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Faculty Association of
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FAUW Fall General Meeting minutes

**** These Minutes are to be considered draft until they are approved at the Spring General Meeting 2025****

Thursday, December 5, 2024, M3 1006 & Teams
12 to 2 p.m.

Chair: Allison Chenier (Sociology & Legal Studies)
Secretary: Nicole Burnett (FAUW Executive Manager)
Parliamentarian: Justin Pappano (Pappano Consulting)

Welcome & Territorial acknowledgment

12:06 called to order

The Chair introduced themselves, the Parliamentarian, and provided a land acknowledgment

Consent agenda (12:10-12:20)

Motion to: Accept the following items and written reports.

Questions are welcome.

- 2.1. Fall General Meeting agenda
- 2.2. Minutes of 2024-04-09 Spring General Meeting*
- 2.3. Minutes of the 2024-06-07 Special General Meeting*
- 2.4. Committee reports*

The Chair requested one consent vote to accept the minutes and committee reports. There was unanimous consent without objection, without debate. Hearing no objections the motion has been accepted.

Presidential election results [Katy Fulfer] (12:20-12:30)

The Chair recognized the Chair of the Nominations and Elections Committee, Katy Fulfer, to speak to the results. Katy shared that there was a record number of participants in this election. David Porreca was elected President of FAUW with 74.5% of votes.

The Nominations and Elections Committee had member requests to share vote tallies, as per the constitution, and other information which was provided:

- Out of 1056 voting members David Porreca secured 546 votes
- Out of 1056 voting members Su Yin Tan secured 187 votes
- There were 33 abstentions
- There are 226 Teaching Stream Faculty



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The committee was also asked to share information on the vote tally by rank of faculty, but this information was not collected through Simply Voting for this election.

Questions on the election were invited, hearing none the Chair presented the available service opportunities and concluded the NEC report.

Officer reports

4.1. President [David Porreca] (12:30-12:50)

The Chair recognized David Porreca to provide the President's Report. David thanked the membership for the election results. David began by highlighting the increase in filled volunteer positions with FAUW and thanked the membership for their volunteer commitments. There are several service opportunities available that David highlighted. The available opportunities are posted on the FAUW webpage <https://uwaterloo.ca/faculty-association/get-involved/current-opportunities>. David thanked the Chair and Parliamentarian of this meeting, and advised that FAUW will still need a 2025 Spring General Meeting Chair as well as an internal Parliamentarian to provide support at meetings.

Federal: CAUT, which represents 73, 000 faculty members across the country, has voted on some new policy statements on Employer led investigations, Departmental statements and academic freedom (mainly that departments do not have academic freedom, however individuals do). There was some procedural wrangling at the most recent CAUT Council meeting attended by David Porreca and Nicole Burnett on a member's motion on the IHRA definition of antisemitism and BDS. The motion was submitted late and could not be translated into both official languages. Ultimately it has been sent back to committee. Due to the issues and split motions, CAUT is reviewing its procedures to make advance motions obligatory for the future.

A presentation was given on pollsters' observations on the Canadian political climate, attitudes towards higher education, and indications of a Conservative majority government. In many sectors the trust that Canadians have in them has declined; universities are included in this, however the trust in universities appears to be declining more slowly.

Provincial: Bill 166 is elsewhere on the agenda; it will be addressed here as there is a significant focus on this bill provincially. Within Bill 166 there are requirements for full disclosure of course costs, anti-hate and anti-racism measures, and mental health measures. Most universities already have policies to address mental health, anti-racism, and anti-hate. The University is continuing to meet with faculty & staff groups on campus to address modifications to Policy 33 to accommodate the provisions by the provincially imposed January 31, 2025 deadline. There are some worrisome clauses in the Bill, particularly the anonymous complaints mechanism



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and non-transparent investigative procedures. There have been extensive discussions on these areas, and the worrisome assertion that this measure can only be legally challenged if there is an issue. The new OCUFA President is Rob Kristofferson from Wilfred Laurier.

