

Minutes of the SFUFA Executive Meeting
Held November 7, 2013
Diamond Alumni Club
9:30 – 12:00 noon

In attendance:

Neil Abramson, Chair & President (Business)
David Broun (Physics)
Glenn Chapman (Engineering Science)
Julian Christians (Biology)
Russell Day (Psychology)
Holly Hendrigan (Library)
Maite Taboada (Linguistics)
Brian Green, Executive Director
Jennifer Scott, Membership Services Officer
(recorder)

Regrets: Approved Nov 21/13

Natalia Gajdamaschko (Education)
Maureen Fizzell (Business)
Krishna Pendakur (Economics)
Carl Schwarz (Stats and Actuarial Science)
Melanie Lam, Executive Assistant

1. Approval of Agenda.

Moved: M. Taboada/G. Chapman

Carried.

2. Approval of Minutes of October 17, 2013 Executive Meeting.

Moved: R. Day/H. Hendrigan

Carried.

3. Business Arising.

There was none to report.

4. President's Report.

N. Abramson reported on the following:

- Neil provided a detailed timeline of the conversation regarding Interest arbitration with the Administration. After several back-and-forth's whereby the Faculty Association asked for interest arbitration and the request was declined (both in person and by email), the Administration expressed a willingness to revisit the issue in a meeting with Neil and Carl on November 15th. The Administration was explicit in asking SFUFA to clearly separate the question of interest arbitration from the potential for certification under the labour board, and Neil expressed our willingness to maintain that separation in all correspondence with our membership regarding interest arbitration. SFUFA's formal proposal to move forward with interest arbitration was turned down by the Administration.
- Our next consult meeting is scheduled for November 21st; however, many Administrators are unable to make it and the Executive recommended trying to reschedule the meeting with Senior Admin when Jon Driver and Judith Osborne are available; the executive committee portion of the meeting will still be held November 21st.
- There was a long discussion regarding the November 6th General Membership meeting, particularly regarding the vote to pursue certification in the next 12 months. Because of member feedback at the meeting and elsewhere, the Executive discussed the logistics of coordinating a panel discussion for faculty members who are not in favour of certification much like the panel

held October 16th. There was general agreement that regardless of our position on certification, member outreach is the main goal.

5. Executive Director's Report.

B. Green reported on the following:

- Brian also spoke about the general membership meeting: 131 people were in attendance across 3 campuses. The final results of the motion regarding certification were 100 in favour; 29 against; 1 abstention. So far we have reached around 300 people generally to talk about certification; we have reached 240 people specifically. So far, about 60% of people we've reached are in favour and less than 5% are opposed. We discussed how we might provide a good education on this issue to our members who are currently undecided (which is a significant if not majority portion of our membership right now). Some ideas are to provide information/hold sessions regarding: nature and extent of salary declines and hold sessions on salary general speaking; to work with the Bargaining team to provide simplified examples of Carl's data as a visual cue to the issues we are speaking about; salary structure/ceilings and learning outcomes information could also benefit from these types of simplified graphics as visual aids.
- There was also recognition for the need for a separate event for Librarians and Archivists whose work environment and salary scales are significantly different than that of research and teaching faculty.

6. Membership Services Officer Report

J. Scott reported having dealt with approximately 30 member cases since she began in September. The issues for members are widely varied and range from explanation of faculty benefits to member advocacy within departments and faculties. She also attended the CUFA BC Conference and the Western Regional Faculty Association conference, as helped organize the member events held throughout the semester. There was a long conversation regarding one member case where a faculty member was going to participate in a student plagiarism appeal to to be heard in front of the University Board on Student Discipline.

7. PDR Concerns

- D. Broun has been compiling a list of issues/specific problems with PDR. Some of the most common problems are: computers (3 years between being able to replace computer); most people need 2 computers minimum. Internet policy is still extremely difficult to access. Splitting conference expenses; only being able to submit expenses once per calendar year; need better and clearer language regarding precisely what documentation the University requires.

8. Items for Consultation

IB. Green will try to reschedule the consult for December 5 or 19th. Some issues for consult are: bike safety, review process for the Dean of Science, data for faculty members regarding students prior to the beginning of the semester (ie GPAs etc.) and finding a process where faculty can receive a snapshot of a class's average CGPA without having to look student by student.

9. Review of Fall General Meeting

- There was a long conversation about electronic surveys/polling, and the Executive agreed to table this issue until the next meeting.
- Focus Groups in faculties/departments; potentially small, targeted electronic surveys that happen frequently; we wanted to come back to the possibility of creating an advisory committee on certification much like the bargaining advisory committee. J. Scott will draft a survey regarding accessibility/availability to circulate to members to find out how more people might be able to attend the next GM.
- It was determined that Neil will inform the Administration of the results of the motion on certification as a gesture towards our commitment to an ongoing open and productive relationship with them.

10. Adjournment.

There was no other business and the meeting was adjourned at 12:00 noon.

Moved: G. Chapman/M. Taboada

Carried.