

Steven Henle

Nominated for CUFA Secretary

I recently attended two information sessions to listen to CUFA members discuss and ask questions about the proposed Collective Agreement extension. The energy was high; I loved hearing how concerned people are for our LTA colleagues and for the Collective Agreement. But honestly? We were divisive and angry at the wrong people, and I heard numerous statements that were not backed up by evidence.

In that moment, it hit me: We have plenty of passion, but we are losing our common vision. I have evidence that the Employer is aware of our ongoing internal conflict and this is never good. When CUFA becomes a collection of disconnected voices, our leverage disappears. Concordia Admin does not fear a loud room; they fear a unified one.

I am running for CUFA Secretary to take leadership in our communication. My goal is to transform how we talk to each other by focusing on two things:

- **Collegial Debate:** We are a diverse group. We aren't always going to agree, and we shouldn't have to. But I want to build a community where we can argue fiercely *inside* CUFA walls, so that we speak with one single, unbreakable voice outside of them.
- **The Common Interest:** It's easy to get caught up in the "me" and to blame others. My job will be to keep the focus on the "we." I will work with the Executive and Council to set the agenda. I will ensure every member knows what we are fighting for by keeping accurate information – so everyone is engaged and can make informed decisions.

CUFA's success is a long, unfolding story. Painstakingly and over decades we have made great improvements to our Collective Agreement. As your Secretary, I promise to keep the record straight, and communication constructive. I don't want to just record our history – I want to help us write a better one. One where we debate with respect, decide with logic, and act as one.

I have been at Concordia for 21 years, first as an LTA, and now as an ETA-Teaching Professor. I received the President's Award for Teaching Excellence in experiential learning. I am in my second mandate on University Senate and on CUFA Council for my 8th year. You can count on me to work well with the CUFA Executive and Council, to help us focus on what matters, restore collegiality, and keep an accurate account of CUFA business.