David attended the Advocacy Day for [OCUFA's Unlock Education campaign](#) to lobby for higher education. Ontario Universities are underfunded as a sector. The advocacy is to restore proper funding for education, just to bring it up to the national average. For the first time, MPP reps from all parties attended, as did the Minister of Higher Education.

The provincial pollsters' observations for Ontario are that there is a division in most voters between the NDP and Liberal parties, this will benefit the Conservative party. The pollster studied attitudes, and in this instance, his observations are that trust is declining across the board for any institution with Ontario youth; among Ontario youth, only unions have an increase in trust, in stark contrast to the rest of the country.

University of Waterloo: Many policy revisions have been ongoing for far too long. Policies 12 & 57 are the closest to being resolved. These are both FS policies, meetings have continued at a brisk pace, and the drafts are almost completed. Policy 33 has been open far too long. There are currently 'laser focussed' modifications being made because of Bill 166, but the whole policy still requires review and completion. Policy 76 & 77 changes have been implemented. There are a few finalizations underway, such as setting in place the process for promotion to full professor and any lingering issues. The UW Administration has expressed a desire to open Policy 1. FAUW has indicated that this will not occur until all other open policies are appropriately resolved. There is a risk to opening Policy 1, and FAUW is not eager to address this until all other policies are resolved.

The arbitrated compensation settlement award included a healthcare spending account (HCSA). In principle the university operates under a 'one plan for all', however, the HCSA was only offered to faculty. Pension & Benefits has not yet voted on this benefit, and it is unclear if this will be offered to other employment groups on campus. If it is offered to other groups, the University is in danger of a misrepresented position to the arbitrator.

Employment Agreements: A draft Letter of Understanding has been shared that clarifies concerns and addresses with EAs in writing. This will be signed by FAUW and the University administration and will live on both websites.

UPP: Rumours about this started as far back as 2012, and this has come into play recently. Initially, only those with weak pensions were interested. It now appears that interest is renewed, and UW Admin will likely put this on the table.



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Salary anomalies: The report on race-based salary anomalies continues to be in discussion to determine what to do the ambiguous results, stemming from the small sample size.

Faculty of Arts reorganization: The Dean is slowing changes and appointed a task force from his hiring committee to guide the process in a less contentious manner. This will not be complete by September 2025.

FAUW staff: The AF&T Policy Officer Sue Fraser started July 29. The vacant positions are all now filled with Sara Perkins as the Communications and Membership Services Officer and Nicole Burnett as the Executive Manager. FAUW is actively looking for a new space on campus, that can accommodate additional offices and meeting spaces. Currently FAUW has 3 offices and a small meeting space on the fourth floor of MC Building. We would like a suite with meeting space and offices for staff.

Governance Review: The Governance Review Working Group has begun its work, also enlisting the assistance of five past Presidents to review the work. The goal is to revamp the constitution, bylaws, policies, and procedures. Much of what we have is very old and no longer suits the needs of the membership. This year several internal procedures have been revised, approved and instituted.

Engagement: We have started the monthly [FAUW-side Chats](#) this year. These are open, topic-specific discussion sessions for the Board to hear what the membership thinks and gather feedback. We encourage attendance. We have been releasing a monthly email newsletter to keep the membership apprised of what the Board is doing for the membership.

The Chair and the president invited questions on the President's Report.

Q&A on President's Report

Q: The gender-based salary anomaly review was promised to take place every five years, will there be a gender-based salary anomaly review for 2025?

A: Yes

Q: What is FAUW doing to challenge the modifications to Policy 33?

A: There is not a lot that can be challenged at this point unfortunately. FAUW has met with CAUT and OCUFA and how challenges will proceed. There needs to be an event that causes the challenge.

Q: Will you talk about the UW budget? How likely are we to be talking about financial exigency and/or program redundancy in the near future?

