



fauw

Faculty Association of
the University of Waterloo

Agenda

Spring General Meeting

Tuesday, April 8, 2025, DC 1351 and Teams

1. Welcome and introductions (12:00 – 12:10)
2. Territorial acknowledgement (12:10 – 12:15)
3. Consent agenda: (12:15 – 12:20)
 - a. Approve the meeting agenda
 - b. Accept reports to membership
 - c. Approval of the draft 2024-12-05 Fall General Meeting minutes

Motion to: Approve the consent agenda as presented

4. Election results – Katy Fulfer, NEC chair (12:20 – 12:30)
5. Draft budget – Leia Minaker, FAUW treasurer (12:30 – 12:45)

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

6. Approve Chair for 2025/2026 GMs (12:45-12:50)

Motion to: Delegate the appointment of a General Meeting Chair to the Board

7. President report – David Porreca, FAUW president (12:50-1:05)
8. Strategic plan update (1:05-1:20)
9. Projects
 - a. Board effectiveness
 - b. Faculty performance reviews and merit processes (APRs)
 - c. Governance review
 - d. Planning and research for exigency preparedness (PREP)
 - e. Policy 76 & 77 updates
 - f. Communications strategy/member engagement initiatives
10. FAUW-side Chat topics (1:20-1:35)
11. Feedback session/Q&A (1:35-2:00)



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Faculty Association of
the University of Waterloo

Reports to the membership

April 8, 2025

Table of Contents

<i>FAUW Board Officers</i> _____	3
President _____	3
Federal _____	3
Provincial _____	3
University of Waterloo _____	3
FAUW _____	4
Treasurer _____	6
<i>FAUW Board standing committees</i> _____	8
Academic Freedom and Tenure Committee _____	8
How AF&T Works _____	9
Compensation Strategy Committee _____	9
Equity Committee _____	10
Nominating and Elections Committee _____	10
Teaching Stream Faculty Committee _____	11
<i>FAUW working groups</i> _____	12
Childcare Working Group _____	12
Hagey Lecture Committee _____	13
Salary Anomaly Working Group _____	13
<i>University committees</i> _____	14
Accessibility Committee _____	14
Employee and Family Assistance Program (EFAP) Committee _____	14
Joint Health and Safety Committee - Architecture _____	15
Joint Health and Safety Committee - Health Sciences _____	15
Joint Health and Safety Committee - Main campus _____	16
Parking Advisory Committee _____	17
Pension & Benefits Committee _____	17

Policy 12 Development Committee - Compassionate care and bereavement leaves (PDC12)	18
Policy 57 Development Committee - Accommodations (PDC57)	18
Sustainable Transportation Planning Group	19



FAUW Board Officers

President

Submitted by: David Porreca

Date: March 23, 2025

Federal

CAUT hosted its annual Forum for Presidents in January, where my counterparts from across the country gathered to share ideas and information. Among the topics discussed were the impact of the COVID-19 pandemic on student preparedness for university, intra-Faculty Association conflicts, membership engagement strategies, and the impact on faculty workloads and morale from university administrators' efforts to push their institutions upward in global rankings.

Next year's CAUT Forum for Presidents will include discussion on how to deal with the impacts of AI on faculty, and how to deal with the impacts of external for-profit consultancies on university operations.

Provincial

The Council of Ontario Universities, the Ontario Chamber of Commerce, and Colleges Ontario together wrote an open letter to the Minister of Colleges and Universities and to the Minister of Finance urging the province to provide more funding for the higher ed sector. The letter was delivered the very day after the new cabinet ministers were sworn in. A sample from the letter: "Without immediate and effective investments, institutions will be forced to make decisions that compromise the quality of education and limit accessibility, eroding the province's reputation and ability to attract and retain talent."

University of Waterloo

Policy development:

Policy 12 (Compassionate care and bereavement leaves) and Policy 57 (Accommodations) are currently open. The Policy Drafting Committees (PDCs) are experimenting with having an additional resource available to help move their work ahead more efficiently. This help takes the form of a dedicated policy drafting expert provided by the Secretariat. FAUW awaits the results of this experiment, which does represent a variance from the procedures for policy development outlined in Policy 1. Before



FAUW agrees to having additional individuals involved in the drafting of the other major open policy, P33 (Ethical behaviour), we would like to observe what difference having this innovation has made for the drafting of P12 and P57. We will not agree to opening any other policies for major changes until these three are resolved.

Reorganization of the Faculty of Arts:

The Dean is eager to see his proposed reorganization of the Faculty (going from 2 Schools and 15 Departments to 6 Schools, with the School of Accounting and Finance, the Stratford School, Economics, and Psychology remaining unchanged, and all the other departments being grouped into two large units that remain without a name) be approved by the Board of Governors this June. Prior to that, the proposal will see a vote at Senate, and at the Arts Faculty Council.

Healthcare Spending Account (HCSA):

The proposal to add this benefit could not be resolved at the Pension & Benefits Committee and has been put back to the Board of Governors for a decision. For more detail, please see the Pension & Benefits Report below.

Renison:

Renison University College is facing dire financial problems. Two programs so far have been closed (Applied Language Studies and English for Multilingual Speakers). The Studies in Islamic and Arab Cultures program was saved narrowly by a letter-writing campaign.

FAUW

On 13 March, Graham Murphy resigned from his position as a FAUW Board director representing Science. I want to thank Graham for his commitment and service to FAUW over the past few years, and welcome Kelly Anthony into the role of interim Vice-President of the Association. The Board will consider how to fill this vacancy following the election.

Member engagement:

This was identified as one of our key strategic priorities, and I'm pleased to report that the ongoing series of monthly FAUW-side Chat discussions have been a great success in terms of attendance. Consistently, upwards of 100 colleagues have attended these hybrid events, and my counterparts at OCUFA and CAUT tell me is a very impressive level of engagement. We plan to build on this success over the next year, since



these events provide a forum for bi-directional information flow between the Association and you, the membership. If you have suggestions for topics you would like to see covered, please send them to fauw@uwaterloo.ca.

In line with our strategic priority of increasing the transparency of FAUW's operations, we are aiming to make more consistent use of FAUW's Council of Representatives for both information gathering at the academic unit level, as well as information flow to academic units by bringing back the FAUW Five list of news items and burning questions.

Governance review:

In line with our future-focussed strategic priority, FAUW's Governance Review working group (which includes Nicole Burnett, Dan Brown, Rob Gorbet, Patrick Lam, and myself) has been actively discussing an assortment of questions, including the establishment of a FAUW Code of Conduct, internal disciplinary measures, reviewing the structure of the Board and its various committees, and election procedures. The membership can expect a full proposal for revisions of the constitution, policies, and procedures to consider at the 2025 Fall General Meeting.

Strategic retreat:

The FAUW Board is planning a strategic retreat in late June or early July to assess our progress on the Strategic Plan we developed last year, and to set our priorities for the 2025-26 academic year.

