

## **AGENDA**

### **SFUFA Executive Committee Meeting**

Thursday, March 11, 2021

9:30 am – 12:00 noon

Via zoom videoconference

1. Approval of agenda

Moved: Kumari Beck, Seconded Alexandra Weiland

2. Approval of minutes (February 11, 2021)

With one correction of adding Kumari Beck in attendance, moved: Dave Hannah;  
seconded Alexandra Weiland

3. Business arising

We need to follow up with Senior Admin regarding the Centre for Accessible Learning as there are more issues arising between courses when students need accommodations.

4. President's report

There was a discussion of the government announcement regarding returning to in-person teaching in the Fall. We have seen a mixed reaction amongst faculty members thus far. The Executive Director position at Faculty Relations has been vacated and we heard that Fran Watters will temporarily come in for 50% and Meaghan McWhinney will come in at 75% until FR can find a new Executive Director. VPPEI search public forum— . Unified concern about how the position was framed and a lot of good feedback from the students especially. The committee anticipates a lot of feedback which is positive. Search committee hasn't yet seen responses from consultation process; we anticipate a lot of feedback which is good though there are some concerns that the restructuring may forge ahead regardless. SFU has been consulting with York University who has a similar position and we need some info regarding York's structure. We also need to make sure the position is framed in a way that is attractive to IBPOC candidates, many of whom have the academic expertise we think crucial to this position. The VPRI search is going well and the long list will be firmed up shortly. Salary anomaly committee final report did not give specific recommendations regarding an improved process though that was the committee mandate; this will have to be discussed further.

5. Member Services' report

Lots of outstanding cases; member advocacy; RTW/Manulife

6. Executive Director report

Melanie is on leave and her duties have been split between Brian, Jen, and an temporary assistant who will deal with financials. A lot of anticipation about the changes in Faculty Relations though we are hopeful as Brian has worked with

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Fran Watters in the past. After we messaged members about returning to in-person teaching in the Fall, we have had a lot of mixed reactions, and some faculty with specific health concerns will need to have those concerns meaningfully addressed. There are some concerns regarding Intellectual Property in Canvas shells being used without authorization; Brian and Jen will pursue this further and update the executive at a future meeting. We have a group of members who are advocating for SFU to make the cleaners and food service workers SFU employees as is the case at UVic and UBC. The Executive is generally supportive of this campaign particularly with SFU's current focus on EDI as this is a group of workers who are mostly members of designated equity groups.

Motion: The Association in principle supports the idea that food service and cleaning staff should be brought in house and would like to invite the representatives of this campaign to speak to the Executive in more detail about the campaign and support SFUFA might provide. Moved: Kumari Beck, Seconded: Dan Laitsch

Pension—target is July for transition. There has been some frustration as our Academic Pension Plan trustees have not been able to have good communication with SFU regarding their role during this transition. We don't have any information regarding who is running this for SFU. We need to be able to communicate with members in advance to give ample time to prepare; ideally, we would send a joint communication with the University. We will explore options with the VP Academic.

#### 7. Changes to Dues Structure

Currently we calculate the average salary of each rank and take 0.00685 for dues. We have talked about changing this to a straight percentage, it is more transparent and equitable. This is a cumbersome and dynamic calculation that is prone to error as well as meaning that people at higher salaries are subsidizing the dues of people at lower salaries in the same rank. The amount of dues would not change though it may go up or down slightly for members whose salaries are either above or below the average, and it was noted that SFUFA has the lowest dues in BC and some of the lowest in Canada. We will do some calculations and provide examples for members, bring this proposed change to the AGM and then hold a full member vote on the Spring Executive Elections ballot.

#### 8. 2021 Executive Elections

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The President, VP, library and archives rep, and one director position. If Dave Hannah runs for VP, then there will be a 1-year director position that will have to be filled. General meeting is April 29; start elections on April 18<sup>th</sup>; nominations close April 16<sup>th</sup>; first call would be March 29<sup>th</sup>.

#### 9. Return to Face-to-Face

Long discussion about what kinds of safety protocols will be in place and how different protocols may impact pedagogical options available to faculty. There are a lot of unknowns and questions at this point. We need to consult with our members to see what the broad areas of concern might be and we need to ask SFU to start clarifying what their process will look like, including what kind of role SFUFA will have. We will also have to monitor vaccination schedules and roll-out to try to ensure the safest work environment possible for our members.

#### 10. Teaching Models: What kind of flexibility will there be in terms of mode of delivery for courses (ie online, in person, hybrid)? Will there be more flexibility than currently outlined in the calendar? Consult item.

#### 11. Teaching Evaluations

Some questions regarding the new collective agreement language about how student experience surveys can be used. The new language is in effect and as such, departments can collect student evaluations but they will only go to the faculty member, Chairs/Directors, and Deans. The only role is if the Chair has questions about how the faculty member has responded to student feedback. Inclusion of surveys is entirely at the discretion of the faculty member, for each course, though if included all the student feedback for that class must be submitted to the TPC. The new agreement recommends a teaching dossier. This is all new and will take time to develop a new culture around the role of student evaluations.

#### 12. Collegial Governance and Departmental/Faculty Staff

We have seen an increase in departmental staff participation in governance roles that have historically been done by faculty members. We have also seen the number of Associate Deans significantly increase in multiple faculties. Collegial governance is critical, and faculty members have the power to push back against administration taking over collegially governed processes, but it is a lot of work, and service needs to be better valued by TPCs generally.

We need to find the balance between faculty governance and being able to speak openly and recognizing the role and value of staff when it is appropriate.

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The Association can help individual units see where their specific strengths and weaknesses lay and how they may be able to address their concerns.

#### 13. Microcredentials

CUFA BC released a White Paper on microcredentials. These are essentially small learning experiences that can be either credit or non-credit, can be stackable (ie can take individual courses and students can earn a microcredential in Academic Writing). SFU is thinking about using it as an admissions process for non-traditional students, if you don't have the GPA or degree required, if you take the microcredential required for admission then you can get in. FASS Forward. 1-credit classes taught and can count towards degree requirements as electives. In FASS we have staff people teaching for-credit courses. This raises many questions, particularly about how these courses are developed, administered, taught, and who owns the intellectual property. We need more information.

#### 14. Consultation items (March 25<sup>th</sup>, 10:30-1:00 pm)

Return to Face to Face instruction, introductions from new Faculty Relations staff, microcredentials, update on the Medical School, next steps after December 11 2020 incident in cafeteria

#### 15. Other Business

Equity committee submitted a letter re VPPEI and will be putting together a workplan for action items moving forward.

#### 16. Adjournment

Zoom link: <https://sfu.zoom.us/j/4728550758>