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Your Monthly Newsletter from the SCFA

ON STREAM

MENTAL HEALTH PEDAGOGICAL SUPPORT AVAILABLE FOR SCFA INSTRUCTORS

This year, a new position was created in Teaching & Learning: Matty Hillman's job title is **Educational Developer, Mental Health**. The purpose is to provide instructors with knowledge and skills to navigate mental health, trauma and behaviour issues in the classroom.

Support services include:

- Meeting with instructors one-on-one to discuss specific situations in the classroom.
- Providing various mental health workshops and training such as Mental Health First Aid, Suicide Awareness and Prevention Training and Trauma-Informed Teaching.
- Consulting on course content, language choice, assessment and policy etc.

One of the primary outcomes is to build capacity with instructors in their role of supporting student success. For more information or to book a meeting, email mhillman@selkirk.ca

CELEBRATING THE 2023 SCOPE WINNERS



From left to right: Victor Villa, Elizabeth Ferguson (Ahgaabeeksaki), Jamie Bliss and Kerri Webb

Many thanks to all the SCFA members who attended the SCOPE ceremony following the Fall GM on October 11th. We laughed, we cried, we feasted, we toasted the winners and left the event feeling totally inspired by the capacity educators have to positively and meaningfully impact students and colleagues.

The call for nominations for SCOPE Awards is released every March with an April deadline, so look for that call next spring and consider nominating an outstanding colleague.

WORDS FROM THE PRESIDENT



The SCOPE ceremony offered me a humbling and precious experience to create a new bond with co-winners Kerri, Jamie and Elizabeth. Being recognized on the same day for our individual contributions allowed us to share our understanding that as we celebrate one or a few of us, we celebrate the many who have steadily given so much to our community. I heard so much about how much students saw not only the excellence of our teaching but appreciated that we treat them as human beings while honoring and supporting their aspirations, educational and career goals. And this is worth celebrating.

If you were present for the SCOPE awards, you heard beautiful words from the three recipients. What you partly heard from me is that what I am most proud of is not only our teaching and our student centeredness, but also about how we serve our union, the SCFA. I have received teaching awards before, but this is the first time that I have been recognized also for other things that I find just as meaningful as teaching—for example, when 57 members gained regularized contracts because of the work of the 2014 Bargaining Team or when we corrected an inequity of how online teaching is remunerated. These accomplishments are also worth celebrating.

My contributions are not that significant. It is the work of others that allows the SCFA executive to be successful. There are too many people to thank in a space this small—I hope all of you who continuously say yes to our requests know how much it is appreciated. Rena Vanderbos, Kim Verigin and Doug Henderson are examples of the kind of contributors who make our union strong and effective. But today, I also want to thank four SCFA members who have not waited to be asked for help. Out of their own initiative, our union has benefitted from their work: Alyssa Franklin, Krystal Thorpe, Kirsten Bird, thank you for the work you have already started with the next round of bargaining and thanks to Jason Nickel for making math fun and constructing a user friendly chart to calculate retro pay. Thanks to everyone for all that you do to make Selkirk a great place to work and make friends.

Victor Villa

STANDING COMMITTEES: WHAT'S NEW?

LINDA HARWOOD, ACADEMIC GOVERNANCE COMMITTEE REP:

On October 14th and 15th, the FPSE Academic Governance Committee met via Zoom and elected me as its Chair (two-year term.) We had an information sharing session and concluded that to lessen institutional budgets' dependency on tuition from international students, micro-credentials in theory show solid potential; however, actual practice will have to be negotiated and monitored closely as they also have the potential to piecemeal and replace regular workloads in a worse-case projection and even undermine current articulation processes. We struck a sub-committee to do a deep-dive on this and then report their findings at our January AGC meeting so that we can discuss and move our evolving position forward to FPSE's President's Council. In the meantime, our FPSE rep (Chris Jaeger) will be informally sharing our cautiously optimistic approach to making micro-credentials viable and fair for all.

LEANNE REITAN, WOMEN AND GENDER EQUITY COMMITTEE REP:

This year's in-person meetings for the WGEC Committee took place on October 13 & 14.

