

Nipissing University Faculty Association

Annual General Membership Meeting of May 8, 2013

2:30 pm in F210, Lecture Theatre (Bracebridge), Room 207 (Brantford)

Executive Members Present: Gyllian Phillips, President
Rob Breton, Vice-President
Dan Walters, Treasurer
Joseph Boivin, CASBU Officer/Secretary
Sal Renshaw, Grievance Officer (Ed, A&P)

Recording Secretary: Angela Fera, Executive Assistant

Approximately 40 Members of NUFA attended.

1.0 Approval of the Agenda

MOTION #1: Moved by David Tabachnick, and seconded by Nancy Maynes,
that the agenda be approved.
CARRIED

2.0 Approval of the Minutes of the GMM of October 22, 2012

MOTION #2: Moved by Sal Renshaw, and seconded by Cameron McFarlane,
that the minutes of the NUFA General Membership Meeting of
October 22, 2012 be approved.
CARRIED

3.0 Business Arising from the Minutes

Gyllie reviewed the history of the library donation and that at the last at AGM, NUFA put end to donation since we did not want to support the naming of the library in the building campaign; however in response to the member library survey it was apparent we really wanted to provide support of some kind, particularly to the holdings. This proposal was brought forward with the rationale to simply find a way to help support permanent monograph holdings of library. The library advisory committee has said that the on again off again acquisitions grants are not enough. NUFA can assist in increasing the holdings. David Borman added that we should include a plate within each document acquired through the NUFA SAG, stating that it was thus acquired.

MOTION #3: Moved by Cameron McFarlane, seconded by Sal Renshaw, that the Membership approve the creation of a NUFA Special Acquisition Grant specifically aimed at increasing monograph collections in the library. The NUFA SAG will support a \$5000 competition for each year of 2013-14, 2014-15 and 2015-16. The Library Advisory Subcommittee will administer the competition, and it will be open to all faculty members to make proposals.
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4.0 Correspondence to the President/Executive

Gyllie reported that there were a number of thank you letters, particularly concerning donations to other universities in support of strike action, and from students who received NUFA awards (e.g. Academic Achievement Awards, Learning Opportunity Awards, and Textbook Bursaries).

5.0 Reports from Executive Members

5.1 President

Gyllie began her oral report with the OCUFA budget analysis as a marker of where we are at provincially - essentially nowhere. The provincial budget virtually provided nothing for PSE. The cuts from base operating of last year have stayed with only a slight increase in operating which somewhat matches inflation; however with increasing enrolments this just doesn't compensate. Tuition is now capped at 3%. The government is essentially hanging onto austerity measures. So universities are treading water.

In terms of our own situation, there has been a big change in administration with a new President and Vice-President Academic and Research. There has been significant improvement in the climate with a greater commitment to collegiality and transparency. Gyllie reported that she has been meeting with Dr. Degagne regularly. She finds him to be honourable, friendly, open and responsive to issues. For example, on the issue of Access Copyright which is posing a problem across academia, and for students. The first time they met, Gyllie brought up the issues and he indicated he did not know enough. The second time they met he knew exactly what the issue was about and indicated that we would need infrastructure to ease us out of the agreement. There have been other positive responses from the administration that sound great. These include new space for the NUFA office. We were already provided a floor plan design and this will involve major renovations. The office will include storage, and a large meeting space. These are actual tangible representations of our relationship. Another is discussion around an ombudsperson position that would be arm's length from every other unit in the university, including HR. NUFA envisions this position as a point person and responsible for coordination. We were told our request was in the budget and the President indicated that he was in support. This relates to directly to the Harassment and Discrimination Committee, which is addressed later in Linda Piper's report. The employer has heard us on our issues and now we'll see what comes of it.

In the Faculty of Arts and Sciences, the Dean has indicated that he is about to depart, so we'll be entering into another search process making for interesting times. The Faculty of Education is in the process of program revisions and there may be programmatic concerns that may bleed into the territory of collective bargaining issues. We will need to keep the academic units intact and the academic governance that goes along with it needs to be protected. The President has indicated that a strategic plan is underway for the university. Gyllie stated that she has been encouraging him to seek out relationships with faculty individually and through faculty councils. She asked the membership to invite him to events and meetings. For instance he may be interested in collaboration on a course.

Gyllie commented on the passing of Dr. George Zytaruk on April 12 and that she had attended the memorial. George was the founding President of Nipissing University back in 1967. She indicated that the amazing thing at that time was that there were only 49 students and seven faculty members, and that as a result, George had a tremendous role in making Nipissing University what it is.

