



# On Stream

Newsletter of the Selkirk College Faculty Association

October 2017

## MESSAGE FROM THE PRESIDENT

Duff Sutherland

For the first time in sixteen years, we have a new party in power in British Columbia. The SCFA and our provincial body, the Federation of Post-Secondary Educators, are non-partisan organizations. However, we have supported change that would lead to more accessible, affordable post-secondary education delivered by institutions that emphasize teaching and research rather than “leadership” and “innovation.”

We saw immediate change with the removal of tuition on ABE, ESL, and Prep courses. We are hoping for more including a return to an entirely publicly funded system rather than one that relies heavily on rising tuition, extra student fees, and mounting (and precarious) tuition fees from international students. Our students pay too much for their education. They work too much while taking courses and start their working lives with unacceptably high debt. Van City reported that BC students have amongst highest average student debt in Canada, averaging \$30,856 in 2015. This is not news to SCFA members. We see the effects of these pressures on our students every day in our classes. We often know about it first-hand from our adult children who are taking post-secondary education. Nevertheless, it is an issue that we can work on together with the SCSU and now is the time to push for change with a new government.

So much for politics! The other focus of the SCFA this year is to engage you in your association. You should have an SCFA membership card now. It has contact information on it for Lui Marinelli, Chief Steward, Rebecca Jacobson, VP Liaison, and me. Union cards are humble but important things. They show you are a member of the SCFA and they connect you to a labour movement in which it has not always been safe to have a

card. It would be great to see cards on every member's office bulletin board.

We are also trying to get you involved in the SCFA through activities and events in which we share values. Members carried the SCFA banner in the Nelson Pride parade, and in the Castlegar “Take Back the Night” rally. The SCFA, along with PPWC and SCSU, was a sponsor of aboriginal services' Orange Shirt Day. The SCOPE committee also put on a great event to celebrate the professional achievements of our members, and to provide a chance for us to have a social. Our Non-Regular committee representative, Leesa Dean, is planning to promote Fair Employment Week at the end of October. We are hoping to have a steward committee up and running by the end of the month. All of this is part of our engagement project. Tell us how we are doing.

A final piece of positive news. FPSE now has a standing committee on Decolonization, Reconciliation, and Indigenous issues. Sue Hackett has agreed to be the SCFA's first representative on that committee. We live in our hopes of something better.

I hope that you have a great semester.

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## EYES WIDE OPEN

**Lui Marinelli**  
**VP Contract Administration**

The contracts for some members are quite straight forward and consistent...I haven't had anything added or deleted for a long time. For others, often new instructors, their contracts seem to change each term. Our school chairs or department heads are tasked with submitting the appropriate paperwork when you experience a change. That paperwork goes to HR and then to the appropriate people in Payroll. In the end, with our current system, there are many hands, many computer entries, and many opportunities for mistakes to happen.

On a regular basis, I deal with mistakes related to contract changes. As far as I can tell, none are malicious just the nature of the system; many hands and many points of data entry. Mistakes have happened when, for example, the vacation payout for faculty short term contracts goes from 8% to 16%, when workload for an extra section is given after the term has started, when people come back after time off, or at the end of a voluntary workload reduction.

What to do....couple of things. First, from your chair or department head, ask to see your workload. Most can give it to you on an Excel spreadsheet and it should show the workload value of each course, lab, seminar, etc. Make sure you understand how the numbers were determined.

Members at times get tripped up by workload that is discounted. For example, most labs are counted as .7 of a contact hour. This means that if you have a 3 hour lab, you only get 2.1 hours credit towards your workload. "How is this possible...I am in the lab for 3 hours, but only get paid for 2.1 hours?" What we need to remember is that contact hours are not the same as "regular" hours. If all you did was lecture, you would have to work 16 contact hours for full pay. So compared to someone working a 35 hour work week (regular hours), each of those contact hours is just over 2 "regular" hours. So if you lecture for 3 hours, you are getting paid for 6.6 "regular" hours. The assumption is that for that lecture, you are preparing before the lecture, may have some marking to do after the lecture, etc. Labs, seminars, and

other non-lecture workload is discounted differently for various reasons. The thinking was that, for example, a lab where students are expected to complete a worksheet that you provide and you are in attendance just to answer questions, then there isn't the same amount of work associated with before, during, and after the lab so for the 3 hour lab, you only get 2.1 contact hours credit which equals 4.2 "regular" hours.

Second thing to do is to check your pay cheques. We all have our cheques deposited electronically so you won't be able to review them unless you go online to access them. The process is pretty straightforward. Get online and enter **ess.selkirk.ca**. You will be prompted to enter your user ID and password. If you haven't done it before and don't know your ID, call Payroll or Tina Castellarin in HR and they will give you the info you need.

If your contract changes, review your pay cheque to make sure the change is reflected there. If your contract doesn't change very much, you should still check.

If you're not clear how to read the pay cheque, call Payroll and they will explain it. If you're not clear on workload, ask your chair or department head but if you still don't get it, contact me...one way or the other, we will make it clear for you.



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## SCOPE AWARD WINNERS

### Standing Committee on Professional Excellence

Congratulations go out to Tiffany Swauwaert, James Nicol, Takaia Larsen, and Leslie Comrie, this year's SCOPE awards winners! The celebration was on Thursday, September 28<sup>th</sup>; join us next year!



