



University of Victoria
Faculty Association

FA Standing Committee, EC Portfolio, and Other Reports

AGM

08 April 2020

Secretary's Report for the Annual General Meeting

April 8, 2020

By Martha McGinnis

Representative Council Members

- You are an important communication link between your unit and the FA!
- Please continue to keep your unit members informed, and keep us informed about any feedback from them.

FA Relay

- We have changed the *FA Relay* to a bulletin format, to allow for more frequent issues.
- Our first new issue was released on March 13th (available on the website).
- We have an upcoming issue in development.

UVICFA Website

- The website is being updated to reflect changes to the 2019–2022 Collective Agreement.
- The following new resources can be found on the website:
 - Guidelines on Unit Standards
 - Template for Unit Standards
 - FA Suggested Guidelines to Support the Success of Indigenous Faculty Members.
 - Suggested Guidelines for Transparency in the Unit's Hiring, Evaluation and Operation Processes

UVic Faculty Association COVID-19 Community Chat

- The FA has created a private, moderated Facebook group to share thoughts, feelings, and experiences around the current pandemic.
- This is also a place to share online resources around teaching, culture, entertainment, leisure and whatever else will help us get through this time.

Governance Documents

- Our FA Bylaws are currently under review. Thanks to Anthony Quas and Annalee Lepp for serving on the Ad Hoc Bylaws Review Committee this year, and to Colin Goldblatt for stepping in to replace Annalee as of April 1st.

Many thanks to Esme Friesen (Communications Officer) and Ben Johnson (Member Support, Research, and Communications Advisor) for their excellent work on communications this year.



EC PORTFOLIO REPORT

EQUITY & DISABILITY PORTFOLIO

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

April 3, 2020

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 Collective Agreement Committee, the Equity Subcommittee of the Collective Agreement Committee, the FA Human Resources Committee, the Tuition Benefit Committee, the Scholarship Review 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.

CAUT Standing Committee on Equity: I continue to serve as a member of the Canadian Association of University Teachers (CAUT) Standing Committee on Equity. Last week I attended their February 2020 meeting in Ottawa. Topics under discussion include, but are not limited to, designing an Equity Toolkit for member associations, age discrimination, policy statement on a national child care initiative, and planning for the Equity Conference.

CAUT 2020 Equity Conference: Last week at this conference, I presented in a panel on "Celebrating Progress," speaking about strategies we have used at UVic over time to achieve some progress around disability and accommodation. (The EC Portfolio on Equity and Disability is one of those strategies.) There was much interest at the conference in disability and accommodation, as related issues seem prevalent across Canada. There was also much interest in CES issues.

FAQs: The website FAQs on Sick Leave, Long Term Disability, Return to Work and Accommodation are under revision to align with the new CA. I am almost finished preparing a first draft for the Disability Committee's review.

Consultation: Since the last regular Council meeting, I have continued to provide individual Member advocacy related to sick leave, long term disability, return to work and accommodation. I consult with officers on equity and disability as needed, and have informally consulted with a FA at another institution.

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*

** Work with the Disability Committee to complete the updating of the Disability FAQs on the FA website*

** Continue with policy reviews, reviews of 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

ANNALEE LEPP

NEW CHAIRS AND DIRECTORS

April 6, 2020

Overview

The Chair and 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. Since May 2019, I have worked with chairs and directors on the following matters:

Primary Activities

Outreach: My goal was to continue to provide chair and directors, or those considering taking on these roles, with information and advice. Since the release of the Collective Agreement, I attended various Faculty Association workshops on the new CA, including those specifically directed at chairs and directors. I also assisted a number of chairs in developing the Unit Standard for their department. In April, we planned to host a forum for new chairs and directors but it had to be postponed due to the COVID 19 shutdown.

Consultation Work: I continued to provide individual chairs and directors with advice and representation related to difficulties with either deans or with fellow members. Other advice was also provided on an ongoing basis.

I want to thank Patrick van Aderkas for his tremendous support when I first took on this position.

I also want to thank Christopher Bose for agreeing to take on the Chair and Director portfolio as of April 1, 2020.

Next Steps

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** Organize a new chairs and directors forum*

** Continue to represent chairs and directors who have problems.*

** Continue to serve on the ADRC Committee as the Chair and Directors representative.*



FA STANDING & AD HOC COMMITTEE REPORT

LIBRARIANS COMMITTEE

April 3, 2020

Overview

FA-LC has been extremely busy since the fall, working on updating language for the Evaluation Policy for Librarians, and the Standard for Librarians, as well as identifying language issues in new CA.

