

Nipissing University Faculty Association

Annual General Membership Meeting of May 8, 2014

2:00 pm in F210 Main Campus, Lecture Hall (Bracebridge), Room 207 (Brantford)

Executive Members Present:

Rob Breton, President
Susan Srigley, Vice-President
Gyllian Phillips, Past President
Joseph Boivin, CASBU Officer/Secretary
Sal Renshaw, Grievance Officer
Jeff Scott, Grievance Officer
Dan Walters, Treasurer
Manuel Litalien, Member-at-Large
Corina Irwin, Member-at-Large
Mike Parr, Member-at-Large

Executive Member Regrets:

Pavlina Radia, Member-at-Large

Recording Secretary:

Angela Fera, Executive Assistant

Approximately 50 Members of NUFA attended, with several on Skype and video-conference.

1.0 Approval of the Agenda

MOTION #1:

Moved by Uldis Kundrats, and seconded by Matti Saari, that the agenda be approved.

CARRIED

2.0 Approval of the Minutes

MOTION #2:

Moved by Cameron McFarlane, and seconded by Gyllie Phillips, that the minutes of the NUFA General Membership Meeting of November 5, 2013 and the minutes of the NUFA Special Membership Meeting of March 5, 2014 be approved.

CARRIED

3.0 Business Arising from the Minutes

No business arising from the minutes.

4.0 Correspondence to the President/Executive

Rob referred to a number of thank you letters/cards received by the Association from students receiving textbook bursaries, learning opportunity awards, and academic achievement awards. We also received thank you letters from the Association of University of New Brunswick Teachers and the Mount Allison Faculty Association, to whom we sent donations in support of their strike actions.

5.0 Reports from Executive Members

5.1 President

Rob referred to his Annual President's Report which was circulated to the Membership in advance, and is appended to these minutes. Although the report listed the numerous topics, issues, activities of the President and Executive over the last year, and that the Membership could ask questions on any of these, Rob drew Members attention specifically to a number of items. They were: JCAA, SJC-Directors, SJC-PPA, outgoing Members of the Executive, OCUFA Survey, program prioritization process, and the university budget.

With regard to the JCAA, Rob reported that we have had a number of meetings this year. Items we achieved agreement on included the remuneration of limited term faculty who supervised individualized study courses, and the inclusion of "anomalous positions" in the CASBU Collective Agreement. In addition, we had the annual meeting to review/revised the Standards on Tenure and Promotion and to discuss any issues in Article 25.

With regard to the Special Joint Committee on Directors, after numerous meetings, we finally have agreed upon recommendations which will be passed on to the FASBU CBC. With regard to the Special Joint Committee on Pregnancy, Parental and Adoption Leave, we finally have the names of the Employer's representatives and can call a first meeting.

Rob thanked outgoing Members of the Mike Parr and Joe Boivin. Although Mike will not be on the Executive in 2014-2015, he has agreed to serve on the Employer's Pension and Benefits Committee, along with Hilary Earl. Rob wished to especially thank Joe Boivin for his many years of service to NUFA. Joe has been the CASBU Officer for five years and three rounds of CASBU bargaining. Rob also spoke to the recent illness of our retired Member, Doug Franks, and that we would be sending a card on behalf of the Membership.

Rob then spoke to the OCUFA Faculty Association survey. The survey was conducted online and the complete report is available in the NUFA Office. Rob highlighted some of the results, and they are appended to this report, in the PowerPoint Presentation to the AGM. The survey results showed that NUFA had one of the highest response rates and Rob stated that this spoke to who we are and that we care about our students and our institution. Our top six issues of concern are: underfunding of universities, government interference in academic decision-making; and erosion of traditional

shared governance and academic freedom, cost of a university education for students and their families, restriction on collective association and/or unionization, and corporate influence in the academy. The survey results also showed that Membership felt mandatory payment of dues was fair to the faculty, that the Membership turns to NUFA's newsletters and website as resources on topics related to post-secondary education and that the Association generally represents the Membership's interests. Most responded that they liked to receive information from NUFA through e-mail updates. Rob added that OCUFA is monitoring the proposals of the provincial PCs, especially since Tim Hudak's white paper concerning the Rand Formula. Hudak has given himself some wiggle room through the "right to work" legislation. Overall the survey suggested that our faculty believe we are doing okay on their behalf.

