Situating ourselves

We are on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee Peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to Six Nations, which includes six miles on each side of the Grand River.

[Link to University of Waterloo's land acknowledgement page]

Image: Alternatives Journal
Agenda

12:00 Introduction
12:10 Committee and officer reports
   ▸ President
   ▸ Treasurer
   ▸ Elections
   ▸ Other committees
12:50 FAUW-RAAS Service Agreement
1:05 University strategic plan
1:15 Freedom of speech policy
1:30 Open discussion
President’s report
Lecturer Salary Structure Working Group

Salary settlement item #4:

- The vice president academic and provost (VPAP) and the president of the Faculty Association of the University of Waterloo (PFAUW) will together establish a working group that will investigate the existing salary structure (floors and thresholds) and recommend adjustments to the structure to promote equitable influence of the selective increase system on relative career salary progression of lecturers.
Salary structure update

- The working group requested an extension conditional on their plan to finish this term.
- They will have met ~6 times between Nov. 1 and end of term.
- They simply needed more time – work is complicated and more time needed to analyze and come to a consensus.
- Extension to provide report by Dec. 14, 2018 was granted.
- For context, note the salary anomaly work report deadline of Feb. 1 was extended to Aug. 3.
Salary structure update continued

- The working group requested an extension conditional on their plan to finish this term
- They will have met ~6 times between Nov. 1 and end of term
- They simply needed more time - work is complicated and more time needed to analyze and come to a consensus
- Extension to provide report by Dec. 14, 2018 was granted
- For context, note the salary anomaly work report deadline of Feb. 1 was extended to Aug. 3
- You will see the recommendations from the report before the holidays
New benefits

- Salary settlement item #5
- Same benefit increase of ~$325 per member was awarded to UW Staff and UW CUPE employees
- Over summer and fall: Pension & Benefit (P&B) Committee determined how to augment benefits according to their existing principles
- Board was satisfied with outcome of P&B process which increased dental benefits
- More details in the P&B report (Section 2.7) ... so please save your benefits questions until then
Policy 33 — Ethical Behaviour (FS)

- Being revised for nearly five years
- This is a key policy we need to get right as it affects a large number of our members
- This summer FAUW replaced an outgoing FAUW rep with our best policy writer and staff exec manager (Erin)
- I believe/hope you will see a draft of this policy by the time we meet again in April
- Policy 42 – Prevention and Response to Sexual Violence (G) content applying to Faculty/Staff now seems likely to appear in 33
Policy 76 — Faculty Appointments (F)

- Being revised for about five years
- Changes here are substantial and go beyond cosmetic and I expect are of great benefit to our members
- I will be very surprised if a draft of this Policy does not form a major agenda item at our next AGM in April
Policy 14 — Pregnancy & Parental Leaves (FS)

- Being revised for about two years
- FAUW’s goals here include improving transparency and UW top-ups associated with these leaves
- Realistic to expect a draft in 2019
Accommodations policy (FS)

- New policy
- FAUW wanted this for years
- FAUW reps: Jay Dolmage and Lori Curtis
- First meeting within 6 weeks
- FAUW advocated for this Policy process be accelerated
  - Biweekly meeting requirement and reporting date of June to FRC/SRC included in Terms of Reference
President’s report

**Additional policies under review**

- Policy 67 - Employee Assistance Program (FS)
- Policy 8 - Freedom of Speech (G)
- Policy 43, Special Conditions for Employment for Deans* (A)
  *Includes Chairs
President’s report

CAUT & OCUFA news

- CAUT - Canadian Association of University Teachers
- OCUFA - Ontario Confederation of University Faculty Associations
- Academic Freedom and Freedom of Speech
- Course evaluation discussions
- Anticipation of substantial budget cuts to Ontario Universities
  - UW receives 32% of annual operating budget from provincial government
President’s report

Council of Representatives

- Your link to FAUW
- A rep from each department
- Vacancies in:
  - Chemical engineering
  - Earth and environmental sciences
  - School of Planning
Other issues

- Close monitoring of CEPT2 (Course Evaluation Project Team, implementation phase)
- Graduate Supervision Task Force formed (Shannon Dea is FAUW rep)
- FAUW continues to meet with Research Professor working group to explore formal representation
2019 Hagey Lecturer

- John Borrows – March 25, 2019
- University of Victoria Law School
- Canada Research Chair in Indigenous Law
- 2017 Killam Prize winner
- Fellow of the Royal Society of Canada
- Anishnabe/Ojibway from the Chippewa of the Nawash First Nation in Ontario
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fauw.blog
Treasurer’s report
Treasurer’s report

**New dues formula**

**The old system**

0.525% of average base salary for your rank

<table>
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<tr>
<th>Rank</th>
<th>Average salary</th>
<th>Monthly dues</th>
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<tr>
<td>Professor</td>
<td>$189,800</td>
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<td>Associate professor</td>
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<td>Lecturer</td>
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<tr>
<td>Clinical lecturer</td>
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**The new system**

0.525% of your own base salary

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<td>$52.50</td>
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<tr>
<td>$90,000</td>
<td>$39.40</td>
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</table>
What’s changed since April’s budget?

