

**Minutes of the SFUFA Executive Meeting**  
**Held Thursday, May 11, 2023 @9:30 -11:30**  
**In SH3103 (in person & via zoom) followed by the consult to 1 pm**

**In attendance:**

Lyn Bartram (SIAT)  
Bertille Antoine (Economics) via zoom  
Kumari Beck (Education) Chair  
David Broun (Physics) via zoom  
Dave Hannah (Business)  
Dan Laitsch (Education)  
Janice Regan (Computing Science)  
Rochelle Tucker (Health Sciences)  
Ljiljana Trajkovic (Engineering Science) via zoom  
Baharak Yousefi (Library) via zoom  
Brian Green (Executive Director) via zoom  
Melanie Lam (Executive Assistant, Minutes)  
Jennifer Scott (Member Services)

**Regrets:**

The meeting was called to order at 9.32 am.

**1. Approval of Agenda**

Approved as circulated.

**Moved:** Janice Regan/Dave Hannah

**Carried.**

**2. Approval of the April 20th minutes**

Approved with one edit.

**Moved:** Lyn Bartram/Bertille Antoine

**Carried.**

**3. Business arising – Revised TOR, Equity Committee.**

The TOR were previously circulated to the executive committee. It was noted that new members of the Equity Committee wanted to revise draft, and followed these terms even though it was not officially approved by the SFUFA executive. Having some appointed members; committee didn't want to proceed like that, they feel all members should be elected, some minor editorial changes were suggested, including removal of the in-person requirement. The committee used track changes so the SFUFA executive could view the changes to the document. It was recommended that if the TOR is going to include mention of collecting data, then a data policy should be part of the terms of reference of the equity committee, Ljiljana noted she would bring it back to committee for further discussion. It was recommended that SFUFA think about data collection for the association, generally speaking. What data does the association want to collect? What should SFUFA share/release and how to manage that. There was also a discussion about the model/structure of the current Equity Committee, which was set up many years ago

when it was created, and whether this model makes sense today. Does it function best as an “ad-hoc” committee, or as a subcommittee of the SFUFA executive committee. The executive voted on the following motion with the understanding that further discussions will take place re: changing the Equity Committee from an ad-hoc committee to a standing committee of the SFUFA executive. The recommendation is to strike a sub-committee to work on this.

**Motion:**

That the SFUFA executive approve the revised Terms of Reference (TOR) of the Equity Committee with the recommended edits.

Moved: Ljiljana Trajkovic/Dave Hannah

**Carried.**

**4. New business – none to report.**

**5. Presidents Report – Kumari Beck**

- CAUT Council April, 2023: Further to Laurentian University filing for bankruptcy protection under the CCAA in 2021, CAUT is taking action and continuing to fight to protect post-secondary institutions by advocating for them to be removed from the Companies’ Creditors Arrangement Act (CCAA), to ensure this crisis is not repeated. To date, the Liberal government has not amended the Act. Laurentian cut 76 programs and terminated close to 200 faculty and staff, bypassing collective agreements and providing no retirement benefits or severance to those who lost their jobs. The Laurentian Fired Faculty April 12 Distress Fund has been set up and donations are being sought to assist those faculty with basic living costs.

**Motion:**

That SFUFA donate \$1000 to the Laurentian Fired Faculty April 12 Distress Fund via CAUT.

Moved: Kumari Beck/Dan Laitsch

**Carried with one abstention.**

- CAUT is working on several academic freedom cases where academic staff are facing discipline for comments/behavior in the classroom that were found to be offensive. Keynote speaker from the USA spoke about American unions pushing back against threats to academic freedom.
- Kumari gave an update on her meetings with the SFU President and the VPA.
- It was noted that SFU’s interference with the Research Ethics Board (REB) made national headlines and many at the recent CAUT Council applauded the work of SFUFA members in pushing back against this issue.
- CUFA Council and awards May 1st: Professor Jonathan Moore from SFU Biology was

awarded the 2023 Distinguished Academic Award from CUFA and SFUFA was happy to see SFU senior administrators present at the awards ceremony.

