associates who have taught an additional 90 FCUs at Step B can apply for Step C. The promotions do require that associates fill out the application paperwork and send it to HR by June 1. I have a list of associates' accrued FCUs, and I will be individually reaching out to all associates that qualify to encourage them to get their documents to HR by the end of May. If you are wondering how many FCUs you have taught thus far, send me an email: jocie.slepyan@skagit.edu.

Associate Talks: On Friday, May 27th, just before the Memorial Day weekend, we'll have a Zoom discussion and check-in for all associates at 2:00 pm. This is an informal meeting to connect, update, discuss any issues. While I won't have an official agenda, this will be a good time to talk about the proposed faculty contract and its implications for associates if it is ratified.

Associate Faculty Social: On Thursday, June 2nd, at 5:00, we'll have an outdoor get-together at Farm Strong in Mount Vernon. All associates and their tenured faculty supporters are welcome. Please come blow off some end-of-the-quarter steam.

Your 21-22 SVCFT Executive Council Reps

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
Jason Lind, Communication Studies/Journalism	Wanambisi Wesakania, Associate Faculty/Global issues

For Executive Council contact information, check the SVCFT Canvas Site

SVCFT workgroup completes evaluation work

by Sunaina Virendra, SVCFT Treasurer and Evaluations Workgroup chair

Earlier this year, members of the SVCFT Executive Council were tasked with finalizing revisions to the faculty evaluation process and forms that are part of the 2019-22 Collective Bargaining Agreement. This work built on drafts created by an earlier Evaluations workgroup and the Joint Labor Management Committee (JLMC).

The Executive Council work, which is now complete, was guided by the following set of principles:

- Honors agreements reached in the 2019-22 CBA about the process and the type of instruments in the portfolio
- Builds on the foundation established by the initial workgroup and JLMC
- Viewed as iterative and “continual improvement” work that is supported through a systematic way of revisions
- Each cycle will bring new insights and identify areas for improvement. We need to capture and then act on these discoveries in a systematic way
- Embeds a portfolio approach
- Directly links to the CBA (already done)
- Uses a numbering convention and consistent titles to facilitate accessibility
- Identifies the purpose for each instrument and states connections to other instruments
- Articulates the audience (who uses which instrument)
- States who is responsible for completing the tool
- Specifies the timetable
- Looks and appears consistent (same layout, same type face etc.)
- Is scaffolded (starts with Faculty Competencies)
- Follows a transparent, inclusive and time-bound process that consults key stakeholders

The work is available to view on the SVCFT Canvas site.

Two question and answer sessions will take place: 8-9 am and 4-5 pm **Wednesday, May 18 on Zoom.**

Contract Corner: Get to know our contract

by Neta Cabill, Past President and Past Lead-Negotiator

As our academic year and contract negotiations begin to wind down, I would like to encourage everyone to familiarize yourselves with our faculty contract and perhaps set aside some time this summer for a thorough review of it, along with the SVC Operational Policies and Procedures Manual (OPPM), and SVC Faculty Handbook. All of these documents have been undergoing some significant revisions, and it would be beneficial to take a closer look at the new language before returning in the fall.

As for our SVCFT Contract, while all sections are important, I would suggest paying particular attention to Articles 4-5 (Faculty Rights & Faculty Workload Standards), Article 8 (Evaluation), and Articles 10, 11, 12 (Probationary Employment and Tenure, Economic Provisions, and Discipline). Please look closely at all the Appendices and check to be sure that your placement on the Compensation Schedule is accurate and review all contracts and pay stubs for possible discrepancies.

We have all been through some tremendous challenges these past several years, and many documents and policies are being adjusted to keep up with the changes. Our negotiation team has been working hard this year to continue moving us forward to achieve positive resolutions and gains through interest-based bargaining. We owe it to them and ourselves to be as fully informed and engaged as possible, so they can best represent our needs at the table.

- The current [Negotiated Agreement and Appendixes](#) can be viewed at the the [SVCFT Website](#), SVCFT Canvas site, or in the SVC Staff Portal (under HR/Forms and Information/Faculty).
- The [Faculty Guidelines](#) are located in the Staff Portal under Office of Instruction.
- Links to the OPPM sections are on the SVC Administrative Services website. Scroll to the middle of the page to find the [table of contents](#).



A Union of Professionals

SVCFT

AFT Local 4985

Classified Staff Happenings: Winter Quarter news & updates

By Lance Levesen, WPEA Shop Steward/ District 6 Vice President

Thank you for giving us this opportunity to share with the Faculty of Skagit Valley College on what we are currently working on and have going on.