- **Academic freedom support**
  - donation, interest-free loan to RAAS
- **Course buyouts**
  - supporting the Exec team working on FRC
- **Environmental sustainability**
  - bike parking structure
- **Miscellaneous expenses**
  - breakfast for CTE teaching and learning conference
  - more attendance at CAUT/OCUFA events
  - conversion to Quickbooks.
- **We still anticipate a $40,000 surplus.**
Audited financial statements

Motion to approve Audited Financial Statements for 1 May–30 April 2018

Motion to adopt RLB as auditors for 2018–19
Elections committee report

- Second term for Bryan Tolson (2019-2021)
- 5 board seats elected in March
  - 4 at-large
  - 1 lecturer rep
  - AHS rep
- You can only run for one at a time
Other committee reports

Motion to approve the committee reports as presented.
The RAAS–FAUW service agreement
Renison University College

- A key piece of main campus that grants UW degrees but is a separate employer
- 35 faculty members who teach UW students
- Houses Faculty of Arts largest program (Social Work)
The Renison Association of Academic Staff (RAAS)

- Prior to 2018, faculty at Renison had no formal representation
- No real collegial governance at Renison
- Late 2017/2018 some serious incidents & poor decisions
- spurred faculty there to organize
- They came to FAUW for help to form their own Faculty Association
- RAAS was approved as their official representative by their faculty in Feb. 2018
Why help RAAS?

- FAUW already provided AF&T service to RAAS faculty members who request assistance
- RAAS faculty are associated with various UW departments and teach our students
- Healthier and happier main campus if collegial governance improves at Renison
- RAAS’ employer needs to see RAAS is supported by FAUW:
  - Financially
  - As a functional and informed organization
How we’ve already helped

- Helped RAAS executives organize their faculty and get them to approve RAAS as their representative
- Helped RAAS draft a constitution
- Provided RAAS startup funds of $7,500 and a loan of $20,000 to be drawn upon as needed (Board approved)
- Drafted the formal service agreement you are voting on today
RAAS–FAUW service agreement

- Approved by FAUW Board
- Approved by RAAS membership

- RAAS members will have Affiliate membership in FAUW
  - Receive communications, access services*, serve on committees
- RAAS members will pay full FAUW dues, plus their own

*We’re already providing services to Renison faculty without collecting dues
Follow the RAAS dues

Section 5

- RAAS can’t afford to hire staff to collect and manage dues
  - \( A + B = \) regular FAUW mill rate of 0.525% annual member salary
  - \( A + B + C = 100\% \) RAAS dues
Grievance procedures

Sections 10 and 11

- **FAUW** will provide access to support representatives and staff (but **RAAS** will have their own lead grievance officer)

- **FAUW** has option to provide financial support for association-side costs of grievance arbitrations:
  - the FAUW Board must vote to support each individual grievance arbitration
  - Support from FAUW is as follows: 85% of the first $10,000 and 100% of amounts greater than $10,000
Other key terms

- Three year agreement that will automatically roll over
- FAUW or RAAS can terminate agreement at any time with given notice
RAAS–FAUW service agreement: motion

To enter into the agenda attached Service Agreement with the Renison Association of Academic Staff
UW strategic planning highlights

Emergent themes (unofficial, unordered)

1. community and academic community
   ‣ places to bump into people
   ‣ ways to know, ways to engage

2. internationalization, global partnerships
   ‣ intentional, targeted, value-driven

3. transformed learning
   ‣ modern spaces/methods, experiential, student agency
   ‣ risk taking, interdisciplinarity, life-long learning

4. operational effectiveness
   ‣ data access, innovate internally, empowerment

5. global excellence and impact
   ‣ collaborations, funding, global challenges
   ‣ non-medical medical school
Freedom of speech policy draft

“Free Speech” …includes ideas that are considered offensive or disagreeable by some individuals or groups provided those ideas do not fall into an Exclusion; and Speech that analyzes, critiques, debates, questions, challenges, criticizes, protests or otherwise disagrees with the Speech of others, provided the foregoing does not constitute Undue Interference.

“Speech” means communication of any idea, opinion, concept, data or other view by any means or through any medium.

“Undue Interference” means Speech or actions or threat thereof, which prevent or substantially impair another individual’s or group’s ability to engage in Free Speech. Undue Interference includes: Speech or actions that prevent a speaker from being heard, disrupt University operations, or cause an event to be cancelled; or Speech or actions that raise reasonable concerns about the safety of individuals or groups or damage to University assets.
Your turn
Thanks for coming!

please send feedback to laura.mcdonald@uwaterloo.ca