I want to close this report with a hearty thank-you to Nicole, Sara, and Sue, FAUW's diligent and hard-working staff members. Without their efforts, the Association simply could not function.



Treasurer

Submitted by: Leia Minaker

Date: March 24, 2025

FACULTY ASSOCIATION UNIVERSITY WATERLOO FORECAST/ACTUAL EXPENDITURES FOR 2024-25

	2024-2025 Budget	Forecast End of Fiscal 2024-2025	2025-2026 Budget
BUDGET EXPENDITURE CATEGORY			
Total Salaries & Wages	\$325,000.00	\$365,938.00	\$468,000.00
Total Course Releases	\$120,000.00	\$87,888.00	\$55,700.00
Total Office & Communication Expenses	\$14,500.00	\$13,958.00	\$19,700.00
Sub Total Professional Development	\$31,500.00	\$46,666.00	\$50,500.00
Sub Total Professional Fees	\$714,255.00	\$685,009.00	\$697,700.00
Sub Total Meeting Expenses	\$12,100.00	\$10,152.00	\$12,500.00
Total Professional Services & Developmen	\$757,855.00	\$741,827.00	\$760,700.00
Total Events	\$17,200.00	\$12,449.00	\$20,500.00
Sponsorships Total	\$88,000.00	\$38,476.00	\$34,000.00
		ACTUAL Forecast	2025-2026 Budget
TOTAL BUDGET	\$1,301,555.00	\$1,260,536.00	\$1,358,600.00
Faculty Association Dues		\$1,322,868.00	\$1,341,771.00
Investment Interest		\$14,918.72	\$17,000.00
Total Revenue		\$1,337,786.72	\$1,358,771.00
Total Expenses		\$1,260,536.00	\$1,358,600.00
surplus/loss		\$77,250.72	\$171.00

Budget highlights

- ▶ Investments: optimizing investments with low risk GICs
- ▶ Staff salary: approved at 2024 FGM to hire an additional staff member, budgeted at USG5 for 10 months. There is no merit program for staff this year; 3.6% base salary increase.
- ▶ Course buy-outs: Budgeting a decrease due to stable committee chairs
- ▶ Office expenses: Paying for software previously covered by auditors, increased tech requirements (to replace old equipment) and branded merchandise for member engagement.
- ▶ Travel/PD budget increased \$20K to \$50.5K to support development of staff and volunteers
- ▶ Meeting and events budgets are stable – have found ways to reduce expenses (e.g. catering) while expanding event offerings

Donations and sponsorships:

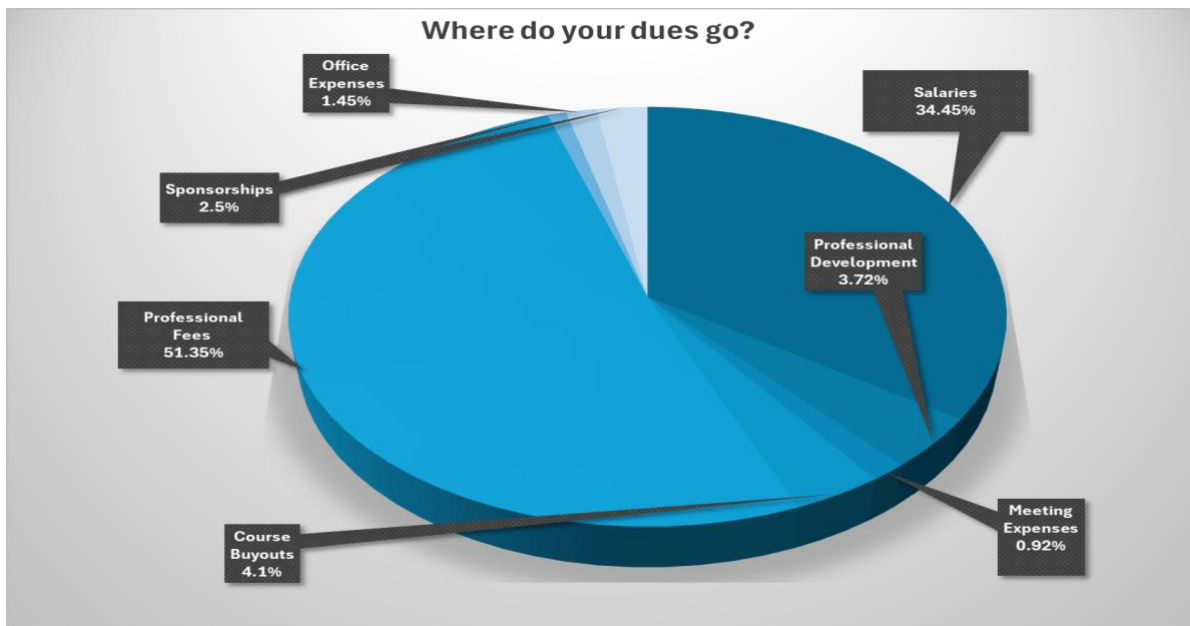
- ▶ Pilot test from last year, budgeted \$55K (from temporary budgeted surplus):
 - Purpose: To increase FAUW member engagement



- Results
 - 9 members submitted requests, 7 approved
 - Average request \$3370, range \$500-10,000
 - Topics ranged from Generative AI in Writing to Academic Freedom to Indigenous ways of knowing in STEM
 - The Board learned from this pilot and could continue to refine the process.
- For 25/26: Should we continue? Tradeoffs are involved.

About your dues:

- FAUW has one of the lowest faculty Association dues in the country
- Dues are 0.525% of your base salary and have not changed in many years
- How your dues are spent:
 - 51.35% for OCUFA and CAUT dues, annual audit, insurance, and legal fees
 - 34.45% for staff salaries and benefits
 - 6.09% for administrative and office expenses, including professional development, meetings and events, workshops, communications and office supplies
 - 4.1% for course buy-outs for some volunteer roles with large time commitments
 - 2.5% for standing sponsorships (W3+, COFAS, CTE conference, etc.)



FAUW Board standing committees

Academic Freedom and Tenure Committee (AF&T)

Submitted by: Kevin Hare

Date: March 11, 2025

In January 2025, Kevin Hare started as co-chair of AF&T with Lori Curtis. In March 2025 Lori Curtis stepped down as co-chair, and Kevin Hare took on the full responsibility of chair. All members of FAUW and AF&T are grateful for all of Lori's hard work over her many years of involvement with FAUW.

In March 2025, the Terms of Reference for AF&T were submitted to the board for approval. The final approval has not happened as of the writing of this report but is hoped to have happened before the FAUW SGM.

In February and March, we helped to run a series of workshop for applying for various aspects of promotion. The first was for tenure stream faculty, the second for teaching stream faculty, and the last for probationary faculty. In addition, the AF&T Policy Officer helped to support the Faculty Retirement Planning workshop, and the upcoming Mid-Career workshop.