At the FPSE meetings, we share ideas for awareness-raising events and activities, compare collective agreement provisions and language for best practices, and brainstorm ideas to advance equity for women and gender diverse people in the workplace and among those we encounter in carrying out our work. We also discuss and educate ourselves on emerging issues and opportunities for engagement that lead us towards advancing equity for all members.

In the past, your SCFA WGEC has had two representatives; travel is not always easy from Castlegar and the timing of meetings is not always optimal, so having two reps increases the chances that SCFA will have representation at the table (even if it is sometimes a virtual table) at most if not all meetings. Also, I know my own shortcomings & they definitely include event planning and execution, so having a co-rep with those skills definitely enhances the offerings of this committee. Why do I mention this? Well, my co-rep recently stepped down to take on another important union position, so I would love to recruit someone to take their place for the rest of this school year! Event-planning proclivities appreciated, but not essential.

Locally, I have requested permission from Campus Management to fly the Transgender Pride Flag on the Castlegar Campus during Transgender Awareness Week November 13 – 19, and on the Transgender Day of Remembrance November 20. We have two of these flags, purchased using FPSE committee funds, so this year I am using some of the SCFA WGEC discretionary budget to purchase Progress Pride Flags, with the intent of finding a permanent home for these symbols of inclusion in highly-visible public area of the main Castlegar Campus so that workers and students of all genders will feel welcome and seen. Fingers crossed you'll see the results of these efforts soon!

Next up are the 16 Days of Activism Against Gender-based Violence which run from November 25th (the International Day for the Elimination of Violence Against Women) through December 10th (Human Rights Day), and includes the sombre December 6th National Day of Remembrance and Action on Violence Against Women which asks us to remember the women who were murdered during the tragic mass shooting at Polytechnique Montreal on December 6, 1989.

If you have any concerns or issues involving gender equity issues at Selkirk College, please know that you can come to me to be heard, and that I will do my best to assist you and keep your best interests and safety at the centre of all that I do as your representative on this committee. As the kids say, my DMs are open!

Assisted Leave Spotlight: Theresa Southam and Renee Harper



RENEE HARPER

I'm writing from the midst of my six-month assisted leave, where I am in the thick of writing, revising and proposing. I'm tremendously grateful for the time the leave has given me to write and think, and I am so appreciative to the SCFA for the opportunity.

I'm currently focused on three manuscripts at different phases of development: an academic monograph rooted in my doctoral scholarship, a poetry manuscript titled *Boundary Territory* (forthcoming Fall 2024), and a historical fiction manuscript.

The academic monograph stems from my recently defended doctoral dissertation written for York University's Department of English, titled "Enclosed Edens, Contested Waters and Failed Utopias: An Ecocritical Reading of Epistemic Land Claims in Okanagan Literature." This manuscript examines how competing settler interests and agendas express themselves in the Okanagan region's literature and examines how the stories British Columbia's settlers tell each other about the unceded Indigenous territories on which they dwell impact local ecologies and Indigenous communities. This project has allowed me to foster collaborations with scholars examining settler colonial histories and impacts on the Okanagan region, including members of UBCO's Department of Critical and Creative Studies, where I am part of the SSHRC-funded interdisciplinary research project, "Kelownafornia: Cultures of Nature in the Okanagan Valley."

The historical novel is titled *The Burning Mill*. This project earned a Canada Council of the Arts Research and Development Grant, supporting a trip to the Netherlands in the spring. On the trip, I amassed research material and visited key locations in the novel. My novel is rooted in family history, regional myth, and folklore. While the story culminates in the central characters' immigration to Canada, the novel finds its setting in Eefde, a village in the Dutch province of Gelderland, at the beginning of WWII and the German occupation of the Netherlands. The novel charts a family's story through the occupation to what is termed by historians "The Hunger Winter," wherein Nazi forces sought to starve Dutch resistance into submission. The novel also tells the story of the betrayal of the region's Jewish community members and the impacts these betrayals have on the broader community.

