

DECEMBER 5, 2024



FALL GENERAL MEETING

WELCOME! WE WILL BEGIN SHORTLY

2024 FGM



Please keep your microphones and cameras off.

To ask a question related to the topic being discussed, please submit in the Q&A section or raise your hand. Please hold all general questions until the Q&A session.

VOTING:

All voting will occur via polls in the Teams meeting.

If you are in person and do not have a device you can use to vote, please come to the front and FAUW staff will accommodate you.

AGENDA

- 12:00 Welcome, Introductions & Territorial Acknowledgement
- 12:10 Consent agenda (see meeting package for materials)
- 12:20 Presidential election results - Katy Fulfer, NEC Chair
- 12:30 President's report – David Porreca
- 12:50 Treasurer's report and approval of auditor – Leia Minaker
- 13:00 Authorization for incremental FAUW staff position – David P.
- 13:10 FAUW Strategic Plan 2023-2026
- 13:30 Open feedback session/Q&A
- 14:00 Adjournment



INTRODUCTIONS

Meeting officers

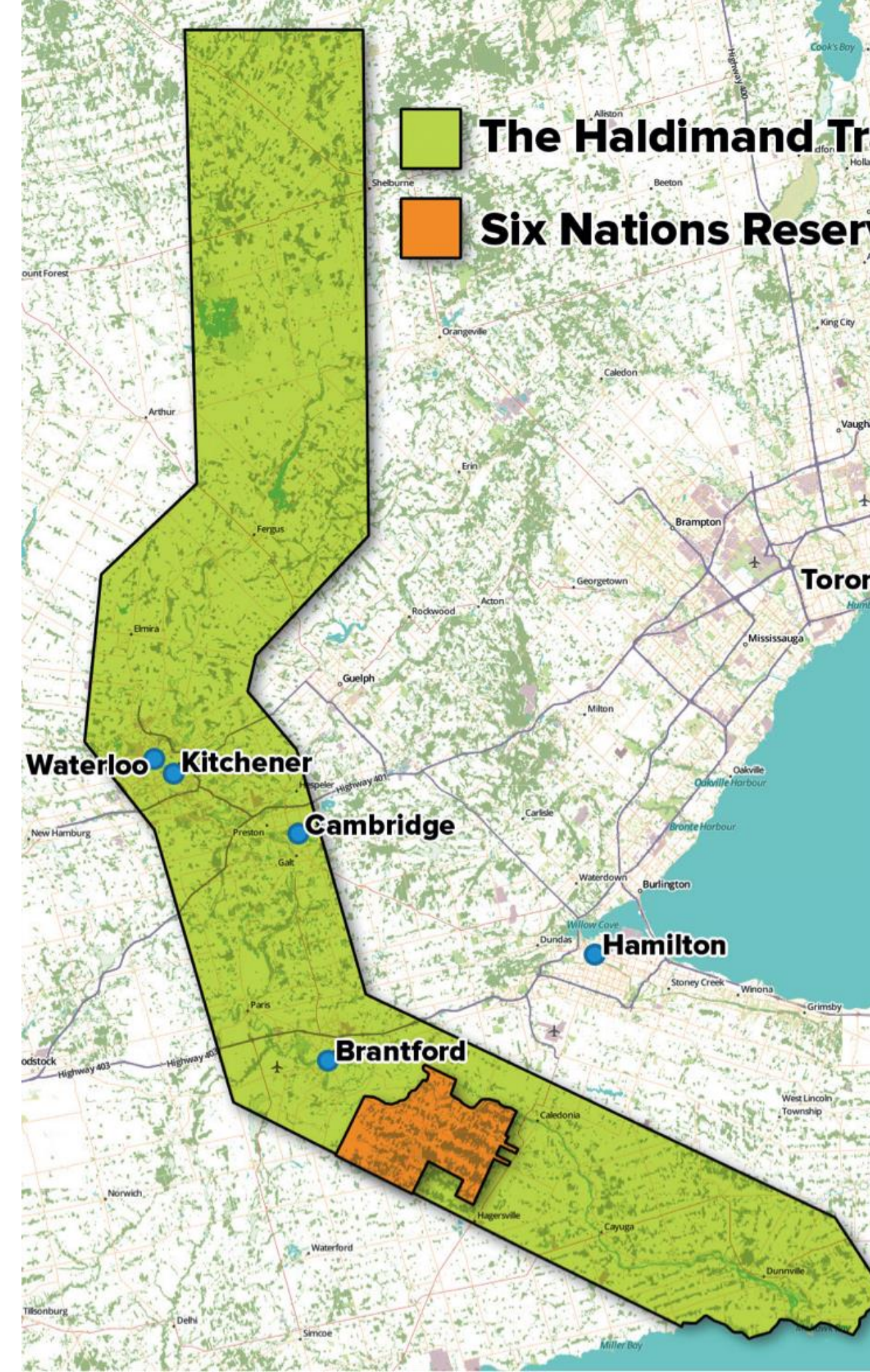
- **Chair:** Allison Chenier (Sociology & Legal Studies)
- **Parliamentarian:** Justin Pappano
- **Secretary:** Nicole Burnett, FAUW Executive Manager



