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.

uwaterloo.ca/fauw/land
Agenda

12:00 Introduction
12:10 Committee and officer reports
   ▸ President
   ▸ Treasurer
   ▸ Elections
   ▸ Other committees and representatives
12:50 Okanagan charter implementation
1:10 Provost’s memo on communications courses
1:20 Potential pension contribution increases
1:30 Open discussion
1:55 Door prize
President’s Report
Policy development

- Policy 57 – Accommodations (FS)
  - New, much-needed policy
  - FAUW reps: Jay Dolmage and Lori Curtis
  - Meetings started in January

- Policy 14 – Pregnancy & Parental Leaves (FS)
  - Has been under revision for about two years
  - Our goals: improve transparency and UW supplemental benefits associated with these leaves
Policy 33 – Ethical Behaviour (FS)

- Has been under revision for nearly five years
- Last year, we replaced an outgoing FAUW rep with our best policy writer & staff exec manager (Erin Windibank)
- Policy 42 -Prevention & Response to Sexual Violence (G) content applying to employees will appear in Policy 33

“"I believe/hope you will see a draft of this policy by the time we meet again in April” (Tolson, Fall GM 2018) 😞
Policy 76 — Faculty Appointments (F)

- Has been under revision for about four 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” (Tolson, Fall GM 2018) 😞
More policies under review

- Policy 67 - Employee Assistance Program (FS)
- Sort of: Policy 43 - Special Conditions for Employment for Deans* (A)
  - *Includes Chairs
Policy development challenges

- FAUW has voiced our concerns about the slow pace for years
- We are currently satisfied the University is taking steps to address this
1. Postsecondary Education: Sustainability and Renewal. A Discussion Paper (February 2019)
   - Thanks for feedback
   - We have heard nothing from Ministry since

2. Ontario Public Sector Consultations (Apr-May, 2019)
   - May 3 meeting in Toronto: “request your participation in the government’s consultation on how to manage Ontario public sector compensation growth.”
   - 2-3 FAUW reps will go
President’s Report

Histograms update

- These will be available in Workday ~June
- MoA 13.5.11:
  - “… members shall have online access to, at a minimum, histograms showing the distribution by rank in the Faculty, of: (a) final overall ratings and (b) unweighted ratings in the categories of teaching, scholarship, and service.”
Conflict of interest discussions

- Current memo on Conflict of Interest in DACAs/SACAs:
  - [uwaterloo.ca/faculty-association/coi-memo](http://uwaterloo.ca/faculty-association/coi-memo)
  - good but doesn’t cover some key situations

- FRC working on more guidance documents
  - Bryan and Johanna are FAUW leads
Faculty Professional Expense Reimbursements (FPER)

- Your department deadline is likely this week - meet it!
- In 2018, FAUW filed an association grievance and supported dozens of individuals filing grievances over missed FPER deadlines
- We’re improving MoA language for 2020
President’s Report

Colleagues we don’t represent

- RAAS
- Research professors
  - discussions continue
- Sessional instructors
  - Less advanced than research professor discussions
  - Jan 31, 2019 FAUW Board meeting dedicated to understanding sessionals at UW and trying to thoughtfully move forward
  - Bryan presenting some of the following to Senate April 15
President’s Report – Sessionals

Sessional instructors at uw

- UW uses fewer sessionals than other institutions
- Part-time faculty/instructors as a percentage of all faculty/instructors from 2014–2017:

Only universities that reported part-time contract faculty

Source: https://www.policyalternatives.ca/publications/reports/contract-u
In 2014/15, from IAP analysis (course sections by appointment type):
(Tentative) new sessionals data

2014 and (tentative) 2015-17 teaching at UW as % of course sections taught by instructor types:

- **Part-time UW-based** = grad-students, post-docs, research profs, staff, retirees …
- **Part-time other** = one-course instructors, including industry professionals & other non-UW-affiliated instructors who may depend on sessional teaching as a primary source of income
- 2015-17 data are not perfect; from individual Faculties, not yet checked by IAP.

