

# Nipissing University Faculty Association

---

## *General Membership Meeting, October 28, 2014*

6:00 pm  
R308 Main Campus  
Classroom 3 Bracebridge Campus  
Room 207 Brantford Campus

**Executive Members Present:** Rob Breton, President  
Susan Srigley, Vice-President  
Gyllie Phillips, Past-President  
Dan Walters, Treasurer  
Jeff Scott, Grievance Officer  
Rhiannon Don, Member-at-Large, CASBU  
Manuel Litalien, Member-at-Large, Applied and Professional  
Todd Horton, Member-at-Large, Education  
Corina Irwin, CASBU Officer

**Executive Members Regrets:** Sal Renshaw, Grievance Officer  
Pavlina Radia, Member-at-Large, Arts and Science

**Recording Secretary:** Angela Fera, Executive Assistant  
-----

Approximately 60 Members attended, with several on Skype and video-conference to the satellite campuses, and representation from both CASBU and FASBU Members.

### ***1.0 Approval of the Agenda***

**MOTION #1:** Moved by Gyllie Phillips, seconded by Susan Srigley that the agenda be approved.

**CARRIED**

### ***2.0 Approval of the Minutes***

**MOTION #2:** Moved by Steve Muhlberger, seconded by Nathan Colborne, that the minutes of the May 8, 2014 Annual General Membership Meeting be approved.

**CARRIED**

### ***3.0 Business arising from the Minutes***

No business arising from the minutes.

#### **4.0 Correspondence to the President/Executive**

Three items of correspondence were shared with the Membership, regarding donations made on their behalf:

- 1) A thank you letter from Lisa Shea, Director of Development and Alumni Relations, regarding the NUFA \$6,000 donation annually for Academic Achievement Awards and thanking Rob for his attendance at the Student and Donor Award Social in the spring;
- 2) A thank you card from Gil Pharand, Senior Development Officer, regarding the NUFA \$1,000 donation to the Dr. Anne Clendinning Scholarship Fund; and
- 3) A thank you letter from Robin Vose and David Robinson, President and Executive Director of the CAUT Academic Freedom Fund, regarding the NUFA \$1,000 donation.

#### **5.0 Reports from Executive Members**

##### **5.1 President**

The President's written report was circulated by e-mail and is appended to these minutes. Rob asked if there were any questions concerning the Report as circulated. A Member asked what rationale was provided by the VPAR in refusing the Association's request for an Observer at the program prioritization process meetings, similar to our Observers in the Tenure and Promotion process. Rob responded that the VPAR indicated an Observer was not needed since participants were Association Members. The faculty have been denied transparency at every single stage.

##### **5.2 Treasurer**

The Treasurer's report focused on two things: the first was an analysis of the University Audited Financial Statements, and the second was the NUFA 2014-2015 Expenses and Revenues to date.

Dan Walters presented an analysis of the University Audited Financial Statements from 2009 to 2014. He began with the Statements of Operations. In comparisons of the last five years, he showed that government grants have been increasing annually, and although tuition revenue saw a \$1.9M decline in 2013-2014, the government grants increased by \$1.5M to help offset that drop. Student tuition revenue was similar in 2013-2014 to that of 2011-2012. However, with regard to the projected deficits, the Employer has been off in their predictions by millions of dollars (e.g. in 2009-10 projected deficit of \$1.56 with actual surplus of \$7.44M, in 2010-11 projected deficit of \$747,000 with actual surplus of \$5.2M, in 2011-12 projected deficit of \$670,000 with actual surplus of \$1.9M, in 2012-13 projected deficit of \$1.24 with actual surplus of \$2.19M, and in 2013-14 projected deficit of \$4.8 with actual deficit of \$2.7M).

