MINUTES
SFUFA ANNUAL GENERAL MEETING
Tuesday April 30, 2019
2.30 – 4 pm
Burnaby: Halpern 126
Via videoconference - Surrey: 2746 - Vancouver: HC 1510

24 members were present (2 in Surrey; 2 in Vancouver; 20 in Burnaby)

1. Approval of the agenda.
   Approved as circulated.
   **MOVED** by Russell Day/Glenn Chapman  **Carried.**

2. a) Approval of the 2018 AGM minutes.
   Approved with one amendment. (Items 4 & 5 brought forward).
   **MOVED** Russell Day/Steeve Mongrain  **Carried with one abstention.**
   b) Approval of 2018 Fall GM minutes.
   Approved as circulated.
   **MOVED** Alexandra Wieland/Russell Day  **Carried with two abstentions.**

   There was no business arising from the minutes.

4. Approval of the Auditor’s financial report for the 2017/2018 fiscal year
   Approved as circulated.
   **MOVED** by Russell Day/Glenn Chapman  **Carried.**

5. Appointment of the Auditor.
   **MOTION:** That Richard Marsh from Marsh & Marsh Inc. be re-appointed as Auditor of the
   Association for the October 1, 2018 – September 30th 2019 fiscal year.
   **MOVED** by Carla Graebner/Krishna Pendakur  **Carried.**

6. **Presidents Report - Mike Sjoerdsma**
   - The Executive Director of Faculty Relations who was the chief negotiator for the
     administration has left SFU and this will probably delay the start of negotiations for the
     SFUFA contract. John O Neil (Health Sciences) who was on the bargaining team for the last
     round of bargaining has been appointed as the chief negotiator for the administration and
     the first meeting of the committee has been scheduled for May 23rd. A special thank you to
     David Broun for hosting bargaining information sessions at all 3 campus locations, a lot of
     good ideas were generated from these sessions. 400 SFUFA members completed the
     bargaining priorities survey.
• SFUFA is looking at ways to facilitate communications among and between the board of governors’ reps, faculty senators and others in university level service roles and SFUFA. We also have two reps on the parking committee who are working with the administration to address ongoing concerns and to make recommendations for potential solutions.
• The SFU Presidential search is currently underway and various drop-in style events are planned. Over 300 people attended a recent forum and SFUFA and Academic Women participated.
• AVPLT office: SFU will be launching the Center for Educational Excellence (CEE) which will eventually replace CODE, TLC and CELLTR initiatives and programs. The Teaching and Learning Symposium “Assessing and Celebrating Teaching and Student Learning” will be held May 14-16 at SFU Vancouver.
• SFUFA continues to work with the Confederation of University Faculty Associations (CUFA) to make sure our issues are heard. CUFA promotes higher education in BC and represents over 5500 professors, lecturers, librarians, instructors and other academic staff. Their new Executive Director, Annabree Fairweather, has recently started and comes from the University of Lethbridge, Faculty Association. Congrats to Dr. Ellen Balka, Professor and Associate Dean in the SFU School of Communication for winning this year’s CUFA BC Distinguished Academic Award.
• A draft version of the final report of the Teaching Assessment Working Group (TAWG) has been made available on the group’s website. Faculty members are encouraged to review the summary of results of the faculty survey and provide feedback to Barbara Frisken.

7) 2018/2019 Budget (for information only).
   Steeve Mongrain, Treasurer, reviewed the Budget and noted the following:
   • The budget for most line items stays the same with the exception of conference expenses which was bumped up by $5000, and Teaching/Releases which was bumped up by $3000. A new bargaining reserve was established last year to cover teaching releases and other expenses related to the current bargaining cycle. Staff salaries have increased to reflect annual wage increases and step increases. The CAUT Defence fund was created in 2018 and currently costs SFUFA $72,000 annually. A surplus of $4200 is projected this year.

8) 2019-2020 Executive committee election results. All vacant roles were filled by ratification.
   Mike Sjoerdsm (Engineering) – President (ratified)
   Kumari Beck (Education) - Vice President (ratified)
   Alexandra Wieland – director, Library and Archives (ratified)
   Rochelle Tucker (Health Sciences) – Director (ratified)
   Suzanne Norman (Publishing) – Director (ratified)
   Sherryl Bisgrove (Biology) – Director of human rights and equity (continuing)
   Dan Laitsch (Education) – Director of community relations (continuing)
   Janice Regan (computing Science) – Director, Teaching Appointments (continuing)
   Steeve Mongrain (Economics) – Director (continuing)
   Alexandra Wieland, Archives – Director, Librarians/Archivists
A very special thank you to outgoing executive committee members Ronda Arab, Russell Day and Krishna Pendakur for their commitment and service to SFUFA these past few years.