As of the writing of this report, AF&T is currently handling 20 cases and has 5 additional cases that will be triaged in the next couple of days. Some cases are relatively short, sometimes only involving this initial meeting. Some are much longer and more complex, sometimes spanning over multiple years. There has been a growing trend in discipline and Policy 33 cases that we are being asked to support.

With any change in process or policy, there is room for disagreement upon implementation, as there is no precedence to apply. The recent changes to requirements for sabbaticals, the Faculty of Arts reorganization, changes to Policy 33 dictated by Bill 166, as well as the changes to P76/P77 are some of the things we are keeping an eye on.

In January, AF&T onboarded 2 new AF&T members (Jennifer Dean & Dan Brown). AF&T is always interested in new members. If you are curious about what we do, or how you can help, please contact fauwaft@uwaterloo.ca.



How AF&T Works

The Academic Freedom & Tenure Committee (AF&T) is a standing committee of FAUW. It helps FAUW members who are having trouble. This could include (and is not limited to) problems with tenure and promotion, faculty performance evaluations, disputes with members of the university community, finance, accommodations, leaves, sabbaticals, discipline. We are comprised of several volunteers (typically senior faculty) that have experience that they are willing to share. We are not lawyers, and we are not paid staff. All consultation is kept confidential. In the situation where the dispute is between two FAUW members, AF&T will support both (if asked). The support is isolated to avoid potential conflicts of interest. It is worth noting that FAUW uses the model of individual carriage. This means a member seeking support decides how and if things proceed. This is significantly different than most other institutions.

If you seek support from AF&T, the first step is to send an email to Sue Fraser, FAUW's Academic Freedom & Tenure and Policy Officer, at fauwaft@uwaterloo.ca. An initial meeting will be set up to "triage" the case; this is typically done by the chair of AF&T (Kevin Hare). If for some reason you wish to avoid the chair, please let us know when sending the original email (I will not be offended, and do not have access to this email). This meeting is to determine how much time it is likely to take to support this case. In some cases, the initial meeting is all that is needed. After this, an academic colleague is found that can support your case. Factors that are considered include the number of other cases the academic colleague is handling, expected time commitment from the case, and expertise of the supporting member. This process takes time. The more time you give AF&T, the more likely we are to be able to support you. If you have time pressure given by external factors (i.e. Dean wants to meet you in three days), please let us know.

Compensation Strategy Committee

Submitted by: Michael Wallace

Date: March 7, 2025

Since our last update, the Compensation Strategy Committee (CSC) formalized its terms of reference. We have advised on the updated floors, thresholds, and SIUs for the upcoming year. We have continued



to collect information on settlements reached by other universities. The committee is seeking additional members, please [complete the form to become a FAUW representative](#) if you are interested!

Equity Committee

Submitted by: Zack Cramer

Date: March 12, 2025

The Equity Committee remains dedicated to fostering open communication between FAUW members and the FAUW Board on all matters of equity.

- We continue to build and strengthen connections with equity-focused offices and committees across campus, fostering collaborative progress toward inclusivity. We are working closely with these offices to best support members of racialized and minority groups, both individually and institutionally, as we strive to create a more equitable and inclusive campus environment.
- Applications are now open for the 2025 Equity and Inclusivity Award, recognizing outstanding contributions to equity, diversity, and inclusivity. This year, we celebrated the 2024 award recipient, Dr. Tizazu Mekonnen, and high honouree, Dr. Jenn Parks, at a ceremony in January.
- We are currently seeking new committee members and welcome applications from all faculties. We especially encourage equity-minded individuals from Engineering, Mathematics, and Science to join us. We strongly value lived experience and intersectional perspectives and encourage applicants from diverse backgrounds to apply.

Nominating and Elections Committee

Submitted by: Katy Fulfer

Date: March 11, 2025

This term, FAUW members will elect six new directors for the Board—a director representing the faculty of Mathematics, a director representing teaching stream faculty, and four at-large directors.

The Board has accepted a recommendation from the Nominations and Elections Committee to adjust the term for the next Math representative



from two years to one year, to re-align the election of this director with the other faculty representatives. This recommendation responds to confusion that members expressed during the previous Board election cycle, following the Fall 2023 by-election.

Here is a list of appointments that have been made this term (excluding new members appointed to the Academic Freedom & Tenure Committee or the Equity Committee):

- Andrea Atkins (Civil and Environmental Engineering) was appointed to the Hagey Lecture Committee as the Engineering faculty representative
- Honor Brabazon (St. Jerome's) was appointed to the Hagey Lecture Committee as the AFIW representative (FAUW membership requirement waived)
- Allison Chenier (Sociology & Legal Studies), Chair of Spring General Meeting
- Christian Euler (Chemical Engineering) was appointed to the Excellence in Graduate Supervision Award Committee
- Jackie Feke (Philosophy), Policy Drafting Committee 57
- Laura Middleton (Kinesiology and Health Sciences), Hagey Lecture Committee as the Health faculty representative
- Adam Molnar (Sociology and Legal Studies), Research Data Management Strategy Working Group
- Nick Ray (Philosophy) and Peter Wood (Mathematics), Policy Drafting Committee 12
- Alex Stringer (Statistics and Actuarial Sciences), Hagey Lecture Committee as the Math faculty representative
- Suzanne Tyas (School of Public Health), Online Teaching Awards/Online Course Design Awards Evaluation Committee

Thank you to these representatives, as well as to everyone else who has expressed interest in volunteering with FAUW! If you have any questions for the Nominations and Elections Committee, please reach out to the Chair, Katy Fulfer, on Teams or by email (kfulfer@uwaterloo.ca).

Teaching Stream Faculty Committee

Submitted by: Peter Wood

Date: March 11, 2025



The Committee recently ran a survey of all Teaching Stream members on what the major goals of the committee should be over the next year. There were 85 responses, which is about a 40% response rate.

The Committee is reviewing those responses now and will use them to define our goals going forward. While I don't want to prejudice the work of the committee (which is still on-going) I can report that the comments fall into a few main categories. Some of the comments were about larger issues that affect all faculty members and will likely be addressed at the Board level. Issues that pertain mainly to Teaching Stream include: (1) general issues surrounding promotion and APR; (2) concerns about budget and its effects on Teaching Stream; (3) issues and clarity on what service roles Teaching Stream members are eligible for; and (4) issues surrounding salaries and benefits.

We will distill these comments into some actionable goals that will be posted to the FAUW website later this term.

The Committee thanks all members for participating in this survey. We know how easy it is to get "surveyed-out", but your participation is valuable.