Rob then reported on the program prioritization process. He mentioned that this process is taking various forms across the country. He stated that we are reacting in much the same way as many institutions, and this includes keeping an eye on the process, asking the uncomfortable questions and asking them frequently. We will not be obstructionist, but will respond to any threats to programs, which is why we need to keep an eye on what is done with the data. The most frightening thing is that program decisions will be made outside of Senate, Faculty Councils and the Academic Units. Academic Units revise their programs constantly. What is different with this process is that it is not from within and that it is a comparative analysis. With a ranking system there will always be a bottom group even if it is performing extremely well. Problems with the process include divergent assumptions for a variety of disciplines that are being measured in the same way. This is a waste of time and money. There is no bloated curriculum at Nipissing, and the Employer is not looking at the administrative bloat when considering cuts. No one knows definitively what is being sought from the exercise. What concerns us mostly is that this information will be used in an attempt to implement cuts. Faculty are involved in the process, but we don't want those participating to get exploited. We are suggesting that faculty track their hours. At the end of the day, we don't know what they are going to do but we would like to bring a motion to the President and the Vice-President, as a symbolic gesture. Maybe we will be able to get them to listen. The Executive suggested the motion that follows.

MOTION #3: Moved by Susan Srigley, seconded by Jennifer Barnett that NUFA affirms the existing academic planning processes enshrined in the Senate and the contractual obligations of the CAs, and therefore refuses to recognize the legitimacy of any attempt to implement cuts to Academic programs based upon data collected from the Program Prioritization process.
UNANIMOUS

Rob then addressed the university's budget and that in recent months the projected deficit keeps changing. Rob stated that the manufacturing of a financial crisis keeps us busy. He did not suggest that we were "rolling in cash", however what really counts are the audited financial statements. He presented the Membership with a Review of University Budgets and Audited Financial Statements 2009-2014 and the history of projected deficits (e.g. \$670,000 to \$1,560,000) only to turn in to significant surpluses (e.g. \$2,122,000 to \$5,413,000). Rob also provided a list of Internally Restricted Net Assets, as of April 30, 2013 to a total of \$27,405,000, taken directly from the University's Audited Financial Statements.

Rob stated that yes, we are concerned and we are trying to keep track; however the University's track record has not been good in its projections. There is always a relationship between a projected deficit and a bargaining year. At CAUT Council, every faculty association president reported the same rhetoric from their administrations. We know the government is not putting enough into the system and that transfer funds may be frozen; however, some things are yet unknown. What is known is that the University is not spending the money on the faculty. Rob's comments were followed by a number of questions from the Membership including: Have we asked for a forensic audit? Are there to be hiring freezes? How are restricted funds assigned? Why is there such a difference in what is projected and the actual? In response, Rob indicated that we have not yet asked for a forensic audit, but that we could. Hiring freezes were threatened at the beginning of this year, but then business continued as usual. We are not sure how restricted funds are assigned, but the point is that money is being put aside for a variety of reasons. Some money has to be put aside, but the way in which the administration does it is problematic. Some of the differences between projected and actual could be that money coming in from the government comes in late or is an extra envelope in the spring. Sometimes it is a strategic over budget. Administrations manufacture financial crisis for all sorts of reasons. Dan also mentioned that under the new VPFA there are fewer categories in the budget so it is more difficult to understand. Items are not presented as we would like them to be, in a more straightforward manner. The audit and finance committee of the BOG should get a monthly accounting which has happened in past but does not seem to be occurring in the last few years.

Lastly, Rob reported that we have created NUFA T-shirts for the Membership. They are available for purchase in the NUFA Office for \$15 each. This price is based on a cost recovery for the T-shirts, with \$2 of each purchase to go to the NUSU Food bank.

5.2 Treasurer

Dan provided a summary of revenues, expenses and investment activity of NUFA during the 2013-2014 fiscal year, and presented a summary of the proposed budget for 2014-2015 which was approved by the Executive.