We are very excited to have two new Shop Stewards. Jamie Gregush and Julia Sewell. Both come to our leadership group from the Headstart/ECEAP Program. Jamie works in the Concrete location and Jamie at the South Whidbey location and they bring with them insight and knowledge from their program.

With the return to campus for all departments, we are busy with keeping up with the new instructions and making sure the College is keeping our members safe. As with opening back up, we are starting to see the accommodations for our non-vaccinated members are going away, having our members to make the difficult decision to get vaccinated or lose their jobs.

We are also getting ready to start negotiating our next collective bargaining contract. I will be sitting in on this process for the first time so I am looking forward to learning as much as I can while lending insight from our members perspective as well as from a Campus Security Officer's view. We have a very robust list of items we would like to address, include, and /or make language clearer and stronger for our members statewide.

Stay safe and healthy.

These are the WPEA Shop Stewards and Representatives:

Lance Levesen, SVC Security
WPEA Shop Steward/WPEA VP District 6
Work: 360-416-7934
Email: onemorecast69@yahoo.com
Mobile/Text: 360-420-7255

Sue Jensen, SVC Registration
WPEA Shop Steward
Work: 360-679-5329
Email: whidbeysue@yahoo.com
Mobile/Text: 360-320-2036

Jamie Gregush, Headstart/ECEAP
WPEA Shop Steward
Email: gregush@frontier.com

Shirley Confer, Business Office
WPEA Shop Steward
Work: 360-416-7746
Email: shirleycsvc@hotmail.com
Mobile Text: 360-420-2329

Julia Sewell, Headstart/ECEAP
WPEA Shop Steward
Email: smallthingsonyourpath@gmail.com
Mobile/Text: 360-672-2733

WPEA Staff Representative
Deb Montex (she/her/hers)
Member Representation Specialist
Cell: 425.679.0390
Email: deb@wpea.org

What's New in the Library for Spring Quarter

by Muggs Mills., *Library*

We are actually seeing an increase in student usage in the library! It has been difficult to be open but nearly empty of students. We are happy to report that students are once again finding their way here. Both campus libraries have added limited evening hours, and are now open on Fridays.

Mount Vernon Library Hours

Monday, Thursday 9 am – 4 pm

Tuesday, Wednesday 9 am – 7 p

Friday 9 am – noon

Whidbey Library Hours

Monday, Wednesday, Thursday 9 am – 4 pm

Tuesday 9 am – 6 pm

Friday 9 am – noon

Library Displays: The Whidbey Library display is featuring Asian Pacific Heritage month with displays and titles available for checking out. There is also a [Research Guide](#) available on the subject on the library's website. Whidbey Library is also working with Student Life to provide some grab and go snacks for students in the library (yes, they can eat them in the library).

Virtual Reality: Mount Vernon Campus Library will be holding the Virtual Reality Open House on May 23rd, 24th, and 26th. The Whidbey Campus Library is having a Virtual Reality Open House on May 25th from 10am – 3pm. Plan on stopping in for a demo!

Keeping Our Collections Current: We always encourage faculty to make book or other purchase suggestions. If you know about an academic virtual reality program you would use, please let us know as well! You are experts in your disciplines and we appreciate hearing from you. We are starting a major weeding project in the library as we move towards the construction of the new commons building. We would love to consult with you as subject experts to help us decide what to retain, replace, or discard. We encourage faculty to come down and look at items in your subject area, so please feel free to come down any time we are open. We'd love to see you.

Information Literacy: As experts in information literacy, we encourage you to contact library faculty to schedule research instruction sessions with your classes! It isn't too late in the quarter to have a library faculty member meet with your class via Zoom or in person. There is a big difference in researching a topic via Google or via an academic database. We can save your students time and help prepare them for higher level classes, as well as hopefully improve the sources in the papers you read at the end of the quarter. You can reach us at mv.library@skagit.edu (Librarians on both campuses check this email address.)

AFT Washington upcoming workshops & events

By Cortney Marabetta, Communications Specialist, AFT Washington

Registration is Open! Non-Violence and Organizing Solidarity Event

Friday, May 20th, 10 AM - 2 PM

Focusing on the newly-published book *Revolutionary Nonviolence: Organizing For Freedom*, by James Lawson, this event is a seminar for students, labor, and community members alike. Co-authors Kent Wong, Director of the UCLA Labor Center, and Michael Honey, Labor and Civil Rights Historian at UW, will lead discussion and workshops on the Four Steps of organizing, with the goal of providing an opportunity to think practically about how to effectively build the next mass movement for social and economic justice. If you are interested in joining AFT Washington for an in-person viewing party, please contact Cortney Marabetta at cmarabetta@aftwa.org. Space is limited! Register [here](#).

