



fauw

Faculty Association of
the University of Waterloo

FAUW SPRING GENERAL MEETING

Tuesday April 8, 2025 12:00-14:00, DC 1351 or online via Teams

**** These Minutes are to be considered draft until they are
approved at the Fall General Meeting December 4, 2025****

The Chair called the meeting to order at 12:08

Chair – Allsion chenier

Parliamentarian - Michael Mouritsen

Secretary - Nicole Burnett

The Chair provided an overview of the meeting procedures including that all votes will happen via Teams polls, online participants to have devices muted, let staff know an alternate method to vote offline is required, participants to raise a hand in person or on Teams to join the speaker queue, keep microphones and cameras off until called upon by the chair.

To support effective meeting facilitation, the chat was closed and the Q&A section was open. Posts submitted to the Q&A section were moderated by members of FAUW staff and the Equity Committee, posts that are not on-topic, constructive, factual, or respectful will not be approved. The expectation is that all faculty be respectful of the diversity of opinions, perspectives, and identities of our members, and to support a safe work environment for our staff and volunteers

A territorial acknowledgement was delivered by Zack Cramer, Teaching Stream Associate Professor in Math, and Co-Chair of the FAUW Equity Committee. It was a personal statement that tied to Reconciliation on University of Waterloo campus.

2. Consent Agenda

- a) Approve the meeting agenda
- b) Accept reports to membership
- c) Approval of the draft 2024-12-05 Fall General Meeting minutes

The Chair invited questions or comments on the consent agenda. The Chair invited any objections. Hearing none.

Motion to: Approve the consent agenda as presented

Motion carried.

3. Election results

Katy Fulfer, Chair of the Nominations and Elections Committee (NEC).

The election was for four (4) At-Large Director positions. In alphabetical order the Directors are Janice Aurini, Hans De Sterck, Rob Gorbet, Mario Ioannidis. The Teaching Stream Faculty Director is Erin O'Connell. Peter Wood was acclaimed as the Mathematics Director.

The voter turnout was 57.8% in general, 72.6% for Teaching Stream Faculty, and 65.7% for Mathematics.

There will be a call-out for committee volunteers through the NEC for a General Meeting Chair, Parliamentarian, Academic Freedom & Tenure Committee, Equity Committee, Nominations and Elections Committee, Teaching Stream Faculty Committee, and Compensation Strategy Committee.

uwaterloo.ca/fauw/get-involved/current-opportunities

4. Treasurer's Report

Leia Minaker, FAUW Treasurer

The budget for 2024-2025, the current actuals to February 28, 2025, and the draft 2025-2026 budget were shared. Most budget line items increased based on estimates and inflation. A breakdown of the major categories of expenses was shared (staff salaries, professional fees, course buyouts, etc.)

Highlights were shared based on common questions from past differences. The investments are in low-risk bank GICs, \$\$421,470 have recently matured and will be looking at the best option to re-invest these funds. There is currently \$1,060,691.55 in investments. The GICs have earned \$16258.83 this fiscal. There is \$879530.72 in the operating account.

At the Fall General meeting the membership approved a new staff hire, this will be a USG5, the budget estimate is at 10 months in the budget. For staff at the University, which includes FAUW staff, there is no merit program for 2024, this has been "paused" for all staff at the University. The budget includes the 3.6% base salary increase effective May 1, 2025 for staff under the last negotiated increase. The staff salary budget is higher as this year there is a full staffing complement, and there was not in the last budget. The most recent hire of the AF&T Policy office started July 29, 2024.

The course buyouts were high last budget as there was turnover in committee chairs, this is expected to stabilize this fiscal. Previously the accounting included the amount the Provost covers for eight (8) course buyouts, this was changed to reflect what is actually paid from FAUW. The technology requirements and office supplies were increased as with three new



staff and a planned fourth computers, chairs, and supplies were needed. FAUW branded merchandise was purchased for members and volunteers. The Travel and Professional Development budget reflects the full staff complement attending the required conferences, as well as the committee Chairs and President. The meetings and events are relatively stable in the budget.