With regard to revenues, these come solely from our Membership dues. CASBU dues can be more difficult to project. With regard to expenses, for 2013-2014, they were higher than the previous year. Some of these expenses were associated with the move to the new NUFA offices. We budgeted \$18,000 for conferences and workshops; however, we only spent an actual \$8,500 which reflects the reimbursements we collect from CAUT and OCUFA. Our legal expenses were lower than anticipated and there was less travel among the campuses than was anticipated. Dan also noted the \$10,765.38 expenditure in the Stipends budget line. This was higher than the \$3000 budgeted because we had not received invoices for the CASBU Officer Stipend in three years, which led to it being paid all in this budget year. In 2013-2014 NUFA revenues still exceeded expenditures by \$25,248.56. The end of year balance in the operating account was \$76,852. As with previous year's surpluses, we will transfer \$30,000 to a GIC. Dan provided a summary table of NUFA Investments.

MOTION #4: Moved by David Tabachnick, seconded by Nathan Colborne, that the NUFA financial statement be approved.
UNANIMOUS

Dan reviewed the proposed budget for 2014-2015. Projected reviews are similar to 2013-2014; however, expenses are slightly higher. Since CASBU bargaining is continuing, and FASBU bargaining preparations are underway, more is being set aside for bargaining. The conference/workshop budget is being reduced, as is the contingency budget (which was increased in 2013-14 for the new offices). OCUFA fees have been increased by 4% and we are now Members of the NBDLC (approximately \$600 per year). Textbook bursary money unspent from 2013-2014 has been added to 2014-2015.

MOTION #5: Moved by Matti Saari, seconded by Gyllie Phillips, that the NUFA Proposed Budget for 2014-2015 be approved.
UNANIMOUS

5.3 CASBU Officer

The CASBU Officer Report was delivered with the CASBU Collective Bargaining Report, under 7.1.

6.0 Election of the Executive and Committee Members

Rob presented the slate of candidates for the Executive and proposed that the Membership vote first on the Executive and then on the Standing Committees. A full slate of candidates was presented and nominations from the floor were opened. There were no nominations, and the Executive was acclaimed. The Executive Members for 2014-2015 are listed below:

*President – Rob Breton
Vice-President – Susan Srigley
Treasurer – Dan Walters
CASBU Officer – Corina Irwin
Grievance Officers – Sal Renshaw, Jeff Scott
Member-at-Large (APS) – Manuel Litalien
Member-at-Large (AS) – David Borman
Member-at-Large (ED) – Todd Horton
Member-at-Large (CASBU) – Rhiannon Don*

The Executive also includes the Past-President, which is Gyllie Phillips.

Rob presented the slate of candidates for the Standing Committees. For the Communications, Constitution, Scholarship, and Social Committees, the Members were acclaimed. For the Gender Equity and Diversity Committee, six nominations were received for four positions. A vote took place. The following then are the Standing Committee Members for 2014-2015:

*Communications Committee – Richard Wenghofer, Uldis Kundrats, Wendy Peters, Dan Jarvis
Constitution Committee – Adam Adler, David Tabachnick, Larry Patriquin, Timothy Sibbald
Scholarship Committee – Adam Adler, Nancy Maynes, Darren Campbell, Sarah Winters
Social Committee – Liz Ashworth, Steven Arnocky, Natalya Brown, Douglas Gosse
Gender Equity and Diversity Committee – Roger Bernardes, Rosemary Nagy, Kathy Mantas, Katrina Srigley*

The six Members of the Grievance Committee consist of the President, Vice-President, CASBU Officer, Grievance Officers and CASBU Member-at-Large.

Representatives on Non-Association Committees are appointed. They are:

CAUT Defense Fund Representative – Nathan Colborne
CAUT Council – President
OCUFA Board – Vice-President
Pension and Benefits – Hilary Earl, Mike Parr
University Harassment and Discrimination Committee and SCEAT – Linda Piper
JHSC (Main Campus) – Kelly Morris (CASBU), Kristin Lucas (FASBU)
JHSC (Bracebridge Campus) – Darren Ferry (FASBU), Vacant (CASBU)
JHSC (Brantford Campus) – Christine Cho (FASBU), Vacant (CASBU)

7.0 Reports from Standing Committees

The President suggested an omnibus motion to receive all of the written Standing Committee Reports and Reports from Representatives on Other Committees, which were circulated by e-mail to the Membership in advance of the meeting.