A: The UW admin has said their piece at their Town Hall. The budgets are political documents, the real status is in the audited statements. I encourage you all to check



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there. There is finance training that OCUFA does and getting more participants involved in these on how to read these documents will be beneficial. FAUW will share this information once it is available.

Q: Can you tell us more about Bill 166 and what is admin doing to consult with faculty?

A: They have not consulted with faculty experts. We would like faculty to review their proposed language, anyone interested please reach out so we can share concerns as well.

Q: Regarding the employment agreements, many members who were not asked to sign these may not understand our concerns, i.e. “act in the best interest of the university”, and that these terms will result in discipline if not followed, there is no definition of “in the best interest”. These agreements were never discussed in the Policy 76/77 agreements, I think they bypass policy.

A: Letter of Understanding is an agreement for all, one signature to represent all faculty who have signed. We will post these for all to read the interpretations. The employment agreements are posted online for anyone to read. FAUW received legal counsel as this was drafted and addressed new language. The Letter of Understanding went through three rounds of legal review, it addresses all issues raised. Its purpose is to bring the Employment Agreements into alignment with policy. We are still working on this, it is almost complete. Let it be known that this is not a division between streams of faculty, this is a time specific division as the university introduced these for all faculty members hired after their implementation.

Treasurer [Leia Minaker] (12:50-13:00)

The Chair recognizes treasurer Leia Minaker to share the Treasurer’s report. The full audit report for 2023-2024 has been shared with all members in the meeting package. The Treasurer reviewed the 2024-2025 budget updates and discussed the anomalies in the current budget. As of the midpoint numbers (October 31, 2024) FAUW is estimating a surplus of \$156,000. The salaries are higher than initially budgeted in the spring. Now that the vacancies are filled the budget will be more accurate next year. The professional fees are lower as FAUW has spent less in legal fees than budgeted. So far this year FAUW has spent \$67, 000, a substantial amount of this year’s spending was actually from last year, and most as a result of Policy 76 & 77 and salary negotiations, mediation and arbitration. This year, FAUW is being careful this year to exercise responsibility so there are lower legal fees. There are higher office expenses as there were very few leftover supplies for the staff, the staff required new tech, monitors, and supplies.



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At the Spring General Meeting the membership agreed to spend some surplus funds on sponsorships to promote faculty engagement and events that would open to events from members. There are still funds available. Since May, FAUW has sponsored 5 events and still have funds. Faculty are encouraged to apply for these funds if they have an event that directly aligns with FAUW objectives.

Going forward the Treasurer will conduct a monthly budget review with Nicole who manages the finances and provide quarterly reports to the Board. At the Spring General meeting the membership was advised that surplus funds were moved into GICs, this year FAUW anticipates a surplus again and will consider additional GICs.

Auditor Report [rlb Accountants] (13:00-13:10)

Approval of 2025/2026 Auditor (13:10 to 13:15)

Motion to: Approve rlb Accountants to perform the 2024-2025 audit

The motion was moved and seconded. The Chair asked for debate. Hearing no debate the polls were opened for a vote. The vote resulted in a 95% approval. The motion was adopted and approved.

Authorization for an incremental FAUW Staff position [David Porreca] (13:15-13:25)

The Chair recognized the President to speak to this agenda item. The FAUW Board has voted to bring to the membership the request to provide authorization to the FAUW Board to consider a fourth staff position. The FAUW Board has been supported by three staff members for a long time. In that time, the membership has increased significantly, in 2014 there were under 1000 members, now there are almost 1400 members. The scope of the operations is greater and additional supported is required. FAUW had a co-op student for 8 months and this was of great assistance to staff, as having some of the administrative tasks attended to liberates the staff to focus on more strategic planning and initiatives in relation to their roles. FAUW is asking the membership to approve the notion, not the obligation, to create, post, and hire a full-time staff member. This will impact space, and FAUW will need more offices.

