



President's Activity Report for the Ordinary General Meeting

December 6th 2017

Dear Colleagues,

Following the elections held at this OGM we will have in place the new Representative Council, as well as two wholly new committees - the Finance and Investment Committee, and the University Governance Committee. In addition, the Collective Agreement Committee replaces the previous Compensation and Benefits Committee, with a broader mandate to cover all matters pertaining to collective bargaining. Other new elected positions are the Speaker and the Deputy Speaker of the Association: with the election of a Speaker, this will be the last General Meeting chaired by the President of the Association. This meeting thus marks (almost) the end of our transition period into the new governance structure that was approved by our Members last spring.

I want to extend my gratitude and appreciation to the members of the Constitution and Bylaws committee for their work in guiding the transition to the new Bylaws. In particular, the Constitution and Bylaws committee, with the support of the Association staff and feedback from the Standing Committees, worked to create and update the Terms of Reference (TORs) for all Association Standing Committees, ensuring that they are compliant with the new Bylaws. All committee TORs are available on our website. These were approved by the Executive Committee at our November meeting, and will be submitted to Council for final approval at the first Council Meeting being held on February 23, 2018. I am looking forward to convening this first meeting of Council in collaboration with our new Speaker, and working with the elected unit representatives to ensure that the Association works for and with all its Members as we start to prepare for the next round of collective bargaining.

Below I provide a brief update on some of the issues that we have been focusing on since the spring Annual General Meeting. In general terms, the workload of the Association office remains high; demand for Member support is steady and increasing in complexity, and we continue to place a strong emphasis on the need to engage in outreach and engagement of Association Members.

Member Engagement and Education Events Fall 2017

We will be scaling down our engagement and education activities this year as we start to shift our focus towards bargaining. As we move into 2018, I expect that most, if not all, of our education and engagement portfolios will address bargaining issues.



Our regular social event for new faculty and librarians was held in September at the University Club. We also held our annual Promotion and Tenure event at Swans Hotel and Brewpub at the end of September. This year had the highest attendance so far, as we celebrated the promotion and tenure of over 50 of our colleagues. President Jamie Cassels and Vice-President Academic Valerie Kuehne both attended the event as special guests, as did the new Associate Vice-President Faculty Relations Michele Parkin. In addition, the Association hosted a workshop for teaching-intensive faculty on promotion and the scholarship of teaching and learning (SOTL).

We have also hosted two CAUT workshops this fall. The first, on equity in evaluation and RPT procedures, was held in October. This workshop was offered in three sessions: one for the Executive Committee and Standing Committee members, followed by two separate sessions for unit Chairs and Directors and departmental Equity Representatives. In November, Andrea Harrington, our Collective Bargaining Officer at CAUT, facilitated a day-and-a-half long bargaining workshop for librarian members, looking at bargaining strategies and identifying bargaining goals. We are planning a parallel workshop for teaching-intensive faculty this coming spring. We have one more CAUT workshop this fall, focusing on training for grievances and dispute resolution; this will take place on December 6th and 7th.

Finally, the Association and the Administration co-sponsored and organized a workshop and training session for promotion and tenure committees. Panelists were Valerie Kuehne (VP Academic), Rob Lipson (Dean of Science), Mark Gillen (Chair of the University Academic Appointments Committee), and John Lutz (Chair of History).

Website

We began the project of creating a new and more functional website for the Association in the summer. Work on the website is progressing and we hope to launch it in early 2018. The focus of our revamp has been to enhance the functionality of the website as an information portal and to create a password-protected members-only site, designed both to share members-only information (such as budgets and bargaining information), and to allow members to submit confidential enquiries.

Long Term Disability (LTD)

The trustees of the LTD Fund have voted to increase our LTD rates from 2.05% of net earnings to 2.35%. The factors driving this increase appear to be a significant uptick in the use of the LTD plan. We are currently working on scheduling a meeting to discuss the rate increase and the reasons for the increased proportion of Members on LTD.



Policy Consultation

Article 14 in the Collective Agreement requires the University to consult with the Association on any new University policies or revisions to University policies that impact working conditions of faculty and librarians. The following consultations have been initiated or are in process:

Changes to Child Care Services: As reported in June 2016, the Administration agreed to participate in a consultation committee, as per Article 14 in the Collective Agreement, on the proposed changes to Centre 6 at the University of Victoria Child Care Centre. In addition to myself, Association representatives on the consultation committee are Judith Anne Clarke and Irina Paci (Representative from the Parents' Alliance). In addition, Victoria Wyatt is serving as a liaison between the Association and the University of Victoria Childcare Parents' Alliance, and Lynne Marks took on outreach and communication activities during the consultation process. Administration representatives are Jim Forbes (Director, Campus Services), Kristi Simpson (Associate Vice-President Planning and Operations) and Susan Lewis (Dean of Fine Arts). The chair of the committee is Tim Black (Chair of Educational Psychology and Leadership). The Committee met seven times during the spring term of 2017. The end result of these meetings was that, of the children previously using Centre 6 services, those attending Campus View Elementary found after-school care places at the Henderson Recreation Centre, under an agreement reached between the University and the Henderson Recreation Centre. The remaining families stayed on campus this year in a smaller program at Family Housing. The consultation committee has been reconvened this fall, and three meetings have been scheduled (in November, December and January). We are now considering final plans to offer after-school care to the children from Centre 6 who were not transitioned into the Henderson Recreation Centre After-School Care program, as well as ensuring there is increased local capacity in after-school care programs for children from the UVic community.