Last year saw the single largest annual increase in expenses, at \$6.5M. Salaries and benefits are often reported as 70% or more of the University expenses. However, the audited financial statements indicate that salaries and benefits are 62.7% of the total expenses, down 1% from 2012-13. This suggests that increasing expenses are NOT a result of salaries and benefits. Deficit

budgets are not out of the norm; however, the Employer continues to move money into internally restricted funds. These funds have gone up annually, from \$8.3M in 2008-09 to \$27.8M in 2013-14. The University added \$435,000 to the internally restricted fund in 2013-14. The projected deficit for 2015-16 is reported to be \$12M. However, the projected revenues and expenses have not been released yet. It is worth pointing out that the University projected revenues for 2013-14 were underestimated by \$12.8M. The projected expenses were underestimated by \$12.9M. It would appear that the University's administration has difficulty accurately projecting annual revenue and expenses. They also continue to pay down short-term and long-term debt. The short-term debt is now less than it was in 2009. The significant increase in operations, has been in the payment for the Athletics Centre in the amount of \$6.5M<sup>[DW1]</sup>.

Salaries and benefits are often reported as the single largest expense; however, as a percentage of the overall budget, they have gone down. Based on a review of the 2012-13 and 2013-14 Budget Report information we can see spending changes. Changes seem to be happening on the non-academic side of things. Salaries in academic support have gone down by \$600,000 (-16%) from the previous year; however, there were modest increases in library (3%), with significant increases in external relations (12%), administration (16%), student development (21%), computing (28%), and athletics (115%).

A Member asked as to whether we have sought a forensic audit, since all this seems extremely problematic. Dan responded that most of the information may be found in comparisons of the audited financial statements from year to year. It is possible that some information from the budgets is less likely to be found in recent years. With the arrival of the last VPFA, there appears less transparency in the budgets as categories of budget lines were merged. Faculty should be demanding more transparency. Compared to other universities, we do not have enough transparency in our budgeting process. In this period of reported wage freezes, administrative salaries went up \$475,000 from 2012-13. The Senate ad hoc committee on senior appointments should track salaries from the sunshine list. They keep coming back to faculty to find cuts, whereas budget lines are going up elsewhere. Varsity athletics expenses are \$3M per year. Their priorities do not appear to align with the objects and mission of the university.

A Member asked as to what grade should be given the Employer in the matter of budgets, and should we come up with our own? Dan responded that in light of the departure of the VPFA a few weeks ago, it is not clear who will now be leading the budget process for this coming year.

A Member suggested that we prepare a budget statement, and may want to have our own revised report in time for negotiations. We can only hope that the Employer gets someone competent in preparing budgets.

Dan stated that the audited financial statements are an accurate account of the university's financial situation. However, the Employer continually uses the budgeting process to create a financial crisis. The continual announcements of projected deficits do nothing to improve our standing within the region. The Board of Governors quickly issues a press release of the projected deficits; however, when audited financial statements show a surplus, there is no press release.

History has shown that the Employer's projected budgets are often misleading. A forensic audit may provide additional information, but not negotiating power. It appears that the Employer feels they gain an advantage by creating fear about the financial status of the university. It is not clear how it benefits the reputation of the university.

Some universities are trying activity based budgets; some are using both activity based budgets and cost-centre budgets. For bargaining, the best we can do is to keep track of changes as reported through the audited financial statements.

A Member asked how the Employer can define or re-define areas to make them look better. Dan stated that under former VPFAs, one could see a greater breakdown in the budget lines and that we need to get back to that.

Rob then added that there is real change happening at the University, and that there is also change within the government. On a per capita basis, we get less funding than other universities. The formula is almost 30 years old; different programs get different levels of funding. We get \$200 less per student than Laurentian.

The main point here is that money is going into other areas, more than in academic support. Two most important things – we are not in a financial crisis, and there is no relationship between the Employer's projected budget and our fiscal realities.

With regard to the NUFA 2014-15 Expenses and Revenues to date, Dan reported that currently our revenues exceed our expenses by \$24,000 and our operating fund is in excess of \$58,000.