With regard to the FASBU Collective Agreement, which was negotiated this past year and ratified in September, Gyllie reported that the Association has been working on putting it into practice. She encouraged Members to familiarize themselves with the document and be attentive to a number of items including the scheduling process, and if choosing to (or if asked to) teach an online course as part of regular load, to be attentive to how the course material is produced and to one's intellectual property rights. The JCAA has already met once to work out some interpretive elements of online teaching, the tracking of overload in the academic year, on the accumulation of individualized study. In addition we have been working on recommendations for the hiring of directors and on the length of their terms through a Special Joint Committee on Directors. To prepare our recommendations we have consulted with current directors.

The Executive was involved in the Presidential search process in as much as a number of the Executive Members met with the two candidates and wrote letter to the search committee. The process was productive and interesting.

As mentioned earlier, the Executive and Grievance Committee, along with Association representatives on the various committees, have been putting pressure on the administration to address policies and procedures around campus health and safety and are working towards having an ombudsperson.

Gyllie reminded faculty that we are establishing a document repository in the NUFA office for useful professional documents to assist Members when applying for instance for tenure and/or promotion, or when preparing annual reports, when applying for sabbatical, or when preparing a sabbatical report. We are trying to collect as many sample documents as possible from the various faculties and disciplines. If Members would be willing, we would appreciate these documents being forwarded to the NUFA Office, so that other Members may review them.

Gyllie reported that Members of the Executive have been attending Board of Governors' meetings. This has been found to be instructive, interesting and useful, as well as giving the Association a visual presence with the Board.

A new Grievance Handbook has been completed and will be discussed later in the agenda. In addition, we have asked Gillian McCann, who chaired this past year's FASBU Strike Preparedness Committee,

about creating a handbook on strike preparedness, in order to have available as a resource for future potential strike actions.

Gyllie reported that we are making preparations for a Tenure and Promotion workshop for Members intending to apply. This is our third annual preparatory workshop, presented jointly with the employer, and is normally held around the end of May. Details will be announced soon.

Gyllie mentioned her growing interest in local labour politics, not necessarily as a representative of NUFA but in general. As a result she attended the first meeting of the Local Community Action Network sponsored by the Canadian Labour Congress. Others may also be interested in how labour is involved in community activism. Also, Jennifer Barnett has been attending the North Bay and District Labour Council Meetings.

Gyllie then thanked everyone who has done something for NUFA in last few years, including members of the Executive and Standing Committees and representatives on other bodies. She expressed how much it is appreciated knowing so many people are available and ready to help out. She gave a special thank you: to Bill Ingwersen who has been involved in NUFA for quite a while and is retiring this year; to Jennifer Barnett who is stepping down as the Education Member-at-Large and from the Collective Bargaining Committee on which she's been a member for over eight years and likely needs a little break from her long and dedicated service; to Todd Horton who has been on the NUFA Executive for ten years and who was an amazing rejuvenating force and power for goodness in world. NUFA was fortunate to have such a smart and committed person. However, with Todd and Jennifer leaving there will be a gap in representation from the Faculty of Education, particularly on the FASBU CBC. We have had one person from the Faculty of Education indicate an interest in the CBC and Gyllie asked if anyone else in Education feels that they can commit the time, we would encourage a strong presence, as Education Members would be in a better position to understand the structures and issues in that Faculty.

5.2 Treasurer

MOTION #4: Moved by Dan Walters, seconded by David Tabachnick that the report of the Treasurer be received.

CARRIED

Dan began by thanking Angela, who is heavily involved in the day-to-day tracking, and thus making the financial reporting easy. He reviewed the revenues (membership dues) that were slightly underestimated in the past year; the conferences lower than expected in not completely accounting for the reimbursements available to us and with negotiations, attendance may have been lower than expected but this can change from year to year; the legal expenses which can also change from year to year. Regarding legal expenses, Dan suggested we could also consider a legal fund built on our surpluses in any given year.

