

Minutes of the SFUFA Executive Meeting
Held Thursday April 13, 2017
Halpern 114
9.30 – 12:00 noon

In attendance:

Ronda Arab (English)
Kumari Beck (Education)
Sherryl Bisgrove (Biology)
Russel Day (Psychology)
Dan Laitsch (Chair, Education)
Steeve Mongrain (Economics)
Michael Sjoerdsma (Engineering Science)
Rochelle Tucker (Health Sciences)
Brian Green (Executive Director)
Melanie Lam (Recorder)
Jennifer Scott (Member Services)

Regrets:

Neil Abramson (Business)
Scott Mackenzie (Library)
Genevieve Fuji Johnson (Political Science)

1) Approval of Agenda

Approved with some additions.

Moved: Russell Day/Sherryl Bisgrove

Carried.

2) Approval of Minutes March 9th

Approved as circulated.

Moved: Russell Day/ Steeve Mongrain

Carried.

3) Business Arising - none to report.

4) Presidents report

- The AGM held on April 13th and the social event went well and faculty members provided good feedback about the WUSC presentation.
- Sodexo has recognized Unite 40 as the union representing SFU food service workers and all current workers have been hired effective May 1st and negotiations for a new contract between Sodexo and Unite has begun.
- The collegiality committee (SFUFA Spirit Club) met and set times for info sessions for members starting this fall. The recommendation is to rent a room and invite members to attend. The focus will be on issues related to SFUFA's next collective agreement.

- Dan met with Brad Johnson, new Director at TLC and one of the issues discussed was SETC. Dan has volunteered to sit on the advisory committee and will be reporting back to the executive.
- SFUFA is continuing to speak to the Administration about creating a faculty club space.
- Dan, Mike and Brian will be attending the CAUT Council conference in Ottawa at the end of April.

5) Executive Director report – Brian Green

- Brian welcomed Haida Antolick and noted that Haida will be taking on certain aspects of Jennifer Scott's duties while she is on maternity leave.
- COPE workers at CAUT have reached a tentative agreement with CAUT but details about the agreement have not been made available.
- The CUFA BC distinguished academic awards gala dinner is taking place on April 20th. Ehor Boyanowsky from SFU will be receiving Academic of the Year award and Mike, Jen and Brian will be attending.
- The revised SFUFA bylaws were presented at the AGM and were approved by the membership. SFUFA will be striking a subcommittee to work on a transition plan and those exec committee members affected by the changes will be consulted. If exec committee members are interested in taking on duties of the additional director positions please let Brian know. SFUFA is now operating under the new bylaws.
- Salary gender equity – the distribution of monies to current and retired research faculty has gone fairly well. The Administration will be consulting with SFUFA and Academic Women to discuss the non-monetary steps such as administrative and staffing arrangements to address gender inequities and a meeting has been set for April 24th.
- AVP Research search – a candidate has been chosen. Rochelle Tucker sat on the search committee and noted that all three candidates were from the sciences.
- The SFUFA office will be relocating but a new space has yet to be found.
- SFUFA needs a volunteer from the executive committee to attend a meeting on April 25th at 10:00 am with Chairs and Directors and Mike Sjoerdsma volunteered to attend. Jennifer and Brian will also be attending.
- It has come to SFUFA's attention that SFU is actively seeking a contract to provide a performance metric system for faculty. Dan noted he would talk to President Petter about this and it will be raised at the next consult meeting with senior administration.

6) Member Services report – Jennifer Scott

- Jennifer has been dealing with lots of advocacy cases. She is meeting next week with the

Dean of Arts and Social Sciences to talk about study leave credits.

- Members have approached SFUFA about the gender equity settlement and about early enhanced retirement. Some members on LTD were not flagged to receive the payments but this has since been fixed.
- The Equity committee is meeting next week and are actively recruiting volunteers for the committee since some members are stepping down. An equity committee webpage has been created on the SFUFA website. The committee is working on developing best practices for salary anomaly reviews.
- The Director of Health and Counseling will be making a presentation at the next Employee Council meeting in May. CUPE did not attend the April meeting and therefore more details about the Highland Pub closure were not available.
- There are complaints associated with the biennial salary review process and Jennifer noted she would give Dan an update before he attends the next SETC meeting.
- SFUFA is meeting with legal counsel to discuss the issues associated with TSSU sessional instructors moving into temporary SFUFA lecturer positions.

7. WUSC – (World University Service of Canada)

- WUSC has approached SFUFA to see if the Association would be willing to help initiate a program for payroll deductions for those who are interested in sponsoring refugee students to study at SFU. Members who attended the presentation at the SFUFA AGM had positive feedback about supporting the initiative and the SFUFA executive also noted they would be interested in advocating for this project.

8) Items for Consultation

- I. Performance Metrics - SFUFA understands that SFU is actively considering a performance metrics system such as Faculty180 or Elseviere's Pure for adoption. We would like to hear about this, including reasons why this seen as important and how such a system could be used.
- II. PDR - In Faculty Relations' External Review, the PDR process was noted as an area requiring particular attention and reform. SFUFA continues to hear regular complaints from faculty members about the process, and would like an update on the University's plans for improving the system.
- III. University Club/pub closure - SFUFA has for some time considered that a renewed University Club could of value to the community, and has had informal discussions about this with administrators on several occasions. With the announced closure of the Highland Pub, one of the few campus-gathering spaces will be lost. We think this is a good opportunity to begin more concrete discussion as to the viability of a University

Club or similar space, and would like to propose a small committee be struck to explore the possibilities in this area.

- IV. Parking - parking remains an issue of concern for SFUFA and our members. Ticketing/ enforcement, lack of mechanisms to facilitate easier inter-campus movement, and lack of reasonable spaces available for those who have paid in advance for parking all continue to arise regularly. We understand that this is complex issue and that SFU is regularly seeking ways to improve the parking situation. We would like to hear whether there is a process we can participate in so as to help us bring these issues forward to more directly and regularly rather than having them come to this forum.
- V. Pipeline/ Tank Farm – SFUFA would like an update on the development of safety provisions/ evacuation plan related to the proposed Kinder Morgan pipeline and tank farm expansion.
- VI. Exams in Easter Weekend - we have heard numerous complaints about the scheduling of exams on the Easter weekend, including Easter [Sunday](#).

9) Other business

- SFU's outside activity policy – there are questions about SFU's ability to apply the policy consistently and non-discriminatorily. For example, activities that generate income in excess of 25% of the members' total salary must be reported to the Chair/Dean. How is the 25% determined? What legal right does SFU have to ask faculty to report on their legal activities? After much discussion, the executive recommended seeking an opinion from legal counsel to get clarification about the legally defensible boundaries on the issue. It was noted that once this is established it would be a good idea to circulate the information to SFUFA members.
- Predatory behavior from faculty members towards students – discussion of this item was postponed to the next meeting when Genevieve Fuji Johnson is present.
- TPC guidance re role of Teaching Professors – some departments are aligning Teaching Professors with Full Professors and Faculty Relations needs to remind Department Chairs about this. Brian noted he would follow up on this.

13) Adjournment - The meeting adjourned at 11.56 am.