SITUATING OURSELVES

The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg, and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is co-ordinated within the Office of Indigenous Relations.

uwaterloo.ca/fauw/land



CONSENT AGENDA

MOTION TO: Accept the Consent Agenda as presented:

- ▶ Meeting agenda
- ▶ Minutes of the 2024-04-09 Spring General Meeting
- ▶ Minutes of the 2024-06-07 Special General Meeting
- ▶ Committee and officer reports



ELECTION RESULTS

Katy Fulfer, Chair of the Nominating and Elections Committee

DAVID PORRECA

Record high voter turnout!

72.5%

Vote tallies:

David Porreca = 546

Su-Yin Tan = 187

Abstain = 33

Previous voter turnout records: 2024 MoA ratification = 65.6%, 2022 President election = 58%



SERVICE OPPORTUNITIES

FAUW

- Academic Freedom & Tenure
- Compensation Strategy
- Equity
- Hagey Lecture
- General Meeting Chair (SGM)
- Parliamentarian

UNIVERSITY

- PDC 12
- PDC 57
- Research Data Management Working Group

Learn more and apply: uwaterloo.ca/faculty-association/opportunities

PRESIDENT'S REPORT

David Porreca, FAUW President

FEDERAL

- ▶ CAUT updates
 - New CAUT Policy Statements on
 - Employer-led Investigations
 - Departmental Statements and Academic Freedom
 - Procedural wrangling over member's motion on IHRA definition of antisemitism and BDS
- ▶ Pollster's observations on the Canadian political climate



PROVINCIAL

- ▶ Bill 166
 - ▶ Full disclosure of class costs
 - ▶ Anti-hate and anti-racism measures – modifications to Policy 33, using most recent PDC draft from August 2021
- ▶ OCUFA leadership: Rob Kristofferson (WLUFA) will be President as of July 2025
- ▶ Advocacy Day – OCUFA's Unlocking Education campaign
- ▶ Pollster's observations on universities/Ontario's political climate

UNIVERSITY OF WATERLOO

- ▶ Policy work
 - ▶ Policy 1 – University policies
 - ▶ Policy 12 – Bereavement and compassionate care leaves
 - ▶ Policy 33 – Ethical behaviour
 - ▶ Policy 57 – Accommodations
 - ▶ Policy 76/77 – finalizing implementation of changes



UNIVERSITY OF WATERLOO

- ▶ Compensation (salary, pension and benefits)
 - ▶ Arbitrated settlement award – Healthcare spending accounts
 - ▶ Employment agreements and Letter of Understanding
 - ▶ University Pension Plan
 - ▶ Salary Anomalies Working Group

- ▶ Faculty of Arts reorganization



FACULTY ASSOCIATION

- ▶ Staffing
 - ▶ Introducing Sue Fraser, Academic Freedom & Tenure and Policy Officer – started July 29, 2024
 - ▶ Office and meeting spaces
- ▶ Governance review
- ▶ Member engagement
 - ▶ FAUW-side Chats