### 5.3 CASBU Officer

Corina Irwin reported that the new CASBU CA 2014-2016 had been finalized, and that the agreement will be posted online, with some hard copies available. She stated that the negotiations for the new agreement were sometimes painful, but some gains were made. A number of new positions were included in the CASBU CA, and that they included the Course Facilitators in the School of Business and the Clinical Instructors in the School of Nursing. Recent information suggested that retroactive pay would be available to Members in November, but more likely December. Corina then introduced Rhiannon Don, to talk about the Fair Employment Week Campaign.

Rhiannon spoke about the anger and frustration experienced in the CASBU negotiations, after being told that the Employer would not recognize the research and service done by CASBU Members. Our proposals included recognition, but we were told quite clearly that our research and service was not wanted nor needed. So CAS decided to recognize ourselves for the research and service done, as well as other scholarly work; we need to begin to take ourselves seriously first. Those who volunteered for the poster campaign were brave to give their faces and they gave their trust to us. Rhiannon thanked Mark Crane, who told her during negotiations that we had to respond positively to the Employer's comments, and turn our disappointment into

productivity. Members came forward for the campaign and many other Members, both full-time and part-time, as well as students, have responded positively to the message, the statistics, and the research and service done by CAS. We hope to extend the poster campaign beyond Fair Employment Week, October 27-31.

The posters are available on a FLICKR website, and there is a lot of positive commentary on Facebook as well. We have also had a positive response from CAUT.

Rob then presented Joseph Boivin with the CAUT Distinguished Service Award for his dedication and commitment to NUFA over eight years, serving multiple years as the CASBU Officer, serving on the CASBU CBC over several collective agreements, and as a Member of the NUFA Executive Committee. Rob stated that Joe gives his all, and provides wise counsel that is both steady, rational, compelling, and down to earth. He now joins the company of Todd Horton, and Gyllie Phillips in receiving the CAUT Distinguished Service Award.

#### 5.4 Other Reports

No other reports.

### 6.0 **Reports from Standing Committees**

#### 6.1 Collective Bargaining

With regard to Collective Bargaining, Rob indicated that a number of topics would be covered. They included: the FASBU Survey, LTAs, the provincial scene, recent settlements and enrolment numbers.

We had an over 75% response rate to the FASBU Survey. This was an excellent rate and showed that the faculty have a real interest, are active and involved in the process. The major issues indicated by the survey are: job security, increased compensation, retirement packages and benefits and pay equity. Rob was very surprised that job security was the major issue. He stated that of all employees, tenured and tenure-track faculty have the greatest amount of job security. He thought that the concern with job security may speak to the vulnerability of our LTAs, since there were only two LTAs who completed the survey. Faculty must be concerned about the LTAs and the units in which positions may be lost. This is global trend with limited term positions. However, in the context of the PPP and upon hearing of a \$12M deficit in this year, the concern may extend beyond the LTAs.

If tenured and tenure-track faculty are worried, it is because of the doom and gloom narrative used by the Employer. No one in the tenured and tenure-track streams are in jeopardy. We are not even remotely in the dire straits professed by the Employer – not financially, and not based on enrolments. The Employer is doing a good job in keeping up that narrative. If we think by settling for something at the bargaining table that is low, that this will get us more LTAs, it is not likely. We see low settlements going into more sports teams, a bigger gym. The Employer has

established some bad habits. We have to demand a fair settlement. We cannot allow them to continue their narrative of having to cut academics. They are making decisions, and it's not in support of us.

This time last year, we went to the VPAR about the LTA2s and the need for conversion, based on the Collective Agreement. At the November 15 deadline, he informed us that if we pressed for conversion, he would eliminate all of the LTA2s. We implored him to be more thoughtful and that a decision to eliminate them would not be wise. The root of the problem is that the budgetary decisions are not soon enough. We asked him to think about the faculty and the programs that would collapse. This year we asked again for a timely decision, and we told him we would be willing to work with them to find a way. This we've done in the face of rumours of slashing, and the discussions are continuing. We expect decisions to be made in the next couple of months. We, as academics, must make the best pitch we can. We must be creative to try and alter their positions, by going to our Deans, who then go to the VPAR. Please get involved for the LTAs and for your own programs. This is the will of FASBU, according to the survey.

