

**Minutes of the SFUFA Executive Meeting  
Held Thursday February 9, 2017  
Halpern 114  
9.30 – 12:00 noon**

**In attendance:**

Ronda Arab (English)  
Sherryl Bisgrove (Biology)  
Russel Day (Psychology)  
Genevieve Fuji Johnson (Political Science)  
Dan Laitsch (Chair, Education)  
Scott Mackenzie (Library)  
Michael Sjoerdsma (Engineering Science)  
Rochelle Tucker (Health Sciences)  
Brian Green (Executive Director)  
Melanie Lam (Recorder)  
J. Scott (Member Services)

**Regrets:**

Neil Abramson (Business)  
Kumari Beck (Education)  
Steeve Mongrain (Economics)

**1) Approval of Agenda**

Add explore member engagement to other business.

Moved: Genevieve Fuji Johnson/Russ Day

Carried.

**2) Approval of Minutes January 19<sup>th</sup>**

Approved as circulated.

Moved: Rochelle Tucker/Sherryl Bisgrove

Carried.

**3) Business Arising - none to report.**

**4) Presidents report**

- Doug Thorpe Dorward has resigned from his position, as Executive Director of Faculty Relations and Dan will be meeting tomorrow with both Doug and Catherine Stoddard to discuss the transition. If anyone has any concerns or issues that they feel should be brought forward, speak to Dan.
- The sexual violence policy forum went well, thanks to all those who attended.
- US travel ban: SFUFA is working closely with the Administration and monitoring the situation. An email message was circulated to the membership on January 30<sup>th</sup>

supporting faculty, staff and students affected by the ban. Dan attended one of the community gatherings titled “We are all SFU” which was held at all three campuses and attended by President Andrew Petter and Presidents of the undergrad and grad student societies.

- SFUFA is partnering with TLC and Health and Counseling to host an event titled *Building Connections: Well Being in Teaching and Learning*, which will take place on March 7<sup>th</sup> from 10 am to 4 pm. Everyone is encouraged to attend.

#### **5) Executive Director report – Brian Green**

- A group of campus organizations are putting together a Town Hall meeting on the Pipeline issue next month and SFUFA has been invited to participate.
- Doug Thorpe Dorward who is the current Executive Director Faculty Relations will be leaving SFU on March 3<sup>rd</sup> and Catherine Stoddard will be taking over in an acting capacity.
- SFU’s Institute for the Humanities is sponsoring an event in May with speaker Laura Kipnis, titled *Sexual Paranoia comes to campus; Intellectual freedom takes a curtain call* And SFUFA has been asked to sponsor this event. After some discussion the Executive noted that it would be best not to sponsor the event at this time.
- US travel ban: A group on campus is organizing an event and are planning to give those who are impacted by the ban, an opportunity to present their papers at the event. More information about this will be circulated in the future.
- The draft revisions to the bylaws and Constitution has been reviewed by SFUFA legal counsel and circulated to the Executive. Please review and let Brian know if you have any concerns or questions.
- Brian will be sending an email to members shortly about executive elections. Exec members whose terms are ending are encouraged to run again or find a suitable replacement. Brian noted that this year’s nomination form would specify the new executive committee structure, which will take effect if the bylaws are passed at the next AGM.

#### **Motion:**

That the SFUFA Executive approves in principle to accept the revised Bylaws and Constitution and to draft a transition plan regarding the new executive committee structure.

Moved: Mike Sjoerdmsa/Genevieve Fuji Johnson

Carried.

#### **6) Member Services report – J. Scott**

- Jennifer was away for a week and noted that she has received many calls recently from members about parental leave, TSSU sessional appointments being converted to SFUFA and about the new language about steps previously awarded but never received.

#### **7. Article 34 of Collective Agreement**

- Unsatisfactory Performance: The article notes that anyone who has received a step award of 0 or 0.5 in any biennial review must meet with the Chair of the TPC and the Dean to discuss how they might improve their performance. In addition, anyone who has received a step award of 0.00 or .05 in two consecutive reviews may be required to undertake a program of appropriate remedial action.
- This has caused concern to some Department Chairs and to teaching appointments. Brian noted there has always been similar language regarding 0 or 0.5 biennial review results. The new language makes it mandatory for the Chair and Dean to clearly articulate any performance issues and provide clear directives and opportunities for faculty members to improve. In addition, members do have a new appeal process (whereas before there was no formal appeal mechanism), before any consequence is applied. It was noted that the new language makes the process more transparent. In some instances, because there are insufficient steps for satisfactory performance, some departments may not consider a .5 step award as being due to unsatisfactory performance and therefore no action is taken but it is important for the department to articulate this to the TPC.

#### **8) US travel ban**

- Career progress & the travel ban: Those members impacted by the executive order in the US have expressed concerns to SFUFA that TPC's should be made aware of this and that SFU should consider reimbursing faculty who have already paid for their conference registration fees and airline tickets. The executive noted they would be bringing this forward as a consult item at the next meeting with senior administration.

#### **9) Presentation: Dogwood Initiative re: Kinder Morgan Pipeline**

#### **10) CAUT defense fund**

- The fund provides unionized Canadian academic member unions with a unified strike fund and provides strike benefits to associations while its members are on strike or lock-out and experiencing loss of salary. SFUFA is exploring the possibility of joining the fund and it would cost roughly \$35,000 a year to join and \$65,000 a year from then on. More

information has been sought from CAUT and executive members are encouraged to communicate their thoughts/concerns to Brian. The executive agreed that SFUFA should explore this opportunity and noted it would further discuss this once more information is received from CAUT.

**11. Items for Consultation** – the February 16<sup>th</sup> consult has been cancelled due to reading break.

**12) Other Business**

- Rochelle and Mike gave an update on the search process for the VP and AVP Academic.
- Member engagement: Genevieve recommended that the SFUFA executive explore ways in which to increase member engagement and connect with members who generally don't attend the social events and general meetings. The executive noted they would brainstorm some ideas by email. Members of the *Spirit Club* noted they schedule a meeting and invite other executive members to attend.
- Russell reminded everyone about the March 7<sup>th</sup> *Building Connections* event and encouraged executive members to participate.

**13) Adjournment** - The meeting adjourned at 12:06 pm.