Questions:

1. The investment income seems lower than expected. Last year it was reported that funds were moved from a high yield into four 1-year GICs at 5%
A: The Treasurer and the Executive Manager are meeting with the investment advisor in the next few weeks. Will plan on keeping the funds with low risk, low reward, investments. If the membership wants higher risk, we can address this again.
2. If the staff Merit program is paused, why are we not giving them an increase anyway? Shouldn't we give them one? Why are we beholden to the University choices? We should make our own call. We should show support and give merit to our staff and improve staff retention. If we are incorporated this is our choice.
A: FAUW is not incorporated, this has been recently revisited through the Governance Review Committee. The short answer is that FAUW can give staff bonus funds. The FAUW staff are UW employees, and the suggestion is appreciated, and it should go to the Board for consideration. FAUW not being incorporated means it benefits from HR support, but it does not mean FAUW is beholden to their merit policies. There are many hurdles to incorporation and the benefits do not outweigh the restrictions.
3. What are FAUW sources of revenue, just the dues?
A: Dues and investment income are our sources of revenue. FAUW has the third lowest dues in the country at 0.525% of a faculty member's pay.
4. How much will dues need to increase to get samosas back at the meetings?
A: There has been a great deal of food waste at the previous meetings due to uncertainty about the number of in person attendees. We decided to try packaged food at this meeting to reduce the waste and to be able to re-serve the snacks at subsequent meetings. We will look at how to bring samosas back in a way that does not generate so much food waste.

The Donation and Sponsorship pilot was discussed. In the 2024-2025 budget there was a large surplus of funds due to very little staff salaries, Sara Perkins, Membership and Communications Officer started December 18, 2023, Nicole Burnett – Executive Manager started March 4, 2024, and Sue Fraser AF&T Policy officer started July 29, 2024. The FAUW Board decided to allocate \$55,000 from the surplus to the pilot program to increase member engagement. The FAUW Board adjusted along the way and have thoughts to streamline the process going forward. To do this again, without a surplus, would involve budgeting for a deficit. A sample budget with and without a Donation and Sponsorship Program line was shared. There are funds in the bank and through investments to cover



this program if approved. FAUW continues with its other sponsorship commitments such as Hagey Lecture, Centre for Teaching Excellence, New Faculty Welcome events, W3+, etc.

Questions:

1. What was the money used for in the approved events?
A: Speaker honorariums, travel for speakers, each was assessed based on the proposal.
2. FAUWside Chats are well attended at zero cost, couldn't FAUW build on this instead?
A: This pilot was more for engagement in supporting our faculty to host events that were important to them. There may be a way to have speakers in the FAUWside Chats as well.
3. Suggestion that if these go forward more reporting back on the event should be required.
A: Many did report back as required, we can streamline this process.
4. Based on the budget, this addition may not cause a deficit.
A: True, the budget is based on estimates from this year, there could be decreases in areas that allow for a balanced budget.

Motion to: Add \$10,000 to Donations and Sponsorships for members to apply for events aligned with FAUW's objectives

Discussion included comments that this is very important to support this funding as it may not cause a deficit. Events this year should focus on involving the community and the university together to increase support for the sector particularly in federal and provincial elections. Reaching out to communities where the future students come from is an important focus that this funding could support. Overall discussions were supportive of the program and the engagement. The Board following comments will discuss how to better report back on the program, and its impact in the community.

Motion carried.

Motion to: Approve the budget for May 1, 2025 – April 30, 2026 (see agenda package for Donations and sponsorships background document)

Discussion included a suggestion to consider the legal expenses and the possibility of a paralegal salary and to see if that is a better use of funds and legal support for members.

Motion carried.



5. Approving the GM Chair

Motion to: Delegate the appointment of a General Meeting chair for 2025/2026 to the Board

A question was raised as to why this motion is on the agenda as this has not been past practice. This is not the first time this motion has been put forth; it was also done last year as there were no candidates through the call out from the Nominations and Elections Committee. The membership is allowed to appoint the GM Chair, however there must be a volunteer to appoint. This position is seeking volunteers.

uwaterloo.ca/fauw/get-involved/current-opportunities

The Chair called the vote on the motion.
Motion carried.

6. President's report

David Porreca, FAUW president

President David Porreca provided an overview of FAUW's Main activities and highlighted key issues accompanied by slides on FAUW's current agenda including.

CAUT Forum for President's where topics included:

- ▶ Pandemic effects on student preparedness
- ▶ Member engagement strategies
- ▶ Faculty workload and morale with students who were in high school during COVID closures
- ▶ Impacts of AI on faculty workload
- ▶ Member engagement strategies, and how they are best generated through one-on-one conversations. This led to the FAUWffice Hours
- ▶ Intra-member conflicts a theme across the country

Policy Progress

- ▶ Some feedback that Policy 12 is almost finalized
- ▶ Policies 12 and 57 are both FS policies
- ▶ There is a pilot with 12 and 57 to have a policy drafting expert from the Secretariat on the PDCs. It will not be accepted in other PDCs until it is assessed of its success.