Other comments made in the survey include:

- More time, money and other resources for research
- Recognition of shared role in governance, greater transparency, and more collegial atmosphere between Faculty and Administration
- Better conditions for LTAs and CASBU Members
- Trusted, competent, responsive and vetted (not appointed) Administration
- Improved parental leave
- Improved benefits

In addition to those, the following were seen as very important:

- Salary gains
- More say in scheduling
- Faculty pay equity, gender pay equity
- Defined benefit pension plan, retirement incentive plan
- Faculty complement
- Maintaining traditional mode of course delivery
- Custody, control and intellectual property for course content

Rob assured the Membership, that we have listened and that the FASBU Collective Bargaining Committee is working on these items.

A Member asked about the issues around individualized study courses. Rob responded that we've heard from several departments and this is being discussed as well. The responsibility of the CBC is to try and find a balance amongst all of these items.

Mark Crane then spoke to the provincial scene in bargaining. He stated that it is the hardest he's ever seen it in seven years. The administrations are playing hardball and using every element of brinkmanship. The other side of the story however, is positive, in that faculty are getting



financial gains in recent settlements. So, the money is there, if you're ready to fight. Mark then turned to some of the recent settlements. At the University of Windsor, it was an atrocious experience for their bargaining team and Membership. The Employer threatened such things as the imposition of a deal and the cut-off of benefits. While the Membership had job actions and were preparing for a strike, a conciliator was called in which resulted in a deal. Although it appears as 0% for the first two years of the deal, when you add in the lump sums of \$1250 for the first two years, it is actually much better at about 2% which is the norm. Then they will receive 3% in the third year. They were ready to fight, which is why they achieved this deal.

At the University of Guelph, it was less intense, but again, the Membership had to mobilize and get a strike vote. In the end, they achieved an amazing deal (aggregate average increase for Members of 2.46% in the first year, 2.88% in the second year and 3.77% in the third year). Mark stated that he and Hilary go to the provincial bargaining meetings four times per year. Guelph had stated that they were going to end up in a strike and with the mobilization of the Members, they got a deal. Laurentian University also had to fight for it, and had to know that the Membership was behind them. Based on information received to date, they gained 2% in each of the three years of the agreement. Brock University, while not as good a result as the others, they too had to fight (1.75% in the first year, 1.5% in the second, and 1.75% in the third). *Please note, the results identified do not represent the entirety of the settlements, either financial or otherwise.*

The message here is that, if you're willing to fight, you can make gains. Otherwise the Employer will play the same games and present zeroes as well as claw backs. The Membership will have to decide how they feel about that. The FASBU CBC will come back to the Membership to get their mandate.

Rob then spoke briefly to enrolment numbers at Nipissing. He stated that this next year may be a bit rough, but that may turn around in the year after. Like others, he has seen the enrolment numbers for this year, and some classes have very low enrolments. The Employer tells us that we are down 10% in 101 Applications (high school), but we are up in 105 Applications (non-high school). The total is 34 students less, which doesn't make a crisis. In a meeting with the University President, Dr. Degagné stated that we are doing about the same as last year, when you factor in the part-time as well. The Faculty of Education is down, but this too doesn't make a crisis. This past weekend at the Fall Up Close program, we had 278 students visit, and we know that when they come to visit us they are impressed. This is a record number and an incredible showing. For us, this is setting the stage to not take a lousy deal. The University is not in financial ruin.