**2014**
- Regular faculty: 72%
- Part-time UW-based instructor: 14%
- Part-time contract other: 14%

**2015-17**
- Regular faculty: 75%
- Part-time UW-based instructor: 10%
- Part-time contract other: 15%
President’s Report – Sessionals

Going deeper: Sessionals by Department

W2018 term data for highest sessional using units on campus according to Senate minutes (FAUW analysis):

<table>
<thead>
<tr>
<th>Department</th>
<th>Professor/Lecturer</th>
<th>Precariat Sessional</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Science</td>
<td>76%</td>
<td>17%</td>
<td>8%</td>
</tr>
<tr>
<td>CEE</td>
<td>74%</td>
<td>19%</td>
<td>7%</td>
</tr>
<tr>
<td>SPHHS</td>
<td>52%</td>
<td>8%</td>
<td>40%</td>
</tr>
<tr>
<td>Dean of Math Office</td>
<td>97%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Stats/Actsc</td>
<td>84%</td>
<td>16%</td>
<td>0%</td>
</tr>
<tr>
<td>Communications</td>
<td>45%</td>
<td>18%</td>
<td>37%</td>
</tr>
<tr>
<td>English</td>
<td>61%</td>
<td>21%</td>
<td>23%</td>
</tr>
<tr>
<td>Economics</td>
<td>68%</td>
<td>12%</td>
<td>21%</td>
</tr>
<tr>
<td>AFM</td>
<td>72%</td>
<td>15%</td>
<td>13%</td>
</tr>
</tbody>
</table>
Treasurer’s Report
Proposed 2019–20 budget

- Allocation of revenues
  - 44% to OCUFA and CAUT
  - 29% to staff salaries and benefits
  - 9% to advocacy (course buyouts, legal fees, communications, donations)
  - 5% to administrative expenses (professional development, audit, insurance, office costs, new furniture)
  - 4% to events and visibility (incl. Hagey lecture, Equity Committee)
  - 5% to daycare support (paying two years’ worth)
  - 4% of budget to surplus
## Treasurer’s Report

### 2018–19 surplus

- **Initial budget:** $40k surplus
- **Now expect:** $146k surplus
  - Budgeted $50k for arbitration, but didn’t need it
  - Dues came in $30k higher than expected (more faculty hiring?)
  - Didn’t yet transfer $20k startup interest-free loan to new Renison association
Treasurer’s Report

2018–19 surplus (2)

- Do we have a structural surplus?
- I asked this question last year.

- Probably we do, but still not a major worry:
  - Surplus smaller in negotiation years.
  - We need a good-sized war chest in case of multiple arbitrations.
  - We’re painting and buying meeting room furniture this year.
  - We’re going to make two years’ donation to the daycare this year, to pay down our obligation.
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership fees</td>
<td>1,046,054</td>
<td>1,098,300</td>
<td></td>
</tr>
<tr>
<td>Investment income</td>
<td>15,000</td>
<td>15,750</td>
<td></td>
</tr>
<tr>
<td><strong>Total revenue</strong></td>
<td><strong>1,061,054</strong></td>
<td><strong>1,114,050</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries and benefits</td>
<td>313,770</td>
<td>324,000</td>
<td></td>
</tr>
<tr>
<td>CAUT fees</td>
<td>231,847</td>
<td>243,500</td>
<td></td>
</tr>
<tr>
<td>OCUFA fees</td>
<td>234,190</td>
<td>245,900</td>
<td></td>
</tr>
<tr>
<td>Course buyouts</td>
<td>27,778</td>
<td>36,000</td>
<td></td>
</tr>
<tr>
<td>Mediation/arbitration/legal fees</td>
<td>1,310</td>
<td>50,000</td>
<td></td>
</tr>
<tr>
<td>Travel/professional development</td>
<td>11,716</td>
<td>15,000</td>
<td></td>
</tr>
<tr>
<td>Hagey and other public lectures</td>
<td>12,500</td>
<td>12,500</td>
<td></td>
</tr>
<tr>
<td>Meeting expenses</td>
<td></td>
<td>5,700</td>
<td></td>
</tr>
<tr>
<td>FAUW events</td>
<td>16,877</td>
<td>15,610</td>
<td></td>
</tr>
<tr>
<td>Audit/Insurance/Office expenses</td>
<td>13,101</td>
<td>32,500</td>
<td></td>
</tr>
<tr>
<td>Communications</td>
<td>2,252</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>Donations &amp; sponsorships</td>
<td>20,000</td>
<td>26,600</td>
<td></td>
</tr>
<tr>
<td>Daycare</td>
<td>30,000</td>
<td>60,000</td>
<td></td>
</tr>
<tr>
<td><strong>RAAS Credit</strong></td>
<td></td>
<td>20,000</td>
<td></td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>915,342</strong></td>
<td><strong>1,089,310</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Surplus</strong></td>
<td></td>
<td>145,713</td>
<td>24,740</td>
</tr>
</tbody>
</table>
Treasurer’s Report