FAUW working groups

Childcare Working Group

Submitted by: Nasser Mohieddin Abukhdeir

Date: March 17, 2025

Members: Heather Love, Ana Crisan, Mary Robinson, Megan Selinger, Brendan Riggan, Alex Stringer, Kate Mercer

During the past two terms we have been working on the following:
1) Creating and delivering a campus-wide survey to help better assess how widespread the issues surrounding childcare access are, and how significantly they have impacted the university community. Survey was completed on January 10, 2025, with a total response rate of 530 university community members with 55% faculty, 42% staff, and 4% students. A brief summary of the results:



- 62% of respondents indicated that have current childcare needs, 29% no longer have needs but did in the past 10 years, and 23% expect to have needs in the next 2-10 years.
- 92% of respondents with childcare needs indicated they faced difficulties meeting these needs.
- Only 6% of respondents with current childcare needs were able to meet them by their desired start date, 22% within a month, 42% waited 6 months or more with and additional 21% who were not able to meet their childcare needs at all.
- 54% of respondents put off a return to work and/or progress in their career due to childcare issues.

2) Creating summary presentations of survey results for the FAUW members and university leadership in order to increase awareness and take action to improve childcare access to the university community.

3) A post-survey membership consultation will be scheduled regarding potential actions that FAUW can take followed by additional consultation with staff and student associations.

Hagey Lecture Committee

Submitted by: Jeremy Pittman

Date: March 3, 2025

We have completed the following tasks since the last meeting:

- Added new members from Math, Health and AFIW
- Solicited potential speakers from the University community through a new [nomination form](#)

Ongoing tasks:

- Speaker selection for 2025 lecture
- Updating terms of reference

Salary Anomaly Working Group

Submitted by: Kate Rybczynski

Date: March 9, 2025

The Salary Anomaly Working Group (SAWG) completed their report and submitted it to the Provost and the President of FAUW for review in the Fall. Please stay tuned because once the Provost and FAUW President announce their response to the report, then the report will be published on FAUW's [salary anomaly reviews](#) web-page. We also intend to post



FAQs to answer any questions that may arise from this extensive report. We are grateful to our colleagues on SAWG for their commitment to providing a careful and thoughtful analysis, and to all our colleagues for their input and patience in the process.

University committees

Accessibility Committee

Submitted by: Zara Rafferty

Date: March 6, 2025

There are no [Accessibility Committee](#) developments to report since Fall 2024. A reminder that the [2023-2025 Multi-Year Accessibility Plan](#) can be viewed online, and [I'm available to connect](#) if you have any questions or concerns.

Employee and Family Assistance Program (EFAP) Committee

Submitted by: David Mather

Date: March 12, 2025

Background:

- As part of the Employee Assistance Program (Policy 67), eligible UW employees and dependent family members have access to a range of health and wellness services through our Employee and Family Assistance Program (EFAP). The current third-party provider is Homewood Health.
- UW's EFAP Committee monitors the implementation of this program. The committee includes representatives from employee groups (FAUW, CUPE, Staff Association), administration (HR), and services (Campus Wellness)
- Detailed information about services available and options for access are provided here: <https://uwaterloo.ca/employee-assistance-program/>

Recent updates:

The committee met on February 25, 2025 to review the program utilization report for September 2024 to January 2025, prepared by our service provider, Homewood Health. The recent utilization rate was



similar to the previous 12-month period. There were no significant general issues of concern.

Contact:

FAUW members are invited to provide confidential feedback about EFAP services to your FAUW representatives, [David Mather](#) and [Sue Fraser](#) or any other [EFAP Committee](#) member.

Joint Health and Safety Committee - Architecture

Submitted by: Marie-Paule Macdonald

Date: February 28, 2025

Joint Health Safety Committee meetings took place quarterly in July and October 2024 and on Feb 26, 2025.

The July meeting noted obstructions that were removed, and reviewed Working at Heights program. It was noted in the October 2024 meeting minutes that items related to storage in aisles and corridors, and in front of electrical panels, were identified and removed, and the Slips Trips and Falls programme has been updated.

Joint Health and Safety Committee – Health Sciences

Submitted by: Praveen P Nekkar Rao

Date: March 10, 2025

The HSC campus in downtown Kitchener includes School of Pharmacy and School of Optometry satellite clinic. The joint health and safety committee (JHSC) carries out safety inspections at the School of Pharmacy and the Optometry Clinic (including labs and office space). The JHSC meets four times every year (members: Trenny McGinnis, Lisa Walsh, Isabelle Ray, Doug Dye, Antoine Hakim, Tuesdae Stone, Monica Tudorancea and Praveen P Nekkar Rao). The JHSC meetings involve reviewing the University safety programs, documents, policies, procedures and monthly safety inspection reports. If safety issues are noted in the inspection reports, responsible supervisors are contacted to take corrective actions. One of the JHSC members (Monica Tudorancea) was on leave and is now back. During her leave, Graduate student representative Antoine Hakim took over the duties of carrying out the



safety inspections. Since the last JHSC report in Fall term, there are no incident reports at the HSC.

Joint Health and Safety Committee – Main campus

Submitted by: Michael Chong

Date: March 11, 2025

The University of Waterloo Joint Health and Safety Committee (UW-JHSC) is comprised of Management members and Worker members. At present, there are 4 Management members and 14 Worker members. Worker members are represented by persons belonging to various groups including Graduate Student Association, UW Staff Association, OPSEU, CUPE Local 793, CUPE Local 5524, and FAUW.

The UW-JHSC meets 5 times a year in January, March, June, September and November/December. In 2024, meetings were held on January 29, March 25, June 17, September 30, and November 25. Each meeting has a similar format with the usual formalities then discussions related to:

1. Injury reports – these are provided well in advance of the meeting and summarize incidents involving either (a) faculty and staff or (b) students, visitors, and contractors.
2. Program reviews – programs are reviewed every few years and are staggered so that only a few are considered at each meeting. In 2024, programs that were reviewed include Workplace Violence Prevention, Incident Management, Radiation Safety, First Aid, Laser Safety Program, Slips, Trips, and Falls, Nanomaterials, and Biosafety program,
3. New business/information items – these include reports of Field Visits from the Ministry of Labour as well as results of tests (e.g., asbestos levels, CO₂ levels, noise, etc.) that have been conducted.
4. Inspection Reports – outstanding items that require attention as well as general aspects of safety culture are discussed.

As well as attending the meetings, FAUW members of the UW-JHSC participate in inspections of various Academic Areas on the main campus. Typically, each FAUW member participates in 5 inspections/year and each inspection takes a few hours. The general status of safety with the academic unit as well as specific hazards are discussed. The inspection schedule for 2024 follows.



Parking Advisory Committee

Submitted by: Steffanie Scott

Date: March 11, 2025

Statement from Sustainable Transportation: Given recent changes within the Sustainable Transportation Office, our immediate focus will be on operational priorities and initiatives that do not require the committee's involvement. For this reason, we will be pausing the committee effective November 18, 2024, and no future meetings will be scheduled.