We're always told that the cost of living in North Bay is lower than elsewhere. That's just not true, plus it costs us considerably more to travel for conferences, research, etc. The 101 applicants are here for four years, the 105s are transfer students. The future is solid. We get the doom and gloom scenario every year we bargain. The audited financial statements show a completely different picture. We've been told they've cried wolf in the past but that this year the wolf is at the door. It's once again about their bad habits. They make choices and they choose to make faculty the least important, and while a gymnasium may be important too, choices were

made to put millions from operating funds into that, instead of into faculty.

#### 6.2 Scholarships Committee

**MOTION #3:** Moved by Darren Campbell, seconded by Gyllie Phillips, that the Scholarship Committee Report be received.

**CARRIED**

#### 6.3 Grievance Committee

The Grievance Committee report to Membership was provided through a PowerPoint presentation. Rob stated that the committee had been very busy in the last few months and he expressed his thanks to the members of the committee, for their day to day work and commitment.

The committee held ten formal meetings since the report at the AGM on May 8, 2014. The meetings were held on: May 21, May 28, July 3, July 11, August 25, September 10, September 24, October 1, October 8, and October 22.

On May 13 a special meeting of the GC was requested with the Vice-President of Operations to follow-up on the Association's request for an Equity Officer. The VPAR attended the meeting in place of the VPO. NUFA was informed that the position was not in the budget. The Employer was considering hiring in-house counsel, and since the Equity Officer was a "quasi-legal" position, there may be some connection. The other issue in connection, was the Ombuds bill in the provincial legislature regarding regional offices and the influence this may have on universities. The VPAR also informed NUFA that the employer was externally contracting for a security audit which would also cover existing safety processes and procedures.

Of the 26 issues discussed/addressed by the Grievance Committee to date, 20 were Member issues and 6 were Association issues. Three resulted in Stage 1 Grievances and the others were dealt with informally with 14 resolved. Of the issues discussed, five were in APS, seven were in AS, eight were in ED and the remaining pertained to all faculties.

**MOTION #4:** Moved by Jennifer Barnett, seconded by Aroha Page, that the Grievance Committee Report be received.

**CARRIED**

#### 6.4 Constitution Committee

**MOTION #5:** Moved by Susan Srigley, seconded by Laurie Kruk, that the Constitution Committee Report be received.

**CARRIED**

Adam Adler indicated that some changes to the Constitution may be forthcoming around elections and the introduction of a question period to meeting agendas.



6.5 Communications Committee

No report; however, Rob mentioned the first FASBU Bargaining Bulletin had gone out to the Membership in the first week of October. The bargaining bulletins are distinct from the NUFA News. He anticipated the next edition of the NUFA News would be out shortly, and undoubtedly have some information regarding bargaining.

6.6 Social Committee

No report; however, Rob thanked the members of the Social Committee regarding the Fall Social and that we were looking forward to the holiday social.

6.7 Gender Equity and Diversity Committee

No report.

**7.0 Reports from Special Committees**

No reports.

**8.0 Reports from Non-Association Committees or Representatives**

8.1 CAUT Defense Fund

**MOTION #5:** Moved by Susan Srigley, seconded by Matti Saari, that the Report of the CAUT Defense Fund be received.

**CARRIED**

Rob thanked Nathan Colborne for his report and for being our representative at the Defense Fund meetings, both the annual meeting, and the regular teleconference meetings.

8.2 CAUT Council

No report, as Rob will be attending the Council meeting November 28-29.

8.3 OCUFA

Susan Srigley provided an oral report. She had just returned from the OCUFA Board of Directors Meeting, October 25-26. Susan began by providing some information on Laurentian's negotiations. She indicated that they attempted to get a 2:2 workload, but were unable to do so. Financially, they had been aiming at a 2.6%, and settled for a 2% each year for three years. With regard to their pension, it is a hybrid pension plan. They also achieved some benefits for their permanent sessionals. They did go into bargaining with a strike vote.