- ▶ Policy 33 is the next to continue its revisions
- ▶ FAUW is refusing to open Policy 1 until all the open policies are resolved. FAUW will not consider this until we resolve 12, 57, 33

There were comments cautioning against Secretariat having a role in drafting the policy language as they are not neutral, they are appointed by the employer. There were several comments that did not agree to allow the Secretariat to draft policy. CAUT assistance was suggested.

Faculty of Arts Reorganization

- ▶ This topic has been addressed 3 times with membership through organized FAUW discussions
- ▶ The Dean says the process has been consultative and opinions differ

Health Care Spending Account HCSA

- ▶ The resolution of this has been referred to the Board of Governors
- ▶ Pension & Benefits has not approved the proposal, admin is bringing it to the Board of Governors instead

There was discussion that the current actions do not reflect what was determined in the arbitration award. The arbitrator stated that if the HCSA is not approved by P&B, it goes back to the arbitrator. FAUW needs to address this if it goes to the Board of Governors.

Renison University College

- ▶ The President corrected some written comments in the report submitted prior to the General Meeting
- ▶ The finances at Renison are more dire than on the main campus.
- ▶ The Academic Council at RAAS has approved 2 program redundancies, for those to close UW Senate needs to approve the closure
- ▶ Vacancy for Science rep on the Board to be filled now that the election has concluded
- ▶ Outstanding attendance at FAUW-side Chats, everyone at CAUT and OCUFA quite pleased with this
- ▶ Governance review working group: David Porreca, Nicole Burnett, Rob Gorbet, Dan Brown and Patrick Lam
- ▶ Strategic planning retreat to set priorities for 2025/2026 in line with the 2023-2026 Strategic Plan



7. Strategic plan update

David Porreca, FAUW president

The FAUW Board Directors and Chairs rotated presenting slides on the FAUW Strategic Plan from the package, and comments and questions were held until the end.

Supporting Teaching and Research

- ▶ Training for AF&T officer, chair, and committee members
- ▶ Recruited additional AF&T members
- ▶ Hosted a series of updated career workshops in Winter term
- ▶ Faculty performance review and merit process project underway to improve clarity and equity
- ▶ Working with the Council of Representatives on workload equity
- ▶ Working with Teaching Stream Faculty Committee on guiding the development of promotion criteria and processes

Membership Engagement

- ▶ Member engagement survey in January 2025
- ▶ Attendance at FAUW-side Chats continues to climb
- ▶ Developing a new onboarding process for Board members and other volunteers and representatives
- ▶ Sharing non-partisan provincial and national election-related information with members to inform and encourage voting

Transparency with membership

- ▶ New/revised Terms of Reference for all standing committees
- ▶ Governance Review working group to bring recommendations to FGM
- ▶ Triage process for prioritizing Board agenda items
- ▶ Improving internal communications channels
- ▶ Board approval of a Communications strategy, aligned with the Strategic plan
- ▶ Closing blog and social media accounts to focus on preferred channels identified in engagement survey
- ▶ We heard you and responded

Working Effectively

- ▶ New Terms of Reference template for consistency across Committees
- ▶ Environmental scan of peer associations to inform Governance Review
- ▶ Childcare Working Group survey identified needs and opportunities



- ▶ Commitment to Care-themes FAUW-side Chat to generate ideas, such as more social events

Advocate at Waterloo and beyond

- ▶ Coalition of Waterloo Workers (We're having a COWW)
 - ▶ FAUW is coalition building by bringing together all campus associations: UWSA, WUSA, GSA and unions
 - ▶ Meeting bi-monthly to discuss common issues and present a united front to administration
- ▶ Election year – lots of national and provincial solidarity issues
 - ▶ OCUFA: Bargaining Stronger Together campaign
 - ▶ CAUT: Unlock Education campaign
 - ▶ Election-themed newsletter with provincial election resources
 - ▶ Meet the Candidates (Waterloo riding) event in February

Future Focused

- ▶ Developing job description for the incremental staff position approved by members at the Fall General Meeting
- ▶ Improving Board documentation and tracking of agenda items and motions
- ▶ Reviewing success/future of Donations and sponsorships pilot

Major Projects Underway

Faculty Performance Reviews and merit process

- ▶ The numbers implicated in promotion and tenure as per the MoA
- ▶ A subcommittee to look at the ways the numbers are generated and develop some knowledge of the landscape
- ▶ Have surveyed Chairs and Directors and a collection of histograms and stats
- ▶ Still underway – will report findings
- ▶ Prelim results there is variability across campus

Governance Review

- ▶ Meet every 2 weeks since November
- ▶ Idea to look at the main pieces of governance documents (Constitution, Policies, Guidelines, et.)
- ▶ Looking at ways to make faculty participation easier, make FAUW more transparent, for example the Board Meeting minutes, how meetings are run, etc.
- ▶ Looking at the constitutionality of some items, and options to be more effective and more engaged