Dan reported that our investments had been transferred from Canada Trust to RBC, which gave the Association access to higher interest through the brokerage house. The transfer of funds began before the recent issues at RBC around the hiring of foreign workers to replace domestic labour, so our timing has not been good. However, although the Royal Bank was one of the first to be in the news regarding

these labour practices, it is now evident that all major banks have been outsourcing. It was suggested that a credit union might be an option. Since most of our \$320,000 in investments is locked in for several years, we can become more familiar with the credit unions and entertain this discussion for the future. The aim of the transfer had been primarily as an attempt to try and increase revenues. Gillian McCann indicated that she could set up meeting with a credit union in order to obtain more information. Dan indicated that although we still need to reconcile a few expenditures, Members could be assured that the expenses and revenues balance. Dan then went on to present the proposed budget for 2013-2014, specifically identifying several increases in expenditures, for example, and increase in the contingency budget line for items we may wish to purchase for the new office and that are not covered by the renovations by the employer, and an increase in donations to cover the \$5000 in each of the next three years for the NUFA Special Acquisitions Grant. Dan pointed out the budget line for legal expenses was not fully utilized this past year but was kept at the same level to ensure sufficient funds are available should they be necessary in any given year. He also mentioned again the alternative of a legal fund separate from operating funds, and also the possibility of a separate fund for collective bargaining. These could be investments, gaining interest, until they became necessary. Dan also pointed out that the proposal was for a deficit budget, in the amount of \$3100; however, this past year's budget was a break-even budget, ending the year with over a \$20,000 surplus. We would continue, nonetheless to work towards a break-even budget.

MOTION #5: Moved by Dan Walters, seconded by Larry Patriquin, that the Membership approve the budget for 2013-2014.

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5.3 CASBU Officer

Joe began his oral report by saying that a number of items he had were relevant to both bargaining units. The first item had to do with the Right of First Refusal and that all Members should be aware of how this impacts the staffing of course offering with CASBU Members. The deadline date for the employer to post courses available to CASBU is May 15. This information would become available on the Recruitment and Selection, Faculty Positions area of the Human Resources page on the university website and he hoped this information would be passed along to all Members. If any Members, or as a Chair/Director, have questions about RFR and how it may affect staffing, Members may contact Joe or Angela in the NUFA Office. The second item was that the CASBU CA expires on April 30, 2014 and that he would be providing more details on the preparations for the next round of negotiations at the October General Membership Meeting. Joe thanked all CASBU Members who responded to the survey to the membership regarding bargaining and that he had received over 50 responses using the Survey Monkey tool. Joe commented that in the work done by FASBU and CASBU in the last few rounds of bargaining, we now receive every single contract for teaching, and as a result we have much more information on our membership than we've had in the past and that this information is important as we go into the next round. He wished to thank Angela for the work that she does in going through contracts and creating our databases of information and he also thanked everyone in supporting CASBU. He stated that after the last round of CASBU bargaining, he felt like "a broken human being" but with the support of the outgoing president in the last round, and all of the support of the individuals in the Executive, throughout the work in bargaining and in the some of the contentious issues dealt with in grievance, he felt a tremendous amount of optimism and gratitude.

6.0 Reports from Standing Committees

6.1 Collective Bargaining Committees

Gyllie began with a brief comment on the FASBU bargaining, indicating that as a result of the numerous meetings in the fall, Members had all of the information regarding the new FASBU Collective Agreement that was ratified in September 2012. She indicated that the FASBU CBC is continuing its work. It met in January for a debriefing and a discussion around how to proceed in the next round of bargaining. It was decided that we should narrow down the number of articles opened for a more focused approach, but also in an effort to encourage the participation of more Members in the process. The work of the CBC can be very intense and although one of the most stressful of committees, it can be one of the most enjoyable and rewarding. With Todd and Jennifer stepping down after many rounds of bargaining, the committee needs representatives from the Faculty of Education. The Executive appoints the representatives on the Collective Bargaining Committee. Both Hilary Earl and Mark Crane have been re-appointed as Chief Negotiators for FASBU and CASBU respectively. The FASBU CA 2012-2015 may be found on the NUFA website. We have not yet printed copies as we are still awaiting the signature page.

Joe reported on CASBU Collective Bargaining. In preparations, they are monitoring the environment of the public sector. Joe is grateful for the work of Mark Crane and that he is returning as Chief Negotiator for CASBU. As a Co-Chief Negotiator for FASBU Mark comes with a wealth of experience and knowledge that is extremely valuable for the future direction of bargaining. So far, CASBU has assembled a crack team for bargaining, but still has room for more volunteers and is looking for anyone who may be interested and willing to help organize the package. The proposals will be based on the CASBU survey results and specific issues of Members. One item on which the CBC will be focusing is ways to recognize long service Members. The CASBU CBC has met six times since last fall and is planning to have the proposals ready by the end of the summer.