2019–2020 budget

Motion to approve the proposed budget for 1 May 2019 - 30 April 2020.
Elections Committee Report
Board election results

- **At-large:**
  - Dina Dawoud
  - Shannon Dea
  - Patrick Lam
  - Johanna Wandel

- **Lecturer:** Brent Matheson

- **Applied Health Sciences:** Narveen Jandu

- **Voter turnout:** 31% for at-large election
Committee Reports
Committee reports

Motion to accept the written committee reports as presented.
Campus Wellness
Implementing the Okanagan Charter
Jennifer McCorriston & Melissa Potwarka
Implementation of the Okanagan Charter

April 9, 2019

Jennifer McCorriston, Associate Director, Health Promotion, Campus Wellness

Melissa Potwarka, Health Promotion & Evaluation Specialist, Campus Wellness

- A framework that reflects the latest concepts, processes and principles relevant to the Health Promoting Universities and Colleges movement
So what does this mean for UW?

- Inclusive, Holistic, Comprehensive
- Everyone shares responsibility for health and wellness
- Framework provides common language for planning and evaluation
- Potential to bring everything under one umbrella “as a collaborative
- Early indications suggest that wellness will be a theme of 2020 Strategic Plan
Okanagan Charter video

https://www.youtube.com/watch?v=HgaoomFC2ts
Now what:
Charter Commitments
Develop a University-wide Wellness Collaborative
The Collaborative will be inclusive
Wellness Champion Stories

- Celebrate stories about how wellness is supported in the learning, working, and living environment
- Make the Charter come alive
- Inspire others
Wellness Champion Stories

Do you know someone who is going above and beyond to support the wellbeing of students, staff, or faculty? Please tell us about their story.

Feeding the Wellness of International Students

University of Waterloo Information Systems Specialist develops breakfast club to encourage social connections.

Read more

Moments of Mindfulness During Lectures

University of Waterloo lecturer incorporates mindfulness practices into class structure.

Read more

Do you know someone who is a Champion?
Wellness Forum – June 25th

- Increase awareness of the Okanagan Charter & Healthy Workplace Statement
- Increase awareness of shared wellness priorities for UWaterloo community
- Celebrate existing wellness assets
- Learn about successes from UBC Wellbeing
- Share proposed model for Wellness Collaborative.
Questions or Suggestions?
Provost’s Memo on Communications Courses
Pension Contributions
## Possible pension contribution increase

<table>
<thead>
<tr>
<th>Pensionable earnings</th>
<th>Current contributions</th>
<th>Possible revised contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>$50,000</td>
<td>$3,125 (6.25%)</td>
<td>$3,600 (7.20%)</td>
</tr>
<tr>
<td>$75,000</td>
<td>$5,163 (6.88%)</td>
<td>$5,946 (7.93%)</td>
</tr>
<tr>
<td>$100,000</td>
<td>$7,400 (7.40%)</td>
<td>$8,521 (8.52%)</td>
</tr>
<tr>
<td>$125,000</td>
<td>$9,740 (7.79%)</td>
<td>$11,198 (8.96%)</td>
</tr>
<tr>
<td>$150,000</td>
<td>$12,227 (8.15%)</td>
<td>$14,023 (9.35%)</td>
</tr>
<tr>
<td>$175,000</td>
<td>$14,715 (8.41%)</td>
<td>$16,848 (9.63%)</td>
</tr>
</tbody>
</table>
Your turn
Thanks for Coming!
please send feedback to laura.mcdonald@uwaterloo.ca