



University of Victoria
Faculty Association

FA Standing Committee, EC Portfolio, and Other Reports

OGM

06 December 2018

Advancing Indigenization – CAUT Conference – October 19-20, 2018 - Ottawa

By Shanne McCaffrey

This conference was about having earnest conversations about advancing Indigenization in the Academy. Many of the themes, threads and conversations have been occurring for decades and it seems like no or little advancements for Indigenization is occurring—heartening; more Indigenous scholars, people and leaders are being hired in the Academy. Profound change is still a long way in the foggy seas.

New Indigenous Scholars

The new Indigenous scholars' forum was enlightening with the courage and the honesty that two speakers retold their experiences of being brought into the academy. The incredible expectations and assumptions that their colleagues still hold about Indigenous people and academics is still alive and thriving. Indigenous scholars are being held responsible for Academic work, teaching, facilitating, writing, everything that a non-Indigenous academic would do, with the burden of being expected to “Indigenize” the Academy, teach critical theory and white privilege to the critique of their colleagues.

They are also expected to have ties to Indigenous peoples, wisdom keepers, communities, cultural people, teachings, ceremonies etc. It is a terrifying and tremendously heavy burden that gnaws at the well-being of new scholars that feel anxious and isolated. They still experience being held to a high standard for Appointment, tenure, merit, while none of their Indigenous work that is so often relational is even recognized as a strong practice and asset to the Academy.

The Academy often does not recognize that scholars come from a complicated matrix of relationships and are often connected to peoples that live in marginalized communities that experience racism, violence, oppression, poverty, illness, mortality, ongoing dispossession of lands, governance, sovereignty, autonomy etc. The Academy stills views this as not having personal affairs in order and don't realize that many scholars are contributing in many ways to many different communities and folks. This time is seen as crisis management and is part of disorganized, and unprepared planning of Indigenous people.

Advancing Indigenous Academic Staff

There still are far too few Indigenous Academics in Universities. They often work in isolation and many lead lonely existences that can reach over years. Universities need to change climates within the Academy and also think about “cluster hiring” Indigenous scholars for retention and community building. When there are more than one Indigenous scholars in the Unit, Department or school, scholars tend to stay together and it works well for the unit or department as a whole. There still needs to be point people within units that can serve as strong allies for Indigenous scholars that are well steeped in understanding how alien and different academies can be for Indigenous scholars – even those that are well seasoned.

Implementing the Calls to Action of the Truth and Reconciliation Commission

- Mark Dockstator, President, First Nations University of Canada

The single most important piece that Dr. Mark Dockstator talked about in his keynote was the idea of “infusing” spirit into the Academy. In First Nations University, the Old Ones, *Katahyahyak* (Elders) asked: *If Education is the new buffalo, what do you do to the buffalo when you get it? How is this new buffalo nourishing back communities?*

Indigenous people need control of Indigenous education and the truth has to be part of it. People need to start truth telling at all levels for reconciliation to have even a chance. The TRC Calls To Action are a framework to start moving in the right direction, but it is not the only answer or response needed. *Katahyahyak* guide this process for the First Nations University. They are a strong supported group of Indigenous Elders that are leading guiding and infusing good spirit and medicines into the University that is having a strong and profound effect. They say it is important to keep telling stories and the stories will burn bright like stars and continue to light the way. Need to honour ways and traditions of land Universities are on.

Reconciliation needs to happen on Bay Street and economically. For far too long, the land and resources have been pulled from Indigenous people and no sharing has happened. We all need to be in a place to move towards economic equity in all ways with Indigenous people.

Indigenizing the Academy

- Adam Gaudry, Wanda Wuttunnee, Cash Ahenakew and Robin Vose

Basic commitments have been indicated by Universities with respect to Indigenization, decolonization and reconciliation. These commitments need to be increased and resourced. There should be Indigenous peoples at every level in Universities and they are completely underrepresented at every level, so hiring at each level, including VP's should be a priority.