6.2 Scholarships Committee

MOTION #6: Moved by Adam Adler, seconded by Linda Piper, that the annual report of the Scholarships Committee be received.
CARRIED

6.3 Grievance Committee

Gyllie presented the annual report of the Grievance Committee. This year there were 59 items discussed, slightly down from last year. Important to note that these were not all flagrant infringements of the Collective Agreements but rather issues that come before the committee. Also important to note, that most all items were resolved at the informal stage, another sign that our administration is open to collegial problem solving.

MOTION #7: Moved by David Tabachnick, seconded by Nancy Maynes, that the annual report of the Grievance Committee be received.
CARRIED

Gyllie also asked Members to be aware of the new Grievance Handbook, which is a resource for everyone. It was initially prepared for the Grievance Committee, but was then considered and excellent resource for all Members to remind us of the process for grievances as well as the framework in which the committee conducts its business. It outlines what can and can't be done through grievance and what Members can expect in the process. All Members are urged to review the document. It was reviewed by the Constitution Committee and approved by the Executive. As well, CAUT thought it to be an exceptional document.

6.4 Constitution Committee

David began his report by thanking Larry Patriquin and Timothy Sibbald of the Constitution Committee, and by referring Members to Article 20 of the Constitution, which speaks to Amendments to the Constitution and By-Law. He then summarized the proposed amendments to the Constitution. One of the changes that will be noted right away is the change to “will” from “shall”. More substantive changes include: adding the Executive Assistant to the Definitions in Article 2.8; providing clearer language on fees in Article 5.2; simplifying the duties of the Past-President and CASBU Officer in Article 8.2 and 8.6 respectively; removing redundancy in Article 10.1 because it already exists in 18.5(d); lowering the requirement for a vote of non-confidence in Article 11.4 in keeping with other associations; moving elections up on the agenda in Article 12.1; lowering the requirement for quorum in Article 12.6 and moving the requirement to a number of Members rather than a percentage which is also in keeping with other associations since the Membership numbers fluctuate and our requirement seemed quite high; and becoming more inclusive with the title and mandate change in Article 18.8. Kathy Mantas provided the rationale for the change in the name and mandate of the Women's Committee to the Gender Equity and Diversity Committee (details are in the Annual Report) and thanked Sal Renshaw for her assistance in this matter. In addition, David drew the membership's attention to the new By-Law#4 on Political Activity, noting that two-thirds of the membership is required to approve a change in the Constitution and a majority is required for a change in the By-Laws. David then entertained questions.

MOTION #8: Moved by David Tabachnick, seconded by Cameron McFarlane, that the annual report of the Constitution Committee be received.
CARRIED

MOTION #9: Moved by David Tabachnick, seconded by David Borman, that the proposed amendments to the Constitution be approved.
CARRIED

6.5 Communications Committee

MOTION #10: Moved by Gyllie Phillips, seconded by Cameron McFarlane, that the annual report of the Communications Committee be received.
CARRIED

6.6 Social Committee

MOTION #11: Moved by Rob Breton, seconded by Adam Adler that the report of the Social Committee be received.

CARRIED

6.7 Women's Committee

Kathy Mantas spoke briefly to the annual report of the Women's Committee, which focused on three main areas. The first was the name and mandate change of the committee, the second was the exploration of childcare space options for the membership, and the third was the issue of gender equity in the faculty. The change in the name and mandate of the committee was in order to become more inclusive on the issues of equity and to better respond to shifts in the sector and in the NUFA membership. On the day-care issue, the committee had been working with Bob Keech as VP of Operations, to explore a number of options for the faculty after discussions with the NBRHC and the YMCA. From discussions with Bob, it was looking more positive that a day-care onsite was a possibility. The committee was to have a follow-up meeting with the VPO on Tuesday. Kurt added that the administration has changed its position in the last few years from a solid "no" to a "let's talk".

With regard to the statistics on gender, Kurt compiled the data on gender ratios directly from information provided by each faculty and by using statistical information from the NUFA database. Kurt then reviewed the data with the membership. Larry Patriquin asked about the fact that we are out of line with the gender ratios in the full professor rank with the few professors at that level. Gyllie responded that we need to encourage colleagues to apply for full professorship and asked Larry if he had any ideas on how to increase those numbers. Data that we do not have is how many faculty have applied and been turned down or is it a situation where no one is applying. All of the full professors in Education have been named recently (within 10 years). David Tabachnick mentioned that Assistant Professor gender ratio seemed good. Kurt stated that we have been living with the history of gender inequity, but that slowly we may be overcoming that history, although in APS there is a shift in the other direction. Gyllie added that the change in education is helpful and that it would be interesting to find out whether people do or do not apply.

