



Proposed Advocacy Agenda

- 1. To raise faculty and librarian concerns with regards to research services and support with the Administration.**
 - continue to lobby VP Research – have faculty feedback café re what people would like to see in research support (circulate the info Lynne compiled from informal survey with some researchers)

- 2. To monitor how new workload language is being implemented to try and ensure that there are equitable workloads within units and across campus. Also, to monitor any administration efforts to increase workload – i.e. by increasing class size, minimum number of students taught, etc.**
 - offer workshops and other resources to assist members in managing workload, health and wellness issues associated with workload, including addressing work-life balance issues

- 3. To create a peer and mentorship support network for early-in-career scholars.**
 - host a lunch for early-in-career scholars and ask them what they want or would have been helpful
 - contact new hires in September 2020 and January 2021 to inform them of the Association's role in supporting the workplace.
 - organize targeted training events, on performance reviews, re-appointments, etc. for faculty and librarians in their first appointment.
 - advocate for the particular needs and interests of early-in-career scholars when relevant in all policy consultations with the University.
 - create a “portfolio” within the Executive Committee for an elected Member to be in charge of advocacy, engagement and education for early-in-career scholars.
 - produce a handbook for early-in-career scholars

- 4. To provide support for mid-career scholars – encourage them to consider going up for promotion to full, given the new CA language and drop-offs.**
 - offer workshops on this issue
 - create a buddy or mentorship system

- 5. To provide more robust outreach and support to members considering retirement, and to maintain ongoing connections with retired members.**
 - host event for those considering retirement – fall of 2020

- 6. To advocate for academic freedom, at UVic, across Canada and around the world. This would include support for the Scholars-at-Risk program.**
 - schedule a meeting of this committee – move towards sponsoring a scholar

- 7. To advocate for equity issues more broadly on campus.**
 - support new Indigenous Committee and try to implement their suggestions
 - advocate for more childcare spaces
 - educate members and administration about gender, race and other biases in CES, limiting their use as per CA language



8. To advocate for collegial governance, better process re ratification.

- more open searches, limiting role of consultants
- work with Senate on this

9. Support of Chairs and Directors

- Issues around workload
- Workshops on setting boundaries, good governance practices, etc.

10. Developing Points of Leverage for Future Bargaining

- Alliances with other unions and organizations