

# Agenda

## SFUFA 2024 Annual General Meeting & Spring GM

Wednesday, May 8<sup>th</sup>

2:30 to 4:00 pm via zoom videoconference

1. Approval of agenda
2. Approval of the 2023 AGM minutes
3. Canadian Association of University Teachers update – Robin Whitaker, VP CAUT
4. Business arising
5. SFUFA President's Report
6. Auditors Report
  - a. Approval of the auditor's report and financial statements for the year ending September 30, 2023.
  - b. Appointment of auditor for the 23/24 fiscal year.
7. Adoption of SFUFA by-law revisions (see attached)
8. Committee Reports
9. 2024-2025 Executive Committee election results
10. Motions brought forward by members:
  - a) Motion on Israel/Palestine: Brought forward by Kendra Strauss. *See attached.*
  - b) Motion to Divest from Corporations Engaged in Military Arms Production: Brought forward by Yildiz Atasoy. *See attached.*
  - c) Motion to request transparency and accountability in SFU's budgeting process and communication. Brought forward by Gordon Myers, Nilima Nigam, Oliver Shulte, Maite Taboada. *See attached.*
11. Other Business
12. Adjournment

Minutes  
SFUFA Annual General Meeting and Spring GM  
Wednesday April 26, 2023  
1.30 to 3 pm  
Via zoom videoconference

71 members were present via zoom and the meeting was called to order at 1.33 pm.

1. Approval of the agenda  
Approved with one addition - CUFA BC update.  
Moved: Maite Taboada/Julian Christians Carried.
  
2. Approval of the 2022 AGM minutes.  
Approved with one edit.  
Moved: Baharak Yousefi/ Bertille Antoine Carried.
  
3. Business Arising.  
There was no business arising from the minutes.
  
4. Presidents Report
  - In early April, Grad Chairs at SFU released a public letter calling on SFU to increase funding for graduate students.
  - Following Covid in 2020 & 2021, SFUFA received many complaints from members about workload, burnout, lack of TA and IT support and these issues have been brought forward to the administration.
  - Faculty Relations: There has been a high turnover and frequent vacant leadership positions, and this has affected the speed in which advocacy issues have been resolved. SFUFA is happy to hear that Faculty Relations is returning to the umbrella of the VPA, after an experiment in dual reporting to the VPPEI and VPA. SFUFA welcomes this news.
  - Last Fall, SFU moved the Human Rights and Bullying & Harassment Offices to the VP, PEI portfolio. After a significant amount of community feedback and an active campaign by many in the community, SFU opened this issue to consultation and has now proposed to have both these offices report to the University Secretary, once that position is filled. SFUFA is pleased that SFU reconsidered this decision.
  - Earlier this year, SFU unilaterally changed the composition of the Research Ethics Board (REB), removing the Chair, Deputy Chair and others, without cause. SFUFA believed this was a serious violation of policy and undermined collegial governance and threatened the integrity of academic research at SFU. In February and March, robust debate took place at Senate, Senators mobilized to raise the profile of this issue and thanks to Faculty members, REB members and Senators, members of the REB were reinstated, the VPRI's proposed policy revisions were not enacted and an agreement to establish a joint committee to review policies and procedures was established. This is a good example of how the SFU community engaged at Senate to protect collegial governance & to protect the independence of the Research Ethics Board.
  - Early last year, SFU noted they wanted to increase the numbers of targeted searches and needed an exemption from the BC Human Rights Commission. The VP, PEI consulted with SFUFA and incorporated our feedback in the submission to the Human Rights Commission. SFUFA has also been

working with Indigenous faculty to hear about their concerns and to have these addressed before any new hires are made by the university.