TREASURER'S REPORT

Leia Minaker, FAUW Treasurer

TREASURER'S REPORT

BUDGET UPDATES

As of Nov 1, 2024

BUDGET EXPENDITURE CATEGORY	a	b	a	a
	Annual Forecast Total	2024-25 YTD Actuals	BUDGET	Forecast BUDGET Variance
Total Salaries & Wages	367,107.16	100,318.05	325,000.00	42,107.16
Total Course Releases	79,055.36	69,321.76	120,000.00	40,944.64
Total Office Expenses	15,625.75	6,948.01	14,500.00	1,125.75
Sub Total Professional Development	40,929.14	11,779.76	31,500.00	9,429.14
Sub Total Professional Fees	535,015.30	319,152.89	714,250.00	-179,234.70
Sub Total Meeting Expenses	12,659.13	2,408.83	12,100.00	559.13
Total Professional Services & Development	588,603.57	333,341.48	757,850.00	-169,246.43
Total Events	20,308.80	408.80	20,200.00	108.80
Total Sponsorships	95,596.82	18,225.00	88,000.00	-7,596.82
TOTAL EXPENSES	\$1,166,297.46	\$528,563.10	\$1,325,550.00	-\$159,252.54
TOTAL REVENUE				

Faculty Association Dues	May 1 to Oct 31	\$ 674,133.75
Investment Interest	May 1 to Oct 31	\$ 10,424.36
Total Revenue		\$ 684,558.11
Less Total Expenses		\$ 155,995.01



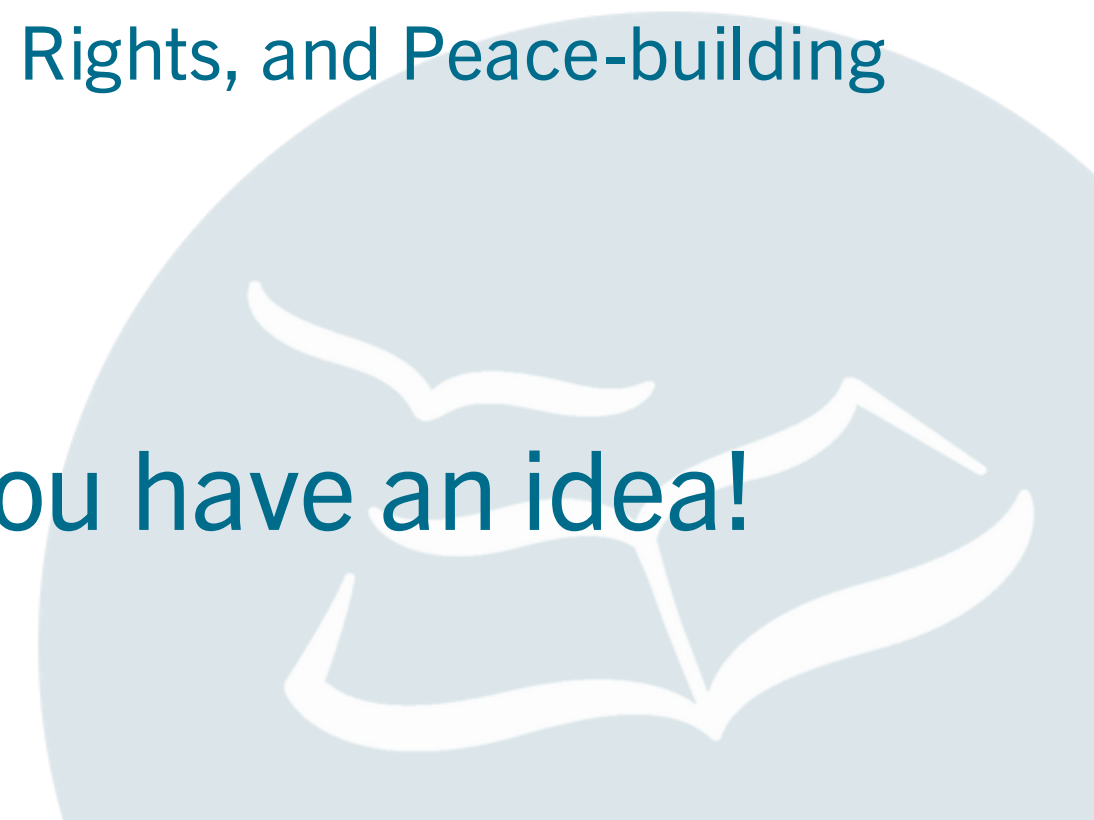
EXPLANATION FOR DISCREPANCIES

- ▶ Salaries are higher than budgeted. With full staff complement, forecast for next year will be accurate
- ▶ Professional fees much lower: mainly due to lower legal fees than budgeted
- ▶ Higher office expenses: new staff with little leftover supplies, new computer workstations for staff