Need to reconcile notions of knowledge and what constitutes knowledge, dissemination, practice, and what this looks like and how it shows up from both Indigenous and non- Indigenous academics. Too much rhetoric in the Academy and mainstream, need to change that to commitment, practice and policy. Instituting a decolonial pedagogy is fundamental to power imbalances held at the Academy. Senior Administrators and Academics have a difficult time conceptualizing decolonial Indigenization and there is always the threat of discomfort that they use to evade necessary work. Need in education to reaffirm Nation-to-Nation relationships and not racialize or inferiorize Indigenous peoples in the Academy. Need to think of ways that support diverse communities to lead research, education and practice.

There is a need for the Academy to think deeply about the holistic Ontology of Relationality as well as a framework for decolonizing solidarity in its midst. It will be work, discomfort and maybe even working through challenging issues, but it is the only way it can happen is with settler and Indigenous folks working towards the same commitments, practices and policy. We need to vision about Indigenous Modernity; what do we want to bring about in the future, how do we want to be with each other?



FA STANDING COMMITTEE REPORT

DISABILITY COMMITTEE

November 30, 2018

Overview

The FA Disability Committee provides consultation on policies, procedures and education initiatives related to disability, including but not limited to sick leave, Long Term Disability, and accommodation for illness/disability. On an on-going basis, the Committee identifies topics for clarification at the JCAA or for future bargaining. This fall, the Committee has continued to consider topics and language that may be pertinent to upcoming negotiations. The Chair of the Disability Committee serves as a liaison with the Collective Agreement Committee, Equity Committee, the Advising and Dispute Resolution Committee, and the Executive Committee, ensuring communication between these vehicles.

Primary Activities

Currently a focus of the FA Disability Committee is to identify and consider issues for bargaining related to sick leave, Long Term Disability, and accommodation for an illness/disability. The Committee is also considering concerns related to a standard form used by HR to obtain medical documentation related to accommodation, and has noted those concerns to the EC for recommendations and action.

Key Successes/Influencers/Objectives/Outcomes

The FAQs that the Committee prepared for the FA Website are now live on the website. These FAQs relate to Sick Leave, Disability, and Accommodation for an illness or disability. Many questions that arise pertain to implementation of the language in the CA, rather than to the language itself. The FAQs are designed to address such questions. We encourage Members to contact the Membership Services Office with questions, and especially if they need accommodation, sick leave, LTD or return to work.

Upcoming

The Committee will consider informal Member feedback about the Disability FAQs and edit or add information as indicated. The Committee will work with the CAC as we approach bargaining.

Current Committee Membership

Disability Committee

1	Victoria Wyatt (AHVS) - CHAIR	Term End: June 30, 2019	RE-ELECT: April 10, 2017
2	Chris Auld (ECON)	Term End: June 30, 2020	ELECT: April 11, 2018
3	Katherine Bertoni (NURS) - Teaching Faculty Representative	Term End: June 30, 2020	ELECT: April 11, 2018
4	Jessica Mussell (LIBR) -- Librarian Member	Term End: June 30, 2020	RE-ELECT: April 11, 2018
5	Hua Lin (LING)	Term End: June 30, 2019	ELECT: Dec 6, 2017

Next Steps



** In collaboration with the Collective Agreement Committee, prepare for bargaining by considering CA language edits and additions relating to sick leave, disability, and accommodation for a disability.*

** Continue to consider concerns about standard documentation forms used by HR.*

** Continue to consider activities of Equity Committee and Advising and Dispute Resolution Committee for shared concerns and opportunities for collaboration.*



FA STANDING COMMITTEE REPORT

TEACHING FACULTY COMMITTEE

November 30, 2018

Overview

Matt Pollard was acclaimed Chair of the TFC in June, 2019, stepping into Tony Vickery's role, as he will be joining the Executive Committee and the Bargaining Committee as the Teaching Faculty Representative. We thank Tony for his past stewardship of the committee.

We are pleased to announce that Andrew Wender and Sally Brenton-Haden have volunteered to serve on the Teaching-Stream Faculty Scholarship Fund Adjudication Committee for 2019. It is a second term for Andrew Wender's second term of service on this committee; we would like to thank Jane Gair for her service on the committee.

