

Minutes of the SFUFA Executive Meeting
Held Thursday, January 11, 2018
Halpern 114
9:30 - 12:00 noon

In attendance:

Kumari Beck (Education)
Sherryl Bisgrove (Biology)
Russell Day (Psychology)
Genevieve Fuji Johnson (Political Science)
Dan Laitsch (Education)
Steeve Mongrain (Economics)
Krishna Pendakur (Economics)
Michael Sjoerdsma (Chair, Engineering
Science)
Rochelle Tucker (Health Sciences)
Alexandra Wieland (Archives)
Brian Green (Executive Director)
Melanie Lam (Recorder)

Regrets:

Jennifer Scott (mat leave)
Ronda Arab (English)

1) Approval of Agenda

Approved with one addition – equity update (Genevieve Fuji Johnson).

Moved: Sherryl Bisgrove/Russell Day

Carried.

2) Approval of Minutes – December 14, 2017

Approved as circulated.

Moved: Sherryl Bisgrove/Russell Day

Carried.

3) Business Arising

- 2018 BOG meetings: a sign-up sheet was circulated to the executive.

4) Presidents report – Mike Sjoerdsma

- Mike gave an update on his meeting with VP Academic. Discussions were around the Deans advisor's issue, collective bargaining, issues at Great Northern Way campus and faculty workload.
- Brian and Mike are planning to visit faculty members at the Great Northern Way campus.
- TLC is undertaking a needs assessment of faculty members initiated by Brad Johnson, TLC Director and are planning focus groups. A communique will be sent out to the sfufa a-z list.

5) Executive Director report

- A letter regarding the issue of Deans advisors has been drafted and will be sent next week.
- The process of preparing for collective bargaining has begun. The executive has invited David Broun, chief negotiator, to speak at the next meeting to provide an update.
- Ronda Arab is stepping down as Chair of the SFUFA Equity Committee at the end of this semester and elections will be held for a replacement for September 2018. If exec members know of a suitable candidate to fill in for the summer semester, please talk to Brian.
- Larry Axelrod, Director of Equity, Diversity and Inclusion (Faculty Relations) was invited to speak at today's exec meeting but couldn't make it. The executive recommended inviting him to speak at the consult meeting on January 18th.
- A faculty member has requested to speak with the executive about issues related to faculty representation and lack of reporting to faculty members on decisions and proceedings that occur at the senate for example and will be invited to speak at the February meeting.
- The federal government introduced changes to maternity, parental and caregiver leave benefits and an email was sent to members about this on December 21st.

6) Presentation: Kim Hart, Special advisor to the Provost on Equity, Diversity, Inclusion.

- Kim and her team are working on the following tasks: writing a strategic plan for equity, diversity and inclusion; looking at data and the current population and dimensions of diversity at SFU; developing a community consultation plan; identifying gaps and barriers; forming an advisory group; establishing a coordinating committee to keep all equity groups connected and establishing a website. Her team is looking for opportunities to make change and has met with the Deans Council to talk about equity, diversity and inclusion and to put together a Primer for advancing EDI for Deans and Chairs.

7) TRACS – Rochelle Tucker

- It was reported that there is a lot of duplication and replication of data going on at SFU which translates into more administrative work for faculty members. For example, TRACS and the CV system require much of the same information that must be reentered. The institution needs to look at the data it has and take an inventory of it and harmonize it. In addition, there appears to be many "shadow" data bases created at the departmental level which sometimes leads to inaccurate information being duplicated. The executive recommended raising this issue at the next consultation meeting with senior administration.

7b) Update on Equity, Diversity, Inclusion – G. Fuji Johnson

Three work areas are underway. (1) Structural changes: a working group has been formed, made up of Genevieve, Kim Hart, Larry Axelrod and Theresa Burley. A coordinating committee is being formed with a representative from student services, CJ Rowe, the Director of Equity Diversity and Inclusion (Human Resources) and the Human Rights Officer.

(2) Ground level initiatives are underway such as the development of the SWOT inquiry which is a tool that Directors, Chairs and Deans and “champions” of EDI can use to identify specific opportunities to advance EDI in their academic units. In addition, the development of working definitions, and an email of support from the VPA to Deans, Chairs, Associate Deans and Directors about advancing EDI in faculty plans. (3) Data collection and analysis: SFU has undertaken a scan of existing equity programs and are trying to get quantitative data that exists. A workplace experience survey is being developed for faculty and staff as well as a student experience survey.

8) Items for Consultation – January 18, 2017

1. Carried over from November: update on the new scheduling policy and student course access initiative.
2. Duplication and replication of data - workload
SFU uses a variety of programs to store and manage data, and there is frequently duplication. TRACS and the CV system, for example, require much of the same information, and faculty must re-enter data that has previously been submitted and stored. We understand that work is underway on a student data warehouse, to integrate platforms, build consistency and reduce duplication. We would like to discuss the need for a similar process for faculty data and what might be done in the short term to avoid the need for faculty to submit identical information multiple times.
3. Updates on equity, diversity and inclusion hiring processes (Human Rights Officer, HR Equity Advisor etc). SFUFA would also like to invite Larry Axelrod to attend the consult to introduce himself and briefly discuss his role and priorities.
4. Withdrawals under extenuating circumstances: Has there been a change to the WE policy? Faculty have noticed an increase in students withdrawing under extenuating circumstances this past semester.
5. Reports suggest that SFU's graduation rate is 64%, significantly lower than comparable universities such as Concordia, at 74%. Has SFU undertaken any research to understand why such a difference exists?

9) Other business

- New parking initiatives: The parking committee is meeting next week and Rochelle and Kumari will provide an update at the next exec meeting.
- Re-appointment of Joy Johnson, VPR: Sherryl is on the search committee and reported that the first meeting was held last week. Exec members are encouraged to pay attention and be engaged in the process and attend the open forums and to ask questions.
- SETC initiative: Dan Laitsch is continuing to work with the Student Evaluation of Teaching and Courses working group and reviewed some of the issues associated with the new system.

11) Adjournment - The meeting adjourned at 11:55 am.