Motion to: Authorize FAUW to create an additional FAUW position, and post and hire an additional staff person to support FAUW operations

The Chair read the motion, it was moved and seconded, the Chair opened the floor to debate.

Q: Curious about the quality of the work, would more co-op students be cheaper? There are many students the broader the pool when FAUW has a quick need.



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A: When the co-op student finished their term FAUW tried another to start in September, the very good candidate accepted another role.

Q: What is the kind of help needed, would FAUW rather no help than some that requires more work such as a student.

A: FAUW is considering a USG 5-6-7 to help with events, meetings, administrative work, the work that needs to get done. This additional position liberates us to do what we are supposed to be doing but better. This allows the Executive Manager to focus on strategic planning, and policy work, it allows the Communications and Membership Services Officer to focus on increasing and improving engagement and communications, and it allows the AF&T and Policy Officer to work on policies and more support meetings with faculty. There has, historically, been things that have gotten past FAUW; this will help FAUW have the capacity to adequately support the membership. The issue with co-op students is that confidentiality is paramount with the staff. It is not always in FAUW's best interest to have a co-op student and nondisclosure agreements, FAUW needs to have someone fully understand the work.

Q: What work will this position be doing? Full time legal counsel and legal assistant are things FAUW does not have, legal counsel or a paralegal would be ideal to carry out policy work.

A: FAUW has considered this. The Executive Manager and AF&T and Policy officer have policy work in their roles, and experience in these areas. Additional administrative support will allow them to more deeply focus on this important work. The need for legal support is recognized, but this would be a very costly permanent position. FAUW will continue to assess and bring back a status report and update the membership by April, at this point FAUW is asking members for approval to start the process.

The Chair read the motion and opened the poll for vote.

The polls were opened for a vote. The vote resulted in a 78% approval. (88 Yes, 10 No, 15 Abstain). The motion was adopted and approved.

6. Introducing the FAUW Strategic Plan 2023-2026* [Porreca] (13:35-13:45)

The Chair recognized the President David Porreca to speak to the [Strategic Plan 2023-2026](#). The President shared that the FAUW Board had a retreat in June 2024 to work on the Strategic Plan. What is shared now is the outcome of the retreat, Board meetings, Board Director input, and member feedback. FAUW always wants



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to hear what members want from their association. This Strategic Plan outlines how this Board will do its work. It was shared in the package, and is now posted online, and we will share how we are doing with our strategic goals at future general meetings.

Support teaching and research: FAUW is a labour organization and not a geopolitical one. Our mandate is to support our members and cannot spend time on international events.

Membership engagement: Our priority is effective representation of our members through increased engagement. Some ways we are achieving this is through FAUW-side Chats, monthly email newsletters, increasing Council of Representative meetings, and a set schedule for spring and fall general meetings (always on the second pre-examination study day in Fall and Winter Terms).

Transparency: Our priority is increasing transparency and efficiency by clearly defining and articulating what the committees do through new Terms of Reference templates, what we will do through our Governance Review, what our staff do through their role descriptions, what we are accomplishing through meeting recaps, and what our members want through feedback channels.

Working effectively: Our priority of effective work touches on the governance review. There is a whole basket of documents that we are reviewing. There are five past presidents assisting with a gap analysis, many revised policies and guidelines are already in place. The constitution should be as short as possible, and it should enshrine the principals under which it operates. We have worked on a clear and consistent Terms of Reference template for all standing committees. This Strategic Plan is FAUW's first and will serve as a framework for future Strategic Plans. New committees and working groups have been created, such as the childcare working group, FAUW has been instrumental in Bright Starts from the beginning.

Future focused: Our priority is to be proactive. We are fortunate that we can do this now. We have updated all the staff job descriptions and filled the positions under new job descriptions, which are all posted on the HR website. We are investing in staff training. Our staff are integral to the organization, and they help the association better serve the membership. We have better budgeting systems and tracking and communication between Leia and Nicole. We have newly approved guidelines for course buyouts, travel expenses. We established a Compensation Strategy Committee in September to do the data gathering on an ongoing basis to support the salary negotiating team. We are working on a change in our banking and signing authority; we have had a hard time with TD, so we are transferring to a local credit union for better services and better alignment with our priorities.