Susan also mentioned that Gyllie Phillips had been elected to the Board of Directors at OCUFA and that this was a boon for NUFA, in having two voices at the table. Gyllie is also part of the discussions with the Northern Ontario universities. It was also mentioned that many years ago, Deborah Flynn had been the OCUFA President.

Susan reported on the three priorities for OCUFA this year. They are: pensions, online learning/teaching and faculty complement/contract academic workers. These are in line with the priorities expressed in the FASBU Survey. With regard to pensions, Susan mentioned that Larry Patriquin has volunteered to serve as NUFA's representative on the Jointly Sponsored Pension Plan (JSPP) currently being discussed, and is a priority for NUFA. With regard to online learning/teaching, it is interesting to note that there was no representative from faculty on the steering committee for Ontario Online. Kate Lawson, President of OCUFA, has stated on numerous occasions that online teaching has to be resisted as a solution to fix current problems. These courses should have the same rigour, be resourced the same way, have Senate approval, and have the same principles of academic freedom and intellectual property. Regarding faculty complement and contract academic staff, there needs to be protection for the ranks of the CAS, and that the power for growth lies in tenure. This poses challenges in building the collective. At WLU, it was stated, that CAS represent 4% of the budget, but teach 50% of students.

#### 8.4 University Harassment and Discrimination Committee

No report.

#### 8.5 Joint Health and Safety Committee

No report; however, a discussion ensued regarding the accidental lockdown of Monday, October 27. Rob acknowledged that we had heard from many faculty and that we were passing the information on to our representatives on the JHSC, Kristin Lucas and Kelly Morris, and he recommended faculty send their experiences to our representatives with a copy to us. Accidents like this should not happen and certainly not twice in six months. It was appalling that KISS FM knew it was an accident before those of us on the campus received the information.

It was asked whether the Association would send an invitation to faculty to share their experiences with our representatives on the JHSC. Rob agreed to do that immediately. One Member had written a substantive letter to the administration and wished it forwarded to the JHSC. Another wanted to know what the cause was this time around, but believed we have systematic problems that are not just a "glitch in the system". Members indicated their lack of confidence in the Employer to deal with the matter. Others mentioned that some doors still have no locks and that they have to be opened to lock, those teaching in labs did not hear the announcement, and when these items are reported they are made to feel like troublemakers. In this last year, the Association was promised a health and safety audit, but this has yet to take place. Faculty must use this opportunity to apply more pressure on the administration. The Employer is reactive and not proactive. An audit would definitely be beneficial. Rob indicated

that the Association could ask for this in bargaining, and that we made need to take this issue there.

#### **8.6 Pensions and Benefits Advisory Committee**

No report.

#### **9.0 *Information received from the Administration***

Information is being received, according to our Collective Agreements.

#### **10.0 *Agenda Items remaining from the Last Meeting***

No items remaining.

#### **11.0 *New Business***

Rob asked if there was any new business or any questions outstanding. A question was asked about individualized study and tenure and promotion in bargaining. Todd responded that we are not prepared yet to answer directly on either topic. With regard to individualized study courses, there has been some contentious discussion on both sides of the issue. The CBC will make a decision, but certainly there is not agreement at this moment.

Rob responded as ex-officio member of the CBC, and that both Articles 25 Tenure and Promotion, and Article 27 will be opened, but that conclusions have not been reached yet. The debate has been healthy and will be continuing. We have certainly received the opinions of the departments.

The FASBU CBC has representation from all three faculties, and they have to recognize the plurality of opinions and need to be balanced in the approach to this and all other issues. Some issues have a lesser impact on the Membership than others. We're not in a place of giving up on anything at the moment, but are still discussing the issues/strategy and the mobilization of the faculty. The question was asked as to whether the Employer has been mean-spirited or dismissive. This has not been our experience yet, but the narrative being circulated by the Employer has caused a great deal of concern, particularly around job security. In addition to the information shared today, Members should familiarize themselves with Articles 43 and 44 of the FASBU CA on Financial Exigency and Program Redundancy. Terms of the existing CA will continue, even at expiration, until a new collective agreement has been ratified by both parties (Article 49). In order to be able to fight, which is what we expect will happen, we need to have a positive strike vote.