9) **Bargaining Committee Report** – David Broun

- SFUFA’s collective agreement expires on June 30, 2019 and the focus this year and next will be collective bargaining. The last collective bargaining drop in session for members was held on April 25th and a session for Librarians and Archivists was held in March. Input from members is critical to SFUFA’s ability to develop proposals, so thanks to members who showed up and provided feedback. In order to determine the priorities for this round of bargaining, a survey will be circulated to members shortly.
- Pension Plan: In November 2018 members voted to apply for membership to the BC College Pension Plan (BCCPP). Moving to a defined benefit plan is good for renewal and retention and talks are underway with BCCPP and the university.
- Some of the issues on the radar for this round of bargaining are: Professional Practice faculty contracts, workloads and recognition for Teaching Faculty, performance evaluations & biennial reviews (members are not happy with the current system), TPC composition, and left-over items from the last round of bargaining such as the salary anomaly review process.

10) **Equity Committee Report** – Sherryl Bisgrove

- The SFUFA equity committee has been hard at work on many initiatives. July 2015 SFU Salary Equity Working group released a report written by Anke Kessler and Krishna Pendakur that found gender-based discrepancies in tenure-track faculty salaries at SFU over the years 2004 – 2013. This was followed by a final report from the Salary Equity Recommendation Committee (Sept. 2016). This committee was a joint SFUFA and SFU committee that was tasked with issuing recommendations to address both the inequities identified in the first report and structural and institutional remedies for preventing future inequities as well as a process for monitoring salary equity on a continuing basis. The committee also reported that the Equity portfolio at SFU is under-resourced and recommended establishing the position of “Vice President, Human Rights and Equity” as well as two senior staff positions within this portfolio, the Senior Director of Human Rights and the Senior Director of Employment Equity.
- The SFU administration responded to the recommendations by providing salary compensation and they made some structural changes related to Equity, Diversity, and Inclusion (EDI). Early in 2018 an EDI Working Group was established. It included two appointments to lead the work, Genevieve Fuji Johnson as Senior Advisor to the Provost’s Office on Faculty Diversity, Inclusion, and Engagement and Kim Hart as Special Advisor to the Provost on Equity and Diversity. However, there is no VP position and the current administration does not want one.
- There are also recommendations in the report that have not been addressed. A process for monitoring salary inequities to ensure they do not recur has not been established. The previous report tracked salaries until 2013. Whether new inequities have arisen
since then is unknown. A robust process for salary anomaly review is also missing. In our current collective agreement, the salary anomaly process was transitionally suspended (Article 42.9) until the Regularization Adjustment process was complete. The adjustment has occurred, but a robust salary anomaly process is not yet in place. This is an issue for our current round of bargaining as it is in our current collective agreement and has not yet been put in place.

- Last fall the SFUFA Equity committee held a retreat. Among the issues discussed were the process and objectives for a new salary anomaly review process. In particular, the importance of finding appropriate comparator groups for faculty applying for a salary anomaly review and the role of intersectionality were highlighted as being key components of the process. There are challenges associated with this as demographic information at SFU is not being collected in a robust manner. Bertille Antoine, Kendra Strauss, and Ljiljana Trajkovic agreed to serve on a joint SFU – SFUFA committee working on salary anomaly processes. As of our last Equity Committee meeting (end of March), the joint salary anomaly committee had been organized but had not yet met.

- Outside of salaries, equity with respect to teaching and service workloads were also discussed at the retreat. The time faculty spend doing service work varies widely and often comes from research time even though TPCs typically value research output over teaching and service.

- Indigenous scholars and other equity seeking groups are often over-burdened with service. The types of work that count towards teaching credits and the workload associated with teaching different types and sizes of courses varies greatly but these factors are not consistently considered when course assignments are made. In addition, there are no processes in place for quantifying or monitoring workloads. We recognize that these issues are difficult; however, workloads and de-valuation of certain types of work are major issues with respect to EDI and we feel they need to be addressed. In the short term, the committee suggests strengthening and adding to the language around service in the collective agreement similar to the current paragraphs on teaching and research.

- The SFUFA Equity committee believes that the lack of a VP level administrator is a major impediment holding back progress on EDI issues at SFU. The need for a VP position was strongly recommended by the Salary Equity Recommendation Committee. Quoting from their report: “To signify the importance and independence of the position, we recommend that the incumbent have a dotted line reporting relationship to the Board of Governors, similar to that enjoyed by the Internal Auditor and the University Secretary.” The SFUFA Equity Committee believes that the next President of SFU needs to be someone who is open to making the policy and organizational culture shifts necessary to meet the commitments SFU has made to Reconciliation and EDI. Towards this, we are engaging in the Presidential Search. We have written to the search committee a letter outlining the experience, leadership, and qualities we feel are essential for the next SFU President to meet the challenges related to Reconciliation and EDI that SFU faces. (Thanks to Hazel Plante for drafting the letter and Equity Committee members for their input). We are also continuing to raise our concerns around the lack of progress on the EDI portfolio with the current administration at SFU.
11) Other business: A reminder that the bargaining information session with teaching faculty is scheduled for tomorrow at Blusson Hall at 11:30 am and will be facilitated by Rochelle Tucker, SFUFA rep for Teaching Appointments.

12) Adjournment: 12:35 pm.

13) Presentation by James Compton, President, Canadian Association of University Teachers (CAUT).