MOTION #12: Moved by Kathy Mantas, seconded by Kurt Clausen, that the annual report of the Women's Committee be received.

CARRIED

7.0 Reports from Special Committees

No reports.

8.0 Reports from Non-Association Committees or Representatives

8.1 CAUT Defense Fund

MOTION #13: Moved by Gyllie Phillips, seconded by Cameron McFarlane, that the annual report of the CAUT Defense Fund be received.

CARRIED

8.2 CAUT Council

Rob Breton presented an oral report on CAUT Council based on his and Todd Horton's participation at Council meetings. In the last year Rob, as Vice-President, attended the fall council meeting and Todd, as Past-President, attended the spring council meeting. Among the customary passage of policy and model clause motions were a number of issues worth highlighting.

First, CAUT is in the process of beginning the search for a new Executive Director. After 17 years in the position, James Turk is stepping down. His leadership in advocating for universities and faculty associations across Canada, including NUFA, are deeply appreciated. There was some controversy over the process of establishing the search committee, whether the council should do it and be directly represented or if it should be done by the CAUT Executive. The decision was that it should be directed by the Executive.

Second, there continues to be erosion of collective bargaining rights across the country and the undermining of academic freedom. These attacks come from federal and provincial governments as well as university administrations. CAUT remains vigilant and is active in a number of significant court cases across the country. Further information may be found at www.caut.ca.

Third, a pro-active effort to lobby for further Tri-Council funding has begun with the "Get Science Right" campaign launched this year. Universities require increased attention on scientific research and a return to appropriate funding levels in order to ensure Canada's future. Posters are available from the CAUT website or from the NUFA Office.

Finally, CAUT has launched the "Canada's Past Matters" campaign. The federal government has followed through on its recently passed legislation to reduce funding, limit or end acquisitions, and close libraries and archives across Canada. If faculty want to let the Canadian government know that this is unacceptable make your voice heard at www.canadaspastmatters.ca. It's too important to remain silent.

8.3 OCUFA

Rob reported that much of the discussion at OCUFA these days is on the HEQCO's (Higher Education Quality Council of Ontario) review of Ontario universities. HEQCO has recently reported that Ontario's universities are "efficient, productive, and accessible" but nonetheless wants to make enormous changes to the system, all without any additional financial investments into the system, something they take as their absolute starting position. They looked at the Strategic Mandate Agreements (SMAs), which were submitted by each university and college in Ontario, and came to the conclusion that the Government should take a more interventionist role in the sector to drive greater differentiation and competition within it. Mandating differentiation, it has been pointed out, dictating what a University will look like, doesn't quite square with the idea of competition.

This, of course, fails to account for changing governments. Governments are notoriously bad at long-term planning in higher education and shifting political priorities ay lead to an unstable and unproductive planning environment for the sector.

HEQCO also suggests that “learning outcomes” be used to apportion operating funding, despite failing to outline what outcomes are desirable, who defines the outcomes, and how they should be measured. In addition, funding models that only use outcome measures tend to make it difficult for under-performing institutions to improve by removing funding from the institutions that need it most.

The panel recommends that there should be more competition for operating funds in Ontario. Such a model will inevitably create institutional “winners” and “losers”, thereby harming students at institutions judged to be somehow inferior. OCUFA believes that the funding formula should aim to support a high quality experience for every student.

The paper suggests that funding decisions be made, or at least heavily informed, by an external body. HEQCO advocates for an “expert” model for this validating authority, but does not specify how these experts should be selected, or who they should represent. Given HEQCO’s fondness for former administrators and representatives of the private sector, it is likely that the will push for a similar model.

OCUFA believes strongly that any reforms to Ontario’s universities should be developed through meaningful consultation with those who know the system best – students and faculty. HEQCO has so far embraced a model – both in its behavior and its recommendations – that depends heavily on advice solicited from outside the sector, provided by unaccountable panelists who develop their recommendations behind closed doors. This is not a model that will develop recommendations sensitive to Ontario’s unique challenges and responsive to its needs.

OCUFA agrees that a serious discussion needs to occur on the future of Ontario’s postsecondary system. We will continue to work to build the quality and accessibility of our institutions with those who share our commitment.

Gyllie added that OCUFA is sponsoring a Worldviews Conference June 19-21st and had been asked by Mark Rosenfeld if NUFA would send a representative. Gyllie asked if anyone in the membership were interested in attending, we would cover the cost. She would be sending a more detailed e-mail to everyone shortly.

