

## Minutes of the SFUFA Executive Meeting

Held October 6, 2022

In AQ2035 & via zoom

9.30 – noon

### In attendance:

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

### Regrets:

David Broun (Physics)  
Rochelle Tucker (Health Sciences)

The meeting was called to order at 9.33 am.

#### 1. **Approval of Agenda**

Approved as circulated.

Moved: Dave Hannah/Ljiljana Trajkovic

Carried.

#### 2. **Approval of the September 8<sup>th</sup> minutes**

Approved as circulated.

Moved: Dan Laitsch/Dave Hannah

Carried.

#### 3. **Business arising – none to report.**

#### 4. **Presidents Report – Kumari Beck**

- Update from recent CUFA BC meeting: There is progress with collective bargaining in the post-secondary sector; some labour unions have expressed concerns about the fact that several universities have retained the same labour negotiator for this round of bargaining; UBC is in the process of updating their policy on academic freedom and SFUFA will also be reviewing SFU's policy; UNBC has a new Provost, Wendy Rodgers; UBC has seen an increase in the number of adjunct faculty appointments and SFUFA will be monitoring that at SFU; UVIC is partnering with RRU and Camosun to create a new campus in downtown Langford, and is expected to open in the fall of 2024.
- There was a discussion on admin bloat and decreasing staff support, the growing number of non-instructional jobs & concerns about the dollars being allocated to non-instructional spending. The data provided by SFUFA to the membership is a couple of years old and SFUFA will be continuing to gather more up to date data from IRP.

#### 5. **Executive Director report**

- The SFUFA bargaining team has met for two lengthy sessions to review and draft language. The

team has received two bargaining dates from the university at the end of November.

- The Faculty Relations Joint Committee met and reviewed advocacy cases.
- SFU's labour groups were invited to a consultation regarding the revisions to the bullying and harassment policy.
- The new posting for the Executive Director position in Faculty Relations has been circulated.

#### 6. **Member Services report**

- Jennifer Scott gave an update on the current advocacy cases and noted she is working on a couple of big cases that are going to arbitration in a few months.

#### 7. **Appointment of a Treasurer:**

Motion: That Dan Laitsch be appointed as SFUFA Treasurer for the 2022-2023 fiscal year. Continuing account signors are Brian Green, Kumari Beck and Janice Regan.

Moved: Dave Hannah/Bertille Antoine

Carried.

#### 8. a) **Hiring freeze**

Deans, Associates and Directors are rumoured to be speaking about a "soft" hiring freeze. Although there are 90 less international students, domestic enrolment is up by 11%. SFUFA is interested in knowing how the administration is going to reverse the long-term neglect of faculty renewal. It was noted that it is important to ensure that the faculty renewal piece continues and is not impacted by any sort of cost cutting measures at SFU. The executive recommended raising this item at the next consult meeting.

#### b) **Senate**

The executive discussed ways in which SFUFA can create a space and means for faculty senators to share information and communicate with each other more regularly. The first step is to create an email list of Senators, and Dan Laitsch volunteered to undertake this task. SFUFA will approach the SFSS and grad students' society to see if something can be planned jointly.

#### c) **Grading guidelines**

In the recent bargaining survey conducted by SFUFA, 40% of members reported concerns with several issues associated with grading guidelines. For example, the intrusions on academic freedom and teaching, the lack of safety for faculty when expressing themselves about this, inconsistent messaging across faculties, pressure to conform to departmental guidelines etc. SFUFA is interested in knowing how the administration views the enforceability of guidelines, and will be raising this at the next consult meeting. SFUFA will be including an educational piece on this topic for members in a future bulletin.

#### 9) **Committee Reports**

- Parking: Issues in the North Lot are not yet resolved. All wheelchair spots appeared to have been filled by vehicles with no stickers, there also appears to be a lack of enforcement.
- The Equity Committee met last week and welcomes new members Krishna Pendakur, Bidisha Ray, Leanna Jantzi and Mohsen Javdani. The committee will be revising and finalizing their TOR at the next

few meetings.

- Community Relations: Janice Regan noted she is on the Health and Safety subcommittee which is planning to hold more meetings, and those appear to clash with SFUFA meeting times. She will keep the executive committee posted.

**10. Items for Consultation** – November 10<sup>th</sup> at 10:30

- i. SFUFA understands that SFU is entering a period of fiscal belt tightening and some members are hearing rumours of a soft hiring freeze. Previously SFU indicated it would be acting to re-centre the academic mission and reverse the long-term neglect of faculty renewal. Would like to hear how SFU plans to ensure that the faculty renewal piece continues and is not impacted by any general cost-cutting that is anticipated. The Association would also like to hear what will be done to ensure there are not negative impacts on teaching related supports, given that already the technology and infrastructure to support teaching is already inadequate.
- ii. Grading guidelines have been introduced in a number of areas, and members have received mixed messages as to the enforceability of such guidelines. SFUFA's position, of course, is that academic freedom is a paramount concern, but we are not certain as to how SFU views the enforceability of grading guidelines. We would like to hear what the approach of SFU is to these questions and to the trend towards grading guidelines in general.
- iii. SFUFA understands the Library is moving from the VPR to the VPA portfolio. We would like to hear the reasons for the decision, and specifically whether this is connected to the move towards a new Provost model or whether there are other motivations. We also would like to ask whether additional offices are also expected to be moving.

**9. Other business**

- None to report.

**10. Adjournment:** There was no other business and the meeting was adjourned at 12 noon.