#### **12.0 *Next Meeting Date***

The Membership should pay particular attention to e-mails from the Association, since we will likely have a meeting in January to present the package.

**13.0 Adjournment**

**MOTION #6:** Moved by Todd Horton, seconded by Matti Saari, that meeting be adjourned.  
**CARRIED** (Adjournment at 8:00 pm)

Approved

# President's Report to the Membership

## October 2014

---

The following describes some of the activities of the President and of Members of the Executive since the AGM in May.

### **Bargaining**

Most significantly, the Executive supported CASBU as the wonderfully dedicated Collective Bargaining CASBU team worked towards a new collective agreement. The efforts of Mark Crane, Joseph Boivin, Corina Irwin, Rhiannon Don, Scott Kaufman, and Laura Rossi need to be applauded. All CASBU members should familiarize themselves with the new agreement. FASBU Members might also want to get to know the document; all Chairs should get to know it intimately and Members of the CASBU bargaining team, as well as members of the Executive – and of course Angela – would be happy to respond to any questions.

Co-chaired by Hilary Earl and Mark Crane, the FASBU CBC met a number of times over the summer and regularly so far this fall. The President sits as an *ex officio* Member of this committee, and a number of Executive Members are on the CBC as well. The CBC has made every effort to meet with all our academic units for discussion and input. But the conversations should continue both with the CBC and Members of the Executive. One of the most exciting corrections to the CA that we are pursuing has to do with the addition of the professional librarians into the FASBU bargaining unit. Our thanks to the librarians, and especially Geoff Sinclair, for their ideas and contributions.

### **JCAA** (Joint Committee for the Administration of the Committee)

As reported at the AGM, the JCAA met to discuss tenure and promotion procedures, a meeting mandated in the CA to take place every year. We introduced Angela's very helpful charts, created so as to help Committee Members understand the complicated T and P rules. The charts explain the steps each T and P committee must take in a way that very much clarifies the process. Of course we had some disagreement about the process, but we had mostly agreement. We agreed that the ballots used by the committees must be tailored to meet the specific kind of vote taking place. We agreed that a confidentiality form will be placed in dossiers to remind committee members and candidates about the seriousness of keeping all aspects of the process confidential. We agreed that one parenthetical line in the CA is incorrect (25.15 (e)) and must be changed in the next round of bargaining. And we agreed that the URAC process needs to be clarified in the CA. We also signed a MOU establishing that candidates will have the right to meet with committee members if a vote goes from positive to negative between first and "Final" ballots during either TPF or TPU deliberations. After this meeting with the candidate (or written response from the candidate), the

committee would need to deliberate again and then proceed to another “Final” ballot.

### **Meetings with NUSU**

The President and Vice-President also met with the NUSU Executive. Our goal was to solidify our relationship with NUSU, and I hope we accomplished that much. We have agreed to meet more regularly with them. We discussed our hope to see the University move on a family residence / daycare facility and a human rights office, explaining that these were mutual interests. Later, however, we were told that the University did not have the budget this year for a human rights or equity office. More positively, however, the VPAR did confirm that the employer will pay for an independent audit of health and safety operations on campus. The employer has also expressed interest in the idea of a family residence / daycare facility.

### **Program Prioritization**

As we all know, the Program Prioritization Process is in full swing. I sent a letter to the VPAR making him aware of the motion passed by NUFA at our AGM (see minutes). I also requested that a NUFA observer be present at the meetings of the Opportunity and Relevance Committees. The request was denied. We have also implored the VPAR to make widely available all of the quantitative data ranking academic units, as the analysis recommended by HESA, the consultants that the University hired, is a comparative analysis and the employer has promised transparency in the PPP. We were told that this will happen . . . eventually.