Intellectual Property Policy: The Association and the Administration last met to discuss revisions to the IP policy on March 17th. We have provided feedback and are currently waiting for a response to our last set of revisions, which focused on changes made to the language on revenue sharing that were unfavorable to our Members. My last communication with VPAC on this matter was on October 1, when the AVP Faculty Relations confirmed that they need to respond to the Association. In the meantime, the current IP policy remains in effect. We have the option of re-opening the policy during the next round of bargaining.

Revised Policy on the Appointment of Chairs and Directors: The Administration informed us that this policy was being revised over a year ago and the Association provided feedback on an initial draft of a revised policy on December 9, 2016. The Administration has not yet responded.

Informal Consultations: Over the summer, members of the Executive Committee gave informal feedback on the copyright policy, policy on booking space at the University, policy on at-risk



behavior and also on four related policies from Research Services: the Research Policy, the Policy on the Establishment of Centres, the Policy on the Appointment of Directors of Research Centres and the Policy on Research Grant in Lieu of Salary.

Robust and meaningful consultation rights over policies that shape our academic work represent an important area of focus for the Association. As you will see below, we have one upcoming arbitration related to Article 14 consultations. Moving forward it is important that we develop more capacity to consult meaningfully with the Administration on policies. We will, in particular, be looking to the Representative Council to help fill this capacity.

[The Joint Committee on the Administration of the Agreement](#)

The JCAA meets every two months. The current membership of the Committee is Judith Clarke, Patrick von Aderkas, and myself for the Association, and Michele Parkin (AVP Faculty Relations and Academic Administration), Catherine Krull (Dean of Social Sciences) and Chris Goto-Jones (Dean of Humanities) for the Administration. The JCAA last met on October 4th. The minutes of that meeting are available at the OGM, as well as the latest annual report of the JCAA. The next meeting of the JCAA is scheduled for December 4th. Agenda items include: study leave for ATPs, vacation time for ATPs, and whether FEP's (Faculty Evaluation Policies) can include both rank and years of service as part of the evaluation criteria.

[Office Space for the Association](#)

The Association's offices are housed in University House 2. Formerly this space was co-occupied by the Centre for Co-operative and Community Based Economy, but this centre vacated their offices this past summer. The Association has been informed that the University intends to give access to the vacated space, including keys, alarm codes, and after-hours access, to undergraduate students from the Faculty of Engineering. The Association considers that this would significantly de-professionalize our space and render it unsuitable for our activities. The Association offices house confidential member files, and, are used for sensitive and confidential member meetings. I have raised these concerns with the President and Provost and will continue to work towards convincing the University to reverse this decision.

[Arbitrations](#)

The Association has referred three outstanding grievances to arbitration. Two of these are Member matters. The third is a policy grievance concerning the revised Graduate Studies Supervisory Policy. This arbitration will be heard in mid-January. The Association's position is that this policy changes the workload of faculty members and as such required significant and meaningful consultation prior to implementation.



Scholars at Risk Network

[Scholars-at-Risk](#) is a network of higher education institutions that is committed to supporting scholars who are suffering grave risks to their lives and liberty because of their academic work. The network provides fellowships and advisory services for displaced scholars as well as engaging in advocacy work. I will be raising the idea of an Institutional Membership for UVic at my next meeting with President Jamie Cassels, including that the Administration and the Association jointly sponsor an institutional membership. If the University is not interested, the Association will consider paying a smaller amount to become an Affiliate Member.

Advocacy and Support for Departments and Schools

In addition to individual Member services, the Association has been providing support on various fronts to academic units on campus. Areas that we have been working on include advocacy and support for units facing resource constraints, and advice and consultation on governance.

Bargaining 2018-2019

The Association's key focus in 2018 will be on preparing for bargaining. As such, I will be asking the Collective Agreement Committee to convene in early January in order to start working on the necessary pre-bargaining research. This will include collecting salary data from our comparator institutions and assessing how we stand in comparison. Also as part of our pre-bargaining preparations, we will hold a pre-bargaining check-in Faculty Feedback Café in February 2018 and start conducting a series of short polls of our members on specific issues. A full survey on bargaining priorities is slated for early Fall 2018, so that a bargaining mandate can be brought to Council and put to a Membership vote in the early months of 2019. CUFA-BC is hosting a bargaining workshop for the research university Faculty Associations in BC in February; the goal of this workshop will be to formulate some shared bargaining priorities for the BC universities. CUFA-BC is also spearheading efforts to lobby the new government on important bargaining issues for BC Faculty Associations.

Advocacy Agenda

As we shift gear towards bargaining this year, many of our advocacy goals will likely be rolled into our bargaining priorities and principles. These include:

- 1) Developing model language and bargaining priorities around how research capacity can be better supported through rights articulated in our CA.



- 2) Working with Chairs and Directors on identifying areas in the CA that could be improved; in addition, we can use this opportunity to suggest changes to the Policy on Chairs and Directors (Appendix I).
- 3) Collecting data on how well the current language, especially language around RPT and evaluation, supports early-in-career scholars.
- 4) Developing bargaining priorities around the use of the CES in Member evaluation and RPT processes.