

Minutes of the SFUFA Executive Meeting

Held Thursday, May 9, 2019

DAC

9:30 - 12:00 noon

In attendance:

Ronda Arab (English)
Kumari Beck (Education)
Sherryl Bisgrove (Biology) (late)
Dan Laitsch (Education)
Janice Regan (Computing Science)
Michael Sjoerdsma (Chair, Engineering Science)
Alexandra Wieland (Archives)
Brian Green (Executive Director)
Melanie Lam (Recorder)
Jennifer Scott (Member Services)

Regrets:

Russell Day (Psychology)
Steeve Mongrain (Economics)
Krishna Pendakur (Economics)
Genevieve Fuji Johnson (Political Science)

1) Agenda – Approved as circulated.

Moved: Alexandra Wieland/Sherryl Bisgrove

Carried.

2) Approval of April 18th minutes – Tabled to May 16th due to missing page.

3) Business Arising – SFUFA is being reminded to send Joy Johnson the list of issues raised at the last consult meeting associated with the purchase of computer equipment for research.

4) Presidents report – Mike Sjoerdsma

- Mike gave an update on the CAUT conference and noted he had attended last week with Brian and Jennifer. There were presentations made by politicians from all parties. In addition, there were discussions around the 2019 post-secondary education budget and CAUT model clauses. It was noted that James Compton is no longer the President of CAUT and he has been replaced by Brenda Austin Smith.
- The SFUFA AGM went well and executive committee election results have been announced.
- TAWG Committee Report: The final report of the Teaching Assessment Working Group, Titled “Strategies to value effective Teaching”, has been released and is published on the TAWG website. This group which was established by the VPA has been engaged in

conversations since 2017 on how to assess and value teaching. It was noted that both Dan Laitsch and Russell Day are committee members. Executive committee members are being encouraged to review the report and provide feedback to the committee. Those who are interested in this topic are invited to drop by the TLC annual symposium next week to learn more about the TAWG committee findings.

- Mike , Dan Laitsch and Annabree Fairweather, Executive Director of CUFA, attended the opening of the new Sustainable Engineering building at SFU Surrey and noted that BC Premier John Horgan and Minister of Advanced Education Melanie Mark , were both in attendance. The new building will welcome full time students starting this fall.
- The SFU Presidential search committee is continuing to meet and will be receiving unconscious bias training before voting on the position description.
- SFUFA has received a teaching release request from Elise Chenier for her retroactive work on the EDI initiative. The executive noted that although Elise is engaged in very important work which is related to the work of the Association, SFUFA's policy indicates that a course release would normally be granted when the work is initiated, managed and directed by the Association and therefore the decision is not to move forward with this request.

5) Executive Director report

- Faculty Relations has not yet filled Doug Thorpe Dorward's position and Jennifer and Brian are feeling the impact of this and have had to consult with SFUFA's legal team on many advocacy issues lately. It has been reported that interviews are underway to fill the Executive Director position in Faculty Relations.
- The bargaining committee is continuing to meet and is in the process of finalizing the package to be brought forward to the negotiating table.
- The Dean of FCAT has left SFU and Stuart Poyntz has been named acting Dean.
- Brian Green and David Broun met with John O Neill, who is Doug Thorpe Dorward's replacement at the negotiating table and noted that conversations regarding collective bargaining are positive at this point.

6) Member Services

- Jennifer is working with the bargaining team and gave an update on her advocacy cases which includes a few complicated return-to-work cases. She noted that the overall functioning of the Return to Work Office has improved.

7) Drug & Alcohol point person proposal – R. Arab

- There was further discussion of this item which is being carried forward from the last meeting on April 18th . There is consensus at the executive table that this is important work and an important service to faculty but there are a number of concerns around legal

liability and a possible conflict of interest. The consensus was not to move forward with this but to consider alternatives such as a new staff position for the office or to petition SFU to create a position.

8) Discussion on VP Equity position

- The SFUFA executive has had several discussions on this topic and feels that at this time, it is important to take a stand on EDI at SFU and the executive voted on the following motion:

Motion:

In light of the recommendations of the joint Salary Equity Recommendation Committee and SFUFA's disappointing experience with the Equity, Diversity, and Inclusion initiative, and the lack of progress to date, the SFUFA executive strongly urges the University to introduce a senior administrative position at the VP level, dedicated to Equity. This position should be autonomous and report directly to the President and the Board of Governors and be dedicated exclusively to this portfolio.

Moved: Kumari Beck/Ronda Arab

Carried

9) Changes to targeted hiring program

- SFUFA is hearing concerns from various departments about this process and would like to ask the VPA office if the criteria for the approval of targeted hires has changed and if so, the rationale for the change. The recommendation is to raise this item for discussion at the next consult meeting.

10. Increasing sessionalization of faculty.

- There was a discussion about the increase in the number of sessional faculty at SFU. In our current agreement there are some protections in the conversion language for limited-term lecturers. However, departments have increasingly been relying on long-term sessional instructors and, since the last TSSU agreement, have begun posting one-semester limited-term lectureships for only one or two courses. Brian Green noted that SFUFA is addressing this and is working closely with the TSSU on a number of written proposals and SFUFA is also trying to set limits on this via language in the collective agreement.

11. Items for Consultation

- I. Kim Hart – SFUFA looks forward to an update on the EDI initiative and an opportunity to ask some questions about the process.
- II. PDR – SFUFA has a number of concerns regarding criteria and process for PDR reimbursement we would like to discuss.

- III. Targeted hires - we are hearing concerns regarding changed criteria for the approval of targeted hires and would like to hear about current approaches.
- IV. Classroom design process and decision making - we have a few questions regarding the processes in place for classroom design and opportunities for faculty consultation.

12) Other business – none.

13) Adjournment - The meeting adjourned at 11:53 am.