

Minutes of the SFUFA Executive Meeting
Held Thursday, March 7, 2019
Halpern 114
9:30 - 12:00 noon

In attendance:

Ronda Arab (English)
Kumari Beck (Education)
Sherryl Bisgrove (Biology) (late)
Russell Day (Psychology) (late)
Genevieve Fuji Johnson (Political Science)
Steeve Mongrain (Economics)
Krishna Pendakur (Economics)
Janice Regan (Computing Science) (late)
Michael Sjoerdsma (Chair, Engineering Science)
Alexandra Wieland (Archives)
Brian Green (Executive Director)
Melanie Lam (Recorder) (late)
Jennifer Scott (Member Services)

Regrets:

Dan Laitsch (Education)

1) Agenda – Approved as circulated.

Moved: Russell Day/Alexandra Wieland

Carried.

2) Approval of February 14th minutes – Approved with one amendment to the attendees list.

Moved: Russel Day/Steeve Mongrain.

Carried.

3) Business Arising – UBCFA donation

Brian followed up and noted that the cost estimate to sponsor a lunch for the 2019 Congress conference session is \$500 and it was further noted that SFUFA members are welcome to attend.

Motion:

That SFUFA cover the cost of lunch for one of the sessions associated with the 2019 Congress Conference being held at UBC this year in early June.

Moved: Russell Day/ Janice Regan

Carried.

4) Presidents report – Mike Sjoerdsma

- SFU has appointed John O Neill as chief negotiator, bargaining to begin May 23rd, 2019.

- Discussion on peer evaluations/review
There was a long discussion about the use of student evaluations in biennial reviews. Some departments are already formally acknowledging the problems with using student valuations in faculty biennial review. There are a lot of questions about alternative models and the need for SFU to provide resources for these alternatives.
- Members of the NSCAD's faculty union are on strike and their administration has shut down email and is not paying anyone on study leave or parental leave. SFUFA is considering a donation in support and solidarity.
- The executive drafted the following policy on donations: SFUFA Executive will donate \$500 per donation to CAUT members that have a cessation of labour to a maximum of \$3000/year. The Executive reserves the right to provide additional funds in special circumstances.

Motion:

That SFUFA donate \$500 each to the strike fund of FUNSCAD (Faculty Union of the Nova Scotia College of Art and Design) and to UOITFA (University of Ontario Institute of Technology) in support of their job action.

Moved: Ronda Arab/Janice Regan

Carried.

- A reminder that Jeff McKeil will be conducting a bargaining workshop today following the executive meeting and exec members are encouraged to attend.
- In 2017 Dalhousie University launched a new pilot project where administrators pulled students grades from an in-progress grading information system in order to help those with poor first term grades, get back on track. It has been reported that this has been done without the explicit permission from the instructor. AT SFU, the Faculty of Arts and Social Sciences has a system to identify students at risk, so has Fraser International College. The Association needs to think about how it wants this to play out, if rolled out at SFU.
- The SFU Print feedback survey has been circulated - please participate.
- It was noted that construction on the new Lorne Davies Complex Stadium project will begin soon.
- President search committee: Andrew Petter's second term expires at the end of August 2020 and the Board of Governors has struck a Presidential Search Committee which has had its first meeting. The next meeting will be held in April. There will be one public forum in Burnaby which will be telecast to those in Vancouver and Surrey. Jon Driver, Cheryl Geisler and Tania Bubela are named as faculty reps. and the SFUFA President also sits on the committee. Half day drop in sessions are also being planned at all three campus locations for students, staff and faculty and an online survey will also be circulated. It was

recommended that SFUFA draft a communique to the committee to ensure a diverse pool of candidates is sought and that more in-depth EDI training is conducted for the successful candidate.

5) Executive Director report

- One of SFUFA's bargaining committee members has been temporarily promoted to an administrative position and has resigned from the committee. Brian noted that SFUFA will be looking for a replacement.
- The university has not commenced an official search for the ED Faculty Relations, but has reportedly started the process.
- SFUFA circulated a bargaining survey to members on March 4th and several bargaining consultations have been arranged for members at all 3 campuses in March and April.
- Bargaining is set to begin May 23rd.

6) Treasurer report

- A fiscal year to date report was circulated for review and Mike Sjoerdsma noted the following: Member events, conferences, and CAUT dues are slightly over budget but most items are on track; it was noted that the executive had approved to partially fund 3 exec members to the Harry Crowe conference this year; a new bargaining reserve was created this year for expenses related to the bargaining cycle including teaching releases associated with bargaining.

7) Committee reports (EDI, Equity, Parking) & Community Engagement

- **Equity**: It was noted that committee members will ensure their voice is heard and will actively participate in the consultations for SFU's Presidential search. Sherryl gave an update on the last two meetings and noted that two members of the committee were meeting with Peter Keller to discuss the EDI initiative. There is also a meeting scheduled with Kim Hart, Special Advisor EDI, to address the concerns of the SFUFA Equity Committee. Academic Women have issued a letter to the Board of Governors about the Presidential search which included 97 signatures.
- **Equity, Diversity, Inclusion (EDI)** – Genevieve gave an update on the project and noted that Academic Women are holding their own member consultations on Equity, Diversity and Inclusion in March. SFUFA would like to get an update on the EDI data collection and analysis piece from the VPA office, the consultations and the report and plans for an EDI census. It was further noted that there appears to be a lack of communication around community outreach sessions which according to the EDI website have been scheduled from mid- February to mid- April. Neither SFUFA nor Academic Women have been notified or asked to spread the word about the "Community Conversations" scheduled for the

campus community. The SFUFA executive recommended raising this item at the next consult meeting with senior administration on March 14th. There were discussions at the table about pushing for a Central Office to oversee EDI and an org chart was circulated to the executive for the purpose of discussion. The executive recommended raising this item at the April 11th meeting for further discussion.

- **Community Engagement:** Dan Laitsch was absent and there was no report.
- **Parking:** It was noted that recent changes made by Parking Services has had a positive impact on faculty and some have sent letters of appreciation to Parking Services for their efforts in sorting out some of the issues raised by faculty, particularly in the North Lot.

8) SFUFA volunteer/advisor position on addiction and substance abuse

- The discussion of this item was postponed to the next exec meeting on March 14th.

9) Items for Consultation

- I. SFUFA would like to invite Kim Hart to speak to us about the EDI and the current status of this work. In particular we would like to hear about the consultation process, the data collection and analysis work being done and plans for an equity and diversity census.
- II. Salary anomaly process. We understand the salary anomaly review process has not yet begun. Given that it has an associated timeline and is intended to feed into bargaining, we are concerned about the impact of the delay and would like to hear what the issues are that are holding up the start of this work.
- III. PDR. Last year SFU introduced a trial online system for professional development reimbursement. We are interested in what feedback was received, what challenges if any emerged, and what was learned from the trial.
- IV. Facilities notifications. A recent experience with flooding and associated classroom moves has raised concerns about timely notification of work, especially when student learning is impacted
- V. As SFUFA prepares for collective bargaining and speak to other faculty associations about their work, we are again reminded of how valuable our positive and collegial approach is. We would like to express our appreciation to the senior leadership team and all those in Faculty Relations for their ongoing work to retain what seems to us a uniquely productive and collaborative relationship.

10) Other business

- Report on Harry Crowe conference - postponed to the April 11th meeting.
- Update on salary anomalies process – to be raised at the March 14th consult with senior administration.

11) Adjournment - The meeting adjourned at 11:56 am.