**Tiffany Swauwaert**

I started working at the College full-time in the summer of 2004, although I had taught here on a part-time basis before that. I taught and worked in the School of Business in a variety of capacities as Instructor, Program Advisor, and Chair until 2017. I have also been involved with Education Council for a number of years, along with a variety of other committees. I am a CPA, CA by trade, but can't seem to stop being a student, so I'm currently working on my Doctorate of Education through the University of Liverpool. I am now the Dean for Community Education and Workplace Training, School of Business, and School of Environment and Geomatics.



**James Nicol**

During my exciting six years as a Selkirk College instructor, it has been my distinguished pleasure to facilitate the year-long human anatomy and physiology courses needed for both the Bachelor of Science in Nursing (BSN), and for the advanced diploma in Rural Pre-Medicine (RPM). More recently, I've enjoyed and am eager to continue lecturing in other courses such as microbiology, introductory biology (online) and biological anthropology.



**Takaia Larsen**

Takaia has been with us since 2006 and is a history instructor and the UAS coordinator, and she became the Rural Pre-Medicine (RPM) Student Liaison this past year. In addition, she serves Education Council's Admission and Standards Committee and the Federation of Post-Secondary Educators' Human Rights and International Solidarity Committee. She also holds a lead role in the development of the Law and Justice Studies Diploma Program and is coordinator of the River Arts Symposium 2018 in collaboration with Emily Carr University of Art + Design. She also works on the Peace 216: The Doukhobors: Mir Centre for Peace Summer Institute Program.

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## TAKE BACK THE NIGHT 2017



Join us next year in support of ending sexual, relationship and domestic violence.



**Leslie Comrie**

I received my Masters in Social Work from Dalhousie University and have been working in the social services sector as a case manager for Interior Health, counselor for various non-profit organizations and more recently an instructor in the Social Work and Child and Youth Care programs at Selkirk College. Over the past year I have moved from instructing into the position of Healthy Campus Advisor where we work towards infusing health and wellbeing into everyday operations, business practices and academic mandates. During my time instructing at Selkirk I become increasingly interested in how we might support the well being of students. Recognizing that the stressors attached to being away from home for the first time, the pressure to succeed in an increasingly competitive environment and managing the academic and emotional demands of the college environment were impeding the success of our students. I believe that students should have the support and opportunity not only to succeed but to thrive in the college environment and I am privileged to be able to support this process!

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## NELSON PRIDE



**On Sunday, September 3<sup>rd</sup>, we participated in the 2017 Pride Parade in Nelson...on what turned out to be one of the hottest days of the year! That said, it was great fun for the whole family. Join us next year!**

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## OUR PD FUNDS AT WORK

**Rebecca Jacobson**  
Professional Development Committee Chair

In February, the PD committee was pleased to send Gilles Parenteau, a 27-year veteran of the School of Music, to Rwanda! Thanks, Gilles, for telling us about your adventures.



## Special PD in Rwanda

For the last 2 years Selkirk College Music Program and Ecole des Arts in Rwanda have developed a remarkable relationship: this is our story.

Nyundo School of Music was established in 2014 following the Government's initiative through the Workforce Development Authority WDA, to promote and professionalize the music industry in Rwanda. Modules offered fall under vocal music, use of instruments (drums, piano, guitar, wind instruments, percussion and local instruments), music theory, production, entrepreneurship, languages, music history, among others.

It all started from a call from the uncle of one of our graduate who was organizing a multicultural music festival in Revelstoke. We were asked to host Jacques Murigande alias Popo and ten of his students from Rwanda to put on a performance at Shambala theatre in Sept 2015. After 2 sold out concerts...we started talking about a deeper connection between our 2 schools. We signed an M.O.U. in spring of 2016 after taking 3 of our 2nd year students to Gesenyi (3hrs from capital Kigali). The 2 week experience showed great potential to learn from one another. This relationship proved to be rich in terms of performing, learning and teaching.

For myself and the students, we experienced vast differences in culture and musical approaches. While Western composition is traditionally built around melody and harmony, African music is heavily rooted in percussion and time signatures not often employed in North American song structures. It's very difficult to learn because your brain has to do a 180-degree turn, but very gratifying after you get immersed in it. Their grooves are so thick and always perfectly "in the pocket". It's coming from a different place...a different way to learn.

During my second visit, (Feb 2017) my role as a teacher targeted specific fields that complemented their curriculum such as arranging, harmony and sight reading. Each day offered a different challenge depending on which year group I taught. Some topics such as chart types could be presented to all levels where more specific notation concepts had to wait for a day spent with 3rd year students only. All that said, Jacques Murigande, department head, was pleased to see how our Selkirk curriculum fitted with his without compromising their vision for the program.



I also had the opportunity to perform with Kigali professional musicians for special events and special performances for the school. As a Canadian artist, this was one of the most memorable experience of my career ! Through it, I've learned what no book can teach and I consider myself very fortunate. So many moments touched me as a teacher and as a human being. Upon my return at the college, I could not help talking about the way the Rwandan students and teachers are united. Where they may lack in material possessions they certainly have a strength and hope that unites them in a way I have never witnessed before : music, this international language that plays such an important role in this renewed country...incredible!

My hope is for this PD to act as a source of inspiration to our students and faculty, and to encourage us to nourish this developing relationship. Their strengths and our strengths combined could become an exemplary international collaboration. I'm grateful to the college, students and faculty for supporting me in this endeavor. Looking forward to bringing them here in the fall to perform with our students at the 2017 Gala.

Here are 2 links you might enjoy:

<http://www.macleans.ca/education/college/selkirk-college-is-joining-forces-with-a-rwandan-music-school/>

<https://www.youtube.com/watch?v=12eJQj8J7K8>

Merci,  
Gilles Parenteau