MOTION #6: Moved by Susan Srigley, seconded by Adam, that the Annual Reports of the Scholarships Committee, Communications Committee, Social Committee, Gender Equality and Diversity Committee, CAUT Defense Fund, OCUFA Board and University Harassment and Discrimination Committee, be received.
CARRIED

7.1 Collective Bargaining Committees

Joe reported that a JCAA was held in October with a Memorandum of Agreement signed regarding a number of anomalous teaching positions. These were a number of teaching positions where in some cases a CASBU contract was issued and in other cases it was not, some were included in the CA and others were not. Based on the agreement, these positions will now be included in the CASBU CA, as well as the remuneration. A question was asked as to how these instructors were paid. Joe responded that it was a real mix. For some, like the Practical Instructors, there was clearly established remuneration, but for others, the Employer wasn't sure and these were awkward conversations. The agreement sought to entrench these positions in the CA. Once in the CA, we can negotiate on their behalf.

The CASBU CA expired on April 30, 2014 and a number of dates have been set for a round of compressed bargaining in May and June. The first meeting is set for May 15 from 9 am to 9 pm and Joe encouraged Members to wear their NUFA t-shirts. He also asked for volunteers for a CASBU Strike Preparedness Committee. All NUFA Members are invited, both CASBU and FASBU.

A full report on the CASBU CBC is appended to these minutes.

MOTION #7: Moved by Nathan Colborne, seconded by Susan Srigley, that the Membership is in full support of the CASBU CBC.
UNANIMOUS

Hilary Earl reported on FASBU Collective Bargaining. She began by listing the members of the FASBU CBC. She stated that this was going to be a difficult year for bargaining. A survey of the Membership will be going out early in the fall term. A May meeting of the CBC is planned and that the committee would be writing language throughout the summer. Additional information on the committee members and meetings to date are outlined in the report appended to these minutes.

7.2 Scholarships Committee

The Scholarship Committee report is appended to these minutes.

7.3 Grievance Committee

Rob presented a report from the Grievance Committee. The committee held 26 formal meetings in 2013-2014 (May 13, 22, July 3, August 6, September 3, 10, 17, 24, October 1, 8, 22, 29, November 5, 12, 19, 26, December 3, 10, January 15, 22, 28, March 5, 19, 26, April 2, 9 and 22). At the May 13 meeting, the three Vice-Presidents were invited to discuss issues of health and safety, and at the October 8 meeting, the Dean of APS and the Director of CFTL were invited to discuss issues around contracts for courses taught through the CFTL. At the November 26 meeting the President and Vice-Presidents were again invited to discuss issues of health and safety and NUFA's request for an Equity and Human Rights Office. The full report is appended to these minutes.

Of the 44 issues discussed/addressed by the Grievance Committee, thirteen were in the Faculty of Applied and Professional Studies, nine were in the Faculty of Arts and Sciences and sixteen were in the Faculty of Education. The other six pertained to all three faculties.

A Member asked about the issue of lecture capture. Rob explained that this term was being applied to courses that were using technology to stream some or all of the lectures to another location, in real time or recorded for students to view in their own time.

MOTION #8: Moved by Uldis Kundrats, seconded by Mike Parr, that the annual report of the Grievance Committee be received.
CARRIED

7.4 Constitution Committee

No report.

7.5 Communications Committee

The Communications Committee annual report is appended to these minutes.

7.6 Social Committee

The Social Committee Annual Report is appended to these minutes.

7.7 Gender Equity and Diversity Committee

Roger Bernardes provided an executive summary of the Report prepared by the Committee on Gender Ratios in NUFA (2013-2014). Roger mentioned that this report included both FASBU and CASBU data. Below are excerpts from the report. The first two excerpts pertain to FASBU and the third to CASBU.

While in the past, there seems to have been a general gender imbalance in terms of hiring and promotion practices, these seem to be slowly rectifying themselves as more people are promoted and hired. This can be seen in comparing just the 2012-13 and 2013-14 school years.

The one area where a great imbalance still remains is that in the position of Full Professors are dominated by men (85%). That being said, this does represent a shift of 10% from the previous year.