- SFUFA has received positive feedback about the monthly information bulletins that are sent to members by electronic mail.
- Thanks to those members who participated in the Bargaining Advisory Committee, the Chairs & Directors network & Liaison network. SFUFA has seen an uptake in member participation and is happy about that.
- Our bargaining survey in 2022 showed that 40% of members are concerned about the state of academic freedom at SFU and SFUFA is committed to providing more education on the topic. Alison Hearn who is the CAUT Chair of the Academic Freedom and Tenure Committee, was invited to speak on this topic at our Fall GM last year, and the slides are posted to the SFUFA website. SFUFA has strong language in its Collective Agreement, where violations of academic freedom can be addressed through a grievance procedure. SFUFA will be revising our current website and will provide more resources on the topic.
- Many faculty associations across the country have gone on strike. Acadia University, Concordia Edmonton, University of Lethbridge, University of Manitoba, UOIT and Université Sainte-Anne to name a few. Key issues are workload, academic freedom, pay & benefits, job security for contract workers. SFUFA has made donations to some of these strike funds.
- Cyber threats are at an all-time high, so is the ongoing threat to theft of intellectual property. For this reason, CSIS has been on many university campuses attempting to speak to researchers, especially those engaged in sensitive areas of research. If you are contacted by a CSIS officer, it is best to speak to SFUFA or seek guidance from CAUT.
- Thanks to SFUFA office staff Jennifer Scott, Brian Green and Melanie Lam for the support they provide to the executive committee.

#### 5. Auditors Report

Approval of the auditor's report and financial statements for the year ending September 30, 2022.

**Motion:**

That the audited report for the 2021-2022 fiscal year be approved as circulated.

**Moved:** Janice Regan/Dan Laitsch

**Carried with 3 abstentions.**

- It was noted that Auditor Richard Marsh will not be returning next year and SFUFA will be looking for a new auditor to review its Books. The name of the Firm will be announced at the Fall General Meeting.

#### 6. Committee Reports

**Human Rights & Equity:** Ljiljana Trajkovic has been Chair for two years. The committee has been collaborating with the SFUFA executive, the bargaining committee and other university committees. The current priorities of the committee are: Collecting data re: gender salaries, reviewing workload policy, reviewing workload documents across SFU departments, such as teaching releases, teaching credits, study leaves etc...

The committee is also working on identifying ways to assist members with disabilities and studying the effects of Covid-19 on teaching. The committee is working to improve their website and meets once per month.

**Bargaining:**

Bargaining is going well and the SFUFA team is pleased with the progress made so far.

The key sticking points are fixing inequities for teaching faculty, and commitments to collegial governance. The BCGEU's ratified contract includes a 3-year term with a flat increase of .25 per hour plus 3.24%, a cost-of-living increase to a maximum of 6.75% in year 2 plus a 2% plus a cost-of-living adjustment to a maximum of 3% in year 3.

- Thanks to the bargaining team for their hard work and efforts in trying to get members the best package.

7. SFUFA executive elections September 2023 – August 2024

- The following are the results:

Ratified for a 2 year term as President is Kumari Beck (Education)

Ratified for a 2 year term as Vice President is Mike Sjoerdsma (Engineering Science)

Ratified for a 2 year term as Director, Librarians and Archivists is Adena Brons (Library)

Elected for a 2 year term as Director is Ronda Arab (English)

Elected for a 1 year term as Director is Tim Beishclag (Health Sciences)

Continuing on the executive committee are Janice Regan (Computing Science), David Broun (Physics), Lyn Bartram (SIAT), Rochelle Tucker (Health Sciences), Bertille Antoine (Economics) and Ljiljana Trajkovic (Engineering Science).

Many thanks to outgoing committee members Dave Hannah, Baharak Yousefi and Dan Laitsch who are leaving the executive committee this year in August.

8. Confederation of University Faculty Associations (CUFA, BC) - Annabree Fairweather, Executive Director

- CUFA is a provincial organization that represents approximately 5500 faculty members who work at BC's 5 research universities, UBC, UVIC, UNBC, Royal Roads and SFU.
- Government officials often don't know the value of research or academic freedom and CUFA often educates them on these issues and promotes the value of post-secondary education.
- Recently CUFA provided assistance to SFUFA in the way of research & advice re the issues around the move of the Human Rights Office @ SFU.
- PSAC (Public Service Alliance of Canada) employees are on strike in Ottawa and CUFA joined the picket lines in support.
- CUFA is hosting a national governance conference in January 2024 and SFUFA representatives are planning to attend.
- CUFA supports the BC government's "A Future Ready Action Plan" initiative which will help people reskill to find in-demand jobs, it addresses Indigenous Peoples' workforce priorities and makes post-secondary education more accessible and affordable.
- CUFA worked with the government recently on pay equity legislation.
- A thank you to the SFUFA executive committee and staff for their ongoing support.