**6. Executive Director report**

- SFU has announced that a new University Secretary, Margarita Fullerton, has been hired and will start on May 23<sup>rd</sup>.
- Legal discussions about Teaching Faculty holding Chair positions are ongoing.
- Bargaining is going well; monetary proposals have been drafted and handed over to SFU.
- SFU practice of hiring Limited Term Lecturers and Sessional Instructors to avoid creating new continuing positions – legal hearings are ongoing for this issue.

**7. Member Services report –postponed to the next meeting.**

**8. Consult Items**

- I. SFUFA would like to hear an update on SFU's plans to address indigenous identity fraud, and in particular:
  - What consultation with indigenous faculty has been undertaken to date?
  - What is the timeline for the work? and
  - Will a draft be distributed for review prior to adoption?Dave Hannah will speak to this item.
- II. The pandemic resulted in members across all employee groups being required to work extensively from home. SFU recently distributed guidelines to assist staff in claiming the appropriate tax credits for which they are eligible. This does not, however, seem to have been shared with faculty members. Lyn Bartram will speak to this item.
- III. The Canadian Security Intelligence Service has been increasingly present in University communities in response to governmental initiatives regarding certain foreign countries. At a recent consult we heard that a meeting of VPs was being arranged to discuss the issue. Some universities, such as Waterloo, have sent faculty clear messaging regarding their rights and the University's commitment to protect those rights in the face of government interference with or questioning of research projects for remote work. Dan Laitsch will speak to this item.

**9. Committee Reports**

- Equity committee: A meeting took place on May 4<sup>th</sup> and the committee reviewed its priorities. They will be calling for an election of new committee members shortly.
- Senators group: Dan Laitsch met with the SFUFA Senators on May 4 and noted work with the group is progressing well.

- Parking committee: A meeting is scheduled soon.

#### 10. CEE staff certification campaign

This item was previously discussed at the April meeting, and as per recommendation from the executive committee, Mike Sjoerdsma, former SFUFA President who has been working closely with this group of CEE staff, attended today's the meeting to provide more information and clarification on some of the concerns.

- SFU has sought to gain more management control by moving the work of SFUFA members into staff positions. Many of them were previously SFUFA members (at LTI and CELTR) and have been moved to APSA positions in CEE. They do work in teaching, scholarship of teaching and learning and curriculum development.
- Similar to Departmental Chairs, the Directors do a mix of admin and faculty work, manage day to day affairs but do refer to the Dean who has the ultimate decision-making power and the power to take disciplinary action against their colleagues.
- Many of SFUFA's current membership already include Directors who do a mix of academic and admin work.
- APSA does not provide protections for academic freedom, intellectual property rights and collegial governance.
- The CEE group is made up of Educational Developers, Associate Directors, EAL Consultants, Instructional Designers – there are roughly 17 who want to join SFUFA.
- Although the match to traditional faculty may not be identical, there is no question that the work done by this group should be done by SFUFA members.
- Re: The Associate Directors in this group, the recommendation from SFUFA's lawyer is to include them in the application to the Labour Relations Board, and leave it up to the LRB to make the final determination on whether they play more of a "Managers" role.
- If SFUFA is to protect collegial governance, the Association needs to protect all things that require academic decision making.

#### **Motion:**

That the Faculty Association initiate a certification campaign to bring the following CEE employees into the Association, subject to successful card signing and a successful application to the Labour Relations Board:

Associate Director, Educational Development

Associate Director, Inclusive Teaching

Associate Director, Indigenous Initiatives

Educational Developers  
EAL Consultants  
Instructional Designers  
Educational Research Designers

**Moved:**

Janice Regan/Dan Laitsch

**Carried with 3 abstentions.**

Next steps: SFUFA will advise SFU, APSA and the CEE members.

11. **Other business** – Discuss at next exec meeting: Ways in which to improve SFUFA/senior admin consultation meetings.
12. **Adjournment:** There was no other business and the meeting was adjourned at 11:16 pm.