Primary Activities

A Teaching Faculty Collective Bargaining Workshop was held on April 10, 2018. Numerous issues are common to all members (such as salary and workload), but specific items of discussion affecting teaching faculty include, but were not restricted to: number of units required to be taught during which teaching terms, the process for assessing merit, study leave provisions for teaching faculty, and work commitments beyond teaching and course development.

A teaching faculty pre-bargaining survey ran from September 21st – 28th, which solicited extensive feedback on teaching faculty concerns regarding working conditions; this was accompanied by an informal feedback café hosted at the University Club on September 26th.

Objectives/Outcomes

The next round of bargaining may bring some positive changes in working conditions for teaching faculty. The administration's practice of costing out every concession in dollar amounts may present challenges in terms of changing the teaching faculty study leave formula and/or bargaining for improvements in workload (such as course reductions, limiting section sizes, or providing course releases etc.).

Upcoming

We are awaiting significant announcements regarding the future direction of the Faculty of the Humanities, which will be presented at a special meeting of the Faculty Council on December 7th. How such initiatives would affect all members and teaching faculty in the Humanities remain to be seen.

Current Committee Membership

Teaching Faculty Committee

1	Anthony Vickery (THEA) - EC Rep (Ex-officio; Voting)	Term Ends: June 30, 2020	EX-OFF: April 11, 2018
2	Christopher Eagle (MATH)	Term Ends: June 30, 2020	ELECT: April 11, 2018
3	Matt Pollard (GMST) - CHAIR	Term Ends: June 30, 2019	ELECT: April 30, 2017
4	Richard Pickard (ENGL)	Term Ends: June 30, 2020	ELECT: April 30, 2017
5	Sara Humphreys (ENGL)	Term Ends: June 30, 2020	ELECT: April 11, 2018

Next Steps



We look forward to developing ways of incorporating recent bargaining survey results into our bargaining mandate.



FA STANDING COMMITTEE REPORT

LIBRARIANS COMMITTEE

November 30, 2018

Overview

FA-LC has been very busy, primarily supporting the librarian member to the Negotiating Team, and the librarian member to the Collective Agreement Committee (CAC).

Primary Activities

- Engaged FA-LC membership to identify problematic language for librarian members in the current CA
- Worked with the librarian member of the CAC to develop the librarian members' survey
- Fielded members questions/concerns to the Libraries' management team through regularly scheduled monthly meetings
- Conducted elections for new members to FA-LC and various internal library committees, oriented newly hired librarians to FA-LC

Key Successes/Influencers/Objectives/Outcomes

- Worked with the Libraries' management team to increase the word count for librarian evaluation summaries to better fit the two year evaluation cycle
- Currently working with the Libraries' management team, and an external facilitator, around planning/processes for an upcoming librarian retreat/re-organization scheduled for February

Upcoming

- Assist librarian member of the negotiating team by hosting meetings with members around bargaining priorities/preferences, and language
- Continue to work with Libraries' management team around the aforementioned retreat/re-organization

Current Committee Membership

Librarians Committee (Constituent Elected -- Except for EC Rep; who is all Member)

1	Carol Gordon (LIBR)	Term Ends: June 30, 2020	ELECT: May 2, 2018
2	Alex Burdett (LIBR)	Term Ends: June 30, 2020	ELECT: May 2, 2018
3	Bill Blair (LIBR) - <i>Ex-Officio (EC Rep)</i> ; Listserv & CO-CHAIR	Term Ends: June 30, 2019	ELECT: April 30, 2017
4	Jessica Mussell (LIBR) CO-CHAIR	Term Ends: June 30, 2019	ELECT: April 30, 2017
5	Heather Dean (LIBR)	Term Ends: June 30, 2019	ELECT: April 30, 2017

Next Steps

For the next six months, FA-LC will focus on bargaining, the library retreat/re-organization, and member concerns that come up along the way.