- ▶ Timeline for draft completion is by the Fall General Meeting

PREP – Planning and research for exigency preparedness

- ▶ The groups has been looking at sections 15, 16, and 17 in the MoA
- ▶ Reviewing the language of the MoA and seeking clarification on some language that reads as ambiguous
- ▶ Looking at legal consultation
- ▶ The eUniversity Admin have said that they have no plans to invoke article 15 on the MoA, the goal is to be prepared and have a fulsome analysis ready in the event there is any type of

Policy 76/77 updates

- ▶ Continue to ensure that the agreements reached are followed
- ▶ Following concerns brought to FAUW about new EA templates being used for all new faculty appointments, an LOU has been co-signed with administration aligning the EAs with Policy
- ▶ The EAs and the LoU apply to all new faculty, not just Teaching Stream Faculty
- ▶ A 2-person committee (Janice Aurini for FAUW and Dave DeVidi for UW) is considering appeals for UARC DTLs with less than 5 years employment who did not transition to TSF
- ▶ FAUW is working with TSF Committee to begin development of a guide for promotion
- ▶ We will be monitoring promotion success rates for teaching and tenure stream

Communication Strategy and Engagement

- ▶ Aligned with Strategic plan, outlines audiences, channels, style and priorities, including:
 - ▶ Bringing back FAUW Five to Council of Reps
 - ▶ Discontinuing blog and social media – focus on email and web
 - ▶ Improving/increasing effective communications and events and tracking performance metrics
- ▶ The strategy is to ensure that communications get to the right eyes and ears
- ▶ Improve tracking of attendance at events

FAUWffice Hours

- ▶ Bi-weekly FAUWffice hours with Board members and Staff to have the direct conversations with members



- ▶ Next with FAUW staff on April 9, 2025
- ▶ At any time members can contact us at fauw@uwaterloo.ca or the President directly at fauwpres@uwaterloo.ca (not the President's personal email for FAUW related business)

Questions:

1. Do Chairs know that a best practice is to have a Teaching Stream Faculty member on the DTPPC?
A: This is the Dean's role to appoint the members, FAUW will have this conversation.
2. Can you expand on the anonymous complaints stemming from Bill 166, when you say there is no information?
A: There have not been any grievances about this. FAUW has asked to be informed of any anonymous complaints. There is a mandatory reporting requirement to the Ministry of these complaints.
3. Can you expand on the possibility of program redundancies at UW?
A: The PREP committee is proactively working on this possibility, and what strategically our response may be. There are a few dimensions to this declaration. PREP is working to understand what articles 15, 16, and 17 of the MoA mean, and how they can be applied. PREP has been reviewing the University finances with the input from OCUFA specialists. OCUFA is of the opinion that the University is not in a financial position to need to declare any redundancies or exigency. PREP would like an appropriate volunteer with accounting expertise to join the working group. There was a volunteer member who will connect with the group following the meeting. The group will also explore strategies from other Universities.
4. Can TSF apply this year for promotion, and when will the guidelines be available?
A: Yes they can, the guidelines are in progress.
5. Has FAUW heard about some faculties increasing teaching loads?
A: What we are hearing is that there was a teaching reduction, and now faculty are being asked to work to their contract. An example was given where the contract was 4 teaching courses per year, but every other year was reduced to 3, now they are being asked to work to the contractual obligation of 4 courses, to teach to the contract.

8. FAUW-side Chat topics

The FAUWside Chats have been held the first Friday of the month since July 2024. This year they may pause over the summer. Attendance has been steadily increasing. FAUW wants topics that the membership wants to discuss, please let us know what you want to see in this series.



- ▶ UW Budget
- ▶ Collegial Governance
- ▶ Teaching Innovation - What is good and exciting
- ▶ Institutional Neutrality
- ▶ Concerns about hate speech - would like to see in place something to ensure a welcoming environment for all at the FAUWside Chats
- ▶ Task Forces - not have these written by UW admin and have faculty involved
- ▶ Unionizing
- ▶ Academic freedom - What are we allowed to talk about
- ▶ Chat on the budget and how changes are affecting faculty and tie to collegial governance and how to respond to changes
- ▶ Time of innovation and we should be driving and leading this

Other FAUWside Chat ideas, comments, or any ideas in general can be submitted to FAUW at fauw@uwaterloo.ca

With a few minutes left in the meeting a final call for comments was made by the Chair. Hearing none, the meeting was adjourned at 14:04