Pension & Benefits Committee

Submitted by: James Thompson

Date: March 25, 2025

The Pension and Benefits Committee has been working extensively on the Health Care Spending Account (HCSA). This represented a unique challenge for the committee as this is a legally arbitrated award, which raised several governance questions in light of our culture of one-plan-for-all (employee groups). It has been concluded that these issues cannot be resolved in the Pension and Benefits Committee and the HCSA will be brought directly to the University's Board of Governors. The chair of the Pension and Benefits Committee will present comments from members of the committee directly to the Board. The University has provided the following governance guidance for the path that has been taken.

The University of Waterloo Act, 1972, establishes the powers of the Board of Governors:

14. - (1) *The government of the University and the control of its property and revenues, the conduct of its business and affairs, save with respect to such matters as are assigned by this Act to the Senate, shall be vested in the Board of Governors and the Board of Governors shall have all powers necessary or convenient to perform its duties and to achieve the objects of the University ..."*

The Board is empowered to enact bylaws and regulations for the conduct of its affairs (UW Act, s.14(k)), which includes the establishment of committees.



The Pension & Benefits Committee is established and appointed by the Board of Governors. The Committee's terms of reference provide that "shall have full power to administer employee pension and benefits plans approved by the Board ... [and] to recommend changes in pension and benefits plans to keep them current with respect to other universities and major employers, being mindful of the financial context in which the University operates ..."

As the Board is charged with managing the affairs of the University, it has a responsibility to ensure matters with which it is charged are dispensed of appropriately.

Policy 12 Development Committee – Compassionate care and bereavement leaves (PDC12)

Submitted by: Peter Wood and Nick Ray

Date: March 3, 2025

There has been a complete turnover of the FAUW membership on this committee with both of us (Nick Ray and Peter Wood) being appointed just this year. We had our first meeting with the committee recently and there is another meeting planned between the time this report was drafted and the General Meeting.

The committee has a good draft prepared and there are only a few outstanding items that we hope to address this term. Once finalized by the committee, the report will go to both FRC and SRC for approval, prior to moving up the chain. We believe all sides wish this policy to be wrapped up and approved soon, and we are optimistic that can be accomplished.

Policy 57 Development Committee – Accommodations (PDC57)

Submitted by: Jay Dolmage and Jacqueline Feke

Date: March 3, 2025

In January 2023, PDC 57 submitted the second draft of policy 57 for comments from SRC and FRC. Nearly 22 months after submitting the draft to SRC and FRC, PDC 57 received the feedback and could begin the final discussions and draft. Since receiving comments, PDC 57 has met



bi-weekly and will meet several times more ahead of the end of Winter term as we draft the final version.

The appointment of Dr. Jennifer Gillies as Associate Provost, Campus Support and Accessibility impacts this Policy, as one of its key recommendations was a "Central Office" and "Central Officer" to handle accommodations. Dr. Gillies attended one of our meetings for a discussion on that matter. Subsequent to this meeting, new guidelines for employee accommodations were posted to the Campus Support and Accessibility website. The Committee offered feedback on these guidelines, and they have since been revised. A further meeting about the eventual location of a "Central Office" and "Central Officer" will happen soon.

As of the end of February 2025, we have reviewed most of the comments from SRC and FRC and we are determining the structure and focus of what will be the final submission through normal procedures for the University and stakeholders to eventually vote upon. We anticipate this wrapping up by the end of Winter term 2025.

After many years of hard work, the PDC can see the finish line on this very important policy, but we worry that the "Central Office" and "Central Officer" may have been created without the true direction of the PDC.

Sustainable Transportation Planning Group

Submitted by: Judith Ann Koeller

Date: March 13, 2025

Sustainable Transportation Plan

It takes a great deal of long-range planning to get thousands of people to and from our campuses each day. From 2024 to 2025, UW is developing its first institutional Sustainable Transportation Plan. The Sustainable Transportation Planning (STP) Group supports transportation initiatives for campus members, such as [discounts for employees on Grand River Transit](#), [carpooling \(with an Emergency Ride Home Program\)](#), bike lockers and cage and [EV Charging](#).

Thank you to all who completed the Sustainable Transportation survey in November. Results from the survey are being used to gain a better understanding of the patterns of travel to campus, what modes of travel



are being used, and how improvements can be made to support various transportation choices. The survey results will help influence the University's Sustainable Transportation Plan.

Purpose:

The Sustainable Transportation Planning Group was formed in Spring 2024 as a time-bound group to advise on the development of the University's first Sustainable Transportation Plan (STP). The group consists of a mix of staff, students, and faculty, and will help with providing strategic insight into the development of the plan, including providing ideas and comments, reviewing draft materials, helping with relevant data collection, and liaising with respective constituencies during consultation efforts. The Group provides this advice and feedback to a core project team from the Sustainability Office, Facilities, and Sustainable Transportation.

Note that this Group is distinct from the Parking Advisory Committee, which is focused on more specific operational activities and changes related to parking. Activities of the STP Group are more focused on longer-term direction setting and planning of transportation, which while inclusive of parking, will not be looking at day-to-day parking management or systems decisions.

Objectives:

Recognizing the significance of transportation choices and systems to the University, including the cost of parking and vehicle infrastructure, health and wellbeing benefits, environmental outcomes, and safety and accessibility considerations, the objectives of the STP include the following:

- Improving the quality of and removing barriers to sustainable transportation options to enhance employee, student, and stakeholder wellness and satisfaction
- Optimizing effective and efficient use of university assets, including land, parking lots, and fleet
- Effectively delivering core operations and logistics
- Reducing greenhouse gas emissions and environmental impacts from commuting and fleet
- Strengthening safe and accessible use of the campus for all users

Scope:



The Sustainable Transportation Plan is meant to cover the following four scope areas:

1. **Commuting:** Relating to efforts to improve choices and quality for students, employees, and visitors to travel sustainably to/from the campus.
2. **Movement/Circulation:** Relating to efforts to move people and goods around and between campuses, including walkways, roadways, and shuttles.
3. **Fleet:** Relating to efforts to decarbonize and ensure efficiency of University-owned vehicles.
4. **Parking:** Relating to efforts to provide efficient parking that aligns with sustainable transportation directions and campus goals/needs. Note, again, that this planning process is looking at longer-term direction setting and strategic considerations, not at immediate implementation of specific operational changes to parking systems.

Within each of these areas, the STP will have policy, infrastructure, programs/services, and engagement considerations.

Project Timeline:

The following are the major project phases and activities:

- **May 2024** - Project Initiation: confirm project plan, timelines, resources, and populate Working Group
- **June-Sept 2024** - Research and background review: including literature, peer review, municipal plans, other context
- **Oct 2024 – Jan 2025** – Consultations: including workshops, open houses, Fall 2024 survey, and any targeted partner and user engagement
- **Nov 2024 – Mar 2025** - Ideation and development: Including action and initiative identification, modelling, and preliminary cost-benefit analysis
- **Mar – May 2025** - STP drafting: development of final document and communication materials
- **+May 2025** - Approvals: through various University committees and groups.



