

# FAUW Spring General Meeting

**\*\* These Minutes are to be considered draft until they are approved at the Fall General Meeting 2024\*\***

Minutes of the Spring General Meeting Tuesday April 9, 2024, DC 1351 in person and Teams  
online  
12:00 to 14:00

12:03 called meeting to order by the Chair Katy Fulfer

Katy Fulfer – Chair

Nicole Burnett – Secretary

Michael Mouritsen– Parliamentarian

Message from the Chair to Teams participants to alert the Chair with hand raise, and to vote when directed.

Territorial Acknowledgement delivered by Chair.

## 2. Consent Agenda

2.1 Approval of Agenda

2.2 Minutes of 24 July 2023 meeting

2.3 Minutes of 07 December 2023 Meeting\*

2.4 FAUW Standing committee reports\*\*

2.5 FAUW representative and Joint University committee reports\*\*

Request to take out item 2.2 July 2023 meeting minutes from consent agenda. Motion approved.

Addition – motion to refer 2024/2025 general meeting chairs to the Board of Directors. Motion approved.

Motion to approve items 2.1, to 2.5, and the general meeting Chair decision to the Board of Directors. Motion approved 12:07.

Chair addressed the removed item 2.2 and invited discussion.

President: *Regarding the 24 July 2024 Special General Meeting, unfortunately, notes of the meeting were not taken. Votes were, however, tabulated on Teams. Those minutes are therefore only a record of the motions themselves as they were proposed, and the corresponding voting records. An appendix to the minutes provides details of the motions and their rationale. This is an expanded version of the material that was circulated in advance of the meeting.*

In terms of approving, it is in the state that they are in. This is what is available.

Chair requested any other comments?

- What was rationale for taking out of consent?
- President: To make the above statement

Chair call vote to approve minutes July 24, 2023, meeting minutes. Motion Approved.

### 3. Officer Reports

#### 3.1. President [David Porreca]

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 Francophone update: The report will be posted on the FAUW website
- 20 March OCUFA Advocacy Day: March 20, 2024. The President attended. This is where participants lobbied for Higher Education. The most traction was obtained with NDP & Green Party MPPs. Met with ridings Waterloo/Kitchener/Guelph/Scarborough. Shared the crisis higher education is in, and academics need funds as they are affecting education. The PC MPP was initially skeptical, then highlighted Auditor General reports and wasted funds that could be allocated to higher education. Quality of education is affected by job instability. President is encouraging participation from faculty.
- Bill 166: The President highlighted Bill 166 which includes policies to address Racism and Hate. Underneath is threat to academic freedom. The Bill is at the second reading. The powers granted to the Minister threatens autonomy. FAUW will share a statement and link to a petition.
- Bargaining: The Chief Negotiator was unable to attend so the report was read by the President on behalf of the Chief Negotiator. Arbitration was March 25. Final submissions were due April 9. Both parties submitted by April 8. There are no decisions yet. There will be updates with details as they become available. The President acknowledged the team and the work they did on this. FAUW is considering creating standing bargaining committee so that data is collected as it rises and they can get FIPPA as needed. This will ensure continuity of work throughout, not just assembled at times of bargaining. The current committee will remain as the first iteration. More information to follow as this progresses.
- Senate: The UW budget was discussed. There is a \$32 million deficit compensated with one time infusion of funds. Universities have \$293 Million deficit provincially.

#### Policy Highlights:

- Various members have been consulted following the policies 76/77 deal. This has highlighted fairness of workload across campus. The challenge is defining what a course equivalent is exactly in order to generate a fair means of distributing tasks.
- Conflict of Interest in hiring guidelines are still being discussed through FRC. The Dean acknowledged the process with FRC was not fully followed, and has addressed this, and it is almost resolved.
- P33 there is nothing to report since October, these discussions will start up again.
- Objective is to look at P45, which is the terms and conditions of Deans, transparency and accountability, and largely tied to budget.
- SentinelOne is a program being pushed forward by the University. The issue is that it is collecting data, it is foreign owned, and there is no control where that data it collects goes and for what purpose. FAUW has coordinated with other categories of employees (Staff Association, etc.) to protect the security of the data collected.
- Parking Changes were presented as having by addressed with FAUW. Largely due to the previous dysfunction in FAUW some of the opportunities to act earlier fell through

the cracks. These changes will have a good/bad effect on staff and faculty. FAUW were not adequately staffed to attend consultations.

- Faculty of Arts Re-Organization is on FAUW agenda, at the General Arts meeting it was noted that proposals are being submitted.

FAUW Staff: The President introduced the new staff who have been recently hired, and communicated that the Academic Freedom and Tenure Policy Officer position description is under review and will proceed to posting shortly. In order of hire date, the following were introduced.