Again, I feel so grateful to have time to work on all these projects.

THERESA SOUTHAM

I am so grateful for the Selkirk College Faculty Association. SCFA's support of tuition and assisted leave in 2018-19 allowed me to finish my [dissertation](#). I went on to conduct further research on older women leaders for a chapter in a book I also coedited: [Driving Social Innovation: How Unexpected Leadership is Transforming Society](#). This year I have six months assisted leave. I promoted Driving Social Innovation by giving a workshop on unexpected leadership at the [2023 International Leadership Association conference](#) in early October.

I'm also finishing my own book, *Transforming Trauma through Culture*, to be published this Spring by Fielding University Press.

In *Transforming Trauma through Culture*, I'm following in the footsteps of Judith Lewis Herman who in the 70s wrote *Trauma and Recovery*. Sadly, right after publication Herman suffered a brain trauma. Her contemporary Bessel van der Kolk, and those that followed like Thomas Hubl and Gabor Mate have focused on a few large traumas. In my book, stories of Virgil Seymour, Briony Penn, Robert Inwood, Gaganjeet Singh, and Lee Reid demonstrate that trauma surrounds us all and, I hope, will inspire organizations, non-profits, and individuals to resist the steady pipeline of negative societal threats traumas like these present!

I'm planning to give readings at the College, local libraries, and bookshops this Spring. You are all invited and again deep gratitude for your trust and support!



HOORAY! HOORAY! RETRO PAY!

The moment you've all been waiting for has nearly arrived: your retro pay is scheduled to be deposited on December 1st.

Jason Nickel developed a user friendly Excel spreadsheet you can use to calculate how much retro pay you should receive next month. When you receive your deposit, double check your numbers and let the SCFA know if anything seems incorrect. Thanks also to Doug Henderson who was kind enough be a second set of eyes and review the calculations.

Here is the link for the formula sheet: <http://scfa.ca/salary-scales/>. It's located under the title "Retro Pay 2023."

Here is a summary of the **total gross retro pay** you can expect based on what salary step you were at in April 2022. These calculations were made for 100% contracts. For proportional contracts, please use the formula sheet provided on the SCFA website.

Step 1:	\$8,153.58
Step 2:	\$7,950.62
Step 3:	\$7,584.82
Step 4:	\$7,198.61
Step 5:	\$6,897.97
Step 6:	\$6,660.51
Step 7:	\$6,431.68
Step 8:	\$6,202.04
Step 9:	\$5,973.15
Step 10:	\$5,744.34
Step 11:	\$5,514.75

- Faculty at 100% regular can see the gross retro pay in the green shaded column on the chart, and Faculty Assistants can look to the blue shaded column.
- Members under 100% and members who were employed for portion(s) of the retro pay period can easily modify the excel table to get an accurate calculation of their retro pay. Simply adjust the % value in the yellow boxes, which represents your % contract for the different time periods provided.
- Members with a short-term contract can glean some info from the tables, but their retro pay amount will be different.

Since Jason didn't calculate with the skills and software that HR uses and didn't calculate down to the hour but rather as a proportion of a month, the retro pay values may be +/- \$30 of the actual pay.

A HUGE thank you to the bargaining team for their work this round!

TOQUES IN ACTION!!! AND OTHER WAYS TO ENGAGE



THANK YOU TO THE MUSIC FACULTY FOR SUBMITTING THIS AWESOME PHOTO. LOOKING SHARP, FOLKS!

- The weather is getting cold, so if you don't yet have an **SCFA toque** like the folks in the photo and want one, you can either stop by Leesa Dean's office during SCFA drop in hours (Mondays, 10-11 AM, Castlegar Campus, Office 0-023), ask Leesa to put one to your staff mailbox, or have one sent to another campus via interoffice mail.
- Reminder: On Stream is always on the lookout for **submissions** relevant to our work at the SCFA or as faculty. Send your ideas at the beginning of each month to ldean@selkirk.ca.

STAY TUNED FOR MORE SCFA NEWS IN YOUR NOVEMBER NEWSLETTER!