FA STANDING COMMITTEE REPORT

COLLECTIVE AGREEMENT COMMITTEE

December 5, 2018

Overview

The CAC has been working hard during the Fall Term to develop a mandate for collective bargaining which commences this coming February.

Primary Activities

- Both the CAC and its various subgroups (including the compensation and benefits subgroup and the equity subgroup), have been working in collaboration with FA staff to compare UVic salaries with those of other Canadian universities, and to develop comparative data on a range of other bargaining issues.
- In collaboration with the Negotiating Team and FA staff, we have also been involved in determining the concerns of the membership on a range of issues.

Key Successes/Influencers/Objectives/Outcomes

- Four bargaining surveys have been completed (teaching faculty, workload, evaluation, and librarians/archivists). The CAC provided input into the development of these surveys before they launched, and also assisted with the most recent surveys that will soon be going out – Salary, Benefits, and Retirement and Chairs & Directors.
- Data for the workload and teaching faculty surveys have been analyzed. The workload report will be distributed at the OGM, and both will soon be available in electronic form through the Members' Portal, as will further reports on survey results as the surveys are completed and the results analyzed.
- The CAC has been working with the Executive Committee and the Negotiating Team to develop a bargaining mandate. While we are awaiting the results of the final surveys, it is clear that workload will be a significant focus during collective bargaining, given the concerns raised in both the teaching faculty survey and the workload survey. The growing number of students taught by faculty in many parts of campus, and the increasing administrative burden related to many areas of our work were major areas of concern.
- The lack of time and institutional support for research was also a significant focus of concern for research faculty. We will therefore propose that increased time and support for research be another component of our bargaining mandate.
- A preliminary analysis of the evaluation survey data makes it clear that while the majority of the membership wish to retain some form of a merit system, most see room for significant improvement. The survey results indicate that we have a mandate to bargain for change to the current forced distribution system and to increase fairness and transparency in

Next Steps

The CAC will continue working hard over December and into January to finalize the bargaining mandate that will be presented to Council and the general membership in January.

the merit system more generally. There was also strong support for bargaining for significant increases in the dollar amounts per CPI and MI. The use of CES scores in merit and tenure and promotion decisions was also a major concern in many responses to the survey. Given these concerns, and the consensus in the many published academic studies regarding the biases inherent in student evaluation surveys regarding, gender, race, age and other variables, the FA also hopes to address the use of CES in evaluation as part of bargaining.

Upcoming

The CAC will continue working hard over December and into January to finalize the bargaining mandate that will be presented to Council and the general membership in January. I would like to thank all members of the CAC, and the staff who work with us (both Ben Johnson and Esme Friesen) for their hard work and commitment to the membership.

Current Committee Membership

Collective Agreement Committee

Helga Hallgrimsdottir (PADM) - <i>Ex-officio</i>	Term End: June 30, 2020	EX-OFF: April 20, 2018
Lynne Marks (HIST) - CHAIR	Term End: June 30, 2019	ELECT: FALL 2017 OGM (Dec 6, 2017)
Rebecca Warburton (PADM)	Term End: June 30, 2019	RE-APPT: May 7, 2018
Harry Kwok (EENG)	Term End: June 30, 2020	ELECT: April 10, 2017
Patrick von Aderkas (BIOL)	Term End: June 30, 2020	APPT: September 21, 2018
Elisabeth Gugl (ECON)	Term End: June 30, 2020	RE-ELECT: April 10, 2017
Phalguni Mukhopadhyaya (CIVE)	Term End: June 30, 2020	APPT: September 21, 2018
Victoria Wyatt (AHVS)	Term End: June 30, 2019	APPT: April 20, 2018
Richard Pickard (ENGL) - Teaching Faculty Member	Term End: June 30, 2019	APPT: May 12, 2016
Alex Burdett (LIBR) - Librarian Member	Term End: June 30, 2019	APPT: FALL 2017 OGM (Dec 6, 2017)
Annalee Lepp (GNDR)	Term End: June 30, 2019	APPT: October 19, 2018
Susan Strega (SOCW)	Term End: June 30, 2019	APPT: May 7, 2018



EC PORTFOLIO REPORT

EQUITY & DISABILITY PORTFOLIO

VICTORIA WYATT, EC MEMBER-AT-LARGE, Equity & Disability Portfolio

November 30, 2018

Overview

The EC Equity & Disability Portfolio embraces diverse activities in support of Equity & Disability advocacy, including committee leadership and membership, liaison work, providing information for FA Members, making recommendations regarding policy and practice, and similar initiatives.