### **Meetings with Employer**

We in fact have met with the VPAR and the University President often since the AGM. At these meetings we continue to argue the need to maintain if not increase our Faculty complement, either by continuing the current LTA positions or converting them to tenure-track positions, or simply by allowing academic units to make innovations to their programs by bringing in more Faculty. The response has been generally evasive. We did have both the VPAR and President admit that University Fair was not done as well as it might have been done and that the process needs to be reviewed so as to make improvements next year. The President has also conceded that enhancements could be made to the way marketing operates. (We generally suggest profiling our great Faculty, the work we do, and the innovative courses we offer.)

### **Meetings with ‘External Relations’**

The NUFA VP, Susan Srigley, is a Director on OCUFA’s Board of Directors and meets with other representatives from Ontario’s Universities regularly. I represent NUFA Faculty as a Member of CAUT’s Council. And past-President Gyllie Phillips is an Executive Member of OCUFA, which meets frequently in Toronto. We have also had representation at a number of provincial and national events, including a CAUT Defense Fund Meeting, CAUT’s Librarians’ Conference, OCUFA’s Finance Committee workshop, and OCUFA’s Conference on Faculty Associations in the 21st Century. This representation keeps us well informed of issues and challenges in our sector.



We are also involved in OCUFA / COU discussions on the possibility of a Jointly Sponsored Pension Plan (JSPP). We are still at an early stage of discussion, but OCUFA and COU are planning to create reports on the feasibility of a province-wide University Pension Plan and Universities (all stakeholders at Ontario's Universities – Faculty Associations, other unions, and Administrations) across the province will have an opportunity to sign on to a plan in November 2015. If enough universities agree to join a JSPP at that point, an implementation process will begin.

### **Donations**

The Executive approved, on behalf of the Membership, a \$1000 donation to the Dr. Anne Clendinning Scholarship Fund, and \$2000 donation to the CAUT Academic Freedom Fund. CAUT describes the AFF Fund “as a ‘catastrophic insurance’ plan to guarantee sufficient resources for any local association or CAUT to defend academic freedom when a case requires extraordinary resources. Each member association of CAUT is a member of the Fund which relies entirely on donations from member associations and individuals interested in the defense of academic freedom.” To view all donations to date, please see the front page of the monthly CAUT Bulletin.

### **Special Joint Committee**

Finally, the Special Joint Committee on Pregnancy, Parental, and Adoption Leaves completed its report. It found that bringing Nipissing to the Ontario standard for pregnancy and parental “top-ups” would cost the employer ~\$24,000 / year. However, the Employer's representatives on the Committee do not want to sign off on this report, despite providing the data, because, they argued, it would be more costly than the mere \$24,000.00 / year identified by the report (if all employees, University-wide, were to receive the equivalent). We pointed out to the Employer's reps and to the President that the CA requires us to make “recommendations to the parties on improvements to pregnancy and parental leave” and does not ask us to look into how the improvements would be implemented: the President of NUFA and of the University are tasked with accepting or rejecting the recommendations of the committee, not the committee Members.

Rob Breton  
President, Nipissing University Faculty Association

## **Report of the NUFA Scholarship Committee**

The Committee met on 23<sup>rd</sup> September 2014. Present were Adam Adler, Darren Campbell, Nancy Maynes, and Sarah Winters (elected Chair).

The Committee reviewed the four applications for the Learning Opportunity Award and made the following decisions:

Taunya Wideman-Johnson	\$500 awarded pending receipts
Megan Prescott	\$500 awarded
Nafisa Kattarwala	\$800 awarded pending receipts
Brooke Haugh	\$500 awarded pending receipts

The Committee agreed to add two new deadlines for LOA applications (June 15 and September 15) and consequently to hold two extra meetings a year, bringing the total of both deadlines and meetings from four (4) to six (6).

Two motions were put forward to the Executive Committee for consideration.

Submitted by: Sarah Winters, October 17, 2014