

## Minutes of the SFUFA Executive Meeting

Held March 20, 2014

DAC

9:30 – 11:30 am (PCR)

Followed by Consult

### In attendance:

Neil Abramson, Chair & President (Business)  
Glenn Chapman (Engineering Science)  
Julian Christians (Biology)  
David Broun (Physics)  
Maureen Fizzell (Business)  
Russell Day (Psychology)  
C. Schwarz (Stats and Actuarial Science)  
Maite Taboada (Linguistics)  
Brian Green, Executive Director  
Jennifer Scott, Membership Services Officer  
(recorder)

### Regrets:

M. Lam, Executive Assistant  
Natalia Gajdamaschko (Education)  
Holly Hendrigan (Library)  
Krishna Pendakur (Economics)

### **1. Approval of Agenda**

Approved as circulated.

Moved: M. Fizzell/R. Day

Carried.

### **2. Approval of Minutes of March 13th.**

Moved: M. Taboada/D. Broun

Carried.

### **3. Business Arising.**

- J. Scott reported that the newsletter has been circulated by email; paper copies will be distributed in the coming week or so.
- There was a discussion regarding biannual review and possible misinformation circulating to Chairs/Directors regarding the impact of a 0.5 evaluation on Research Faculty. Further discussion to be held in the Consult meeting today.

### **4. Presidents Report**

- N. Abramson met with A. Petter and J. Driver and it was noted that J. Osborne will be retiring, and there will subsequently be one fewer VP position. The University Secretary will take over much of Judith's current portfolio. The VPA will take over Academic Relations and Faculty HR; the rest of HR will fall to P. Hibbitts. The General

Council will report to the President.

- The Carbon-Neutral program is being extended to universities. Our Carbon trust monies will be redistributed to our deferred maintenance fund. Petter wants to have the money for new 'green' ventures. Cortex, which heats UniverCity, burns biomass, and would reduce our carbon footprint by 70% (some debate about this calculation); However, because the province would consider a 20-year deal as would be necessary to take advantage of this reduced footprint as a debt, the government says no.
- There is a plan to import the Surrey-based cohort-model to Burnaby Campus for 1<sup>st</sup> and 2<sup>nd</sup> year students. It would be optional. We should make sure that there is no course offering reduction as a consequence. A pre-med cohort was a suggested possibility.
- School of Chiropractic: SFU gets a new athletic facility in exchange for \$5 million land (some question about the accuracy of this valuation). Faculty members, especially those in Science, were shocked they had no meaningful say in this decision; however, as Petter reminded us, Ontario and the Federal tri-council recognize Chiropractic as legitimate research. The BC Chiropractor's Association would establish the college.
- The sports facility would be for everyone, not just NCAA teams. They would renovate the existing facilities including change rooms etc. SFU will probably have to pay out the overage of renovation costs. The college will not be affiliated with SFU in any way. It was determined that, at consult, we would ask administration for more transparency and visibility in the process. Questions we are left with are: what are the opportunity costs we are giving up for this transaction? Was it designated for housing? Timeline? Concerns about the lack of faculty input were raised, along with concerns of the long-term impact on the potential damage to SFU's academic reputation because of the proximity of this institution, as well as concerns regarding academic freedom and liability/litigation by the school of chiropractic. President Petter guaranteed that there would be no affiliation between the institutions whatsoever.
- Teaching Professor: A. Petter doesn't consider Teaching Professor as part of the natural progression for lecturers, in spite of the fact that this promotion is seen as natural progression at both UBC and UVic. Associate professors who are not already in an approved teaching-intensive track will not even be considered for promotion even if they apply. SFUFA needs to monitor departmental criteria for this new rank. Timeline for promotion to Teaching Professor: April 15<sup>th</sup>: approach Dean for CV

evaluation if you would like guidance May 15<sup>th</sup>: application deadline. The Executive discussed getting the deadlines pushed back because so many departments who have yet to articulate their criteria. It was determined that we would approach Academic Relations, as it is ultimately their responsibility to hold departments accountable for the criteria.

- There is a new study emerging from Ontario regarding faculty productivity. Faculty who are unproductive in research are teaching the same amount as productive researchers. Rather than a punitive system, which is what is currently being discussed in Ontario, why not implement a reward system for those who are extra-productive. The possibility of banking research credits was discussed as a possible reward system for faculty.
- Retirement Survey: J. Driver does not want the VPA office involved; He is concerned his office's involvement would scare people off. It was determined that SFUFA should do the survey on its own and use the information for bargaining purposes.
- ESL Funding: \$20M cut from feds; colleges are cutting staff. Impacts recent immigrants but not international students so should have minimal impact on SFU. It is unclear if TOESL program will be affected.
- First Nations Initiative: A few faculty members only attended the Winter lunch. The lunch and subsequent conversations made us aware that aboriginal faculty are overly-burdened with institutional and community service obligations because of a multitude of factors, including a burden of representation, community responsibility/outreach to aboriginal communities. It was agreed we need to work with aboriginal faculty to have this extra service work acknowledged in a more meaningful way as it impacts research time. One option discussed was the possibility of re-figuring the breakdown of faculty responsibility from the typical 40/40/20 to 33/33/33. There was also a discussion of bringing a position to the SFUFA executive in an equity-type role that would be accompanied by some teaching release so that workshops might be held with departmental TPCs. These workshops could help non-first nations/aboriginal faculty TPC members to understand the importance of community service and the different yet still scholarly manifestations of research.

## 5. **Items for Consultation**

### i. Bi-Annual Review process

SFUFA is concerned about changes in distribution of steps in the biennial review process

- i.e. less consistency of 1s and 1.5s and an increasing number of both .5s and 2s. We are hearing about this from members in a number of faculties, and would like to hear whether there is any university directive or advice that might explain what our members are seeing.

ii. New Administrative structure (J. Osborne retirement)

SFUFA understands that a number of administrative changes are taking effect as of [April 1](#). We would be interested in hearing more about what will be different, and the reasons for the changes .

iii. New Chiropractic School

SFUFA would like to hear about the proposal regarding the chiropractic partnership under consideration, and have a number of questions regarding the specifics of the arrangement.

iv Market differentials for senior lecturers

SFUFA would like to raise the issue of when differentials are rolled into salary for lecturers. With the introduction of the new teaching professor rank, there is some argument to be made that differentials should not be rolled in at promotion to Senior Lecture .

**11. Other Business – none to report**

**9. Adjournment.**

There was no other business and the meeting was adjourned at 11:28 am.