Community & Labor Summit: Strategizing Our Rights, Saturday, May 21 10 am-1 pm

The last two years have presented painful challenges while painting in vivid color the enormous gaps in our social contract, a contract that has been breached time and again over the last several decades. However, current circumstances present us with an opportunity, and the leaders and membership of AFT Washington invite you to join us to acknowledge the loss and suffering within our communities, examine and define the needs of our communities, and elevate our shared commitments and define the pathway to the better world we know is possible.

The summit will be hybrid, and you will be asked at the time of registration to select whether you will attend in-person or online. We are finalizing workshops, and will have more information very shortly. [Pre-register](#).

The AFT Washington/Barnard Iglitzin & Lavitt Scholarship is Open

The AFT Washington/Barnard Iglitzin & Lavitt Scholarship was initiated in partnership with Barnard Iglitzin & Lavitt LLP, a Seattle-based labor law firm. For the 2022-2023 school year, at least two (2) scholarships of \$1500 each will be made to AFT Washington members or their family members. [View the application for more details](#) about eligibility and application guidelines.

Applications are due to the AFT Washington office on May 23, 2022. If you'd like, you can also help us continue to provide scholarships by making a donation to the Scholarship Fund. [Find information about how to donate here](#).

Virtual Student Loan Debt Clinic, Wednesday, May 25, 5:00 - 7:00 PM

. Come learn how two federal programs can potentially reduce your monthly payments and forgive your remaining debt after 10 years of payments, as well as how to take advantage of the Limited Time PSLF Expansion Waiver. The waiver has a deadline of October 31, 2022, so the time to get enrolled is right now! Join us to find out how! Register [here](#).

Associate Faculty Unemployment Workshop, Friday, June 10, 10 am - 1 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](#).

Backdoor Recipes: Almond Cake for Petit Fours

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

Ingredients:

(Large batch) (1/2 sheet pan)

3 lb 6 oz	1 lb 2 oz	Almond paste
2 lb 8 oz	13 oz	Sugar
2 lb 8 oz	13 oz	Butter
3 lb 2 oz	1 lb	Eggs [9-10 eggs equals one pound of liquid eggs. You can purchase liquid eggs in most grocery stores or at Chef's Store (the old Cash n Carry) or use shell eggs]
12 oz	4 oz	Cake flour
6 oz	2 oz	Bread flour

Directions:

1. Mix using creaming method. To soften the almond paste, blend it with a little of the egg until smooth, before adding the sugar. Proceed as for mixing pound cake.
2. SCALING AND PANNING: Use 4 lb 3 oz per sheet pan (2 lb 1 ½ oz for a half sheet). One large batch recipe is enough for 3 sheet pans. Pans must be level and without dents. Spread the batter very smooth
3. Bake in a 325°F convection oven.

SKAGIT VALLEY COLLEGE PRESENTS

BHANGRA
2022

WHAT:
Bhangra Dance Performances
Indian Buffet Dinner
Guru Nanak Scholarship Fundraiser

WHEN:
5-9 PM Sunday, May 22, 2022

WHERE:
Ferndale, WA

MORE INFO &
GET ADDED TO THE GUEST LIST:

<https://forms.gle/vpZwcUKC8VXTU6TUA>



SKAGIT VALLEY COLLEGE SPRING POWWOW 2022

Saturday May 21, 2022

Location: Skagit Valley College Mount Vernon Campus

GRAND ENTRIES AT 1 PM AND 7 PM

VENDOR SET UP AT 9 AM. REGISTRATION OPENS AT 11 AM. DOORS OPEN AT 12.

HEAD STAFF	ARENA DIRECTOR: MERLIN KICKING WOMAN
HEAD MAN: SHELDON SHEBALA	HOST DRUM: YOUNG SOCIETY
HEAD WOMAN: PAULA SHEBALA	WHIP MAN: LOU LABOMBARD
MC: ANTHONY BLUEHORSE	SOUND: RANDY VENDIOLA

Vendors :

10 x 10 spaces available. One space per vendor.
Please bring your own tables. \$25 fee.

Question/Inquiries: Amy.Gustafson@skagit.edu or check out <https://www.skagit.edu/powwow/>