

Minutes of the SFUFA Executive Meeting
Held November 12, 2020
Via zoom video conference
9.30 – 12:00

In attendance:

Kumari Beck (Education)
Sherryl Bisgrove (Biological Sciences)
Dave Hannah (Business)
Dan Laitsch (Education)
Steeve Mongrain (Economics)
Suzanne Norman (Publishing)
Janice Regan (Computing Science)
Michael Sjoerdsma (Engineering Science) Chair
Alexandra Wieland (Archives)

Melanie Lam (Minutes)
Jennifer Scott (Member Services)
Brian Green (Executive Director)

Regrets:

Dai Heide (Philosophy)

The meeting was called to order at 9.36 am.

1. Approval of Agenda

Approved with the addition of the following items: Biennial review proposal, Covid-19 study, support for *The Juggling Mother: Coming Undone in the Age of Anxiety (COVID)*, Associate Deans discussion, VPRI search, workload for teaching faculty (business arising).

Moved: Janice Regan/Dan Laitsch Carried.

2. Approval of Minutes of October 15th minutes

Approved as circulated.

Moved: Steeve Mongrain/Kumari Beck Carried.

3. Business arising

- i. Many teaching faculty members have come forward to voice their concerns about their unmanageable teaching workloads and the stress and anxiety associated with it. Those who have not taught through the spring and summer months this past year and those having to do multiple new preps are particularly affected. The executive noted that although the issue of workload for teaching faculty is being addressed in the current

round of collective bargaining, it is worth exploring shorter term solutions. There was much discussion about this and the executive recommended that members first seek a resolution by addressing it with their Department Chairs, such as requesting TA support or credit, before seeking SFUFA's assistance. Mike Sjoerdsma noted he would flag it for further discussion with the VPA. The executive also recommended that Suzanne Norman, SFUFA teaching appointments representative, host a meeting or two with teaching faculty, to gather feedback and review some of the recommendations discussed today.

4. Presidents Report – Mike Sjoerdsma

- The new VP Advancement and Alumni Engagement should be announced by the end of the year.
- Mike gave an update on the status of the CEE Letter.

5. Executive Director report

- Brian and Jennifer are both busy with lots of advocacy cases on the go. The bargaining team met once last week and are meeting again tomorrow and bargaining is proceeding slower than expected.
- The university has established a respectful workplace policy at the Central University Health and Safety Committee and SFUFA has some concerns about this and are engaged in initial discussions.
- TPCs and retention awards: It has been reported that some TPC's are processing renewals while others may be waiting for the new collective agreement. There is a joint committee meeting on the 17th and Brian noted he would follow up on this and report back to the executive.
- Planning Retreat: The President, VP and SFUFA staff held a planning retreat from October 20th- 23rd. Some of the topics discussed were, a review of the recent round of bargaining, the negatives, positives and lessons for the future, member communications, review of the current dues structure, how SFU's plans tie in with SFU's vision and priorities, given that there is a new President and VPA, concerns about teaching in a post covid era, SFUFA priorities for the next 5 years. After some discussion the executive voted on the following motion:

Motion:

That the SFUFA executive committee hold a follow-up planning meeting between now and December to review issues and recommendations discussed at the October retreat and to come up with a more in-depth action plan.

Moved: Dave Hannah/Kumari Beck

6. Research Ethics Office

- The office of research ethics is launching a new system and no applications are being accepted for a week (November 16-23). Some faculty members have raised concerns and have voiced their frustrations about delays and inconsistencies in the ethics applications process. The SFUFA executive recommended inviting Trevor Davis, Executive Director for the Office of Research Ethics to the December 10th consult meeting to provide SFUFA with an update.

7. a) Proposal for temporary change to biennial reviews process

The executive reviewed the revised document and recommended further changes to point #3, #5, and #6 under Operations and #3 under Principles. There is also nothing in the document that gives guidance to the Deans on how to roll this out. Mike noted he would make the revisions and submit it to the VPA.

b) Associate Deans discussion – tabled to the next meeting.

c) VPRI search: The committee has asked for written submissions which is due November 20th and Kumari Beck sought feedback from the SFUFA executive and noted she will be drafting a letter from SFUFA. A virtual forum is scheduled for November 18th and an online questionnaire is also available.

d) Covid study: The first draft of a final report has been completed and the group is on track with the budget but has requested further funding to hire a graphic designer and a copywriter. After some discussion the executive voted on the following motion:

Motion:

That the SFUFA executive committee authorize an extra \$3000-\$4000 for the covid-19 project to cover the costs of hiring a copywriter and a graphic designer.

Moved: Steeve Mongrain/Kumari Beck

Carried.

e) The Juggling Mother: Coming Undone in the Age of Anxiety

A faculty member is in negotiations with a team at CBC to create a virtual public event based on a book written by Amanda Watson in the Department of Sociology and Anthropology, about the invisible labour of mothering and the impact of COVID on women and children. Academic Women, the Department of GSWS, the Labour Studies program and SFU Library have agreed to be co-sponsors and SFUFA has been approached about supporting the event. Sherryl Bisgrove noted she would seek clarification on whether the support would be monetary, or just a matter of SFUFA getting behind the event and publicizing it widely.

8. Committee reports

- SFU Academic Integrity Committee: Steeve Mongrain noted that two meetings have been held and good conversations have taken place. There are 3 faculty members on the committee and discussions have revolved around short term and long-term solutions and the issue of faculty workload has been raised multiple times. The SFUFA ad hoc committee has also met to brainstorm ideas which Steeve has taken forward. SFUFA will need to think about next steps, if the university does not come up with solutions to address faculty concerns on academic integrity.
- Equity Committee: The new committee met in October and are meeting again in November. The group will be setting new priorities and some items on the agenda were workload, a discussion on Academic Women's "radical inclusion" report, bargaining and salary anomaly review recommendations. If executive committee members would like to bring forward items to the Equity Committee, please advise Sherryl.

9. Items for Consultation – November 19th

After much discussion, the executive recommended cancelling the next consult meeting so that the executive could get a full update from the bargaining team and be fully prepared to discuss this with members, at the AGM on November 25th. The SFUFA pre consult meeting will go ahead at 10:30 on November 19th. The next consult with senior administration is scheduled for December 10th. The executive also recommended inviting Dugan O Neil, SFU's VP Research and International and Trevor Davis, Executive Director, Research Operations, to the next consult meeting in December.

10. Other Business – none.

Adjournment. There was no other business and the meeting was adjourned at 12:05pm.