8.4 University Harassment and Discrimination Committee

MOTION #14: Moved by Linda Piper, seconded by Aroha Page, that the annual report of the University Harassment and Discrimination Committee be received.
CARRIED

Linda Piper commented briefly on her written report indicating that the essence of report was that there was not much to report. She has asked the representative of the employer repeatedly about meetings and minutes but the representative’s response reflects that she is clearly not interested in meeting. Linda stated that to be fair it is possible the Harassment and Discrimination would meet if a formal complaint were to be received, however, that is unlikely as it is unclear as to what procedure to follow

if there is an issue. Unfortunately there are a number of policies and committees that deal with related issues around discrimination, workplace safety and “respectful workplace”, and as such, prove to be confusing and counter-productive. The Grievance Committee’s meeting with the VPO and VPFA regarding the hiring of an ombudsperson, and if such an office is actually created, may be able to alleviate some of the issues and confusion.

8.5 Joint Health and Safety Committee

No report.

8.6 Pension and Benefits Advisory Committee

MOTION #15: Moved by Gyllie Phillips, seconded by Dana Murphy, that the annual report of the Pensions and Benefits Advisory Committee be received.

CARRIED

9.0 Elections

Gyllie reviewed the slate of nominations for Executive positions and called for any further nominations. No further nominations were received and the Members listed below were acclaimed.

Gyllie reviewed the slate of nominations for Standing Committees and called for any further nominations. She pointed out that there were positions vacant on the Communications Committee and on the Social Committee and strongly encouraged representation from CASBU. No further nominations were received and the Members listed below were acclaimed.

Gyllie then spoke to the openings for representatives on non-Association Committees/Bodies and that these representatives were appointed by the Executive. Members who were interested in any of the positions listed should contact her or the NUFA Office. In particular, law mandates the JHSCs and representation from the Association was critical.

NUFA 2013-2014 Executive, Standing Committees, and Representatives on Non-Association Committees/Bodies

Executive

President – Rob Breton

Vice-President – Susan Srigley

Treasurer – Dan Walters

CASBU Officer – Joseph Boivin

Grievance Officers – Sal Renshaw, Jeff Scott

Member at Large for Applied and Professional – Manuel Litalien

Member at Large for Arts and Science – Pavlina Radia

Member at Large for Education – Mike Parr

Member at Large for CASBU – Corina Irwin

(Past-President – Gyllie Phillips)

Standing Committees

*Communication Committee** – David Borman, Rhiannon Don, Richard Wenghofer

Constitution Committee – Adam Adler, David Tabachnick, Larry Patriquin, Timothy Sibbald

Grievance Committee – President, Vice-President, Grievance Officers, CASBU Officer, CASBU representative (Corina Irwin)

Pension and Benefits – Hilary Earl, Dana Murphy

Scholarship Committee – Adam Adler, Natalya Brown, Kim Eyre, Jeff Nicol

*Social Committee** - Steven Arnocky, Liz Ashworth, Natalya Brown

Women's Committee (Gender Equity and Diversity Committee) – Roger Bernardes, Lanyan Chen, Kurt Clausen, Rosemary Nagy

Representatives on Non-Association Committee/Bodies

CAUT Defense Fund – Nathan Colborne

CAUT Defense Fund Alternate – James Abbott

CAUT Council and OCUFA Representative – Vice-President

University Harassment and Discrimination Committee – Linda Piper

Joint Health and Safety (Main Campus, one FASBU and one CASBU Member)* – Kelly Morris

Joint Health and Safety (Bracebridge Campus, one FASBU and one CASBU Member)* –

Joint Health and Safety (Brantford Campus, one FASBU and one CASBU Member)* – Christine Cho

Safe Campus Evaluation and Assessment Team (SCEAT)* –

*Observer for TPU, Primary** -

Observer for TPU, Alternate – Jeff Dech

Observer for TPF, Applied and Professional – Nancy Maynes

Observer for TPF, Arts and Science – Cameron McFarlane

Observer for TPF, Education –

** Require additional members.*

10.0 New Business

Nancy Maynes thanked Gyllie, on behalf of the Membership, for her approachable style, knowledge, and leadership.

11.0 Next Meeting Date

TBA

12.0 Adjournment

Gyllie reminded Members of the Social at Cecil's following the meeting, and the meeting was adjourned at 4:30 pm by consensus.

Approved