9. Other business: There was no other business and the meeting was adjourned at 2:33 pm.

## Motions for By-Laws Revision and Consistency with Societies Act

### Adoption of Revised By-Laws

1. *The following motion is intended to correct inconsistencies in the numbering of the current Bylaws.*

It is resolved as a special resolution that Bylaws V.8, 9, and 10 be renumbered as Bylaws V.7(b), (c), and (d), and that Bylaws V.11 – 20, be renumbered as Bylaws V.8 – 17.

2. *The following motion is intended to ensure compliance with the Societies Act in respect of provisions related to indemnification of officers.*

It is resolved as a special resolution that the current text of Bylaw VII be deleted and replaced with the following:

#### VII. Indemnification

To the extent permitted by the *Societies Act*, each director and eligible party (as defined in the *Societies Act*) shall be indemnified by the Association against all costs, charges and expenses, including legal and other fees, actually and reasonably incurred in connection with any legal proceeding or investigative action, whether current, threatened, pending or completed, to which that person by reason of their holding or having held authority within the Association:

is or may be joined as a party to such legal proceeding or investigative action; or

is or may be liable for or in respect of a judgment, penalty or fine awarded or imposed in, or an amount paid in settlement of, or costs, charges and expenses, including legal or other fees, related to, such legal proceeding or investigative action.

To the extent permitted by the *Societies Act*, the Association shall indemnify every director or officer of the Association, and other persons who have undertaken or are about to undertake any liability on behalf of the Association, from and against, all other costs, charges and expenses which the director, officer or other person sustains or incurs in relation to the affairs of the Association other than in relation to a legal proceeding or investigative action, and except such costs, charges, or expenses as are occasioned by willful neglect or default.

The Association may purchase and maintain insurance for the benefit of any or all directors, officers, and employees against personal liability incurred by any such person as a director, officer, or employee.

For reference, the existing text reads as follows:

#### Indemnification

Save and except in the case of gross negligence or willful misconduct, the Association shall indemnify and save harmless, every director or officer of the Association and other person who has undertaken or is about to undertake any liability on behalf of the Association from and against:

(a) all costs, charges and expenses which a director, officer or other person sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against them, or in respect of any act, deed, matter or thing whatsoever, made, done or permitted by them, in or about the execution of the duties or their office or in respect of any such liability;

(b) all other costs, charges and expenses which a director, officer or other person sustains or incurs in or about in relation to the affairs thereof, except such costs, charges or expenses as are occasioned by willful neglect or default.

*Motion on Israel/Palestine*

1. Whereas since October 2023, Israel's unrelenting assault on Gaza has resulted in more than 110,000 Palestinians dead and wounded, including over 231 teachers, 95 university professors, and three university presidents.
2. Whereas Israel has destroyed 396 educational facilities, including all 12 of Gaza's universities, as well as libraries, archives, museums, and other cultural sites through targeted bombardment and controlled demolitions.
3. Whereas the systematic assault on the educational sector in Palestine is part of a historic and ongoing project of ethnic cleansing and scholasticide.
4. Whereas since their founding, Israeli universities have been complicit in the occupation and subjugation of the Palestinian people, as documented in Dr. Maya Wind's *Towers of Ivory and Steel: How Israeli Universities Deny Palestinian Freedom*.
5. Whereas Canadian universities, including SFU, are complicit in the Israeli project of occupation and apartheid through their partnerships with Israeli universities.
6. Whereas the Palestinian Campaign for the Academic and Cultural Boycott of Israel (PACBI) has, since 2004, called for a boycott of Israeli institutions for these reasons, and Palestinian Higher Education institutions have more recently issued a Unified Call for Justice and Freedom appealing to their international counterparts to take action in support and defense of academic freedom.
7. And whereas education is a fundamental human right, enshrined in international law and a crucial pillar for a people denied their inalienable right to self-determination.

