

**Minutes of the SFUFA Executive Meeting**  
**Held Thursday April 21, 2022**  
**Via videoconference**  
**9.30 – noon**

**In attendance:**

Kumari Beck (Education) Chair  
Dave Hannah (Business)  
Dan Laitsch (Education)  
Steeve Mongrain (Economics)  
Suzanne Norman (Publishing)  
Janice Regan (Computing Science)  
Ljiljana Trajkovic (Engineering Science)  
Rochelle Tucker (Health Sciences)  
Baharak Yousefi (Library)  
Melanie Lam (Minutes)

**Regrets:**

Brian Green (Executive Director)  
David Broun (Physics)  
Jennifer Scott (Member Services)

The meeting was called to order at 9.34 am.

**1. Approval of Agenda**

Approved as circulated.

Moved: Suzanne Norman /Baharak Yousefi

Carried.

**2. Approval of Minutes of March 31st**

Approved as circulated.

Moved: Rochelle Tucker/Baharak Yousefi

Carried.

**3. Business Arising - none to report.**

**4. Presidents Report**

- Recently there's been a lot of discussion at CAUT about balancing academic freedom with free speech, equity, diversity and the legal aspects of these issues. CAUT is putting on a workshop on free speech and academic freedom and it would be a good idea to sponsor such an event for SFUFA members.
- The SFSS and TSSU are advocating for more TA and IT support. They are also unhappy with the official response from SFU to the joint letter issued in February, and are planning on launching a social media campaign, and to release a statement about this.
- SFUFA has held 4 member socials to date which were well attended. Most questions from

members were about the timeline for purchase of previous years' service (pension). This information was expected to be made available to plan members by the end of spring but has been delayed. T4 slips from the BCCP have been sent to the Burnaby office instead of being made available electronically and SFUFA will include information about this to members in the next bulletin.

- SFU executive searches: The search for associate VP, knowledge mobilization and search for AVP, research is in the final stage.
- SFUFA President and VP are planning on arranging a meeting with the SFU President and VPA to discuss how best to structure and proceed with the monthly consult meetings.
- The Chairs/Directors network group led by SFUFA is turning out to be a good support for members who have joined, and good discussions have taken place. Some issues raised at a recent meeting were: HR is slow to fill vacancies which leads to increased faculty workloads; Covid accommodations and the negative affect of Covid-19 on junior faculty; faculty members are being asked to identify RA's and to indicate whether they are on a scholarship or a grant and this is causing confusion for faculty. It was noted that SFUFA will be following up with TSSU re this last issue.
- CUFA Council meeting: Dave Hannah, Kumari Beck, Jennifer Scott and Brian Green attended the CUFA Council meeting from April 12 - 15. Dr. Travis Salway, Dr. Theodore Cosco and Dr. Enda Brophy, from SFU received Distinguished Academic Awards; reps from PSEC also spoke at the meeting but gave no indication of what the bargaining mandate would be; a group of university past presidents is embarking on a review of how post-secondary institutions are being funded; SFU, UBC and Royal Roads have all reported an overall erosion of collegial governance at their universities; reps from OCUFA were also there and presented a report on the Laurentian University case. Exec members are encouraged to read about this in the CUFA bulletin.

On motion of Kumari Beck, the executive committee went into an in camera executive session at 9:56 am to discuss issues related to SFUFA members at the Great North Northern Way campus, the current arbitration case and other issues related to Faculty Relations. The committee ended the executive session at 10:19 am.

5. **Executive Director report** – Brian and Jennifer were at a legal arbitration and were not present at the meeting.
6. **Member Services report** – none.

## 7. Year to date fiscal report – Steeve Mongrain

The Treasurer reviewed the audited financial documents for the 2020-20201 fiscal year and noted the following:

- The legal expense budget was \$60,000 and expenses were \$220,000. \$160,000 was expensed to the legal reserve fund. Legal expenses have been steadily increasing over the past few years.
- Donations were much lower in 20-21 due to the pandemic but are expected to be higher than normal in this fiscal year, due to the various faculty union strikes across the country this spring.
- Conferences were also much lower - again due to the pandemic but are expected to go back to normal this fiscal year.
- The highest expenses for the association are salaries and benefits, CAUT and CUFA dues. Legal and Bargaining expenses are growing.
- The bargaining reserve was started in 2019 with \$30,000. Since then, an additional \$15,000 has been transferred to this fund every year and the recommendation is to put an additional \$10,000 into this fund to avoid dipping into the general reserve.
- SFUFA will need roughly \$260,000 to \$320,000 to fund increasing legal costs and to hire an additional member services person. That would mean that an increase in membership dues is needed. A motion is being taken to this year's AGM to bring forward an electronic vote in the coming months, to increase dues from the current rate of 0.685% to something between 0.8% and 0.9%.

## 8. Committee reports

- Equity: Re: letter to the Deans requesting data on workload impacts of COVID, only 1 response was received and the committee has decided not to follow up on this; people are busy and low attendance has been an issue at committee meetings; the committee is reviewing workload policies and looking at how to support members with disabilities and there are two action items arising from these 2 items; women faculty members are being underpaid and that's affecting one's pension benefit; the committee is drafting questions for the bargaining survey and will give a full report at the upcoming AGM.
- Department liaison/contacts committee: There is lots of information being discussed and committee members are engaged. Some discussion items are: Faculty want a voice for when and how exams are run; pay equity; salary and pay equity within departments; teaching loads; how to implement EDI during hiring process; academic freedom and what faculty can do to protect it; inflation and the effect of it on salaries; faculty PDR; housing security as a relocation issue; better IT support (stable wifi etc); salary compression; teaching faculty workload and research for teaching faculty; what counts

- Bargaining: David Broun was not present to give a report but it was noted that bargaining starts at the end of May. The SFUFA executive would like to review the bargaining survey before it is circulated to members. Rochelle Tucker volunteered to assist with the bargaining survey.

**9. Items for Consultation April 28th**

Some recommendations for future consults are: RA issue: faculty are confused about the request- can the admin clarify; slow HR process for filling positions; IT issues (zoom on campus is inadequate); continue collegial governance conversation. After much discussion, the executive recommended cancelling the next consult on April 28th. Instead, SFUFA President and VP will try to arrange a separate meeting with the VPA and President to discuss how best to move forward with future consult meetings.

**10. Other Business**

- Author, Professor and Researcher - Dr. Malinda Smith is receiving an honorary degree from SFU and Kumari has been asked to host a luncheon for her at the Halpern Center. Donations for the lunch expenses are being solicited from the SFUFA Equity Committee, Academic Women and others.

**Adjournment.** There was no other business and the meeting was adjourned at 11:53 am.