Progress:

The STP Group first met in July and has since had four meetings, providing input on the project charter, the preliminary research review, and approaches to consultations. The Group participated in a barrier identification exercise that can complement feedback received from wider University consultations and engagement efforts.

The Fall 2024 Travel Survey was also completed, providing an opportunity for members of the campus to share feedback on both how they currently travel to and from campus, and the challenges and opportunities that they may experience.

In early 2025, the Group will be reviewing feedback received from the campus community to help inform recommended directions and actions. Meetings with various particular stakeholder groups have also happened.





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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 acknowledgement

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



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Donations and Sponsorships Fund

Background

Context:

In 2024/2025, we budgeted for a significant surplus given that we had no staff members and timelines for bringing staff on weren't entirely clear. With the members' approval at the 2024 SGM, we budgeted \$55,000 of that surplus to pilot test a novel "[Donations and Sponsorships](#)" program for FAUW members. Of note, this was above and beyond the typical donations FAUW makes. For example, FAUW typically contributes to the CTE Teaching and Learning dinner every year, and contributes to the Hagey Lecture every year, as well as the New Faculty Dinner.

The novel "Donations and Sponsorships" line item was intended to increase member engagement by providing funding for FAUW members to create on-campus events aligned with [FAUW's objectives](#) (also reproduced below).

Over 2024/2025, there were 7 events (of 9 proposals submitted), with a total cost of \$10,932.37. Topics ranged from Generative AI in Writing to Academic Freedom to Indigenous ways of knowing in STEM.

Tradeoffs:

This year, we have three staff, with a fourth possible coming on board in 2025/2026 (as approved by the membership at the FGM). The current FAUW Board feels strongly about fiscal responsibility, and we are thus presenting the members a balanced budget for 2025/2026. We have a



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substantial surplus from previous years, and approximately \$1 million in investments.

Any investment in this program will result in a deficit of the same approximate amount.

Request:

The Board would like the membership to decide whether we continue with open Donations and Sponsorships program with a smaller (\$10,000) budget, which will result in a budget deficit of approximately \$10,000.

Motion 1: To add \$10,000 to Donations and Sponsorships for members to apply for events aligned with FAUW's objectives.

Motion 2: To approve the budget for May 1, 2025 – April 30, 2026

FAUW's Objectives:

- To represent all University of Waterloo employees who are recognized by the University as represented by FAUW in the Memorandum of Agreement (Article 2.1.1) and all others who are admitted as members of FAUW as per section 4 of this Constitution in the processes determining the terms and conditions of employment.
- To promote fairness for and equitable treatment of the individuals it represents by negotiating and defending sound policies, practices and procedures.
- To defend and promote academic freedom and tenure within the university.
- To promote a climate of freedom and collegiality, and in other ways to promote the welfare of the university as a community of scholars.
- To promote an environment that supports quality teaching and research.
- To promote a diverse and inclusive university where the advancement of human rights is a priority.
- To deal with all other matters considered to be in the interests of the Association and its members.



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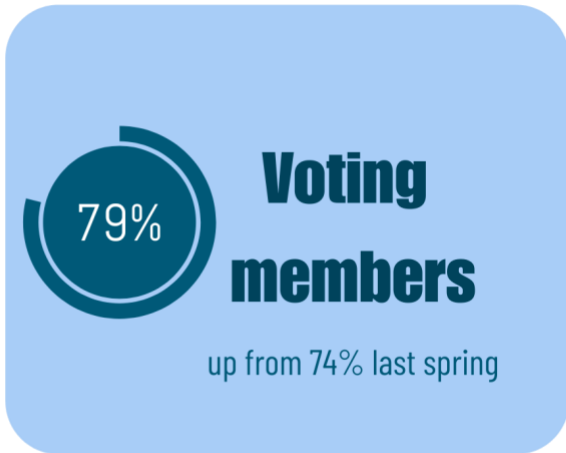
Strategic plan update

April 8, 2025

Table of Contents

<i>Facts and figures for 2024/2025</i> _____	2
<i>Strategic plan accomplishments</i> _____	3
Supporting teaching and research _____	3
Membership engagement _____	3
Transparency with our membership _____	4
Working effectively _____	5
Advocate at Waterloo and beyond _____	5
Future focused _____	6
<i>Major projects</i> _____	7
Board effectiveness _____	7
Communications strategy _____	7
Faculty performance review and merit processes (FPR/APRs) _____	7
Governance review _____	7
Member engagement _____	9
Member engagement survey _____	9
FAUW-side Chats _____	9
FAUWoffice Hours _____	10
Planning and research for exigency preparedness (PREP) _____	10
Policy 76 & 77 _____	11

Facts and figures for 2024/2025



member queries answered
at fauw@uwaterloo.ca

68%
AF&T intakes
resolved



261

members completed our
engagement survey



NEW!
member engagement
initiatives



Over
100



members attending monthly FAUW-side Chats



Strategic plan accomplishments

Supporting teaching and research

Academic freedom

- ✓ Investing in meaningful training for Academic Freedom and Tenure (AF&T) committee chair, members and staff
- ✓ Recruited additional volunteers to expand the capacity of the AFT&T Committee
- ✓ Protecting faculty's rights as laid out in the Memorandum of Agreement, University policies, guidelines and processes
- ✓ Hosted a series of revised career workshops for faculty

Workload equity

- ✓ Faculty performance review and merit process project underway to improve clarity and equity
- ✓ Working with the Council of Representatives on a workload review to determine if existing practices are suitable and equitable following the changes to Policies 76 & 77, and collect information about different types and formats of courses and other teaching-related activities to determine suitable advocacy to improve equity

Membership engagement

Effective representation

- ✓ Using the Member Engagement Survey results from January 2025 to inform communications and engagement strategies
- ✓ Established monthly town hall-type forums (FAUW-side Chats) and other topic-focused conversations (Faculty of Arts reorganization forum) to enhance member engagement and provide opportunities for members to share their ideas and concerns
- ✓ 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
- ✓ Investigating how to better engage with the Council of Representatives
- ✓ In the process of developing a consistent and thorough onboarding process for all FAUW volunteers and representatives, including updating onboarding materials



- ✓ Establishing communications channels and communicating expectations between FAUW committees, representatives, and the Board to share information, trends and overlaps and collaborate on strategies
- ✓ Working to improve hybrid meeting facilitation for General Meetings, to create a better experience for all attendees