Primary Activities:

The primary activity FA-LC has been working on post-bargaining, is the updating of two policies required for librarian evaluation and workload. This has required the creation of a Joint Committee consisting of FA-LC Exec and two members of the Libraries' management team to work on updating language, and also a fair amount of consultation and meetings with FA-LC membership. We were able to complete and ratify the Evaluation Policy for Librarians by the January 15, 2020 deadline, and are currently working on the Standard for Librarians. We were close to having the Standards language ready for wider consultation with the FA-LC membership, but with changes in working circumstances due to COVID-19, we have applied for and received an extension to October 2019.

Key Successes/Influencers/Objectives/Outcomes:

- Completed the Evaluation Policy for Librarians, and mid-cycle review sheet by the prescribed deadline.
- The Joint Committee that has been working on updating language has a very good, collegial working rapport.

Upcoming

Goal 1: Continue to work with the Libraries' management team to complete and ratify the Standard for Librarians.

Goal 2: Continue to work with the Libraries' management team, as well as the FA, around anything to do with the new work environment we see ourselves in as a result of COVID-19

Goal 3: Identify language issues in new CA and create a list of things to fix either through JCAA or for the future bargaining team.

Next Steps



FA-LC will continue to focus on updating remaining post-bargaining librarian policies and attending to member concerns that come up along the way.

Current Committee Member Info

Librarians Committee

(2 Year Term)

Bill Blair (LIBR) – Co-Chair	June 30, 2021
Jessica Mussell (LIBR) – Co-Chair	June 30, 2021
Alex Burdett (LIBR) – Collective Agreement Committee, Committee Elections	June 30, 2020
Carol Gordon (LIBR) – Librarian rep to FA Council	June 30, 2020
Daniel Brendle-Moczuk (LIBR) – Librarian rep to FA Executive	June 30, 2021

Meetings

FA-LC AGM: June 17, 2019

FA-LC General Meetings:

2019: Oct. 16 (FA Lunch reception)

FA-LC Special Meetings:

2019: June 27; July 2, 15, 16; Sept. 6; Oct. 28; Nov. 19; Dec. 2

2020: Jan. 6

Joint Committee Meetings for the updating of Librarian policies:

2019: Dec. 3, 10, 13, 16, 18

2020: Jan. 28; Feb. 5, 20, 24; Mar. 4, 5, 9

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

2019: July 22; June 18, Sept. 16; Nov. 28;

2020: Jan. 23; Mar. 26

FA-LC Executive Meetings:

2019: June 25, 28; July 8, 18; Sept. 9; Oct. 15; Nov. 7, 13; Dec. 9

2020: Jan. 13; Feb. 26; Mar. 9, 12, 23



FA STANDING & AD HOC COMMITTEE REPORT

EQUITY COMMITTEE

April 6, 2020

Overview

Since the last report, the committee had three meetings (11 December 2019; 29 January 2020; 26 March 2020). The committee members worked together to develop better understanding of issues related to transparency in University governance. The committee reached out to FA Executive for information and guidance. End of January was set as a deadline to produce a two-page comprehensive guidelines for transparency in hiring, evaluation and operation processes. The final document titled '*FA-EC Suggested Guidelines for Transparency in Unit's Hiring, Evaluation and Operation Processes*' was circulated to the FA members on 12 February 2020.

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 committee has produced a document titled '*FA-EC Suggested Guidelines for Transparency in Unit's Hiring, Evaluation and Operation Processes*' and circulated to all FA members.

Upcoming

The committee plans to seek guidance from the FA Executive find ways to implement the guidelines for transparency in day-to-day activities of the Faculty/Department.

Next Steps



- Reach out to FA Executive and Members to gather information on existing transparency practices and impacts of suggested guidelines.
- Develop strategies to implement '*FA-EC Suggested Guidelines for Transparency in Unit's Hiring, Evaluation and Operation Processes*'

Current Committee Member Info

Equity Committee

(2 Year Term)

Phalguni Mukhopadhyaya (CIVE) CHAIR	June 30, 2020
Aditi Gupta (LIBR) -- Librarian Member	June 30, 2021
Christine O'Bonsawin (HIST) Damien Contandriopoulos (NURS)	June 30, 2021
Suzanne Urbanczyk (LING)	June 30, 2021
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, 27 May 2020
2:30 PM – 4:00 PM
Online Video Conference