- Sara Perkins, – Membership and Communications Officer since December 18, 2023
- Sydney Huong – Co-op student and President’s assistant since January 1, 2024
- Nicole Burnett – Executive Manager since March 4, 2024

Research Professors:

- Job descriptions are sufficiently different from tenure faculty and teaching faculty, FAUW can not represent research professors since they are not hired through the UARC hiring processes.
- These types of roles would not have the same benefits as others, and don’t fit into FAUW representation.

Governance Review:

- Now that FAUW has staff FAUW can now review the constitution.
- There are many layers to review, such as policy, guidelines, By-laws, procedures, and appropriate levels.
- All of this is on FAUW agenda to consider.
- This includes a review of peer institutions.

Council of Representatives:

- This Council is headed by the FAUW Vice President, and met March 20, 2024
- The goal is to have a representative in each unit.
- Vacancies on this, and other committees and need participation from members
- NEC will report on this

The Chair invited comments and questions for the President based on the President’s report. A summary of the Questions and Responses was provided by FAUW in a newsletter to all members in April 2024.

### **3. Officer Reports**

#### **3.2. Treasurer [Leia Minaker]**

##### **3.2.1 Budget**

- The Treasurer reviewed the Budget. In the Agenda package faculty received the previous budget approved at the Fall General Meeting, and an updated 2024-2025 Budget.
- The treasurer reviewed the areas with substantial differences.
- The change of \$15, 000 in interest to \$50, 000 is partly because carryover was added.

- Currently there is \$1M in GICs and \$400,000 was in a low interest account, it has been split into four 1-year GICs at a high interest rate to optimize investments at a low risk
- OCUFA fees were lower than budgeted.
- Course buyouts are significantly different as there are no planned policy committees for Policy 76/77, and negotiations, so less is required.
- Travel & Professional Development are increased. This is because there are two new staff, plus upcoming additional position to fill. Need to have the staff highly trained.
- New AF&T members and Equity members, the Chairs have requested to send these members for necessary training.
- Meeting and events budget has increased. This is to allow more in person gatherings with some food. This is important and related to the increase in donations and sponsorships.
- A process is being developed to allow different groups on campus to request funds from the Board to support the events and initiatives. In the past the Board has considered these on demand. The current Board, in order to increase transparency and engagement, will allow requests that align with FAUW objectives to apply for funds. More details to follow on the process.
- Some suggested events that would align with FAUW objectives would be those surrounding Academic Freedom and Tenure, Collegial governance, quality teaching and research, and advancement of human rights.

The Chair invited comments and questions for the Treasurer based on the Treasurer's report. There were no questions.

The Chair called a vote to approve the budget for May 1, 2024, to April 30, 2025. Motion Approved.

#### **4. Committee Updates**

##### **4.1. Board of Directors Election results [Simron Singh, Nominating and Elections Committee]**

- The written report includes the list of vacancies.
- Following the election, the faculties have elected Board members from the Faculty of Arts and the Faculty of Engineering.
- Three Board members were acclaimed, from Faculty of the Environment, Faculty of Health, and Faculty of Science.

##### **4.2. Salary Negotiating Team update [Kate Rybczyski]**

The Chair advised that this has been addressed in the President's Report

#### **5. 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?

Ask Chair questions and Chair can direct as appropriate.

A summary of the Questions and Responses was provided by FAUW in a newsletter to all members in April 2024.

- Altay Coskun shared that a blog has started on the FAUW platform and has invited faculty to a monthly debate and discussion in Grad house on topics of academic freedom.
- FAUW in its work looking onto Conflict of Interest in Hiring may upon suggestion from faculty look further into student committees and what relevant policies there may be.
- FAUW shared upon a faculty question that the earliest expected date to share the results of the salary arbitration would be April 16, 2024
- Following a question FAUW reiterated that FAUW represents faculty whose term is longer than one year and has committed to engaging in talks at Faculty Relations Committee and with the Deans and advocating for financial plans that do not lead to layoffs.
- Following a question, FAUW advised that discussions about workload are underway. All components of the discussion (service, workload, what functions faculty should and should not be performing) will be pursued in parallel. {Discussions continued on the workload issue in relation to P76/77} FAUW reiterated that the investigation into the workload components are quite detailed. There will be further investigation into the best approaches to this, and the Council of Representatives will be engaged. Studying workload and equitable distribution is a task FAUW will continue to turn its attention to in the coming months.
- A discussion following a question occurred regarding SentinelOne and the University budget. Both items are ones that FAUW is paying close attention to and having ongoing discussions surrounding both issues and their impact on faculty.

The Chair addressed that feedback from faculty assists the Board to develop relevant and timely action plans. Feedback is encouraged.

## **6. Adjournment**

Motion at 13:33 to adjourn.

Adjourned at 13:34