Transparency with our membership

FAUW operations

- ✓ New Terms of Reference templates for all standing committees have been revised, including role descriptions for officers and members
- ✓ Publishing General Meeting recaps (agendas, minutes, slide decks and Q&A) on the website
- ✓ Governance review project underway to revise governing documents, policies, guidelines, and procedures to be approved by members at the Fall General Meeting
- ✓ Developing role descriptions for all FAUW positions, including: the president, vice president, treasurer, FRC and Executive Committee members
- ✓ Ensuring that action items and new proposals are in line with FAUW's mandate and measurable in terms of effectiveness, including a triage process for prioritizing Board agenda items

Communications

- ✓ Promoting use of feedback channels at all events and in all member communications
- ✓ Created new LinkedIn account – FOLLOW US!
- ✓ Created a dedicated account for meetings and events to improve facilitation
- ✓ Publish monthly member newsletters to increase awareness of FAUW's actions, policies, items of interest, progress, supports, and benefits
- ✓ Finalized a Communications Strategy, in support of the Strategic plan, that outlines FAUW's audiences, channels, purpose, communication styles and priorities through 2026 to ensure we're deploying branded, consistent and regular communications, on appropriate platforms, tailored to our audiences
- ✓ Increasing awareness of FAUW's feedback channels, including: fauw@uwaterloo.ca, fauwaft@uwaterloo.ca and



- fauwpres@uwaterloo.ca by promoting them at all events and on member communications channels
- ✓ Focusing on LinkedIn as our primary social media channel for engaging beyond our membership
 - ✓ Established a dedicated WatIam account (fauwmeet) to effectively host member meetings
 - ✓ Increase sharing information on the scope of FAUW's mandate in member communications
 - ✓ Reviewing and updating internal procedures and guidelines
 - ✓ Providing increased information to members on the context of decisions made by the FAUW Board and representatives

Working effectively

Continuous improvement

- ✓ Developed thorough and consistent Terms of Reference template for all FAUW standing committees
- ✓ Created this strategic plan to use as a framework for future plans
- ✓ Held the first annual Faculty Relations Committee retreat in September 2024 to develop plans for how to work together and establish goals for the coming year
- ✓ Strengthening documentation, guidelines, processes and onboarding to improve succession planning and mentorship within FAUW to support a consistently strong and enduring association
- ✓ Completed an environmental scan of association constitutions to inform the governance review

Commitment to care

- ✓ The Childcare Working Group collected information from faculty, staff and students through a survey in winter term to identify needs and opportunities
- ✓ Hosted a Commitment to care-themed FAUW-side Chat to solicit ideas from members for expanding our work in this area

Advocate at Waterloo and beyond

Provincial and national partner

- ✓ Raising the needs and concerns of our members to our partner organizations through Board members, staff and volunteers attending regular national and provincial meetings, conferences and training



- ✓ Amplifying national and provincial solidarity issues in our newsletters and LinkedIn, including the Bargaining Stronger Together and Unlock Education campaigns
- ✓ Deployed a provincial-election themed newsletter to share relevant non-partisan information with members to help inform their voting strategy
- ✓ Co-hosted a meet-the-candidates event with local OCUFA members and local MPP candidates ahead of the provincial election
- ✓ Continue to liaise with OCUFA and CAUT on equity and solidarity issues, including provincial university funding and Bill 166

Future focused

Institutional continuity

- ✓ All staff job descriptions were updated and the positions filled
- ✓ Staff have been regularly attending conferences and training with partner associations across the country to develop relevant skills
- ✓ Systems have been developed to increase accuracy and transparency in line-item budget tracking, reviewed monthly
- ✓ Revised policies on course buyouts, travel and expenses
- ✓ Identified a credit union to transfer banking of FAUW funds in 2025
- ✓ Developing a job description for the incremental staff position, approved by members at the 2024 Fall General Meeting
- ✓ Reviewing and continuously improving knowledge management systems that facilitate easy access to, and transmission of, information and historical records and developments as leadership evolves through elections.

A strong financial position

- ✓ Transferred funds into stable, higher-interest GICs
- ✓ Established a dedicated, standing Compensation Strategy Committee in September 2024 to focus on research and comparators to inform the Board and support the Negotiating Team
- ✓ Reviewing the success and sustainability of the one-year trial Donations and Sponsorship policy to support events and initiatives that benefit faculty, with seven events funded out of nine proposed
- ✓ Increasing members' active approval of discretionary expenditures at General Meetings, such as motions for incremental staff position (2024 FGM) and donations and sponsorships budget (2025 SGM)



Major projects

Board effectiveness

An internal survey was developed for FAUW Board members and staff to help improve meeting engagement and facilitation.

Communications strategy

A comprehensive communications strategy was drafted by FAUW's communications and membership services officer, alongside the Strategic Plan, and was approved at the Board in February 2025 following some revisions. The plan outlines FAUW's audiences, communications style, purpose and channels, and includes a list of priorities for improving and expanding internal, member and external communications through 2026, including:

- Reinstating the monthly FAUW Five communications to the Council of Representatives and investigating how to better engage with department representatives
- Discontinuing the FAUW blog and social media channels, to focus on website and LinkedIn content
- Working on improving/increasing our email communications, newsletters, and member engagement events (FAUW-side Chats and FAUWoffice Hours), as informed by the Member engagement survey
- Investigating the feasibility of developing an online forum for members to engage with each other

Faculty performance review and merit processes (FPR/APRs)

FAUW is exploring how performance review processes and standards vary by department, to promote fairness for and equitable treatment of the individuals it represents. Currently, we are in the exploration phase, having hosted a FAUW-side chat to get members' input, and working with administration to create and distribute a survey for chairs to document how performance review processes might vary across departments. Stay tuned. We will share more information as it becomes available.

Governance review

FAUW's governance review working group includes:

- Davd Porreca, FAUW president



- Nicole Burnett, FAUW executive manager
- Dan Brown, FAUW past president
- Rob Gorbet, FAUW director at large
- Patrick Lam, former chair of FAUW's Nominations and Elections Committee

Process:

The group has been meeting bi-weekly to review the governance structure and guiding documents for FAUW. Research has been completed on comparable Universities, both unionized and non-unionized.

The overall hierarchy of structures for the governance has been defined and will appear in the constitution, FAUW policies (e.g. staffing and investments), procedures (such as expense reimbursement, internal operations), and guidelines (such as social media use). A set of companion pieces have also been determined (e.g. a FAUW Code of Conduct for staff and all volunteers). Many procedures had already been updated over the past year, and they have been brought into alignment with this review.

The group has been actively discussing an assortment of questions, including internal disciplinary measures, reviewing the structure of the Board and its various committees, and election procedures. Numerous other faculty association policies and codes were reviewed for comparison and inspiration.

Outcomes:

- The pros and cons of incorporation were explored, and a decision was made that there is not sufficient benefit to the organization to pursue incorporation.
- Internal discipline has been extensively explored in conjunction with University policies. A new Code of Conduct and related procedures have been drafted.
- The Committees section of the constitution and its related policies have been updated, including some minor updates to the Terms of Reference template for all committees.
- The roles of FAUW Board members and how membership on the Executive Committee and Faculty Relations Committee are selected has been defined, including the role of chair at meetings.