Therefore, faculty members of Simon Fraser University urge our administration to commit to the following:

1. Condemn Israel's destruction of the education system in the Gaza Strip and call for an immediate and permanent ceasefire and an end to scholasticide in Palestine.
2. Suspend all institutional partnerships with Israeli academic institutions and divest from Israeli commercial interests until such time that Israel ends its policies of military occupation and apartheid.
3. Work with partners to actively support Palestinian universities and the Palestinian educational sector more broadly through inter-institutional cooperation, including virtual instruction, exchanges, library sharing, and infrastructural support.

4. Commit to setting up placements, fellowships, and scholarships for new students from Palestine, as well as hardship funds for students affected by the war on Gaza.

## ANNEX

This annex is compiled by the Middle East Studies Association, the largest and most respected academic association dedicated to the study of the Middle East. It represents a compilation as of 1 March 2024 of available documentation concerning Palestinian archives, cultural heritage, libraries, and museums destroyed during the ongoing attack on Gaza by the Israeli military. The destruction is catalogued by category of heritage: libraries, archives, and publishing houses; cultural and social centers; media and artistic production companies; museums; churches; mosques; archaeological sites; cemeteries and monuments; traditional houses and markets; and natural heritage.

### Public Libraries and Archives Destroyed

Gaza Municipal Library  
Central Archives of Gaza City  
Palace of Justice  
Rashad al-Shawa Cultural Center  
Diana Tamari Sabbagh Library

### University Libraries Destroyed

Islamic University of Gaza Library, Gaza City  
Al-Israa University Library and National Museum  
Al-Quds Open University Library, Gaza City  
Jawaharlal Nehru Library, Al-Azhar University, Gaza City

### Publishing Houses and Smaller Libraries Destroyed

Al-Shorouq Al-Daem Library and Exhibition  
Sami Mansour Bookshop and Library in Gaza City  
Enaim Library  
Al-Nahda Library  
Lubbud Library  
Al-Nur Cultural Center's Library

### Cultural and Social Centers Destroyed

Arab Orthodox Cultural and Social Center  
Dar Al-Shabab Cultural and Development Authority  
The General Union of Cultural Centers



The Sununu Foundation for Arts and Culture  
Our Children Society for Development  
Gaza Center for Culture and Arts  
The Hakawi Association for Culture and Arts  
The Palestinian Association for Development and Heritage Protection  
Shababik Professionals  
Village of Arts and Crafts, Gaza Municipality  
Widad Theater and Widad Association for Community Development  
Rafida Suhail Artist Studio  
Es'ad Child Cultural Center  
Bayader Theatre and Arts Association  
Iltiqa' Gallery for Contemporary Visual Arts  
Kana'an Educational Development Institute  
Ataa Library, International Board on Books for Young People Children in Crisis Library (Beit Hanoun)  
Yasser Arafat Foundation

#### Media and Artistic Production Companies Destroyed

Mashariq Company  
Asayel Studios  
Mix and Match Studio

#### Museums Destroyed

Rafah Museum  
Al Qarara Cultural Museum (also known as the Khan Younis Museum)  
Qasr al-Basha (Pasha's Palace Museum, also known as Radwan castle)  
Mathaf al-Funduq (Museum Hotel)  
Al-'Aqqad Cultural Center of Heritage Archaeology and Museum  
Shahwan Museum  
Khudari Museum  
Ibrahim Abu Sha'ar Heritage Diwan  
Deir al-Balah museum  
Cultural Karamah Museum

#### Churches Destroyed

The Church of Saint Porphyrius  
Ruins of the Monastery of St. Hilarion, part of the Tell Umm Amer site in Nuseirat  
Byzantine Church located in the Jabaliya refugee camp  
Holy Family Church

#### Mosques and other Muslim Religious Sites Destroyed

*At least 114 mosques have been destroyed and 200 others have been damaged in Gaza*

The Grand Omari Mosque  
Othman Bin Qashqar Mosque  
Mosque of Sayyid Hashim  
Sheikh Abdullah Mosque  
Katib al-Wilayah Mosque  
Al-Zafar Dmari Mosque and Center for Manuscripts and Ancient Documents (Shuja'iyya)  
Sheikh Shaaban Mosque  
Mosque of Ibn Othman, Gaza City  
Maqam Khalil Al-Rahman (Abasan)  
Maqam Al-Khidr (Deir al-Balah)  
Maqam al-Nabi Yusuf (Bani Suheila)

