



University of Victoria
Faculty Association

FA Standing Committee, EC Portfolio, and Other Reports

OGM

10 December 2019



FA STANDING COMMITTEE REPORT

DISABILITY COMMITTEE

December 9, 2019

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. The Disability Committee develops and maintains the Disability FAQs on the Faculty Association website. As Chair of the Disability Committee, I serve as a liaison with the Collective Agreement Committee, the Equity Committee, the Advising and Dispute Resolution Committee, and the Executive Committee, facilitating communication between these vehicles.

Primary Activities

This year the FA Disability Committee made recommendations for bargaining priorities related to sick leave, LTD, RTW and accommodation. It also made recommendations to the EC about medical forms used by HR to document need for accommodation. We have been waiting for the release of the new Collective Agreement and will now be able to update the Disability FAQs to align with new provisions in the CA. The Committee understands that University Policy HR6115 on Employment Accommodation is currently under review. We are ready to review and comment on any revisions once they reach the FA.

Key Successes/Influencers/Objectives/Outcomes

As we revise the FAQs relating to Sick Leave, Disability, and Accommodation for an illness or disability, we are eager for input from Members. 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 are eager to add/edit to reflect feedback from our Members. We encourage Members to contact the Membership Services Office with questions, especially if they need accommodation, sick leave, LTD or return to work. (The FAQs currently are off the site awaiting revision.)

Upcoming

The Committee will direct attention to revising the FAQs to align with the new CA.

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



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

** Revise Disability FAQs to align with new CA, with assistance from FA staff.*

**Continue to consider issues that arise relating to barriers to accommodation.*

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



EC PORTFOLIO REPORT

EQUITY & DISABILITY PORTFOLIO

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

December 9, 2019

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, the FA Human Resources Committee, and some ad-hoc committees. 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 serve as a liaison with the Academic Women's Caucus, MIWIN, and OFAR. In my own faculty and unit, I am the Fine Arts Equity Advisor, sit on the Fine Arts Equity and Diversity Advisory Group, and am a member of the AHVS Equity and TRC Committee.

CAUT Standing Committee on Equity: I continue to serve as a member of the Canadian Association of University Teachers (CAUT) Standing Committee on Equity. I attended their August 2019 meeting in Ottawa. Topics under discussion include, but are not limited to, designing an Equity Toolkit for member associations, age discrimination, confirming plans for February 2020 Equity Conference, and the new Canada Athena SWAN pilot program, Dimensions, that invites Canadian institutions to sign on to a commitment to develop processes for promoting equity, diversity and inclusion in research communities. After the CAUT meeting, I am participating in an informal subcommittee on Disability, took part in conference calls with CAUT staff and with Stats Canada, have consulted on a statement on age discrimination, and have agreed to be on a panel at the CAUT Equity Conference in February 2020. October 2019 I participated in a panel on promoting equity in sciences and engineering organized by UVic's Dept of Chemistry.

Consultation Work: I continue to provide individual Member advocacy related to sick leave, long term disability, return to work and accommodation. I have also prepared questions for clarification relating to the new Collective Agreement.

Next Steps

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** Assist in identifying areas in the new CA related to equity and disability where clarification about process would be helpful as implementation begins*

** When the new CA is available, work with the Disability Committee to update the Disability FAQs on the FA website*

** Promote UVic's commitment to Canada's Dimensions program related to Athena Swan*

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



FA STANDING & AD HOC COMMITTEE REPORT

EQUITY COMMITTEE

December 9, 2019

Overview

The first meeting of the newly nominated/elected Equity Committee (EC) was held on September 10, 2019, 12:15 PM – 01:45 PM. EC members unanimously elected the chair of the committee. Various equity issues were discussed during this meeting and members felt the need to prioritize the issues to focus on. The second meeting was held on October 30, 2019, 2:00 PM – 3:30 PM. The committee members took time to familiarize themselves with the Terms of Reference and then discussed on a list of equity issues compiled by the committee members. After detailed discussion committee members present unanimously came to the conclusion that *'Transparency in Faculty/Department Hiring, Evaluation and Operation Processes'* would be the top priority issue for this committee to work on.

Primary Activities:

- Conduct regular surveys of Members regarding issues of equity, and prepare reports on these for the Executive Committee and Council;
- Monitor equity issues at other Canadian universities, and prepare reports on these for the Executive Committee and Council;
- Bring to the attention of the Executive Committee any identified inequities associated with gender, Indigenous status, other minority status, disability or other attributes as outlined in Article 6.0 of the Collective Agreement; and,
- Promote awareness of equity issues; advise the Executive Committee on issues brought it brings forward.
- A member of the Committee (Chair or designate) shall represent the Association on appropriate University of Victoria committees.

Key Successes/Influencers/Objectives/Outcomes:

The new committee has identified the top priority issue (*Transparency in Faculty/Department Hiring, Evaluation and Operation Processes*) to work on. Working on the ways to gather information and prepare a white paper based on the information collected from the association members and current practices across faculties/departments.

Upcoming

The committee plans to seek guidance from the FA Executive Committee and find ways to gather information about the current practices related to transparency in various operational processes.

Next Steps



- Reach out to FA Executive and Members to gather information about current practices in operational transparency.
- Prepare a draft White Paper on **'Transparency in Faculty/Department Hiring, Evaluation and Operation Processes'**

Current Committee Member Info

Equity Committee

(2 Year Term)

Phalguni Mukhopadhyaya (CIVE) CHAIR	June 30, 2021
Aditi Gupta (LIBR) -- Librarian Member	June 30, 2021
Christine O'Bonsawin (HIST)	June 30, 2021
Damien Contandriopoulos (NURS)	
	June 30, 2021
Suzanne Urbanczyk (LING)	
Janni Aragon (DTIL)	June 30, 2021
Marilou Gagnon (NURS)	June 30, 2021
Victoria Wyatt (AHVS) – <i>Ex-Officio (Disability & Equity Portfolio)</i>	June 30, 2020

Next Equity Committee Meeting:

Wednesday, 11 December 2019
2:00 PM – 3:30 PM
University House 2 - Rm.109



FA STANDING & AD HOC COMMITTEE REPORT

LIBRARIANS COMMITTEE

December 9, 2019

Overview

FA-LC has been very busy since the AGM, primarily supporting the librarian member to the Negotiating Team, and working through some internal reporting changes within the library.