Looking at Table 6, we see that Applied and Professional Studies has more male than female part-time instructors. Arts and Science saw a slight decline in the use of CASBU faculty and this decline did not significantly affect the gender ratio of roughly 40% men and 60% women. Whether the overrepresentation of CASBU women in Arts and Science represents a positive gender hiring trend or the seeds of the ghettoization of women in the lowest paid ranks is unclear without knowing how many CASBU employees desire tenure-track or LTA appointments. The Schulich School of Education maintains near perfect parity, while also experiencing an overall decline in the number of contract position (from 101 to 94).

Interested Members may see the complete report in the NUFA Office or a copy may be e-mailed to them.

The annual report of the Gender Equity and Diversity Committee is appended to these minutes.

8.0 Reports from Special Committees

A report on the NUFA Special Acquisitions Grant to the Library was received from Nancy Black, Executive Director of Library Services and was circulated to the Membership. Below are some excerpts from the report.

“Items purchased with the NUFA donation had a bookplate placed inside. An invoice in the amount of \$4,903.26 was sent to NUFA.”

“...the process of inviting/reviewing recommendations for the NUFA donation will begin earlier in this coming year.”

“The Library Advisory Subcommittee and library staff of the Harris Learning Library gratefully acknowledges the generous NUFA donation. “

The Membership had an opportunity to view the full list of titles purchases which included over 60 volumes. The complete report is appended to these minutes.

9.0 Reports from Non-Association Committees or Representatives

9.1 CAUT Defense Fund

The CAUT Defense Fund annual report is appended to these minutes.

9.2 CAUT Council

Rob reported on CAUT Council. He mentioned that CAUT has a new Executive Director in David Robinson. David was the Associate Executive Director in the area of research, communications and advocacy and international relations and was formerly the senior economist with the Canadian Centre for Policy Alternatives. Rob described David as “amazing and passionate”. One of David’s first acts was to hire the research firm of Nielsen/Harris/Decima to look into faculty salaries. They wrote that 51% of faculty are not overpaid and it is their right to go on strike. 55% of those surveyed also agreed that it is necessary to have contract academic staff.

9.3 OCUFA

The OCUFA annual report is appended to these minutes.

9.4 University Harassment and Discrimination Committee

An annual report from our representative on the University Harassment and Discrimination Committee is appended to these minutes.

9.5 Joint Health and Safety Committee

An annual report from our representative on the University Joint Health and Safety Committee is appended to these minutes.

9.6 Pension and Benefits Advisory Committee

No report.

10.0 New Business

No new business.

11.0 Next Meeting Date

TBA

12.0 Adjournment

MOTION #9: Moved by Sarah Winters, seconded by Hilary Earl that the meeting be adjourned. **CARRIED**

President's Report

Below you will find a list of issues that the NUFA Executive has discussed this year. Since the last AGM, the Executive has met 8 times, on May 22, September 3, October 1, November 5, December 3, February 10, March 31, and April 29. At the AGM I will speak on program prioritization and the University Budget, though Members are welcome to ask about any of the following, or on any other concern they may have.

NUFA Executive Topics/Issues of 2013-2014 for AGM (excluding GCM)

Aboriginal Hires – Chair of Indigenous Studies

Bargaining Rights erosion

Bill-377

Board of Governors Meetings

Budget 2014-2015

CASBU Bargaining

CAUT New Executive Director search

CFTL (discussions with faculty)

Concurrent Education

Daycare

Differentiation

FASBU Bargaining Preparations

Financial Statement 2013-2014

Grievance Report

JCAA (MOA on Directors, MOA on LTAs and Individualized Study, CASBU Anomalous Positions)

Librarians in NUFA

Limited Term Appointments

NBDLC Membership

Nominations

NUFA 20th Year

NUFA Health and Safety Officer (see November 5, 2013 Minutes)

NUFA New Offices

OCUFA Education and Mobilization

OCUFA Faculty Association Survey/Results

OCUFA Visit – March 31, 2014

OPSEU Partnering

Pensions (multi-employer pension plans)

Policy on Political Activities and Events

Political Activities Ad hoc Committee of NUFA

Program Prioritization Process

Retirements – Doug Franks, Paul Kelly, John Long

Socials (reduction to three per year)

Special Acquisitions Grant for Library

Strategic Mandate Agreements

Strategic Plan

Tenure and Promotion Workshops

Thank you to outgoing Executive Members

University Budget