#### Archaeological Sites Destroyed

Tell al-Ajjul  
Tel al-Mansatar (Gaza)  
Tal al-Sakan (Al-Zahra)  
Tell 86 (al-Qarara)  
Tell Rafah (also known as Tell Zara'b)  
Anthedon Harbor  
Roman necropolis (Ard-al-Moharbeen) in northern Gaza  
Qal'at Burquq

#### Cemeteries and Monuments Destroyed

*At least 16 cemeteries were desecrated during the ground offensive in Gaza*

English Cemetery (Gaza)  
English Cemetery (Zuwaidah)  
Unknown Soldier Monument

#### Historic or Traditional Houses and Markets Destroyed

Old City of Gaza City  
Al-Suqqa House (Shuja'iyya)  
Tirzi House (Rimal)  
Hammam al-Sammara (the Sammara Bath)  
Al-Fawakhir district  
Al-Zawiya market, historical extension of the Al-Qaysariyya market, also destroyed.  
Mazan Market (East Khan Younis)

#### Natural Heritage Destroyed

Coastal Wetlands in the Gaza Valley

*Motion to Divest from Corporations Engaged in Military Arms Production*

1. Whereas SFU's most recent Custodial Statement of Endowment Investments indicates that Simon Fraser University owns shares of BAE Systems, Booze Allen Hamilton, and CAE Inc.
2. Whereas BAE is the sixth largest war contractor globally, with 97% of its revenue coming from military equipment, Booze Allen Hamilton derives 64% of its revenue from war-related products, and CAE is Canada's fourth largest war contractor, with 44% of its revenue from war-related products.
3. Whereas these investments are not anomalies, given SFU's record of past investments in other military arms producers, including Lockheed Martin, Boeing, and others.
4. Whereas the weapons and services of these corporations have collectively facilitated the killing, maiming, or displacement of millions of individuals, primarily in the Global South.
5. Whereas these investments are antithetical to the values of the University, and in contradiction with the stated commitments of the SFU administration.
6. And whereas SFU has a Responsible Investment Policy (B10.16) that does not screen for arms producers and military services companies in its environmental, social, and corporate governance (ESG) criteria.

Therefore, faculty members of Simon Fraser University urge our administration to divest from corporations engaged in military arms production and anchor this commitment in SFU's Responsible Investment Policy (B10.16).

## Motion to request transparency and accountability in SFU's budgeting process and communication.

Submitted by: Gordon Myers, Nilima Nigam, Oliver Schulte, Maite Taboada.

1. Whereas over the last six years SFU revenue has increased: tuition by \$40 million and provincial government grant by \$130 million (see Tables 1 and 2), thus ensuring that we can deliver on the academic mission of the university;
2. Whereas SFUFA has several times over the last decade warned the administration about the dangers of excessive spending on administration (APSA managerial positions and APSA excluded positions in central units, external consultants, legal fees);
3. Whereas SFU finds itself in a dire budget situation due to said excessive spending, not due to lack of revenue;

BE IT RESOLVED that SFUFA calls on the SFU administration to learn from past mistakes and avoid repeating them in the future, by:

1. acknowledging and accepting responsibility for past administrative spending;
2. presenting a plan for controlling and constraining future spending on administrative units, with transparent effective mechanisms for ensuring compliance by all units.

### Appendix: Revenue increase<sup>1</sup>

Table 1. Tuition revenue, credit and non-credit courses, in thousands, for fiscal year end

2025 (budget)	2024 (forecast)	2023	2022	2021	2020	2019
326,446	317,802	315,772	313,133	305,905	292,879	276,841

Table 2. Government grant, Province of British Columbia, in thousands, for fiscal year end

2025 (budget)	2024 (forecast)	2023	2022	2021	2020	2019
371,159	374,666	296,025	301,484	277,499	259,953	244,188

<sup>1</sup> Sources: Annual Financial Reports for each of those years, [VP Finance and Administration website](#) and [Budget](#), pg. 3 of 11 Finance.