

**Minutes of the SFUFA Executive Meeting  
Held Thursday November 12, 2015  
Halpern 126  
9.30 – 12:00 noon**

**In attendance:**

N. Abramson (Business) Chair  
R. Arab (English)  
G. Chapman (Engineering Science)  
J. Christians, (Biology)  
R. Day (Psychology)  
D. Laitsch (Education)  
C. Lesjak (English)  
K. Pendakur (Economics)  
J. Rowe (Archives)  
M. Sjoerdsma (Engineering Science)

M. Lam (Recorder)  
J. Scott (Membership Services)

**Regrets:**

R. Tucker (Health Sciences)  
B. Green, Executive Director

**1) Approval of Agenda**

Approved with one addition – Equity Implementation Committee composition.

Moved: D. Laitsch/R. Arab Carried.

**2) Approval of Minutes**

**a) October 15, 2015**

Approved with two amendments.

Moved: J. Christians/D. Laitsch Carried.

**3) Business Arising**

- There was none to report.

**4) Presidents Report – N. Abramson**

- Neil is on the search committee for VP Academic and Provost and noted that formal interviews will be held in December and a decision would be made before the end of the year. Neil noted he would inquire if SFUFA could be one of the interest groups to meet with potential candidates but noted that it would require a commitment to attend four meetings.
- Communication strategy – In addition to the various member engagement activities

planned Neil noted he is proposing to send short e-mail communiqués to members if and when issues come up and during bargaining as a way of soliciting feedback and sharing information. He noted that it worked well for the faculty association at the University of Saskatchewan and wrote to members about it on November 3<sup>rd</sup>. He heard back from 200 members and most were in agreement. A follow up email was sent on November 9<sup>th</sup> with a question to members about salary and the step system and 165 members responded and 5 responses were not positive. There was much discussion about the pros and cons of using trial balloons to solicit opinions from members on specific bargaining proposals during contract negotiations. One recommendation was to have Carl Schwarz circulate more regular bargaining updates to members – perhaps once per month.

- Neil attended the CAUT forum for academic aboriginal staff and would like SFUFA to explore how it can build relationships and support First Nations faculty at SFU. He reviewed some of the initiatives undertaken at Vancouver Island University and at FAUST in New Brunswick.
- Discussion of service recognition – this was tabled to the next Executive meeting.

#### **5 & 6) ED/MSO Report – J. Scott, Membership Services Officer**

- The Safety and Risk Office will be submitting a new Health and Safety committee structure shortly. There are a number of locations that still need representation. If any Executive members are interested in sitting on the central committee please talk to Jennifer. Training for new volunteers will take place in November.
- Brian and Jennifer are dealing with a human rights complaint regarding the part time sick leave and LTD policy at SFU. Jennifer also gave an update on other advocacy cases.
- The newly elected members of the SFUFA Equity Committee met last Tuesday and nominated Ronda Arab as Committee Chair.
- A reminder to all that the Fall GM is taking place on Monday November 16<sup>th</sup> and Jeff McKeil from CAUT is scheduled to give a presentation at the meeting.
- J. Rowe and Jennifer are working on an issue regarding the restructuring of the Liaison Librarians and the group is meeting to further discuss this on Tuesday November 17<sup>th</sup>.

#### **7) 2015/2016 Budget**

- Most line items for this year stay the same and there are no major changes to report. 1 additional teaching release has been added for the Past President and President Elect to the teaching release line item.
- SFUFA has a healthy general reserve – about 6 months of the annual expense budget

and will be looking into establishing a strike fund in the future.

- The costs for legal and actuarial work associated with the pension plan have been expensed to special projects this past year.
- The sick leave reserve has been renamed as the special projects reserve.
- SFUFA would be looking into joining the CAUT defense fund and Dan noted he would find out about the costs and report back to the Executive. Currently \$1000 is donated annually to the CAUT academic freedom fund.
- Signing authority: Dan being Treasurer will not be a Signator due to him being a U.S citizen. The Executive passed the following motion to keep Julian Christians on as signing authority for this fiscal year.

**Motion:**

That former President Julian Christians, current President Neil Abramson and Executive Director Brian Green be delegated as signing authorities for SFUFA this year.

Moved: D. Laitsch/C. Lesjak

Carried.

**8) Items for Consultation – November**

**i) Lack of drop-in mental health services for students at Health & Counseling Center**

In the past, the drop-in service has been hugely helpful to faculty members as a resource when students arrive in class or office hours in distress. SFUFA would like to know what faculty members can do if they have a student in distress and if drop-in hours can be brought back.

**ii) SFU top 100 Employers in Canada**

Kudos to SFU and SFUFA would like to know how they work with the Administration to help maintain that status.

**iii) Departmental Reviews/Administrative budgets**

It seems that there have been a number of departmental reviews that have come through SCUP that suggest that many departments are understaffed, and in some cases this is threatening accreditation. Is this in fact the case? If so, how is the University taking recommendations from External Reviews into account when determining budgets for Senior Administrative portfolios.

- iv) **SFUFA commends Centres and Institutes process at SFU** - Given the controversy with the Enbridge Institute at the University of Calgary, SFUFA wanted to thank admin for the transparent process for Centres and Institutes here at SFU.

- v) **New accreditation requirements in the U.S** – SFUFA would like to know how this would affect SFU.

**9) Gender pay equity implementation committee – R. Arab**

- This committee has a different mandate from the working group who conducted research and published a report on faculty salary equity at SFU. This new committee will be comprised of 4 reps each from SFUFA and the Administration. Doug Thorpe-Dorward, Gord Myers and two others will represent the Administration and the following members were elected for SFUFA: Olena Hankivsky from the School of Public Policy, Bertille Antoine from Economics, Mary Katherine Kropinsky from Mathematics and two back ups - Susan Erickson from Health Sciences and Catherine Murray from Communications. Krishna Pendakur who participated in the equity working group noted he would be away for most of next year but agreed to be the fourth member and would talk to Anke Kessler about sharing the task with him. The Executive also recommended appointing Brian Green as an advisor to the committee.

**Motion:**

That SFUFA members Olena Hankivsky, Bertille Antoine, Mary Katherine Kropinsky and Krishna Pendakur be appointed as SFUFA's reps to the new gender pay equity implementation committee and that Brian Green be appointed as an advisor to the committee.

Moved: R. Arab/ J. Christians

Carried.

**10) Other Business**

- A reminder should be sent to members about the open equity forum being held on Monday November 23rd.
- Krishna is the SFUFA designate on the search committee for the VP External Relations.
- Joy Rowe noted she had attended the last Senate meeting as an observer.

There was no other business and the meeting was adjourned at 12:04 p.m.