Next steps:

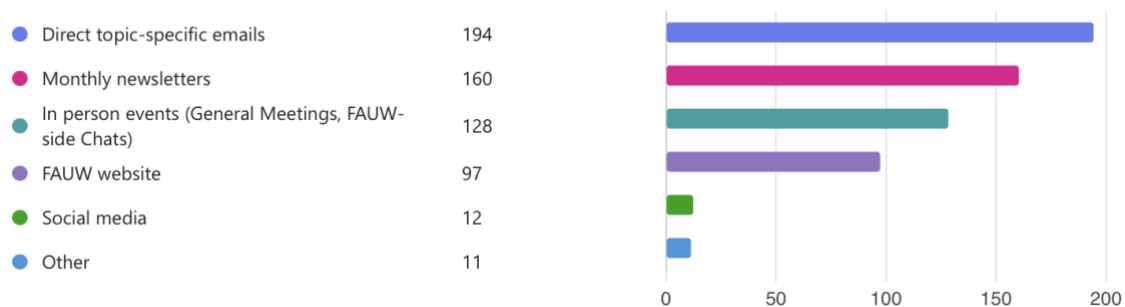
The work continues with this dedicated group meeting weekly, with research and writing in between meetings. The membership can expect a full proposal for revisions of the Constitution, policies, and procedures to consider at the Fall General Meeting.

Member engagement

Member engagement survey

We issued a member engagement survey in January 2025. Topics included: voting member status, election and general meeting participation, communication preferences, and opportunities to provide topic-specific and open feedback. We continue to sort and analyze the feedback received, but the survey results have already been used to make improvements throughout our communications, event planning and facilitation, and strategic planning processes. As a result of this survey, we will be focusing our engagement strategies on your preferred communications methods – email, events and the website. As a result, we will no longer be monitoring or maintaining social media accounts, except for LinkedIn.

10. How would you like to hear from FAUW?



FAUW-side Chats

Our monthly, topic-specific forums for members have been incredibly successful. Small modifications to planning and process have been made along the way to improve member experience. Attendance has been high, with recent chats averaging over 100 members. Topics are planning through June 2025. We seek member input on topics for July 2025-June 2026. Please send your suggestions to fauw@uwaterloo.ca.



2024/2025 topics:

July – Childcare

August – Faculty of Arts reorganization

September – Teaching stream faculty transition

October – Faculty of Arts reorganization: the sequel

November – FAUW’s Strategic Plan

December – University of Waterloo’s budget

January – Bill 166

February – FAUW’s Commitment to care

March – Performance review and merit processes

April – Roast the FAUW Board

May – Faculty workload

June – What do YOU want from your new Board and president?

FAUWffice Hours

Beginning in February 2025, FAUW Board members and staff are hosting drop-in office hours, twice a month, at various times and locations to accommodate member schedules. See upcoming FAUWffice Hours in [our event listings](#).

Planning and research for exigency preparedness (PREP)

The goal of the PREP working group is to provide the FAUW Board with “playbooks” for program redundancy (MoA, Art 15) and financial exigency (MoA, Art 16), *in case* these things come about, so that we are ready. It is advisory to and reports to the Board through its Chair.

Mandate:

1. Understand the processes in Art 15-17: language clarification, timelines, “playbook”
2. Draw up list of items under Art 15.4c (PR) or 16.4 (FE) that the FAUW President should request from Admin
3. Develop shortlists for RC and FEC membership
4. Survey what’s happening at other universities

Status update:

- Complete: Internal review of Art 15-17 complete; list of questions being drafted for legal advice re: clarification (e.g., varying and imprecise reference to “budget” in articles 16.2, 16.9a, 16.9c)
- Complete: List of imprecise language on which FAUW needs to take a position on to take to FRC (e.g., calculation of “top-third” in Article 17.4)



- In Progress: Legal request drafting
- On hold pending legal opinion: drafting positions on ambiguous language to take to FRC
- Ongoing: item 2 above
- Ongoing: item 3 above
- Not started: item 4 above, though OCUFA FWG meeting provided some of that

Policy 76 & 77

Employment agreements (EAs) and Letter of Understanding (LOU):

- Employment Agreements were requested in July 2024 by the University to convert lecturers to teaching-stream professorships. P76/77 was set to take effect on Sept 1, 2024.
- Members contacted FAUW to request analysis of the Employment Agreements to determine whether they constituted a change in working conditions.
- FAUW collected examples of proposed Employment Agreements and formally requested legal advice within 48 hours of receiving the first written request from a member.
- FAUW negotiated with the University to produce a Letter of Understanding (LOU) that addressed all issues reported by members.
- The LOU underwent 6 major revisions with the University and review by FAUW legal counsel 3 times.
- The LOU aligns all identified aspects of the Employment Agreements with UW Policy.
- The LOU has been signed by the Provost and the President of FAUW. It is in effect now and requires no further action by any member to activate the effect of the LOU.
- The LOU applies to any employment agreement signed before the LOU was finalized, and to any future employment agreement.

Appeals committee for definite term lecturers:

- Schedule F of the P76/77 Memorandum of Settlement, Part B, Section 5.a.iv provides a specific mechanism for "Lecturers with a UARCed appointment and less than 5 years of employment as a faculty member."
- Specifically, B.5.a.iv states that "Where a contract letter states that the member will be considered for continuing status, the Dean is



obligated to offer a contract as probationary Assistant Professor, Teaching Stream.”

- However, if a member meeting this criterion was not granted a contract as probationary Assistant Professor, B.5.a.v. provides that “Lecturers may appeal the Dean’s decision with respect to (iv) to a two-person committee jointly appointed by the Vice-President Academic and Provost, and the President of FAUW.”
- FAUW appointed Prof. Janice Aurini to the two-person appeals committee. The University appointed Associate Vice-President – Academic David DeVidi.
- FAUW proposed a simple appeals process allowing members to appeal directly to the two-person appeals committee, without the need to go through any intermediary. The University agreed to this process.
- FAUW knows of two appeals in process, so the process is active.

Promotion process for teaching stream faculty from Associate Professor, Teaching Stream to Professor, Teaching Stream:

- FAUW has collected reports from members that there is uncertainty about this process, or that processes differ across units and Faculties.
- FAUW has consulted with the University about this issue and gained agreement to develop clear processes as appropriate at each level of University governance, so that Teaching-Stream faculty members may proceed with their applications.
- FAUW and the University recognize that there are some aspects of promotion that naturally vary across units and Faculties. However, FAUW will (1) work to establish all appropriate clarity at the University level, and (2) promote further clarity at each level of governance.
- Members should continue to give FAUW feedback about this issue so that FAUW can be well-informed about the progress of the development of the process at each level.