SPONSORSHIPS

- ▶ In the Spring, you approved \$55,000 for member-led events and sponsorships: See uwaterloo.ca/faculty-association/get-involved/donations-and-sponsorships
- ▶ FAUW has supported 5 events so far since May 2024:
 - ▶ Academic Freedom and Aid for Palestine event
 - ▶ Workshop on Generative AI in Writing and Communication Instruction
 - ▶ Film Screening and Discussion: My Tree – The Environment, Human Rights, and Peace-building in Palestine and Israel
 - ▶ Grassy Narrows River Run/Solidarity Walk
 - ▶ 21st Annual Pow Wow
- ▶ We still have \$48,125 left, so please do apply if you have an idea!



GOING FORWARD

- ▶ Monthly budget reviews with Treasurer and Executive Manager
- ▶ Quarterly budget reports to Board
- ▶ GICs maturing in 2025: determining where to re-invest
- ▶ Anticipate being under budget by end of fiscal



FINANCIAL STATEMENTS

- ▶ Independent Auditor's Report – RLB Chartered Professional Accountants

Motion to: Approve RLB Chartered Professional Accountants as the auditors for the 2025/2026 financial year





FAUW STAFF POSITION

Motion to: Approve the funding for an incremental FAUW staff position



STRATEGIC PLAN 2023-2026

SUPPORT TEACHING AND RESEARCH

- ▶ Academic freedom
- ▶ Workload equity
- ▶ Institutional neutrality



MEMBERSHIP ENGAGEMENT

Effective representation

Progress:

- ✓ Established and communicated a monthly schedule of town hall type topic-focused forums (FAUW-side Chats), beginning July 2024
- ✓ Deployed monthly member newsletters at the beginning of each month since July 2024
- ✓ Set a predictable schedule for Spring and Fall General Meetings: **General Meetings will always fall on the 2nd pre-examination study day in December and April**
- ✓ Developing increased frequency and consistency of Council of Representatives meetings

TRANSPARENCY

FAUW Operations and Communications

Progress:

- ✓ Terms of Reference for standing committees now includes role descriptions
- ✓ Publishing General Meeting recaps on the website
- ✓ Ongoing review and refresh of policies, guidelines, and procedures
- ✓ Promoting use of feedback channels at all events and in all member communications
- ✓ Created new Instagram and LinkedIn accounts – FOLLOW US!
- ✓ Created a dedicated account for meetings and events to improve facilitation

WORKING EFFECTIVELY

Continuous Improvement and Commitment to Care

Progress:

- ✓ Ongoing Governance Review
- ✓ Guidelines are being updated, with some already approved by the Board
- ✓ Consistent Terms of Reference template for all standing committees has been approved and all ToRs will be updated in Winter Term
- ✓ This strategic plan will be used as a framework for future strategic plans
- ✓ A Faculty Relations Committee planning retreat was held in September 2024
- ✓ A Childcare Working Group was established in August 2024 – survey coming soon!

FUTURE FOCUSSED

Institutional Continuity and Strong Financial Position

Progress:

- ✓ All staff job descriptions were updated and the positions filled
- ✓ Staff have been attending conferences, training, and professional development
- ✓ Improved budget tracking systems
- ✓ New Course Release and Travel Expense Guidelines approved by the Board
- ✓ A standing Compensation Strategy Committee was formed in September 2024
- ✓ FAUW banking will be transferring to a selected credit union in the Winter term
- ✓ Donation and sponsorship pilot initiative launched in May 2024

NEXT STEPS

- ▶ Implementation, monitoring, and communications
 - ▶ Share the plan and report on progress at General Meetings
 - ▶ Develop a webpage to host the document and updates
 - ▶ Capture quantitative and qualitative data to measure success
 - ▶ Implement dynamic operational plans
- ▶ Use this plan as a template for future Strategic Plans



YOUR TURN

Open discussion



QUESTIONS?

Contact us any time: fauw@uwaterloo.ca



@FAUWaterloo

**FOLLOW
US!**



**Faculty Association
of University of Waterloo**