Primary Activities:

- Engaged FA-LC membership in the final months of bargaining, as well as post-bargaining, providing sessions on changes to CA language
- Fielded members questions/concerns to the Libraries' management team through regularly scheduled monthly meetings
- Conducted elections for new members to FA-LC, and various FA and internal library committees
- Bill Blair attended the CAUT Librarians and Archivists conference in Ottawa in October. The topic was on governance.

Key Successes/Influencers/Objectives/Outcomes:

- Worked with the Libraries' management team and FA-LC members to expand an existing coordinator position to a co-coordinator position so that workload could be better distributed among two members.
- Currently working with the Libraries' management team to create a committee for revising librarian evaluation language

Upcoming

- Continue to work with Libraries' management team around the aforementioned language revisions on various librarian evaluation and standards documents.

Next Steps



For the next four months, FA-LC will focus on workload language revisions and updating of associated librarian evaluation and standards documents.

Current Committee Member Info

Librarians Committee

<i>(2 Year Term)</i>	Bill Blair (LIBR) – Bargaining Team & Co-Chair	June 30, 2021
	Jessica Mussell (LIBR) – Co-Chair	June 30, 2021
	Daniel Brendle-Moczuk (LIBR) - FA Exec	June 30, 2021
	Alex Burdett (LIBR) – Committee Elections/Nominations	June 30, 2020
	Carol Gordon (LIBR) – Secretary, FA Council	June 30, 2020

FA-LC AGM: June 17, 2019

FA-LC General Meetings:

2019: Oct. 16 (FA-LC GM and Lunch reception)

FA-LC Special Meetings:

2019: June 27; July 2, 15, 16; Sept. 6; Oct. 28; Nov. 7; Dec. 2

FA-LC/LEM (Library Excluded Members) Meetings:

2019: June 16; July 22; Sept. 16; Oct. 24; Nov. 26

FA-LC Executive Meetings:

2019: June 13, 28; July 8, 18; Sept. 9; Oct. 15; Nov. 23



FA STANDING & AD HOC COMMITTEE REPORT

TEACHING FACULTY COMMITTEE

December 9, 2019

Overview

The Teaching Faculty Committee held a successful event at the University Club on September 18, 2019 that had presentations from chief negotiator Helga Hallgrímsdóttir and teaching professor Anthony Vickery about the new collective agreement and its impact on Teaching Stream Faculty.

The committee also met with FA President Lynne Marks this fall to discuss specific changes to the collective agreement that will have a large impact on teaching faculty, notably the reduction in workload for teaching stream faculty teaching seven or more courses per year.

Primary Activities:

- Provide a contact point for teaching faculty who have questions for, or concerns about, the Faculty Association or their positions at UVic.
- Arrange development events to help teaching faculty with issues such as promotion, study leave or contractual issues.
- Provide the Faculty Association with the perspectives of teaching faculty on campus.

Upcoming:

Over the next year, the most important activity of this committee will be to communicate to teaching stream faculty about the changes to their positions brought about by the new collective agreement. An event for teaching stream faculty to discuss the issues raised by the new collective agreement, and specifically the newly required standards and evaluation documents, is scheduled for January 10.

Current Committee Member Info

Teaching Faculty Committee (formerly ATP Committee)	Term End Date
Suzan Last (ENGL)	June 30, 2020
Christopher Eagle (MATH) - CHAIR	June 30, 2020
Svetlana Oshkai (MATH)	June 30, 2021
Richard Pickard (ENGL)	June 30, 2021
Sara Humphreys (ENGL)	June 30, 2020

Next Steps



The main task of this committee in the near future will be to help to educate Teaching Stream Faculty about the changes they can expect under the new collective agreement.



FA STANDING & AD HOC COMMITTEE REPORT

FINANCE & INVESTMENT COMMITTEE

December 9, 2019

Overview

The Finance committee went twice this term.

In our first meeting:

- We went over the financials of budget year 2018/19, the first year in which we faced a mill rate of 8.
- We also went over the finance report from July of our current budget year.
- We discussed how to better flag variances from expenditures and revenues in the budget updates that the treasurer delivers to the executive committee. The treasurer has since followed the recommendation.
- We also looked at the preliminary budget of 2020/21. Based on the input of Chris and Simon, the budget presented to the executive included more explanations for the budget in subcategories like conferences etc.

In our second meeting:

- we discussed how much of the current funds in the checking account should be transferred to the defence fund and how much should be marked as operating fund. The result of these deliberations are in the motion of the treasurer at the OGM to leave \$100,000 in the checking account, transfer \$100,000 in an operating funds GIC and transfer the rest into the defence fund.
- We discussed the various uses of the defence fund and decided to work on a good estimate of how much a strike of our members would cost us. This is an ongoing project and a report will be presented at the next AGM.
- We went over the first quarter financials of budget year 2019/20

Current Committee Member Info

Elisabeth Gugl (ECON) (Chair)	June 30, 2021	egugl@uvic.ca
Chris Graham (BUSI)	June 30, 2020	grahamc@uvic.ca
Simon Pek (BUSI)	June 30, 2019	spek@uvic.ca

Next Steps



Discuss uses of the Association Defence Fund.