Next steps: FAUW will share progress reports at subsequent meetings. We will build a dedicated webpage for updates and progress. We are working on data to



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measure the success and building operational plans with measurable results. We will be exploring more feedback avenues and will look to the membership for suggestions.

The Chair invited feedback from attendees on the Strategic Plan.

C: Regarding the Strategic Plan, I comment that it is great that FAUW is maintaining institutional neutrality, there is no time for political issues, not a vehicle to be hijacked by small minority. I support maintenance of institutional neutrality

Q: There is a pattern of the FAUW being ignored by UW when employer makes decisions related to faculty that is not going away, this is a threat to FAUW. When you think about strategic plans FAUW must discuss a way to go about changing the admin attitude of doing what it wants. What has the Board talked about in terms of ways to address the situation so that we are not taken for granted unless we scream and shout?

A: FAUW must stress that not every branch behaves this way, some are better than others, some units consult well, those that don't are the source of our work. The Employment Agreements are a good example. FAUW does its best to regenerate the collegial governance in terms of FAUW and admin, we do have some areas of success, evaluation of teaching is a work-in-progress, and we have examples of some units being more collegial in their interactions with FAUW. We set the good example of non-hostile interactions to motivate the UW administration to work together. We have pushed back on Policy 1; we want these changes to be positive.

Open feedback session - What do you want us to be working on? Are there concerns coming out of your department, school or faculty that we could help address? (13:45-14:00)

Q: I am glad that institutional neutrality is in Strategic Plan and an interested in colleague thoughts. Does this constrain the ability of committee or working groups? What definitions will come up, how will this interact with committees that may have a political mandate? When it interacts with academic freedom, what does institutional neutrality mean?

A: FAUW defends our member's academic freedom; however, as an organization we don't benefit from this, it is the individuals who have academic freedom, not organizations. For the FAUW sub committees, we will need to define and come up with one that will please everyone and we are still working on it.

Q: When we talk about neutrality need to define and check human rights violations. Bill 166 directing us to do some things and worry is that neutrality and human rights need to both be included.

A: We expect better data in 2025



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Q: What does the membership think about focused political action committee focusing on the budget, suggesting an action committee to focus on issues that affect us directly.

A: FAUW is working to share information to organize ourselves to fight back politically. Both OCUFA and CAUT organize Advocacy Days with government representatives and our voices carry weight. OCUFA represents 30 Ontario Universities and CAUT 73,000 faculty members across the country. Advocacy and research are a major priority, it is more impactful to get involved at those levels.

C: Childcare working group has sent a survey and there have been 30 responses already. This is an equity issue that disproportionately affects junior faculty.

Q: Is it true that the employer sent representatives to the FAUW-side Chats?

A: This occurred once on the Faculty of Arts Reorganization topic. The person was not invited, and it was evident that their presence chilled the discussion, which is why a second chat was held.

Q: Can you tell us more about what FAUW is doing about the University Budget?

A: We have experts in this field, and we need expert analysis on the financial statements. OCUFA offers finance committee workshops, we would like more expert faculty members to attend as the information is illuminating.

Q: Regarding institutional neutrality. Sometimes not saying something is the good option. We need to think about all this when making statements. What about academic Integrity, we need to think about issues in the universities. Has FAUW received any data on mandates on professors who have made it hard to teach and manage a course?

A: These are ongoing concerns, especially with academic integrity. Faculty have seen increasing volume of accommodation requests which impacts the ability to effectively manage courses. Part of our workload review includes the duty to accommodate and workload

Next session FAUW will share with membership to find out about these events.

Adjournment 13:59 Chair adjourned the meeting