Primary Activities

Committee Membership & Participation: Within the FA, I chair the FA Disability Committee and serve on the Executive Committee, the Advising and Dispute Resolution Committee, the Equity Committee, the Human Resources Committee, the Collective Agreement Committee, the Equity Subcommittee of the Collective Agreement Committee and the FA Human Resources Committee. Externally, I represent the FA on the Academic Advisory Committee on Equity and Diversity, run by the Office of Equity and Human Rights. I also am a FA representative on the Continuing Benefits Advisory Committee. I recently served on a working group run by Equity and Human Rights to revise the Equity Statement included in UVic employment advertisements. The new statement was adopted in Spring 2018. I serve as a liaison with the Academic Women's Caucus, MIWIN, and OFAR.

CAUT Standing Committee on Equity: This summer I started a two-year term on the Canadian Association of University Teacher's Standing Committee on Equity. At their meeting in Ottawa in August, some of the topics under discussion included drafts of CAUT policy statements on Mental Health and on Racial Justice, development of a self-identification survey to assist associations in learning about diversity among their membership, and the recent Ryerson arbitration eliminating CES scores as factors in tenure and promotion.

Consultation Work: This spring, I have provided individual Member advocacy related to sick leave, long term disability, return to work and accommodation. With the FA Disability Committee, I am reviewing the Disability FAQs now on the FA Website to assess their usefulness.

Next Steps

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* *In preparation for bargaining, work with Disability Committee and Equity Committee to continue reviewing policies and practices to identify areas in the CA that need additions or rewording.*

* *Review the Disability Committee's FAQs on Sick Leave, Long Term Disability and Accommodation for usefulness*

* *Continue with policy reviews, reviews and UVIC websites, and individual consultations relating to disability and accommodation*

* *Continue to serve on the CAUT Equity Committee and report on its activities*



EC PORTFOLIO REPORT

CHAIR & DIRECTOR PORTFOLIO

PATRICK VON ADERKAS, EC MEMBER, Chair & Director Portfolio

December 5, 2018

Overview

The Chair & Director Portfolio covers two general activities: 1. To represent the interests of chairs and directors within the FA, 2. To assist chairs and directors to achieve improvements in their jobs, whether that involves developing better policies, bargaining positions, or resolving disputes. Throughout the year, we, that is myself and Lynne Marks, who did this job while I was on sabbatical, have worked to increase activism among chairs and directors.

Primary Activities

Bargaining: The Collective Agreement Committee will soon be launching a survey specifically for chairs and directors that will allow us to gauge feelings around particular issues. The information is expected to form the Bargaining Team's mandate when it comes to this sub-group of our membership. Chairs and directors have unique problems that can be solved by effective negotiation with administrators, who are heavily reliant on the good will of these members. Lynne and I have been active in raising issues for our members at meetings of the Collective Agreement Committee.

Outreach: On three occasions this year we organized meetings with chairs and directors that were specifically tailored to their needs. These took place in the spring, summer and autumn terms and were very well attended. These meetings have provided the executive with ideas for future education and information sessions. The knock-on from these meetings has been increased involvement of present and past chairs in union committees.

Consultation Work: We continue to provide individual chairs and directors with advice and representation related to difficulties with either deans (four), or with fellow members (three chairs). These problems tend to linger and a number of them remain unresolved.

Next Steps



- * Assist in the developing the Bargaining Issues Survey of chairs and directors*
- * Continue to develop forum-suited topics about how to improve the workplace conditions of chairs and directors*
- * Continue to represent chairs and directors who have problems.*
- * Continue to serve on the ADRC Committee as Chair and Directors representative.*